

## VOTE SUMMARY REPORT

Date range covered : 04/01/2024 to 03/31/2025

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

### Aier Eye Hospital Group Co., Ltd.

**Meeting Date:** 04/01/2024 **Country:** China **Ticker:** 300015  
**Record Date:** 03/25/2024 **Meeting Type:** Special  
**Primary Security ID:** Y0029J108

Shares Voted: 4,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Changing Part of the Fundraising Investment Projects	Mgmt	For	For	For
2	Approve Completion of Partial Raised Funds Investment Projects and Use of Excess Raised Funds to Replenish Working Capital	Mgmt	For	For	For
3	Approve Repurchase and Cancellation of Performance Shares	Mgmt	For	For	For
4	Approve Changing the Company's Registered Capital and Handling Market Entity Change Registration	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>					
5	Approve Amendments to Articles of Association	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>					
	AMEND PARTIAL COMPANY SYSTEMS	Mgmt			
6.1	Amend Working System for Independent Directors	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>					
6.2	Amend Rules and Procedures Regarding Meetings of Board of Directors	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>					
6.3	Amend External Guarantee Management System	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>					
6.4	Amend Related Party Transaction Management System	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>					

Aier Eye Hospital Group Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.5	Amend Raised Funds Management System	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.					

Varun Beverages Limited

Meeting Date: 04/03/2024	Country: India	Ticker: 540180
Record Date: 03/27/2024	Meeting Type: Annual	
Primary Security ID: Y9T53H127		

Shares Voted: 769,071					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Reelect Raj Gandhi as Director	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST the following nominees is warranted because the board independence norms are not met as per our reclassification and Raj Gandhi and Naresh Trehan are non-independent director nominees.					
4	Approve Reappointment and Remuneration of Varun Jaipuria as Whole-Time Director (designated as Executive Vice Chairman)	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST the following resolutions is warranted because: * The board independence norms are not met, and Varun Jaipuria is a non-independent director nominee. * There are no disclosures on the threshold and target performance that he needs to achieve to determine the performance linked pay. * The company has not provided an absolute monetary cap on the bonus/performance linked pay element, thus leaving the overall pay structure open-ended. * The resolution entails giving discretion to the board to increase his remuneration. Increases in fixed pay should be accompanied with adequate rationale justifying the increase.					
5	Approve Reappointment and Remuneration of Rajinder Jeet Singh Bagga as Whole-Time Director	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST the following resolutions is warranted because: * The board independence norms are not met, and Rajinder Jeet Singh Bagga and Raj Gandhi are non-independent director nominees. * The executives are eligible for the grant of stock options, however, there is no disclosure regarding the quantum of stock compensation, the performance parameters, weights assigned to each parameter or targets which will be used to evaluate the rewards under this component. * There are no disclosures on the threshold and target performance that they need to achieve to determine the performance linked pay. * The company has not provided an absolute monetary cap on the bonus element, thus leaving the overall pay structure open-ended. * The resolution entails giving discretion to the board to increase their remuneration. Increases in fixed pay should be accompanied with adequate rationale justifying the increase.					

Varun Beverages Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Reappointment and Remuneration of Raj Gandhi as Whole-Time Director	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST the following resolutions is warranted because: * The board independence norms are not met, and Rajinder Jeet Singh Bagga and Raj Gandhi are non-independent director nominees. * The executives are eligible for the grant of stock options, however, there is no disclosure regarding the quantum of stock compensation, the performance parameters, weights assigned to each parameter or targets which will be used to evaluate the rewards under this component. * There are no disclosures on the threshold and target performance that they need to achieve to determine the performance linked pay. * The company has not provided an absolute monetary cap on the bonus element, thus leaving the overall pay structure open-ended. * The resolution entails giving discretion to the board to increase their remuneration. Increases in fixed pay should be accompanied with adequate rationale justifying the increase.					
7	Elect Naresh Trehan as Director	Mgmt	For	Against	Abstain
Voting Policy Rationale: A vote AGAINST the following nominees is warranted because the board independence norms are not met as per our reclassification and Raj Gandhi and Naresh Trehan are non-independent director nominees.					

Outokumpu Oyj

Meeting Date: 04/04/2024	Country: Finland	Ticker: OUT1V
Record Date: 03/21/2024	Meeting Type: Annual	
Primary Security ID: X61161273		

Shares Voted: 41,647

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
Voting Policy Rationale: These are routine meeting formalities.					
2	Call the Meeting to Order	Mgmt			
Voting Policy Rationale: These are routine meeting formalities.					
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
Voting Policy Rationale: These are routine meeting formalities.					
4	Acknowledge Proper Convening of Meeting	Mgmt			
Voting Policy Rationale: These are routine meeting formalities.					
5	Prepare and Approve List of Shareholders	Mgmt			
Voting Policy Rationale: These are routine meeting formalities.					
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.26 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted because the proposed remuneration policy is below par in relation to market standards, particularly with regards to the poor disclosure regarding main features of the long-term incentive plans, including lack of disclosure of performance and vesting periods, and generally poor disclosure concerning performance criteria.					
12	Approve Remuneration of Directors in the Amount of EUR 180,000 for Chairman, EUR 96,500 for Vice Chairman and EUR 75,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For	For
13	Fix Number of Directors at Eight	Mgmt	For	For	For
14	Reelect Heinz Jorg Fuhrmann, Kati ter Horst (Vice Chair), Kari Jordan (Chair), Paivi Luostarinen, Jyrki Maki-Kala, Petter Soderstrom, Pierre Vareille and Julia Woodhouse as Directors	Mgmt	For	For	For
15	Approve Remuneration of Auditor	Mgmt	For	For	For
16	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
17	Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor	Mgmt	For	For	For
18	Amend Articles Re: Company Name, Board, Auditor, Annual General Meeting	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Approve Issuance of up to New 45 Million Shares without Preemptive Rights	Mgmt	For	For	For
21	Amend Charter of the Shareholders Nomination Board	Mgmt	For	For	For
22	Close Meeting	Mgmt			

Cera Sanitaryware Limited

Meeting Date: 04/05/2024	Country: India	Ticker: 532443
Record Date: 03/01/2024	Meeting Type: Special	
Primary Security ID: Y5370X119		

Cera Sanitaryware Limited

Shares Voted: 44,278

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Elect Anandh Sundar as Director	Mgmt	For	For	For

Fairfax India Holdings Corporation

Meeting Date: 04/10/2024Country: CanadaTicker: FIH.USD

Record Date: 03/08/2024Meeting Type: Annual

Primary Security ID: 303897102

Shares Voted: 251,375

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Multiple Voting and Subordinate Voting Shares	Mgmt			
1.1	Elect Director Christopher D. Hodgson	Mgmt	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.				
1.2	Elect Director Sharmila Karve	Mgmt	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.				
1.3	Elect Director Jason Kenney	Mgmt	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.				
1.4	Elect Director Sumit Maheshwari	Mgmt	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.				
1.5	Elect Director R. William McFarland	Mgmt	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.				
1.6	Elect Director Satish Rai	Mgmt	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.				
1.7	Elect Director Chandran Ratnaswami	Mgmt	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.				
1.8	Elect Director Gopalakrishnan Soundarajan	Mgmt	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.				
1.9	Elect Director Lauren C. Templeton	Mgmt	For	For	For
	Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.				

Fairfax India Holdings Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Benjamin P. Watsa	Mgmt	For	For	For
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.					
1.11	Elect Director V. Prem Watsa	Mgmt	For	For	For
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.					
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

AstraZeneca PLC

Meeting Date: 04/11/2024	Country: United Kingdom	Ticker: AZN
Record Date: 04/09/2024	Meeting Type: Annual	
Primary Security ID: G0593M107		

Shares Voted: 44,312

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Dividends	Mgmt	For	For	For
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5a	Re-elect Michel Demare as Director	Mgmt	For	For	For
Voting Policy Rationale: Items 5a to 5l A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5m A vote FOR this Director is considered warranted, although it is not without concern for shareholders: * Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: * All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.					
5b	Re-elect Pascal Soriot as Director	Mgmt	For	For	For
Voting Policy Rationale: Items 5a to 5l A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5m A vote FOR this Director is considered warranted, although it is not without concern for shareholders: * Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: * All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.					
5c	Re-elect Aradhana Sarin as Director	Mgmt	For	For	For
Voting Policy Rationale: Items 5a to 5l A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5m A vote FOR this Director is considered warranted, although it is not without concern for shareholders: * Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: * All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5d	Re-elect Philip Broadley as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 5a to 5l A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5m A vote FOR this Director is considered warranted, although it is not without concern for shareholders: * Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: * All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p>					
5e	Re-elect Euan Ashley as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 5a to 5l A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5m A vote FOR this Director is considered warranted, although it is not without concern for shareholders: * Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: * All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p>					
5f	Re-elect Deborah DiSanzo as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 5a to 5l A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5m A vote FOR this Director is considered warranted, although it is not without concern for shareholders: * Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: * All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p>					
5g	Re-elect Diana Layfield as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 5a to 5l A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5m A vote FOR this Director is considered warranted, although it is not without concern for shareholders: * Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: * All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p>					
5h	Elect Anna Manz as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 5a to 5l A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5m A vote FOR this Director is considered warranted, although it is not without concern for shareholders: * Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: * All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p>					
5i	Re-elect Sheri McCoy as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 5a to 5l A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5m A vote FOR this Director is considered warranted, although it is not without concern for shareholders: * Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: * All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p>					
5j	Re-elect Tony Mok as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 5a to 5l A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5m A vote FOR this Director is considered warranted, although it is not without concern for shareholders: * Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: * All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5k	Re-elect Nazneen Rahman as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 5a to 5l A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5m A vote FOR this Director is considered warranted, although it is not without concern for shareholders: * Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: * All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p>					
5l	Re-elect Andreas Rummelt as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 5a to 5l A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5m A vote FOR this Director is considered warranted, although it is not without concern for shareholders: * Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: * All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p>					
5m	Re-elect Marcus Wallenberg as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 5a to 5l A vote FOR these Directors is warranted as no significant concerns have been identified. Item 5m A vote FOR this Director is considered warranted, although it is not without concern for shareholders: * Marcus Wallenberg holds a significant number of board roles at other publicly-listed companies in addition to his position at the Company. These external time commitments may undermine his ability to serve effectively in his respective roles. The main reason for support is: * All of his directorships at listed companies relate to his role at Investor AB, given its significant stake in those companies. Taking this factor into account, support for his re-election is considered warranted.</i></p>					
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	Against	For
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted: * The new maximum pay opportunities, especially a new LTIP maximum of 850% of salary, represent a substantial pay adjustment which positions executive pay very significantly above the Company's FTSE 10 peers. Bonus opportunities are increased simultaneously, further increasing variable pay. * The proposed variable incentive repositioning follows a trend of large increases to potential pay every policy year and represents the opportunity of an additional 3.5x salary since 2020 (although the growth of the Company in market cap, revenue, and TSR since 2020 is also recognised). The merits of the Company's rationale are acknowledged: AstraZeneca undoubtedly has a global reach, is in a high-paying sector, and is led by a very highly regarded CEO. However, the degree by which the new opportunity exceeds FTSE peers is very high, to the extent that support is not recommended.</i></p>					
8	Amend Performance Share Plan 2020	Mgmt	For	Against	For
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted: * The new LTIP maximum of 850% of salary represents a significant pay adjustment which positions executive pay significantly above the Company's FTSE 10 peers.</i></p>					
9	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
10	Authorise Issue of Equity	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					



AstraZeneca PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Advanced Micro Fabrication Equipment, Inc. China

Meeting Date: 04/17/2024

Country: China

Ticker: 688012

Record Date: 04/09/2024

Meeting Type: Annual

Primary Security ID: Y001DM108

Shares Voted: 92,200					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Annual Report and Summary	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
2	Approve Financial Statements	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
3	Approve Profit Distribution	Mgmt	For	For	For
4	Approve Related Party Transaction	Mgmt	For	For	For
5	Approve to Appoint Auditor	Mgmt	For	For	For
6	Approve Report of the Board of Directors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
7	Approve Report of the Board of Supervisors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
8	Approve Remuneration of Directors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.					
9	Approve Remuneration of Supervisors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.					
10	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	Mgmt	For	For	For
11	Approve Draft and Summary of Performance Shares Incentive Plan	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted because directors eligible to receive performance shares under the scheme are involved in the administration of the scheme.					

## Advanced Micro Fabrication Equipment, Inc. China

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Methods to Assess the Performance of Plan Participants	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST is warranted because directors eligible to receive performance shares under the scheme are involved in the administration of the scheme.</i>				
13	Approve Authorization of the Board to Handle All Related Matters	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST is warranted because directors eligible to receive performance shares under the scheme are involved in the administration of the scheme.</i>				
14	Amend Articles of Association	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST is warranted because the proposed articles amendments are not considered to adequately provide for accountability and transparency to shareholders.</i>				
	AMEND INTERNAL CONTROL SYSTEMS	Mgmt			
15.1	Amend Rules and Procedures Regarding General Meetings of Shareholders	Mgmt	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>				
15.2	Amend Rules and Procedures Regarding Meetings of Board of Directors	Mgmt	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>				
15.3	Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Mgmt	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>				
15.4	Amend Related Party Transaction Management System	Mgmt	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>				
15.5	Amend External Guarantee Management System	Mgmt	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>				
15.6	Amend External Investment Management System	Mgmt	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>				
15.7	Amend Implementing Rules for Cumulative Voting System	Mgmt	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>				
15.8	Amend Working System for Independent Directors	Mgmt	For	Against	For
	<i>Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>				

Advanced Micro Fabrication Equipment, Inc. China

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15.9	Amend Management System of Raised Funds	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.					

Covestro AG

Meeting Date: 04/17/2024	Country: Germany	Ticker: 1COV
Record Date: 03/26/2024	Meeting Type: Annual	
Primary Security ID: D15349109		

Shares Voted: 50,000					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
3	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
4	Approve Remuneration Report	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for Fiscal Year 2024 and First Quarter of Fiscal Year 2025	Mgmt	For	For	For
6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares; Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
7	Approve Affiliation Agreement with Covestro First Real Estate GmbH	Mgmt	For	For	For

Transportadora de Gas del Sur SA

Meeting Date: 04/17/2024	Country: Argentina	Ticker: TGSU2
Record Date: 03/14/2024	Meeting Type: Annual/Special	
Primary Security ID: P9313R114		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
	Ordinary, Extraordinary and Special Meeting Agenda - Item 3 is Extraordinary and Item 11 is Special	Mgmt			
1	Designate Two Shareholders to Sign Minutes of Meeting	Mgmt	For	For	For
2	Consider Financial Statements and Statutory Reports Including English Version	Mgmt	For	For	For
3	Consider Allocation of Income; Consider Decreasing Balance of Reserve for Future Investments, Acquisition of Own Shares and/or Dividends Approved by AGM on April 19, 2023	Mgmt	For	For	For
4	Consider Discharge of Directors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these requests is recommended because: * The discharge of directors and internal auditors is a routine procedure for annual meetings in Argentina; * There are no known concerns over the veracity of the financial statements, audit process, or the actions of the board in respect to their preparation; and * There is no evidence of negligence or abuse on the part of the board or management.					
5	Consider Remuneration of Directors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because: * Historical director pay appears reasonable; * There are no known concerns over fees paid to the internal auditor; * The request to approve the audit committee's budget complies with Argentine market regulations; and * Although there is a significant increase in the proposed board remuneration, the amount is still in line with inflation rate in Argentina.					
6	Consider Discharge of Internal Statutory Auditors Committee	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these requests is recommended because: * The discharge of directors and internal auditors is a routine procedure for annual meetings in Argentina; * There are no known concerns over the veracity of the financial statements, audit process, or the actions of the board in respect to their preparation; and * There is no evidence of negligence or abuse on the part of the board or management.					
7	Consider Remuneration of Internal Statutory Auditors Committee	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because: * Historical director pay appears reasonable; * There are no known concerns over fees paid to the internal auditor; * The request to approve the audit committee's budget complies with Argentine market regulations; and * Although there is a significant increase in the proposed board remuneration, the amount is still in line with inflation rate in Argentina.					
8	Consider Budget of Audit Committee	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because: * Historical director pay appears reasonable; * There are no known concerns over fees paid to the internal auditor; * The request to approve the audit committee's budget complies with Argentine market regulations; and * Although there is a significant increase in the proposed board remuneration, the amount is still in line with inflation rate in Argentina.					

Transportadora de Gas del Sur SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Fix Number of and Elect Directors and Alternates	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST these items is warranted because: * The names of the director candidates are not disclosed; * The company has bundled the election of directors into a single voting item; and * Undisclosed bundled director election proposals disenfranchise shareholders voting by proxy.					
10	Fix Board Term for Directors	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST these items is warranted because: * The names of the director candidates are not disclosed; * The company has bundled the election of directors into a single voting item; and * Undisclosed bundled director election proposals disenfranchise shareholders voting by proxy.					
11	Elect Two Members and Two Alternates of Internal Statutory Auditors Committee Representing Class A Shareholders; Elect Member and Alternate of Internal Statutory Auditors Committee Representing Class B Shareholders	Mgmt	For	For	For
12	Approve Remuneration of Auditors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because: * There are no known concerns over the company's relationship with its external auditor; and * The company's most recent auditor opinion is unqualified.					
13	Approve Auditors and Alternates	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because: * There are no known concerns over the company's relationship with its external auditor; and * The company's most recent auditor opinion is unqualified.					

Beiersdorf AG

Meeting Date: 04/18/2024	Country: Germany	Ticker: BEI
Record Date: 03/27/2024	Meeting Type: Annual	
Primary Security ID: D08792109		

Shares Voted: 19,525

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	Abstain
7.1	Elect Donya-Florence Amer to the Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: Votes AGAINST the non-independent nominees, Reinhard Poellath, Wolfgang Herz, and Frederic Pflanz, are warranted because of the failure to establish a sufficiently independent board. Further, votes AGAINST the non-independent remuneration committee members, Reinhard Poellath, Wolfgang Herz, and Frederic Pflanz, are warranted because the company has failed to establish a sufficiently independent remuneration committee. Votes FOR the independent directors Donya-Florence Amer, Hong Chow, and Uta Kemmerich-Keil are warranted as their presence increases the independence of the board. A vote FOR the independent nominee, Beatrice Dreyfus, as alternate supervisory board member is warranted due to a lack of outstanding concerns.					
7.2	Elect Hong Chow to the Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: Votes AGAINST the non-independent nominees, Reinhard Poellath, Wolfgang Herz, and Frederic Pflanz, are warranted because of the failure to establish a sufficiently independent board. Further, votes AGAINST the non-independent remuneration committee members, Reinhard Poellath, Wolfgang Herz, and Frederic Pflanz, are warranted because the company has failed to establish a sufficiently independent remuneration committee. Votes FOR the independent directors Donya-Florence Amer, Hong Chow, and Uta Kemmerich-Keil are warranted as their presence increases the independence of the board. A vote FOR the independent nominee, Beatrice Dreyfus, as alternate supervisory board member is warranted due to a lack of outstanding concerns.					
7.3	Elect Wolfgang Herz to the Supervisory Board	Mgmt	For	Against	Against
Voting Policy Rationale: Votes AGAINST the non-independent nominees, Reinhard Poellath, Wolfgang Herz, and Frederic Pflanz, are warranted because of the failure to establish a sufficiently independent board. Further, votes AGAINST the non-independent remuneration committee members, Reinhard Poellath, Wolfgang Herz, and Frederic Pflanz, are warranted because the company has failed to establish a sufficiently independent remuneration committee. Votes FOR the independent directors Donya-Florence Amer, Hong Chow, and Uta Kemmerich-Keil are warranted as their presence increases the independence of the board. A vote FOR the independent nominee, Beatrice Dreyfus, as alternate supervisory board member is warranted due to a lack of outstanding concerns.					
7.4	Elect Uta Kemmerich-Keil to the Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: Votes AGAINST the non-independent nominees, Reinhard Poellath, Wolfgang Herz, and Frederic Pflanz, are warranted because of the failure to establish a sufficiently independent board. Further, votes AGAINST the non-independent remuneration committee members, Reinhard Poellath, Wolfgang Herz, and Frederic Pflanz, are warranted because the company has failed to establish a sufficiently independent remuneration committee. Votes FOR the independent directors Donya-Florence Amer, Hong Chow, and Uta Kemmerich-Keil are warranted as their presence increases the independence of the board. A vote FOR the independent nominee, Beatrice Dreyfus, as alternate supervisory board member is warranted due to a lack of outstanding concerns.					
7.5	Elect Frederic Pflanz to the Supervisory Board	Mgmt	For	Against	Against
Voting Policy Rationale: Votes AGAINST the non-independent nominees, Reinhard Poellath, Wolfgang Herz, and Frederic Pflanz, are warranted because of the failure to establish a sufficiently independent board. Further, votes AGAINST the non-independent remuneration committee members, Reinhard Poellath, Wolfgang Herz, and Frederic Pflanz, are warranted because the company has failed to establish a sufficiently independent remuneration committee. Votes FOR the independent directors Donya-Florence Amer, Hong Chow, and Uta Kemmerich-Keil are warranted as their presence increases the independence of the board. A vote FOR the independent nominee, Beatrice Dreyfus, as alternate supervisory board member is warranted due to a lack of outstanding concerns.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.6	Elect Reinhard Poellath to the Supervisory Board	Mgmt	For	Against	Against
Voting Policy Rationale: Votes AGAINST the non-independent nominees, Reinhard Poellath, Wolfgang Herz, and Frederic Pflanz, are warranted because of the failure to establish a sufficiently independent board. Further, votes AGAINST the non-independent remuneration committee members, Reinhard Poellath, Wolfgang Herz, and Frederic Pflanz, are warranted because the company has failed to establish a sufficiently independent remuneration committee. Votes FOR the independent directors Donya-Florence Amer, Hong Chow, and Uta Kemmerich-Keil are warranted as their presence increases the independence of the board. A vote FOR the independent nominee, Beatrice Dreyfus, as alternate supervisory board member is warranted due to a lack of outstanding concerns.					
7.7	Elect Beatrice Dreyfus as Alternate Supervisory Board Member	Mgmt	For	For	For
Voting Policy Rationale: Votes AGAINST the non-independent nominees, Reinhard Poellath, Wolfgang Herz, and Frederic Pflanz, are warranted because of the failure to establish a sufficiently independent board. Further, votes AGAINST the non-independent remuneration committee members, Reinhard Poellath, Wolfgang Herz, and Frederic Pflanz, are warranted because the company has failed to establish a sufficiently independent remuneration committee. Votes FOR the independent directors Donya-Florence Amer, Hong Chow, and Uta Kemmerich-Keil are warranted as their presence increases the independence of the board. A vote FOR the independent nominee, Beatrice Dreyfus, as alternate supervisory board member is warranted due to a lack of outstanding concerns.					
8	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Husqvarna AB

Meeting Date: 04/18/2024Country: SwedenTicker: HUSQ.B

Record Date: 04/10/2024Meeting Type: Annual

Primary Security ID: W4235G116

Shares Voted: 263,397

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
Voting Policy Rationale: These are routine meeting formalities.					
2	Elect Chairman of Meeting	Mgmt	For	For	For
Voting Policy Rationale: These are routine meeting formalities.					
3	Prepare and Approve List of Shareholders	Mgmt			
Voting Policy Rationale: These are routine meeting formalities.					
4	Approve Agenda of Meeting	Mgmt	For	For	For
Voting Policy Rationale: These are routine meeting formalities.					
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
Voting Policy Rationale: These are routine meeting formalities.					
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
Voting Policy Rationale: These are routine meeting formalities.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Receive Financial Statements and Statutory Reports	Mgmt			
8a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8b	Approve Allocation of Income and Dividends of SEK 3.00 Per Share	Mgmt	For	For	For
8c.1	Approve Discharge of Tom Johnstone	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or CEO have not fulfilled their fiduciary duties.					
8c.2	Approve Discharge of Ingrid Bonde	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or CEO have not fulfilled their fiduciary duties.					
8c.3	Approve Discharge of Katarina Martinson	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or CEO have not fulfilled their fiduciary duties.					
8c.4	Approve Discharge of Bertrand Neuschwander	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or CEO have not fulfilled their fiduciary duties.					
8c.5	Approve Discharge of Daniel Nodhall	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or CEO have not fulfilled their fiduciary duties.					
8c.6	Approve Discharge of Lars Pettersson	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or CEO have not fulfilled their fiduciary duties.					
8c.7	Approve Discharge of Christine Robins	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or CEO have not fulfilled their fiduciary duties.					
8c.8	Approve Discharge of Torbjorn Loof	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or CEO have not fulfilled their fiduciary duties.					
8c.9	Approve Discharge of CEO Henric Andersson	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or CEO have not fulfilled their fiduciary duties.					
9a	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	For
9b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Remuneration of Directors in the Amount of SEK 2.35 Million to Chairman, SEK 950,000 for Vice Chairman and SEK 680,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
11a.1	Reelect Tom Johnstone as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote FOR candidates Pavel Hajman (Item 11a.9), Ingrid Bone (Item 11a.2), Bertrand Neuschwander (Item 11a.4), Christine Robins (Item 11a.7), and Torbjorn Loof (Item 11a.8) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Thomas (Tom) Johnstone (Item 11a.1), Katarina Martinson (item 11a.3), Daniel Nodhall (Item 11a.5), and Lars Pettersson (Item 11a.6) is warranted for the following reasons: * Thomas (Tom) Johnstone, Katarina Martinson, Daniel Nodhall and Lars Pettersson are non-independent directors on a board with an insufficient level of overall independence. * Katarina Martinson and Daniel Nodhall are non-independent directors on audit committee with insufficient level of overall independence. * Thomas Johnstone and Lars Pettersson are non-independent directors on remuneration committee with insufficient level of overall independence.</i>					
11a.2	Reelect Ingrid Bonde as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR candidates Pavel Hajman (Item 11a.9), Ingrid Bone (Item 11a.2), Bertrand Neuschwander (Item 11a.4), Christine Robins (Item 11a.7), and Torbjorn Loof (Item 11a.8) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Thomas (Tom) Johnstone (Item 11a.1), Katarina Martinson (item 11a.3), Daniel Nodhall (Item 11a.5), and Lars Pettersson (Item 11a.6) is warranted for the following reasons: * Thomas (Tom) Johnstone, Katarina Martinson, Daniel Nodhall and Lars Pettersson are non-independent directors on a board with an insufficient level of overall independence. * Katarina Martinson and Daniel Nodhall are non-independent directors on audit committee with insufficient level of overall independence. * Thomas Johnstone and Lars Pettersson are non-independent directors on remuneration committee with insufficient level of overall independence.</i>					
11a.3	Reelect Katarina Martinson as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote FOR candidates Pavel Hajman (Item 11a.9), Ingrid Bone (Item 11a.2), Bertrand Neuschwander (Item 11a.4), Christine Robins (Item 11a.7), and Torbjorn Loof (Item 11a.8) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Thomas (Tom) Johnstone (Item 11a.1), Katarina Martinson (item 11a.3), Daniel Nodhall (Item 11a.5), and Lars Pettersson (Item 11a.6) is warranted for the following reasons: * Thomas (Tom) Johnstone, Katarina Martinson, Daniel Nodhall and Lars Pettersson are non-independent directors on a board with an insufficient level of overall independence. * Katarina Martinson and Daniel Nodhall are non-independent directors on audit committee with insufficient level of overall independence. * Thomas Johnstone and Lars Pettersson are non-independent directors on remuneration committee with insufficient level of overall independence.</i>					
11a.4	Reelect Bertrand Neuschwander as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR candidates Pavel Hajman (Item 11a.9), Ingrid Bone (Item 11a.2), Bertrand Neuschwander (Item 11a.4), Christine Robins (Item 11a.7), and Torbjorn Loof (Item 11a.8) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Thomas (Tom) Johnstone (Item 11a.1), Katarina Martinson (item 11a.3), Daniel Nodhall (Item 11a.5), and Lars Pettersson (Item 11a.6) is warranted for the following reasons: * Thomas (Tom) Johnstone, Katarina Martinson, Daniel Nodhall and Lars Pettersson are non-independent directors on a board with an insufficient level of overall independence. * Katarina Martinson and Daniel Nodhall are non-independent directors on audit committee with insufficient level of overall independence. * Thomas Johnstone and Lars Pettersson are non-independent directors on remuneration committee with insufficient level of overall independence.</i>					
11a.5	Reelect Daniel Nodhall as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote FOR candidates Pavel Hajman (Item 11a.9), Ingrid Bone (Item 11a.2), Bertrand Neuschwander (Item 11a.4), Christine Robins (Item 11a.7), and Torbjorn Loof (Item 11a.8) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Thomas (Tom) Johnstone (Item 11a.1), Katarina Martinson (item 11a.3), Daniel Nodhall (Item 11a.5), and Lars Pettersson (Item 11a.6) is warranted for the following reasons: * Thomas (Tom) Johnstone, Katarina Martinson, Daniel Nodhall and Lars Pettersson are non-independent directors on a board with an insufficient level of overall independence. * Katarina Martinson and Daniel Nodhall are non-independent directors on audit committee with insufficient level of overall independence. * Thomas Johnstone and Lars Pettersson are non-independent directors on remuneration committee with insufficient level of overall independence.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11a.6	Reelect Lars Pettersson as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote FOR candidates Pavel Hajman (Item 11a.9), Ingrid Bone (Item 11a.2), Bertrand Neuschwander (Item 11a.4), Christine Robins (Item 11a.7), and Torbjorn Loof (Item 11a.8) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Thomas (Tom) Johnstone (Item 11a.1), Katarina Martinson (Item 11a.3), Daniel Nodhall (Item 11a.5), and Lars Pettersson (Item 11a.6) is warranted for the following reasons: * Thomas (Tom) Johnstone, Katarina Martinson, Daniel Nodhall and Lars Pettersson are non-independent directors on a board with an insufficient level of overall independence. * Katarina Martinson and Daniel Nodhall are non-independent directors on audit committee with insufficient level of overall independence. * Thomas Johnstone and Lars Pettersson are non-independent directors on remuneration committee with insufficient level of overall independence.</i>					
11a.7	Reelect Christine Robins as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR candidates Pavel Hajman (Item 11a.9), Ingrid Bone (Item 11a.2), Bertrand Neuschwander (Item 11a.4), Christine Robins (Item 11a.7), and Torbjorn Loof (Item 11a.8) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Thomas (Tom) Johnstone (Item 11a.1), Katarina Martinson (Item 11a.3), Daniel Nodhall (Item 11a.5), and Lars Pettersson (Item 11a.6) is warranted for the following reasons: * Thomas (Tom) Johnstone, Katarina Martinson, Daniel Nodhall and Lars Pettersson are non-independent directors on a board with an insufficient level of overall independence. * Katarina Martinson and Daniel Nodhall are non-independent directors on audit committee with insufficient level of overall independence. * Thomas Johnstone and Lars Pettersson are non-independent directors on remuneration committee with insufficient level of overall independence.</i>					
11a.8	Reelect Torbjorn Loof as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR candidates Pavel Hajman (Item 11a.9), Ingrid Bone (Item 11a.2), Bertrand Neuschwander (Item 11a.4), Christine Robins (Item 11a.7), and Torbjorn Loof (Item 11a.8) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Thomas (Tom) Johnstone (Item 11a.1), Katarina Martinson (Item 11a.3), Daniel Nodhall (Item 11a.5), and Lars Pettersson (Item 11a.6) is warranted for the following reasons: * Thomas (Tom) Johnstone, Katarina Martinson, Daniel Nodhall and Lars Pettersson are non-independent directors on a board with an insufficient level of overall independence. * Katarina Martinson and Daniel Nodhall are non-independent directors on audit committee with insufficient level of overall independence. * Thomas Johnstone and Lars Pettersson are non-independent directors on remuneration committee with insufficient level of overall independence.</i>					
11a.9	Elect Pavel Hajman as New Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR candidates Pavel Hajman (Item 11a.9), Ingrid Bone (Item 11a.2), Bertrand Neuschwander (Item 11a.4), Christine Robins (Item 11a.7), and Torbjorn Loof (Item 11a.8) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Thomas (Tom) Johnstone (Item 11a.1), Katarina Martinson (Item 11a.3), Daniel Nodhall (Item 11a.5), and Lars Pettersson (Item 11a.6) is warranted for the following reasons: * Thomas (Tom) Johnstone, Katarina Martinson, Daniel Nodhall and Lars Pettersson are non-independent directors on a board with an insufficient level of overall independence. * Katarina Martinson and Daniel Nodhall are non-independent directors on audit committee with insufficient level of overall independence. * Thomas Johnstone and Lars Pettersson are non-independent directors on remuneration committee with insufficient level of overall independence.</i>					
11b	Reelect Tom Johnstone as Board Chair	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.</i>					
12a	Ratify KPMG as Auditors	Mgmt	For	For	For
12b	Approve Remuneration of Auditors	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For
14	Approve Performance Share Incentive Program LTI 2024	Mgmt	For	For	For
15	Approve Equity Plan Financing	Mgmt	For	For	For

Husqvarna AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Approve Issuance of up to 10 Percent of the Company's Share Capital without Preemptive Rights	Mgmt	For	For	For
17	Close Meeting	Mgmt			

Jyske Bank A/S

Meeting Date: 04/18/2024	Country: Denmark	Ticker: JYSK
Record Date: 04/11/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: K55633117		

Shares Voted: 27,156

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
a.1	Amend Articles Re: Art.(8), Item 1 g	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these proposals is warranted because they appear largely uncontroversial, and neutral in terms of shareholder rights.					
a.2	Amend Articles Re: Art. 15(6) to be Discontinued	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these proposals is warranted because they appear largely uncontroversial, and neutral in terms of shareholder rights.					
a.3	Amend Articles Re: Art. 16(1)	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these proposals is warranted because they appear largely uncontroversial, and neutral in terms of shareholder rights.					
a.4	Amend Articles Re: Art. 17(1)	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these proposals is warranted because they appear largely uncontroversial, and neutral in terms of shareholder rights.					
b	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
c	Other Business	Mgmt			

Owens Corning

Meeting Date: 04/18/2024	Country: USA	Ticker: OC
Record Date: 02/20/2024	Meeting Type: Annual	
Primary Security ID: 690742101		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Brian D. Chambers	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director Eduardo E. Cordeiro	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director Adrienne D. Elsner	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director Alfred E. Festa	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director Edward F. Lonergan	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director Maryann T. Mannen	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director Paul E. Martin	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1h	Elect Director W. Howard Morris	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1i	Elect Director Suzanne P. Nimocks	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1j	Elect Director John D. Williams	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Arbonia AG

Meeting Date: 04/19/2024	Country: Switzerland	Ticker: ARBN
Record Date:	Meeting Type: Annual	
Primary Security ID: H0267A107		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Management Report	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these routine items are warranted.</i>				
1.2	Approve Annual Financial Statements	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these routine items are warranted.</i>				
1.3	Accept Consolidated Financial Statements	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR these routine items are warranted.</i>				
2	Approve Non-Financial Report	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
5.1.1	Reelect Alexander von Witzleben as Director, Board Chair, and Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST Peter Barandun, the current chair of the combined nomination and compensation committee, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote AGAINST Alexander von Witzleben is warranted because: * The combination of the CEO and board chair roles under a single "executive chair" position is a breach of market best practice. * He is an executive and serves on the audit and nomination/compensation committees, which represents a conflict of interest and is a breach of market best practice. * He holds an excessive number of mandates (including chair positions) at listed companies. Votes FOR the remaining board and committee nominees are warranted due to a lack of further concerns.</i>				
5.1.2	Reelect Peter Barandun as Director and Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST Peter Barandun, the current chair of the combined nomination and compensation committee, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote AGAINST Alexander von Witzleben is warranted because: * The combination of the CEO and board chair roles under a single "executive chair" position is a breach of market best practice. * He is an executive and serves on the audit and nomination/compensation committees, which represents a conflict of interest and is a breach of market best practice. * He holds an excessive number of mandates (including chair positions) at listed companies. Votes FOR the remaining board and committee nominees are warranted due to a lack of further concerns.</i>				
5.1.3	Reelect Peter Bodmer as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote AGAINST Peter Barandun, the current chair of the combined nomination and compensation committee, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote AGAINST Alexander von Witzleben is warranted because: * The combination of the CEO and board chair roles under a single "executive chair" position is a breach of market best practice. * He is an executive and serves on the audit and nomination/compensation committees, which represents a conflict of interest and is a breach of market best practice. * He holds an excessive number of mandates (including chair positions) at listed companies. Votes FOR the remaining board and committee nominees are warranted due to a lack of further concerns.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1.4	Reelect Heinz Haller as Director and Member of the Nomination and Compensation Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote AGAINST Peter Barandun, the current chair of the combined nomination and compensation committee, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote AGAINST Alexander von Witzleben is warranted because: * The combination of the CEO and board chair roles under a single "executive chair" position is a breach of market best practice. * He is an executive and serves on the audit and nomination/compensation committees, which represents a conflict of interest and is a breach of market best practice. * He holds an excessive number of mandates (including chair positions) at listed companies. Votes FOR the remaining board and committee nominees are warranted due to a lack of further concerns.</i>					
5.1.5	Reelect Markus Oppliger as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote AGAINST Peter Barandun, the current chair of the combined nomination and compensation committee, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote AGAINST Alexander von Witzleben is warranted because: * The combination of the CEO and board chair roles under a single "executive chair" position is a breach of market best practice. * He is an executive and serves on the audit and nomination/compensation committees, which represents a conflict of interest and is a breach of market best practice. * He holds an excessive number of mandates (including chair positions) at listed companies. Votes FOR the remaining board and committee nominees are warranted due to a lack of further concerns.</i>					
5.1.6	Reelect Michael Pieper as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote AGAINST Peter Barandun, the current chair of the combined nomination and compensation committee, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote AGAINST Alexander von Witzleben is warranted because: * The combination of the CEO and board chair roles under a single "executive chair" position is a breach of market best practice. * He is an executive and serves on the audit and nomination/compensation committees, which represents a conflict of interest and is a breach of market best practice. * He holds an excessive number of mandates (including chair positions) at listed companies. Votes FOR the remaining board and committee nominees are warranted due to a lack of further concerns.</i>					
5.1.7	Reelect Thomas Lozser as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote AGAINST Peter Barandun, the current chair of the combined nomination and compensation committee, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote AGAINST Alexander von Witzleben is warranted because: * The combination of the CEO and board chair roles under a single "executive chair" position is a breach of market best practice. * He is an executive and serves on the audit and nomination/compensation committees, which represents a conflict of interest and is a breach of market best practice. * He holds an excessive number of mandates (including chair positions) at listed companies. Votes FOR the remaining board and committee nominees are warranted due to a lack of further concerns.</i>					
5.1.8	Reelect Carsten Voigtlaender as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote AGAINST Peter Barandun, the current chair of the combined nomination and compensation committee, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. A vote AGAINST Alexander von Witzleben is warranted because: * The combination of the CEO and board chair roles under a single "executive chair" position is a breach of market best practice. * He is an executive and serves on the audit and nomination/compensation committees, which represents a conflict of interest and is a breach of market best practice. * He holds an excessive number of mandates (including chair positions) at listed companies. Votes FOR the remaining board and committee nominees are warranted due to a lack of further concerns.</i>					
5.2	Designate Roland Keller as Independent Proxy	Mgmt	For	For	For
5.3	Ratify KPMG AG as Auditors	Mgmt	For	For	For
6.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * There are insufficient ex-post disclosures to explain the evolution of variable payouts versus company performance. * There is no standalone long-term incentive component that measures performance over a multi-year period. * The report does not directly address low shareholder support on the prior vote. * The current executive chair serves as a member of the remuneration committee.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Approve Remuneration of Directors in the Amount of CHF 2.4 Million	Mgmt	For	For	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 1.8 Million	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.					

Chifeng Jilong Gold Mining Co., Ltd.

Meeting Date: 04/19/2024Country: ChinaTicker: 600988

Record Date: 04/12/2024Meeting Type: Annual

Primary Security ID: Y2931K108

Shares Voted: 811,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Report of the Board of Directors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
3	Approve Financial Statements	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
4	Approve Financial Budget Report	Mgmt	For	For	For
5	Approve Profit Distribution	Mgmt	For	For	For
6	Approve Remuneration of Directors	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted due to lack of sufficient disclosure.					
7	Approve Annual Report and Summary	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
8	Approve to Appoint Auditor	Mgmt	For	For	For
9	Approve Total Amount of Financing	Mgmt	For	For	For
10	Approve Total Amount of External Guarantee	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted because there is lack of disclosure on the pertinent details of this guarantee request.					

Contemporary Amperex Technology Co., Ltd.

Meeting Date: 04/19/2024

Record Date: 04/12/2024

Primary Security ID: Y1R48E105

Country: China

Meeting Type: Annual

Ticker: 300750

Shares Voted: 109,942

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Annual Report and Summary	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
2	Approve Report of the Board of Directors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
3	Approve Report of the Board of Supervisors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
4	Approve Profit Distribution	Mgmt	For	For	For
5	Approve Remuneration of Directors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.					
6	Approve Remuneration of Supervisors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.					
7	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	Mgmt	For	For	For
8	Approve to Appoint Auditor	Mgmt	For	For	For
9	Approve Application of Credit Lines	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted because the proposed borrowing is considered excessive and may add to the company's financial burden, which is deemed not in the best interests of shareholders.					
10	Approve Estimated Amount of Guarantees	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted because the level of guarantee to be provided to some of the guaranteed entities is disproportionate to the level of ownership in the said entities. The company has failed to provide valid justifications in the meeting circular.					
11	Approve Hedging Plan	Mgmt	For	For	For
12	Approve Repurchase and Cancellation of Performance Shares and Adjustment of Repurchase Price and Repurchase Quantity Deliberated at the 23rd Meeting of the Board of Directors	Mgmt	For	For	For



Contemporary Amperex Technology Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Approve Repurchase and Cancellation of Performance Shares and Adjustment of Repurchase Price and Repurchase Quantity Deliberated at the 27th Meeting of the Board of Directors	Mgmt	For	For	For
14	Amend Articles of Association	Mgmt	For	For	For
	AMEND CORPORATE GOVERNANCE SYSTEMS	Mgmt			
15.1	Amend Rules and Procedures Regarding General Meetings of Shareholders	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.					
15.2	Amend Related-Party Transaction Management System	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.					
15.3	Amend Entrusted Asset Management System	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.					
15.4	Amend Management System of Raised Funds	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.					

India Shelter Finance Corp. Ltd.

Meeting Date: 04/19/2024	Country: India	Ticker: 544044
Record Date: 04/12/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y3R37G182		

Shares Voted: 159,015

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Continuation of Shailesh J Mehta as Non-Executive Non-Independent Director	Mgmt	For	For	For

Emaar Properties PJSC

Meeting Date: 04/22/2024	Country: United Arab Emirates	Ticker: EMAAR
Record Date: 04/19/2024	Meeting Type: Annual	
Primary Security ID: M4025S107		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Board Report on Company Operations and Its Financial Position for FY 2023	Mgmt	For	For	For
2	Approve Auditors' Report on Company Financial Statements for FY 2023	Mgmt	For	For	For
3	Accept Financial Statements and Statutory Reports for FY 2023	Mgmt	For	For	For
4	Approve Dividends of AED 0.50 per Share	Mgmt	For	For	For
5	Approve Board Remuneration Policy	Mgmt	For	For	For
6	Approve Remuneration of Directors	Mgmt	For	For	For
7	Approve Discharge of Directors for FY 2023	Mgmt	For	For	For
8	Approve Discharge of Auditors for FY 2023	Mgmt	For	For	For
9	Appoint Auditors and Fix Their Remuneration for FY 2024	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as the company maintains its practice to pay non-audit fees exceeding 100 percent of standard audit-related fees.</i>					
10.1	Elect Mohammed Al Abbar as Director	Mgmt	None	Abstain	Abstain
<i>Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, specifically their independence classification, ABSTAIN votes for these proposals are warranted.</i>					
10.2	Elect Jamal bin Theniyah as Director	Mgmt	None	Abstain	Abstain
<i>Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, specifically their independence classification, ABSTAIN votes for these proposals are warranted.</i>					
10.3	Elect Ahmed Jawah as Director	Mgmt	None	Abstain	Abstain
<i>Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, specifically their independence classification, ABSTAIN votes for these proposals are warranted.</i>					
10.4	Elect Ahmed Al Matroushi as Director	Mgmt	None	Abstain	Abstain
<i>Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, specifically their independence classification, ABSTAIN votes for these proposals are warranted.</i>					
10.5	Elect Jasim Al Ali as Director	Mgmt	None	Abstain	For
<i>Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, specifically their independence classification, ABSTAIN votes for these proposals are warranted.</i>					
10.6	Elect Hilal Al Marri as Director	Mgmt	None	Abstain	Abstain
<i>Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, specifically their independence classification, ABSTAIN votes for these proposals are warranted.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.7	Elect Sultan Al Mansouri as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, specifically their independence classification, ABSTAIN votes for these proposals are warranted.					
10.8	Elect Buti Al Mulla as Director	Mgmt	None	Abstain	For
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, specifically their independence classification, ABSTAIN votes for these proposals are warranted.					
10.9	Elect Iman Abdulrazzaq as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, specifically their independence classification, ABSTAIN votes for these proposals are warranted.					
10.10	Elect Abdullah Al Falasi as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, specifically their independence classification, ABSTAIN votes for these proposals are warranted.					
10.11	Elect Ahmed Al Muheeri as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, specifically their independence classification, ABSTAIN votes for these proposals are warranted.					
10.12	Elect Omar Boushihab as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, specifically their independence classification, ABSTAIN votes for these proposals are warranted.					
10.13	Elect Mohammed Kareem as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, specifically their independence classification, ABSTAIN votes for these proposals are warranted.					
10.14	Elect Ali Al Jasim as Director	Mgmt	None	Abstain	For
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, specifically their independence classification, ABSTAIN votes for these proposals are warranted.					
10.15	Elect Raysah Al Katbi as Director	Mgmt	None	Abstain	For
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, specifically their independence classification, ABSTAIN votes for these proposals are warranted.					
10.16	Elect Ali Al Muheeri as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, specifically their independence classification, ABSTAIN votes for these proposals are warranted.					
10.17	Elect Maythaa Al Falasi as Director	Mgmt	None	Abstain	For
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, specifically their independence classification, ABSTAIN votes for these proposals are warranted.					
10.18	Elect Iman Al Suweedi as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, specifically their independence classification, ABSTAIN votes for these proposals are warranted.					
11	Allow Directors to Engage in Commercial Transactions with Competitors	Mgmt	For	For	For

Meeting Date: 04/23/2024	Country: Denmark	Ticker: CADLR
Record Date: 03/20/2024	Meeting Type: Annual	
Primary Security ID: K1R4A3101		

Shares Voted: 149,040

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Receive Report of Board	Mgmt			
3	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
5	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted due to the following: * Significant base salary increases for consecutive years; * Lack of disclosure of performance metrics, weights and targets for the variable remuneration; * Insufficient vesting period of long-term incentive grants; and * The presence of transaction bonuses.					
6	Approve Discharge of Management and Board	Mgmt	For	For	For
7	Approve Remuneration of Directors; Approve Remuneration for Committee Work	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted, as the proposed director fees can be considered excessive in relation to comparable domestic peers.					
8.a1	Reelect Ditlev Wedell-Wedellsborg as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR candidates Colette Cohen and Ditlev Wedell-Wedellsborg (Items 8.a1 and 8.a2) is warranted due to a lack of concern regarding the suitability of these individuals.					
8.a2	Elect Colette Cohen as New Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR candidates Colette Cohen and Ditlev Wedell-Wedellsborg (Items 8.a1 and 8.a2) is warranted due to a lack of concern regarding the suitability of these individuals.					
8.b	Reelect Andreas Sohmen-Pao as Board Chairman	Mgmt	For	Abstain	For
Voting Policy Rationale: An ABSTAIN vote is warranted for this item since the proposed chairman is considered overboarded, given his five chairmanships.					
8.c	Reelect Emanuele Lauro as Vice Chairman	Mgmt	For	For	For
9.a	Reelect Bjarte Boe as Member of the Nomination Committee	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted, because of a lack of controversy regarding the nominating committee.					
9.b	Reelect Elaine Yew Wen Suen as Member of the Nomination Committee	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted, because of a lack of controversy regarding the nominating committee.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
11	Authorize Share Repurchase Program	Mgmt	For	For	For
12.a	Approve Creation of up to DKK 70.2 Million Pool of Capital without Preemptive Rights	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST this issuance authorization is warranted because the potential share capital increase is excessive.					
12.b	Approve Creation of up to DKK 70.2 Million Pool of Capital with Preemptive Rights	Mgmt	For	For	For
12.c	Amend Articles Re: The Authorizations under Items 12.a and 12.b Can Maximum Increase Share Capital with DKK 70.2 Million in Total	Mgmt	For	For	For
12.d	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted due to the following: * Lack of disclosure of performance criteria regarding the variable remuneration; * Insufficient vesting period under the equity-based plan; and * Lack of disclosure regarding the performance period under the equity-based plan. Additional concerns are noted due to the presence of a capped discretionary mandate.					
12.e1	Approve Indemnification of Members of the Board of Directors	Mgmt	For	For	For
12.e2	Approve Indemnification of Executive Management	Mgmt	For	For	For
12.e3	Amend Articles Re: Indemnification Scheme	Mgmt	For	For	For
12.e4	Amend Remuneration Policy (Indemnification Scheme)	Mgmt	For	For	For
12.f	Amend Articles	Mgmt	For	For	For
13	Other Business	Mgmt			

Meeting Date: 04/23/2024

Record Date: 04/16/2024

Primary Security ID: K1R4A3101

Country: Denmark

Meeting Type: Annual

Ticker: CADLR

Shares Voted: 1,275,450

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2	Receive Report of Board	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
5	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this item is warranted due to the following: * Significant base salary increases for consecutive years; * Lack of disclosure of performance metrics, weights and targets for the variable remuneration; * Insufficient vesting period of long-term incentive grants; and * The presence of transaction bonuses.</i>					
6	Approve Discharge of Management and Board	Mgmt	For	For	For
7	Approve Remuneration of Directors; Approve Remuneration for Committee Work	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this item is warranted, as the proposed director fees can be considered excessive in relation to comparable domestic peers.</i>					
8.a1	Reelect Ditlev Wedell-Wedellsborg as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR candidates Colette Cohen and Ditlev Wedell-Wedellsborg (Items 8.a1 and 8.a2) is warranted due to a lack of concern regarding the suitability of these individuals.</i>					
8.a2	Elect Colette Cohen as New Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR candidates Colette Cohen and Ditlev Wedell-Wedellsborg (Items 8.a1 and 8.a2) is warranted due to a lack of concern regarding the suitability of these individuals.</i>					
8.b	Reelect Andreas Sohmen-Pao as Board Chairman	Mgmt	For	Abstain	For
<i>Voting Policy Rationale: An ABSTAIN vote is warranted for this item since the proposed chairman is considered overboarded, given his five chairmanships.</i>					
8.c	Reelect Emanuele Lauro as Vice Chairman	Mgmt	For	For	For
9.a	Reelect Bjarte Boe as Member of the Nomination Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted, because of a lack of controversy regarding the nominating committee.</i>					
9.b	Reelect Elaine Yew Wen Suen as Member of the Nomination Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted, because of a lack of controversy regarding the nominating committee.</i>					
10	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
11	Authorize Share Repurchase Program	Mgmt	For	For	For
12.a	Approve Creation of up to DKK 70.2 Million Pool of Capital without Preemptive Rights	Mgmt	For	Against	For
<i>Voting Policy Rationale: A vote AGAINST this issuance authorization is warranted because the potential share capital increase is excessive.</i>					

Cadeler A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.b	Approve Creation of up to DKK 70.2 Million Pool of Capital with Preemptive Rights	Mgmt	For	For	For
12.c	Amend Articles Re: The Authorizations under Items 12.a and 12.b Can Maximum Increase Share Capital with DKK 70.2 Million in Total	Mgmt	For	For	For
12.d	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted due to the following: * Lack of disclosure of performance criteria regarding the variable remuneration; * Insufficient vesting period under the equity-based plan; and * Lack of disclosure regarding the performance period under the equity-based plan. Additional concerns are noted due to the presence of a capped discretionary mandate.					
12.e1	Approve Indemnification of Members of the Board of Directors	Mgmt	For	For	For
12.e2	Approve Indemnification of Executive Management	Mgmt	For	For	For
12.e3	Amend Articles Re: Indemnification Scheme	Mgmt	For	For	For
12.e4	Amend Remuneration Policy (Indemnification Scheme)	Mgmt	For	For	For
12.f	Amend Articles	Mgmt	For	For	For
13	Other Business	Mgmt			

NatWest Group Plc

Meeting Date: 04/23/2024

Record Date: 04/19/2024

Primary Security ID: G6422B147

Country: United Kingdom

Meeting Type: Annual

Ticker: NWG

Shares Voted: 188,755

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Rick Haythornthwaite as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
5	Elect Paul Thwaite as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Re-elect Katie Murray as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
7	Re-elect Frank Dangeard as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
8	Re-elect Roisin Donnelly as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
9	Re-elect Patrick Flynn as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
10	Re-elect Yasmin Jetha as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
11	Re-elect Stuart Lewis as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
12	Re-elect Mark Seligman as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
13	Re-elect Lena Wilson as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
14	Reappoint Ernst and Young LLP as Auditors	Mgmt	For	For	For
15	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					



NatWest Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorise Issue of Equity in Connection with Equity Convertible Notes	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Equity Convertible Notes and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.					
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Equity Convertible Notes and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.					
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
22	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Approve Amendments to Directed Buyback Contract	Mgmt	For	For	For
25	Authorise Off-Market Purchase of Ordinary Shares from HM Treasury	Mgmt	For	For	For
26	Authorise Off-Market Purchase of Preference Shares	Mgmt	For	For	For
27	Approve Employee Share Plan	Mgmt	For	For	For
28	Authorise Board to Offer Scrip Dividend	Mgmt	For	For	For

Vista Energy SAB de CV

Meeting Date: 04/23/2024	Country: Mexico	Ticker: VISTAA
Record Date: 03/22/2024	Meeting Type: Annual/Special	
Primary Security ID: P9799N108		

Shares Voted: 1,754,979

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
	Annual Ordinary Business	Mgmt			

Vista Energy SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Individual and Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2023, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.					
2	Approve Board's Report on Principal Policies and Accounting and Information Criteria Followed in Preparation of Financial Information	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2023, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.					
3	Approve Report on Activities and Operations Undertaken by Board	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2023, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.					
4	Approve Report of Audit and Corporate Practices Committees Chairmen	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2023, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.					
5	Approve Board Report Related to Policy of Acquisition and Sale of Company's Shares	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2023, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.					
6	Approve Remuneration of Directors	Mgmt	For	For	For
7	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Amend Articles	Mgmt	For	For	For
2	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

ABN AMRO Bank NV

Meeting Date: 04/24/2024	Country: Netherlands	Ticker: ABN
Record Date: 03/27/2024	Meeting Type: Annual	
Primary Security ID: N0162C102		

**Shares Voted:** 170,116

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Executive Board (Non-Voting)	Mgmt			
<i>Voting Policy Rationale: No vote is required for this item.</i>					
2.b	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
<i>Voting Policy Rationale: No vote is required for this item.</i>					
2.c	Receive Presentation of the Employee Council	Mgmt			
2.d	Discussion on Company's Corporate Governance Structure	Mgmt			
2.e	Approve Remuneration Report	Mgmt	For	For	For
2.f	Receive Presentation of the Auditor	Mgmt			
2.g	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3.b	Approve Dividends	Mgmt	For	For	For
4.a	Approve Discharge of Executive Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>					
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>					
5.a	Receive Auditor's Report (Non-Voting)	Mgmt			
5.b	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	Mgmt	For	For	For
6.a	Amend Remuneration Policy of the Supervisory Board	Mgmt	For	For	For
6.b	Approve Remuneration Policy of the Executive Board	Mgmt	For	For	For
7.a	Announce Vacancies on the Supervisory Board	Mgmt			
7.b	Opportunity to Make Recommendations	Mgmt			
7.c	Opportunity for Employees Council to Explain the Position Statements	Mgmt			

ABN AMRO Bank NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.d.1	Reelect Laetitia Griffith to Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates					
7.d.2	Reelect Arjen Dorland to Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates					
8.a	Announce Intention to Reappoint Robert Swaak as Member of the Executive Board with the Title Chief Executive Officer (CEO)	Mgmt			
Voting Policy Rationale: This is a non-voting item.					
8.b	Announce Intention to Appoint Caroline Oosterloo - van 't Hoff as Interim Member of the Executive Board with the Title Chief Risk Officer (CRO)	Mgmt			
Voting Policy Rationale: This is a non-voting item.					
9.a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.					
9.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.					
9.c	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Approve Cancellation of Shares	Mgmt	For	For	For
11	Close Meeting	Mgmt			

ASML Holding NV

Meeting Date: 04/24/2024	Country: Netherlands	Ticker: ASML
Record Date: 03/27/2024	Meeting Type: Annual	
Primary Security ID: N07059202		

Shares Voted: 1,820

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			

# ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Discuss the Company's Business, Financial Situation and ESG Sustainability	Mgmt			
3a	Approve Remuneration Report	Mgmt	For	For	For
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3c	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code	Mgmt			
3d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3e	Approve Dividends	Mgmt	For	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>					
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>					
5	Approve Number of Shares for Management Board	Mgmt	For	For	For
6a	Announce Intention to Reappoint C.D. Fouquet to Management Board	Mgmt			
<i>Voting Policy Rationale: These are non-voting items.</i>					
6b	Announce Intention to Reappoint J.P. Koonmen to Management Board	Mgmt			
<i>Voting Policy Rationale: These are non-voting items.</i>					
7a	Discuss Updated Profile of the Supervisory Board	Mgmt			
7b	Reelect A.P. Aris to Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					
7c	Reelect D.M. Durcan to Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7d	Reelect D.W.A. East to Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates					
7e	Discuss Composition of the Supervisory Board	Mgmt			
8a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.					
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.					
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Other Business (Non-Voting)	Mgmt			
12	Close Meeting	Mgmt			

ASML Holding NV

Meeting Date: 04/24/2024Country: NetherlandsTicker: ASML

Record Date: 03/27/2024Meeting Type: Annual

Primary Security ID: N07059202

Shares Voted: 36,806

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Open Meeting	Mgmt			
2	Discuss the Company's Business, Financial Situation and ESG Sustainability	Mgmt			
3a	Approve Remuneration Report	Mgmt	For	For	For
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For

## ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3c	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code	Mgmt			
3d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3e	Approve Dividends	Mgmt	For	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>					
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>					
5	Approve Number of Shares for Management Board	Mgmt	For	For	For
6a	Announce Intention to Reappoint C.D. Fouquet to Management Board	Mgmt			
<i>Voting Policy Rationale: These are non-voting items.</i>					
6b	Announce Intention to Reappoint J.P. Koonmen to Management Board	Mgmt			
<i>Voting Policy Rationale: These are non-voting items.</i>					
7a	Discuss Updated Profile of the Supervisory Board	Mgmt			
7b	Reelect A.P. Aris to Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.</i>					
7c	Reelect D.M. Durcan to Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.</i>					
7d	Reelect D.W.A. East to Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates.</i>					
7e	Discuss Composition of the Supervisory Board	Mgmt			

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.					
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.					
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Other Business (Non-Voting)	Mgmt			
12	Close Meeting	Mgmt			

Breedon Group Plc

Meeting Date: 04/24/2024Country: United KingdomTicker: BREE

Record Date: 04/22/2024Meeting Type: Annual

Primary Security ID: G131AN104

Shares Voted: 152,578

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve Remuneration Policy	Mgmt	For	For	For
6	Approve Deferred Share Bonus Plan	Mgmt	For	For	For
7	Approve Final Dividend	Mgmt	For	For	For
8	Re-elect Amit Bhatia as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
9	Re-elect James Brotherton as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					



Breedon Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Carol Hui as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
11	Re-elect Pauline Lafferty as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
12	Re-elect Helen Miles as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
13	Re-elect Clive Watson as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
14	Re-elect Rob Wood as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Croda International Plc

Meeting Date: 04/24/2024	Country: United Kingdom	Ticker: CRDA
Record Date: 04/22/2024	Meeting Type: Annual	
Primary Security ID: G25536155		

Shares Voted: 22,045

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For

Croda International Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Chris Good as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
5	Elect Danuta Gray as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
6	Re-elect Louisa Burdett as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
7	Re-elect Roberto Cirillo as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
8	Re-elect Jacqui Ferguson as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
9	Re-elect Steve Foots as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
10	Re-elect Julie Kim as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
11	Re-elect Keith Layden as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
12	Re-elect Nawal Ouzren as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
13	Re-elect John Ramsay as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					

## Croda International Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
22	Approve Amendment to the Performance Share Plan 2014	Mgmt	For	For	For

## Hong Kong Exchanges and Clearing Limited

Meeting Date: 04/24/2024Country: Hong KongTicker: 388

Record Date: 04/18/2024Meeting Type: Annual

Primary Security ID: Y3506N139

Shares Voted: 31,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2a	Elect Nicholas Charles Allen as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
2b	Elect Cheung Ming Ming, Anna as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
2c	Elect Zhang Yichen as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
3	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For

Meeting Date: 04/24/2024	Country: Italy	Ticker: 1913
Record Date: 04/22/2024	Meeting Type: Annual	
Primary Security ID: T7733C101		

Shares Voted: 115,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns.				
2	Approve Allocation of Income	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is warranted because the company's financial statements and the proposed income allocation do not raise major concerns.				
3	Shareholder Proposals Submitted by Prada Holding SpA	Mgmt			
	Fix Number of Directors and Duration of Their Term	SH	For	For	For
4i	Elect Patrizio Bertelli as Director	SH	For	For	For
	Voting Policy Rationale: The re-election of the directors who are part of the remuneration committee (Paolo Zannoni, Yoël Zaoui, and Marina Sylvia Caprotti) warrants a vote AGAINST due to the highly problematic pay practices at the company (Items 4ii, 4vii, and 4viii). Also, Paolo Zannoni is an executive director and sits on the remuneration committee (Item 4ii). Vote AGAINST the re-election of Miuccia Prada Bianchi (Item 4iv) considering the unjustified repeated absences at board meetings in the last years. The (re)election of the remaining nominees (Items 4i, 4iii, 4v, 4vi, 4ix, 4x, 4xi) merits a vote FOR in the absence of additional material concerns. The confirmation of Patrizio Bertelli (Item 5) as board chair warrants a qualified vote FOR considering his executive role and the problematic practices highlighted above.				
4ii	Elect Paolo Zannoni as Director	SH	For	Against	Against
	Voting Policy Rationale: The re-election of the directors who are part of the remuneration committee (Paolo Zannoni, Yoël Zaoui, and Marina Sylvia Caprotti) warrants a vote AGAINST due to the highly problematic pay practices at the company (Items 4ii, 4vii, and 4viii). Also, Paolo Zannoni is an executive director and sits on the remuneration committee (Item 4ii). Vote AGAINST the re-election of Miuccia Prada Bianchi (Item 4iv) considering the unjustified repeated absences at board meetings in the last years. The (re)election of the remaining nominees (Items 4i, 4iii, 4v, 4vi, 4ix, 4x, 4xi) merits a vote FOR in the absence of additional material concerns. The confirmation of Patrizio Bertelli (Item 5) as board chair warrants a qualified vote FOR considering his executive role and the problematic practices highlighted above.				
4iii	Elect Andrea Guerra as Director	SH	For	For	For
	Voting Policy Rationale: The re-election of the directors who are part of the remuneration committee (Paolo Zannoni, Yoël Zaoui, and Marina Sylvia Caprotti) warrants a vote AGAINST due to the highly problematic pay practices at the company (Items 4ii, 4vii, and 4viii). Also, Paolo Zannoni is an executive director and sits on the remuneration committee (Item 4ii). Vote AGAINST the re-election of Miuccia Prada Bianchi (Item 4iv) considering the unjustified repeated absences at board meetings in the last years. The (re)election of the remaining nominees (Items 4i, 4iii, 4v, 4vi, 4ix, 4x, 4xi) merits a vote FOR in the absence of additional material concerns. The confirmation of Patrizio Bertelli (Item 5) as board chair warrants a qualified vote FOR considering his executive role and the problematic practices highlighted above.				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4iv	Elect Miuccia Prada Bianchi as Director	SH	For	Against	Against
<i>Voting Policy Rationale: The re-election of the directors who are part of the remuneration committee (Paolo Zannoni, Yoël Zaoui, and Marina Sylvia Caprotti) warrants a vote AGAINST due to the highly problematic pay practices at the company (Items 4ii, 4vii, and 4viii). Also, Paolo Zannoni is an executive director and sits on the remuneration committee (Item 4ii). Vote AGAINST the re-election of Miuccia Prada Bianchi (Item 4iv) considering the unjustified repeated absences at board meetings in the last years. The (re)election of the remaining nominees (Items 4i, 4iii, 4v, 4vi, 4ix, 4x, 4xi) merits a vote FOR in the absence of additional material concerns. The confirmation of Patrizio Bertelli (Item 5) as board chair warrants a qualified vote FOR considering his executive role and the problematic practices highlighted above.</i>					
4v	Elect Andrea Bonini as Director	SH	For	For	For
<i>Voting Policy Rationale: The re-election of the directors who are part of the remuneration committee (Paolo Zannoni, Yoël Zaoui, and Marina Sylvia Caprotti) warrants a vote AGAINST due to the highly problematic pay practices at the company (Items 4ii, 4vii, and 4viii). Also, Paolo Zannoni is an executive director and sits on the remuneration committee (Item 4ii). Vote AGAINST the re-election of Miuccia Prada Bianchi (Item 4iv) considering the unjustified repeated absences at board meetings in the last years. The (re)election of the remaining nominees (Items 4i, 4iii, 4v, 4vi, 4ix, 4x, 4xi) merits a vote FOR in the absence of additional material concerns. The confirmation of Patrizio Bertelli (Item 5) as board chair warrants a qualified vote FOR considering his executive role and the problematic practices highlighted above.</i>					
4vi	Elect Lorenzo Bertelli as Director	SH	For	For	For
<i>Voting Policy Rationale: The re-election of the directors who are part of the remuneration committee (Paolo Zannoni, Yoël Zaoui, and Marina Sylvia Caprotti) warrants a vote AGAINST due to the highly problematic pay practices at the company (Items 4ii, 4vii, and 4viii). Also, Paolo Zannoni is an executive director and sits on the remuneration committee (Item 4ii). Vote AGAINST the re-election of Miuccia Prada Bianchi (Item 4iv) considering the unjustified repeated absences at board meetings in the last years. The (re)election of the remaining nominees (Items 4i, 4iii, 4v, 4vi, 4ix, 4x, 4xi) merits a vote FOR in the absence of additional material concerns. The confirmation of Patrizio Bertelli (Item 5) as board chair warrants a qualified vote FOR considering his executive role and the problematic practices highlighted above.</i>					
4vii	Elect Yoel Zaoui as Director	SH	For	Against	Against
<i>Voting Policy Rationale: The re-election of the directors who are part of the remuneration committee (Paolo Zannoni, Yoël Zaoui, and Marina Sylvia Caprotti) warrants a vote AGAINST due to the highly problematic pay practices at the company (Items 4ii, 4vii, and 4viii). Also, Paolo Zannoni is an executive director and sits on the remuneration committee (Item 4ii). Vote AGAINST the re-election of Miuccia Prada Bianchi (Item 4iv) considering the unjustified repeated absences at board meetings in the last years. The (re)election of the remaining nominees (Items 4i, 4iii, 4v, 4vi, 4ix, 4x, 4xi) merits a vote FOR in the absence of additional material concerns. The confirmation of Patrizio Bertelli (Item 5) as board chair warrants a qualified vote FOR considering his executive role and the problematic practices highlighted above.</i>					
4viii	Elect Marina Sylvia Caprotti as Director	SH	For	Against	Against
<i>Voting Policy Rationale: The re-election of the directors who are part of the remuneration committee (Paolo Zannoni, Yoël Zaoui, and Marina Sylvia Caprotti) warrants a vote AGAINST due to the highly problematic pay practices at the company (Items 4ii, 4vii, and 4viii). Also, Paolo Zannoni is an executive director and sits on the remuneration committee (Item 4ii). Vote AGAINST the re-election of Miuccia Prada Bianchi (Item 4iv) considering the unjustified repeated absences at board meetings in the last years. The (re)election of the remaining nominees (Items 4i, 4iii, 4v, 4vi, 4ix, 4x, 4xi) merits a vote FOR in the absence of additional material concerns. The confirmation of Patrizio Bertelli (Item 5) as board chair warrants a qualified vote FOR considering his executive role and the problematic practices highlighted above.</i>					
4ix	Elect Pamela Yvonne Culpepper as Director	SH	For	For	For
<i>Voting Policy Rationale: The re-election of the directors who are part of the remuneration committee (Paolo Zannoni, Yoël Zaoui, and Marina Sylvia Caprotti) warrants a vote AGAINST due to the highly problematic pay practices at the company (Items 4ii, 4vii, and 4viii). Also, Paolo Zannoni is an executive director and sits on the remuneration committee (Item 4ii). Vote AGAINST the re-election of Miuccia Prada Bianchi (Item 4iv) considering the unjustified repeated absences at board meetings in the last years. The (re)election of the remaining nominees (Items 4i, 4iii, 4v, 4vi, 4ix, 4x, 4xi) merits a vote FOR in the absence of additional material concerns. The confirmation of Patrizio Bertelli (Item 5) as board chair warrants a qualified vote FOR considering his executive role and the problematic practices highlighted above.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4x	Elect Anna Maria Rugarli as Director	SH	For	For	For
<i>Voting Policy Rationale: The re-election of the directors who are part of the remuneration committee (Paolo Zannoni, Yoël Zaoui, and Marina Sylvia Caprotti) warrants a vote AGAINST due to the highly problematic pay practices at the company (Items 4ii, 4vii, and 4viii). Also, Paolo Zannoni is an executive director and sits on the remuneration committee (Item 4ii). Vote AGAINST the re-election of Miuccia Prada Bianchi (Item 4iv) considering the unjustified repeated absences at board meetings in the last years. The (re)election of the remaining nominees (Items 4i, 4iii, 4v, 4vi, 4ix, 4x, 4xi) merits a vote FOR in the absence of additional material concerns. The confirmation of Patrizio Bertelli (Item 5) as board chair warrants a qualified vote FOR considering his executive role and the problematic practices highlighted above.</i>					
4xi	Elect Cristiana Ruella as Director	SH	For	For	For
<i>Voting Policy Rationale: The re-election of the directors who are part of the remuneration committee (Paolo Zannoni, Yoël Zaoui, and Marina Sylvia Caprotti) warrants a vote AGAINST due to the highly problematic pay practices at the company (Items 4ii, 4vii, and 4viii). Also, Paolo Zannoni is an executive director and sits on the remuneration committee (Item 4ii). Vote AGAINST the re-election of Miuccia Prada Bianchi (Item 4iv) considering the unjustified repeated absences at board meetings in the last years. The (re)election of the remaining nominees (Items 4i, 4iii, 4v, 4vi, 4ix, 4x, 4xi) merits a vote FOR in the absence of additional material concerns. The confirmation of Patrizio Bertelli (Item 5) as board chair warrants a qualified vote FOR considering his executive role and the problematic practices highlighted above.</i>					
5	Elect Patrizio Bertelli as Board Chair	SH	For	For	For
<i>Voting Policy Rationale: The re-election of the directors who are part of the remuneration committee (Paolo Zannoni, Yoël Zaoui, and Marina Sylvia Caprotti) warrants a vote AGAINST due to the highly problematic pay practices at the company (Items 4ii, 4vii, and 4viii). Also, Paolo Zannoni is an executive director and sits on the remuneration committee (Item 4ii). Vote AGAINST the re-election of Miuccia Prada Bianchi (Item 4iv) considering the unjustified repeated absences at board meetings in the last years. The (re)election of the remaining nominees (Items 4i, 4iii, 4v, 4vi, 4ix, 4x, 4xi) merits a vote FOR in the absence of additional material concerns. The confirmation of Patrizio Bertelli (Item 5) as board chair warrants a qualified vote FOR considering his executive role and the problematic practices highlighted above.</i>					
6	Approve Remuneration of Directors	SH	For	For	For
7i	Appoint Roberto Spada as Internal Statutory Auditor	SH	For	For	For
<i>Voting Policy Rationale: These items warrant a vote FOR because the name and details of the nominees have been disclosed, and no concerns have been noticed.</i>					
7ii	Appoint Maria Luisa Mosconi as Internal Statutory Auditor	SH	For	For	For
<i>Voting Policy Rationale: These items warrant a vote FOR because the name and details of the nominees have been disclosed, and no concerns have been noticed.</i>					
7iii	Appoint Patrizia Arienti as Internal Statutory Auditor	SH	For	For	For
<i>Voting Policy Rationale: These items warrant a vote FOR because the name and details of the nominees have been disclosed, and no concerns have been noticed.</i>					
7iv	Appoint Stefania Bettoni as Alternate Internal Statutory Auditor	SH	For	For	For
<i>Voting Policy Rationale: These items warrant a vote FOR because the name and details of the nominees have been disclosed, and no concerns have been noticed.</i>					
7v	Appoint Cristiano Proserpio as Alternate Internal Statutory Auditor	SH	For	For	For
<i>Voting Policy Rationale: These items warrant a vote FOR because the name and details of the nominees have been disclosed, and no concerns have been noticed.</i>					
8	Approve Internal Auditors' Remuneration	SH	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	In Case None of Resolution 7i to 7iii Receives the Highest Number of Votes, Either of the Following Resolutions Will Be Put to Shareholder Approval Re: Appoint Chairman of Internal Statutory Auditors	Mgmt			
9.1	Appoint Roberto Spada as Chairman of Internal Statutory Auditors	Mgmt	For	For	Abstain
	Voting Policy Rationale: Items 9.1, 10.1 and 11.1 warrant a vote FOR because Roberto Spada is the only incumbent primary auditor that would be re-elected. Items 9.2, 9.3, 10.2 and 11.2 warrant an ABSTAIN vote because shareholders can support only one candidate.				
9.2	Appoint Maria Luisa Mosconi as Chairman of Internal Statutory Auditors	Mgmt	Abstain	Abstain	For
	Voting Policy Rationale: Items 9.1, 10.1 and 11.1 warrant a vote FOR because Roberto Spada is the only incumbent primary auditor that would be re-elected. Items 9.2, 9.3, 10.2 and 11.2 warrant an ABSTAIN vote because shareholders can support only one candidate.				
9.3	Appoint Patrizia Arienti as Chairman of Internal Statutory Auditors	Mgmt	Abstain	Abstain	Abstain
	Voting Policy Rationale: Items 9.1, 10.1 and 11.1 warrant a vote FOR because Roberto Spada is the only incumbent primary auditor that would be re-elected. Items 9.2, 9.3, 10.2 and 11.2 warrant an ABSTAIN vote because shareholders can support only one candidate.				
10.1	Appoint Roberto Spada as Chairman of Internal Statutory Auditors	Mgmt	For	For	Abstain
	Voting Policy Rationale: Items 9.1, 10.1 and 11.1 warrant a vote FOR because Roberto Spada is the only incumbent primary auditor that would be re-elected. Items 9.2, 9.3, 10.2 and 11.2 warrant an ABSTAIN vote because shareholders can support only one candidate.				
10.2	Appoint Maria Luisa Mosconi as Chairman of Internal Statutory Auditors	Mgmt	Abstain	Abstain	For
	Voting Policy Rationale: Items 9.1, 10.1 and 11.1 warrant a vote FOR because Roberto Spada is the only incumbent primary auditor that would be re-elected. Items 9.2, 9.3, 10.2 and 11.2 warrant an ABSTAIN vote because shareholders can support only one candidate.				
11.1	Appoint Roberto Spada as Chairman of Internal Statutory Auditors	Mgmt	For	For	Abstain
	Voting Policy Rationale: Items 9.1, 10.1 and 11.1 warrant a vote FOR because Roberto Spada is the only incumbent primary auditor that would be re-elected. Items 9.2, 9.3, 10.2 and 11.2 warrant an ABSTAIN vote because shareholders can support only one candidate.				
11.2	Appoint Patrizia Arienti as Chairman of Internal Statutory Auditors	Mgmt	Abstain	Abstain	For
	Voting Policy Rationale: Items 9.1, 10.1 and 11.1 warrant a vote FOR because Roberto Spada is the only incumbent primary auditor that would be re-elected. Items 9.2, 9.3, 10.2 and 11.2 warrant an ABSTAIN vote because shareholders can support only one candidate.				
12.1	Appoint Maria Luisa Mosconi as Chairman of Internal Statutory Auditors	Mgmt	None	For	For
	Voting Policy Rationale: Item 12.1 warrants a vote FOR because Maria Luisa Mosconi has more experience as internal auditor of Italian listed companies. The other candidate under Item 12.2 warrants an ABSTAIN vote because shareholders can support only one candidate.				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.2	Appoint Patrizia Arienti as Chairman of Internal Statutory Auditors	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: Item 12.1 warrants a vote FOR because Maria Luisa Mosconi has more experience as internal auditor of Italian listed companies. The other candidate under Item 12.2 warrants an ABSTAIN vote because shareholders can support only one candidate.					

Serco Group Plc

Meeting Date: 04/24/2024	Country: United Kingdom	Ticker: SRP
Record Date: 04/22/2024	Meeting Type: Annual	
Primary Security ID: G80400107		

Shares Voted: 762,550					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5a	Re-elect John Rishton as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
5b	Re-elect Mark Irwin as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
5c	Re-elect Nigel Crossley as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
5d	Re-elect Kirsty Bashforth as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
5e	Re-elect Kru Desai as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
5f	Re-elect Ian El-Mokadem as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
5g	Re-elect Tim Lodge as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
5h	Re-elect Dame Sue Owen as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					



Serco Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5i	Re-elect Lynne Peacock as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
6	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
7	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
12	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

UBS Group AG

Meeting Date: 04/24/2024

Record Date: 04/17/2024

Primary Security ID: H42097107

Country: Switzerland

Meeting Type: Annual

Ticker: UBSG

Shares Voted: 35,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Sustainability Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of USD 0.70 per Share	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Creation of USD 70 Million Pool of Conditional Capital without Preemptive Rights	Mgmt	For	For	For
6	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
7.1	Reelect Colm Kelleher as Director and Board Chair	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
7.2	Reelect Lukas Gahwiler as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
7.3	Reelect Jeremy Anderson as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
7.4	Reelect Claudia Boeckstiegel as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
7.5	Reelect William Dudley as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
7.6	Reelect Patrick Firmenich as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
7.7	Reelect Fred Hu as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
7.8	Reelect Mark Hughes as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
7.9	Reelect Nathalie Rachou as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
7.10	Reelect Julie Richardson as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
7.11	Reelect Jeanette Wong as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.12	Elect Gail Kelly as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
8.1	Reappoint Julie Richardson as Chairperson of the Compensation Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
8.2	Reappoint Jeanette Wong as Member of the Compensation Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
8.3	Appoint Fred Hu as Member of the Compensation Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
9.1	Approve Additional Remuneration of Directors in the Amount of CHF 2.2 Million for the Period from 2023 AGM until 2024 AGM	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these resolutions are warranted because the proposed amounts have been well explained and do not raise significant concerns at this time.</i>					
9.2	Approve Remuneration of Directors in the Amount of CHF 16.5 Million for the Period from 2024 AGM until 2025 AGM	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these resolutions are warranted because the proposed amounts have been well explained and do not raise significant concerns at this time.</i>					
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 108.3 Million	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these items are warranted because the proposals are broadly in line with market practice and do not give rise to any significant concerns.</i>					
9.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 33 Million	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these items are warranted because the proposals are broadly in line with market practice and do not give rise to any significant concerns.</i>					
10.1	Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy	Mgmt	For	For	For
10.2	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
10.3	Ratify BDO AG as Special Auditors	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	None	Against	Against

Meeting Date: 04/25/2024	Country: United Kingdom	Ticker: BP
Record Date: 04/23/2024	Meeting Type: Annual	
Primary Security ID: G12793108		

Shares Voted: 562,388

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Helge Lund as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
4	Re-elect Murray Auchincloss as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
5	Elect Kate Thomson as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
6	Re-elect Melody Meyer as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
7	Re-elect Tushar Morzaria as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
8	Re-elect Dame Amanda Blanc as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
9	Re-elect Pamela Daley as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
10	Re-elect Hina Nagarajan as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
11	Re-elect Satish Pai as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
12	Re-elect Karen Richardson as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
13	Re-elect Johannes Teyssen as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Approve Scrip Dividend Programme	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Companhia de Saneamento Basico do Estado de Sao Paulo SABESP

Meeting Date: 04/25/2024	Country: Brazil	Ticker: SBSP3
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P2R268136		

Shares Voted: 98,300					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Eduardo Person Pardini, Karolina Fonseca Lima, and Karla Bertocco Trindade as Audit Committee Members	Mgmt	For	For	For
2	Elect Jardel Rolando Almeida Garcia as Eligibility Committee Member	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because: * The company has provided the name and biographical information of the proposed nominees for the Eligibility Committee; and * There are no known concerns regarding the proposed nominees and the company's Eligibility Committee.					
3	Elect Michael Breslin as Eligibility Committee Member	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because: * The company has provided the name and biographical information of the proposed nominees for the Eligibility Committee; and * There are no known concerns regarding the proposed nominees and the company's Eligibility Committee.					

Companhia de Saneamento Basico do Estado de Sao Paulo SABESP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Elect Nilton Joao dos Santos as Eligibility Committee Member	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because: * The company has provided the name and biographical information of the proposed nominees for the Eligibility Committee; and * There are no known concerns regarding the proposed nominees and the company's Eligibility Committee.					
5	Approve Remuneration of Company's Management, Fiscal Council, and Audit Committee Members	Mgmt	For	For	Against
6	Amend Article 14	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed changes; and * The proposed amendments are do not impact shareholder value.					
7	Amend Articles	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed changes; and * The proposed amendments are do not impact shareholder value.					
8	Consolidate Bylaws	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed changes; and * The proposed amendments are do not impact shareholder value.					

Companhia de Saneamento Basico do Estado de Sao Paulo SABESP

Meeting Date: 04/25/2024	Country: Brazil	Ticker: SBSP3
Record Date:	Meeting Type: Annual	
Primary Security ID: P2R268136		

Shares Voted: 98,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2023	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3	Fix Number of Directors at 11	Mgmt	For	For	For
4	Elect Directors	Mgmt	For	For	For
5	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Mgmt	None	Against	Against

# Companhia de Saneamento Basico do Estado de Sao Paulo SABESP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	If Voting FOR on Item 6, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.	Mgmt			
6	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt	None	Abstain	Abstain
<p><i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 7.1-7.9 and 14 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i></p>					
7.1	Percentage of Votes to Be Assigned - Elect Karla Bertocco Trindade as Independent Board Chairman	Mgmt	None	Abstain	Abstain
<p><i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 7.1-7.9 and 14 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i></p>					
7.2	Percentage of Votes to Be Assigned - Elect Nerylson Lima da Silva as Director	Mgmt	None	Abstain	Abstain
<p><i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 7.1-7.9 and 14 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i></p>					
7.3	Percentage of Votes to Be Assigned - Elect Antonio Julio Castiglioni Neto as Director	Mgmt	None	Abstain	Abstain
<p><i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 7.1-7.9 and 14 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i></p>					
7.4	Percentage of Votes to Be Assigned - Elect Anderson Marcio de Oliveira as Director	Mgmt	None	Abstain	Abstain
<p><i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 7.1-7.9 and 14 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i></p>					

## Companhia de Saneamento Basico do Estado de Sao Paulo SABESP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.5	Percentage of Votes to Be Assigned - Elect Andre Gustavo Salcedo Teixeira Mendes as Director	Mgmt	None	Abstain	Abstain
<p><i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 7.1-7.9 and 14 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i></p>					
7.6	Percentage of Votes to Be Assigned - Elect Eduardo Person Pardini as Independent Director	Mgmt	None	Abstain	Abstain
<p><i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 7.1-7.9 and 14 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i></p>					
7.7	Percentage of Votes to Be Assigned - Elect Karolina Fonseca Lima as Independent Director	Mgmt	None	Abstain	Abstain
<p><i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 7.1-7.9 and 14 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i></p>					
7.8	Percentage of Votes to Be Assigned - Elect Ana Silvia Corso Matte as Independent Director	Mgmt	None	Abstain	Abstain
<p><i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 7.1-7.9 and 14 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i></p>					
7.9	Percentage of Votes to Be Assigned - Elect Eduardo Franca de la Pena as Independent Director	Mgmt	None	Abstain	Abstain
<p><i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 7.1-7.9 and 14 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i></p>					
8	Elect Karla Bertocco Trindade as Board Chairman	Mgmt	For	For	For
9	Approve Classification of Eduardo Person Pardini as Independent Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the biographical information of the independent directors; and * The directors do not appear to have had any relational transactions with the company and there are no known concerns regarding the independence classification.</i></p>					



# Companhia de Saneamento Basico do Estado de Sao Paulo SABESP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Classification of Karolina Fonseca Lima as Independent Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the biographical information of the independent directors; and * The directors do not appear to have had any relational transactions with the company and there are no known concerns regarding the independence classification.</i>					
11	Approve Classification of Karla Bertocco Trindade as Independent Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the biographical information of the independent directors; and * The directors do not appear to have had any relational transactions with the company and there are no known concerns regarding the independence classification.</i>					
12	Approve Classification of Ana Silvia Corso Matte as Independent Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the biographical information of the independent directors; and * The directors do not appear to have had any relational transactions with the company and there are no known concerns regarding the independence classification.</i>					
13	Approve Classification of Eduardo de Franca de la Pena as Independent Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the biographical information of the independent directors; and * The directors do not appear to have had any relational transactions with the company and there are no known concerns regarding the independence classification.</i>					
14	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 7.1-7.9 and 14 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>					
15	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	For	For
16	Fix Number of Fiscal Council Members at Five	Mgmt	For	For	For
17	Elect Fiscal Council Members	Mgmt	For	Abstain	Abstain
<i>Voting Policy Rationale: An ABSTAIN vote recommendation is warranted for the management's fiscal council nominees, to allow minority shareholders to concentrate their votes on the election of a minority fiscal council candidate, as further discussed under Item 19 of this meeting agenda.</i>					
18	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Mgmt	None	Against	Against

Companhia de Saneamento Basico do Estado de Sao Paulo SABESP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Elect Gisomar Francisco de Bittencourt Marinho as Fiscal Council Member and Ricardo Bertucci as Alternate Appointed by Minority Shareholder	SH	None	For	For
20	Elect Gustavo Rocha Gattass as Director Appointed by Minority Shareholder	SH	None	For	For

CRH Plc

Meeting Date: 04/25/2024

Record Date: 03/14/2024

Primary Security ID: G25508105

Country: Ireland

Meeting Type: Annual

Ticker: CRH

Shares Voted: 15,114

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Re-elect Richie Boucher as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1b	Re-elect Caroline Dowling as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1c	Re-elect Richard Fearon as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1d	Re-elect Johan Karlstrom as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1e	Re-elect Shaun Kelly as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1f	Re-elect Badar Khan as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1g	Re-elect Lamar McKay as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1h	Re-elect Albert Manifold as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1i	Re-elect Jim Mintern as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Re-elect Gillian Platt as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1k	Re-elect Mary Rhinehart as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1l	Re-elect Siobhan Talbot as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1m	Re-elect Christina Verchere as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
2	Advisory Vote to Approve Executive Compensation	Mgmt	For	For	For
3a	Ratify Deloitte Ireland LLP as Auditors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these proposals is warranted.					
3b	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these proposals is warranted.					
4	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
6	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
7	Authorise Reissuance of Treasury Shares	Mgmt	For	For	For

Dalata Hotel Group Plc

Meeting Date: 04/25/2024	Country: Ireland	Ticker: DHG
Record Date: 04/21/2024	Meeting Type: Annual	
Primary Security ID: G2630L100		

Shares Voted: 138,461

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For

Dalata Hotel Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4a	Re-elect John Hennessy as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4b	Re-elect Dermot Crowley as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4c	Re-elect Elizabeth McMeikan as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4d	Re-elect Cathriona Hallahan as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4e	Re-elect Gervaise Slowey as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4f	Re-elect Shane Casserly as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4g	Re-elect Carol Phelan as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4h	Elect Jon Mortimore as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
9	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
10	Authorise Re-allotment of Treasury Shares	Mgmt	For	For	For
11	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Dalata Hotel Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Amend Articles of Constitution to Increase in the Maximum Number of Directors to Twelve	Mgmt	For	For	For

Embraer SA

Meeting Date: 04/25/2024	Country: Brazil	Ticker: EMBR3
Record Date: 03/28/2024	Meeting Type: Annual/Special	
Primary Security ID: P3700H201		

Shares Voted: 4,902

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Meeting for ADR Holders	Mgmt			
	Ordinary Shareholders' Meeting Agenda	Mgmt			
	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2023	Mgmt	For	For	For
	Approve Allocation of Income	Mgmt	For	For	For
	Elect Fiscal Council Members	Mgmt	For	For	For
4	Approve Remuneration of Company's Management	Mgmt	For	For	For
5	Approve Remuneration of Fiscal Council Members	Mgmt	For	For	For
1	Extraordinary Shareholders' Meeting Agenda	Mgmt			
	Amend Article 3 Re: Corporate Purpose	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed changes; and * The proposed amendments are administrative in nature and neutral to shareholder value.					
2	Amend Article 12	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed changes; and * The proposed amendments are administrative in nature and neutral to shareholder value.					
3	Amend Article 27	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed changes; and * The proposed amendments are administrative in nature and neutral to shareholder value.					
4	Remove Articles 64 and 65	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed changes; and * The proposed amendments are administrative in nature and neutral to shareholder value.					
5	Consolidate Bylaws	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed changes; and * The proposed amendments are administrative in nature and neutral to shareholder value.					

Greencoat Renewables PLC

Meeting Date: 04/25/2024	Country: Ireland	Ticker: GRP
Record Date: 04/21/2024	Meeting Type: Annual	
Primary Security ID: G4081F103		

Shares Voted: 1,801,996

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2a	Re-elect Ronan Murphy as Director	Mgmt	For	For	For
Voting Policy Rationale: Items 2a-2c and 2e A vote FOR the re-election of Rónán Murphy, Emer Gilvarry, Kevin McNamara and Eva Lindqvist is warranted because no significant concerns have been identified. Item 2d A vote FOR the re-election of Marco Graziano is considered warranted, although it is not without concern because: * He is the Chair of the Nomination Committee, who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the expectation of having at least one Director from an ethnic minority background. The main reasons for support are: * The Company meets the diversity expectation of having one woman on the Board; * The Company is expected to appoint a Director from an ethnic minority background by 2024.					
2b	Re-elect Emer Gilvarry as Director	Mgmt	For	For	For
Voting Policy Rationale: Items 2a-2c and 2e A vote FOR the re-election of Rónán Murphy, Emer Gilvarry, Kevin McNamara and Eva Lindqvist is warranted because no significant concerns have been identified. Item 2d A vote FOR the re-election of Marco Graziano is considered warranted, although it is not without concern because: * He is the Chair of the Nomination Committee, who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the expectation of having at least one Director from an ethnic minority background. The main reasons for support are: * The Company meets the diversity expectation of having one woman on the Board; * The Company is expected to appoint a Director from an ethnic minority background by 2024.					
2c	Re-elect Kevin McNamara as Director	Mgmt	For	For	For
Voting Policy Rationale: Items 2a-2c and 2e A vote FOR the re-election of Rónán Murphy, Emer Gilvarry, Kevin McNamara and Eva Lindqvist is warranted because no significant concerns have been identified. Item 2d A vote FOR the re-election of Marco Graziano is considered warranted, although it is not without concern because: * He is the Chair of the Nomination Committee, who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the expectation of having at least one Director from an ethnic minority background. The main reasons for support are: * The Company meets the diversity expectation of having one woman on the Board; * The Company is expected to appoint a Director from an ethnic minority background by 2024.					
2d	Re-elect Marco Graziano as Director	Mgmt	For	For	For
Voting Policy Rationale: Items 2a-2c and 2e A vote FOR the re-election of Rónán Murphy, Emer Gilvarry, Kevin McNamara and Eva Lindqvist is warranted because no significant concerns have been identified. Item 2d A vote FOR the re-election of Marco Graziano is considered warranted, although it is not without concern because: * He is the Chair of the Nomination Committee, who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the expectation of having at least one Director from an ethnic minority background. The main reasons for support are: * The Company meets the diversity expectation of having one woman on the Board; * The Company is expected to appoint a Director from an ethnic minority background by 2024.					
2e	Re-elect Eva Lindqvist as Director	Mgmt	For	For	For
Voting Policy Rationale: Items 2a-2c and 2e A vote FOR the re-election of Rónán Murphy, Emer Gilvarry, Kevin McNamara and Eva Lindqvist is warranted because no significant concerns have been identified. Item 2d A vote FOR the re-election of Marco Graziano is considered warranted, although it is not without concern because: * He is the Chair of the Nomination Committee, who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the expectation of having at least one Director from an ethnic minority background. The main reasons for support are: * The Company meets the diversity expectation of having one woman on the Board; * The Company is expected to appoint a Director from an ethnic minority background by 2024.					
3	Ratify BDO as Auditors	Mgmt	For	For	For

Greencoat Renewables PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: Item 5 A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits. Items 6-7 A vote FOR this resolution is warranted because: * The proposed amounts and duration are within the recommended limits; and * The Company provided a commitment that shares would be issued at or above the NAV per share.					
6	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: Item 5 A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits. Items 6-7 A vote FOR this resolution is warranted because: * The proposed amounts and duration are within the recommended limits; and * The Company provided a commitment that shares would be issued at or above the NAV per share.					
7	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	Mgmt	For	For	For
Voting Policy Rationale: Item 5 A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits. Items 6-7 A vote FOR this resolution is warranted because: * The proposed amounts and duration are within the recommended limits; and * The Company provided a commitment that shares would be issued at or above the NAV per share.					
8	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
9	Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	Mgmt	For	For	For

Heineken NV

Meeting Date: 04/25/2024	Country: Netherlands	Ticker: HEIA
Record Date: 03/28/2024	Meeting Type: Annual	
Primary Security ID: N39427211		

Shares Voted: 8,826

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1a	Receive Report of Executive Board (Non-Voting)	Mgmt			
1b	Discussion on Implementation of Revised Dutch Corporate Governance Code	Mgmt			
1c	Approve Remuneration Report	Mgmt	For	For	For
1d	Adopt Financial Statements	Mgmt	For	For	For
1e	Receive Explanation on Company's Dividend Policy	Mgmt			
1f	Approve Dividends	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Approve Discharge of Executive Directors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.					
1h	Approve Discharge of Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.					
2a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
2b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.					
2c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.					
3	Amend Remuneration Policy for Executive Board	Mgmt	For	For	For
4a	Approve Remuneration Policy for Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal.					
4b	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is warranted, since there is no evidence of excessiveness on the part of the supervisory board regarding this remuneration proposal.					
5	Reelect R.G.S. van den Brink to Executive Board	Mgmt	For	For	For
6a	Reelect R.J.M.S. Huet to Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates					
6b	Reelect P. Mars Wright to Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates					
6c	Elect P.T.F.M. Wennink to Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates					
7	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For



London Stock Exchange Group plc

Meeting Date: 04/25/2024

Record Date: 04/23/2024

Primary Security ID: G5689U103

Country: United Kingdom

Meeting Type: Annual

Ticker: LSEG

Shares Voted: 8,745

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Remuneration Policy	Mgmt	For	For	For
5	Re-elect Dominic Blakemore as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
6	Re-elect Martin Brand as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
7	Re-elect Kathleen DeRose as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
8	Re-elect Tsega Gebreyes as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
9	Re-elect Scott Guthrie as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
10	Re-elect Cressida Hogg as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
11	Re-elect Val Rahmani as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
12	Re-elect Don Robert as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
13	Re-elect David Schwimmer as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
14	Re-elect William Vereker as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
15	Elect Michel-Alain Proch as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					

## London Stock Exchange Group plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Appoint Deloitte LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Approve Equity Incentive Plan	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise Off-Market Purchase of Shares from Consortium Shareholders	Mgmt	For	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

## Regional SAB de CV

Meeting Date: 04/25/2024	Country: Mexico	Ticker: RA
Record Date: 04/12/2024	Meeting Type: Annual	
Primary Security ID: P8008V109		

Shares Voted: 826,271

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.a	Approve CEO's Report, Including Financial Statements and Statutory Reports	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2022, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.					
1.b	Approve Board's Report	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2022, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.					

## Regional SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.c	Approve Audit Committee's Report Including Board's Opinion on CEO's Report	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2022, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.</i>					
1.d	Approve Corporate Practices Committee's Report	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2022, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.</i>					
2.a	Approve Allocation of Income	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.</i>					
2.b	Approve Cash Dividends	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.</i>					
2.c	Set Maximum Amount of Share Repurchase	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these requests is warranted because: * The company's most recent share repurchase reserve was reasonable; and * There are no known concerns over previous use of the share repurchase authority.</i>					
2.d	Present Report on Share Repurchase	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these requests is warranted because: * The company's most recent share repurchase reserve was reasonable; and * There are no known concerns over previous use of the share repurchase authority.</i>					
3.a	Approve Discharge of Board of Directors	Mgmt	For	For	For
3.b	Elect or Ratify Directors, Chairman and Secretary of Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>					
3.c	Elect or Ratify Chairman and Members of Audit and Corporate Practices Committees	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>					
3.d	Approve Remuneration	Mgmt	For	For	For
4	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
5	Approve Minutes of Meeting	Mgmt	For	For	For

Meeting Date: 04/25/2024	Country: United Kingdom	Ticker: REL
Record Date: 04/23/2024	Meeting Type: Annual	
Primary Security ID: G7493L105		

Shares Voted: 23,064

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Elect Bianca Tetteroo as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
7	Re-elect Paul Walker as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
8	Re-elect Erik Engstrom as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
9	Re-elect Nick Luff as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
10	Re-elect Alistair Cox as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
11	Re-elect June Felix as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
12	Re-elect Charlotte Hogg as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
13	Re-elect Robert MacLeod as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
14	Re-elect Andrew Sukawaty as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
15	Re-elect Suzanne Wood as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Vamos Locacao de Caminhos, Maquinas e Equipamentos SA

Meeting Date: 04/25/2024	Country: Brazil	Ticker: VAM03
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P9680U112		

Shares Voted: 28,954,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration of Company's Management	Mgmt	For	For	For
2	Amend Article 5 to Reflect Changes in Capital	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed amendments; * The change in share capital is the result of the issuance of shares, previously approved by the board within the authorized capital limit; and * The proposed amendments are administrative in nature and neutral to shareholder value.					
3	Amend Article 20 Re: Powers of Board of Directors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed amendments; * The change in share capital is the result of the issuance of shares, previously approved by the board within the authorized capital limit; and * The proposed amendments are administrative in nature and neutral to shareholder value.					
4	Amend Article 26	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed amendments; * The change in share capital is the result of the issuance of shares, previously approved by the board within the authorized capital limit; and * The proposed amendments are administrative in nature and neutral to shareholder value.					

Vamos Locacao de Caminhoes, Maquinas e Equipamentos SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Consolidate Bylaws	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed amendments; * The change in share capital is the result of the issuance of shares, previously approved by the board within the authorized capital limit; and * The proposed amendments are administrative in nature and neural to shareholder value.					

Vamos Locacao de Caminhoes, Maquinas e Equipamentos SA

Meeting Date: 04/25/2024	Country: Brazil	Ticker: VAM03
Record Date:	Meeting Type: Annual	
Primary Security ID: P9680U112		

Shares Voted: 28,954,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2023	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain

Kingspan Group Plc

Meeting Date: 04/26/2024	Country: Ireland	Ticker: KRX
Record Date: 04/22/2024	Meeting Type: Annual	
Primary Security ID: G52654103		

Shares Voted: 57,694

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Re-elect Jost Massenberg as Director	Mgmt	For	For	For

Voting Policy Rationale: Item 3b A vote for the re-election of Gene Murtagh, the CEO, is considered warranted, although this is not without concern. The qualified nature of the support reflects concern at the information that has come to light at the Grenfell inquiry and recognises reputational damage. However, it also acknowledges that comprehensive remedial action has been taken, and an independent review by Eversheds Sutherland has concluded that remedial recommendations from the Eversheds Sutherland earlier review have been actioned in full, as discussed in Material Company Updates section. The matter will be revisited when the final report on the disaster has been published. Its implications for director election will be further considered at that stage. Items 3a and 3c-3k A vote FOR these Directors is considered warranted.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3b	Re-elect Gene Murtagh as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 3b A vote for the re-election of Gene Murtagh, the CEO, is considered warranted, although this is not without concern. The qualified nature of the support reflects concern at the information that has come to light at the Grenfell inquiry and recognises reputational damage. However, it also acknowledges that comprehensive remedial action has been taken, and an independent review by Eversheds Sutherland has concluded that remedial recommendations from the Eversheds Sutherland earlier review have been actioned in full, as discussed in Material Company Updates section. The matter will be revisited when the final report on the disaster has been published. Its implications for director election will be further considered at that stage. Items 3a and 3c-3k A vote FOR these Directors is considered warranted.</i>					
3c	Re-elect Geoff Doherty as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 3b A vote for the re-election of Gene Murtagh, the CEO, is considered warranted, although this is not without concern. The qualified nature of the support reflects concern at the information that has come to light at the Grenfell inquiry and recognises reputational damage. However, it also acknowledges that comprehensive remedial action has been taken, and an independent review by Eversheds Sutherland has concluded that remedial recommendations from the Eversheds Sutherland earlier review have been actioned in full, as discussed in Material Company Updates section. The matter will be revisited when the final report on the disaster has been published. Its implications for director election will be further considered at that stage. Items 3a and 3c-3k A vote FOR these Directors is considered warranted.</i>					
3d	Re-elect Russell Shiels as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 3b A vote for the re-election of Gene Murtagh, the CEO, is considered warranted, although this is not without concern. The qualified nature of the support reflects concern at the information that has come to light at the Grenfell inquiry and recognises reputational damage. However, it also acknowledges that comprehensive remedial action has been taken, and an independent review by Eversheds Sutherland has concluded that remedial recommendations from the Eversheds Sutherland earlier review have been actioned in full, as discussed in Material Company Updates section. The matter will be revisited when the final report on the disaster has been published. Its implications for director election will be further considered at that stage. Items 3a and 3c-3k A vote FOR these Directors is considered warranted.</i>					
3e	Re-elect Gilbert McCarthy as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 3b A vote for the re-election of Gene Murtagh, the CEO, is considered warranted, although this is not without concern. The qualified nature of the support reflects concern at the information that has come to light at the Grenfell inquiry and recognises reputational damage. However, it also acknowledges that comprehensive remedial action has been taken, and an independent review by Eversheds Sutherland has concluded that remedial recommendations from the Eversheds Sutherland earlier review have been actioned in full, as discussed in Material Company Updates section. The matter will be revisited when the final report on the disaster has been published. Its implications for director election will be further considered at that stage. Items 3a and 3c-3k A vote FOR these Directors is considered warranted.</i>					
3f	Re-elect Linda Hickey as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 3b A vote for the re-election of Gene Murtagh, the CEO, is considered warranted, although this is not without concern. The qualified nature of the support reflects concern at the information that has come to light at the Grenfell inquiry and recognises reputational damage. However, it also acknowledges that comprehensive remedial action has been taken, and an independent review by Eversheds Sutherland has concluded that remedial recommendations from the Eversheds Sutherland earlier review have been actioned in full, as discussed in Material Company Updates section. The matter will be revisited when the final report on the disaster has been published. Its implications for director election will be further considered at that stage. Items 3a and 3c-3k A vote FOR these Directors is considered warranted.</i>					
3g	Re-elect Anne Heraty as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 3b A vote for the re-election of Gene Murtagh, the CEO, is considered warranted, although this is not without concern. The qualified nature of the support reflects concern at the information that has come to light at the Grenfell inquiry and recognises reputational damage. However, it also acknowledges that comprehensive remedial action has been taken, and an independent review by Eversheds Sutherland has concluded that remedial recommendations from the Eversheds Sutherland earlier review have been actioned in full, as discussed in Material Company Updates section. The matter will be revisited when the final report on the disaster has been published. Its implications for director election will be further considered at that stage. Items 3a and 3c-3k A vote FOR these Directors is considered warranted.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3h	Re-elect Eimear Moloney as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 3b A vote for the re-election of Gene Murtagh, the CEO, is considered warranted, although this is not without concern. The qualified nature of the support reflects concern at the information that has come to light at the Grenfell inquiry and recognises reputational damage. However, it also acknowledges that comprehensive remedial action has been taken, and an independent review by Eversheds Sutherland has concluded that remedial recommendations from the Eversheds Sutherland earlier review have been actioned in full, as discussed in Material Company Updates section. The matter will be revisited when the final report on the disaster has been published. Its implications for director election will be further considered at that stage. Items 3a and 3c-3k A vote FOR these Directors is considered warranted.</i></p>					
3i	Re-elect Paul Murtagh as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 3b A vote for the re-election of Gene Murtagh, the CEO, is considered warranted, although this is not without concern. The qualified nature of the support reflects concern at the information that has come to light at the Grenfell inquiry and recognises reputational damage. However, it also acknowledges that comprehensive remedial action has been taken, and an independent review by Eversheds Sutherland has concluded that remedial recommendations from the Eversheds Sutherland earlier review have been actioned in full, as discussed in Material Company Updates section. The matter will be revisited when the final report on the disaster has been published. Its implications for director election will be further considered at that stage. Items 3a and 3c-3k A vote FOR these Directors is considered warranted.</i></p>					
3j	Re-elect Senan Murphy as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 3b A vote for the re-election of Gene Murtagh, the CEO, is considered warranted, although this is not without concern. The qualified nature of the support reflects concern at the information that has come to light at the Grenfell inquiry and recognises reputational damage. However, it also acknowledges that comprehensive remedial action has been taken, and an independent review by Eversheds Sutherland has concluded that remedial recommendations from the Eversheds Sutherland earlier review have been actioned in full, as discussed in Material Company Updates section. The matter will be revisited when the final report on the disaster has been published. Its implications for director election will be further considered at that stage. Items 3a and 3c-3k A vote FOR these Directors is considered warranted.</i></p>					
3k	Elect Louise Phelan as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 3b A vote for the re-election of Gene Murtagh, the CEO, is considered warranted, although this is not without concern. The qualified nature of the support reflects concern at the information that has come to light at the Grenfell inquiry and recognises reputational damage. However, it also acknowledges that comprehensive remedial action has been taken, and an independent review by Eversheds Sutherland has concluded that remedial recommendations from the Eversheds Sutherland earlier review have been actioned in full, as discussed in Material Company Updates section. The matter will be revisited when the final report on the disaster has been published. Its implications for director election will be further considered at that stage. Items 3a and 3c-3k A vote FOR these Directors is considered warranted.</i></p>					
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Authorise Issue of Equity	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					
8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					
9	Authorise Market Purchase of Shares	Mgmt	For	For	For



Kingspan Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Authorise Reissuance of Treasury Shares	Mgmt	For	For	For
11	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Merck KGaA

**Meeting Date:** 04/26/2024

**Country:** Germany

**Ticker:** MRK

**Record Date:** 04/04/2024

**Meeting Type:** Annual

**Primary Security ID:** D5357W103

Shares Voted: 6,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Accept Financial Statements and Statutory Reports for Fiscal Year 2023	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For
4	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
5	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8.1	Elect Katja Garcia Vila to the Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.					
8.2	Elect Michael Kleinemeier to the Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.3	Elect Carla Kriwet to the Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.					
8.4	Elect Barbara Lambert to the Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.					
8.5	Elect Stefan Palzer to the Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.					
8.6	Elect Susanne Schaffert to the Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.					
9	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
10	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Smurfit Kappa Group Plc

Meeting Date: 04/26/2024	Country: Ireland	Ticker: SKG
Record Date: 04/22/2024	Meeting Type: Annual	
Primary Security ID: G8248F104		

Shares Voted: 1,264

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5a	Re-elect Irial Finan as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
5b	Re-elect Anthony Smurfit as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
5c	Re-elect Ken Bowles as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					

# Smurfit Kappa Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5d	Re-elect Anne Anderson as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
5e	Re-elect Frits Beurskens as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
5f	Re-elect Carol Fairweather as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
5g	Re-elect Mary Lynn Ferguson-McHugh as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
5h	Re-elect Kaisa Hietala as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
5i	Re-elect James Lawrence as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
5j	Re-elect Lourdes Melgar as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
5k	Re-elect Jorgen Rasmussen as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Authorise Issue of Equity	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
11	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Meeting Date: 04/26/2024	Country: Sweden	Ticker: THULE
Record Date: 04/18/2024	Meeting Type: Annual	
Primary Security ID: W9T18N112		

Shares Voted: 64,670

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
	Voting Policy Rationale: These are routine meeting formalities.				
2	Elect Hans Eckerstrom as Chairman of Meeting	Mgmt	For	For	For
	Voting Policy Rationale: These are routine meeting formalities.				
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
	Voting Policy Rationale: These are routine meeting formalities.				
4	Approve Agenda of Meeting	Mgmt	For	For	For
	Voting Policy Rationale: These are routine meeting formalities.				
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
	Voting Policy Rationale: These are routine meeting formalities.				
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
	Voting Policy Rationale: These are routine meeting formalities.				
7	Receive CEO's Report	Mgmt			
	Voting Policy Rationale: These are non-voting items.				
8	Receive Board's and Board Committee's Reports	Mgmt			
	Voting Policy Rationale: These are non-voting items.				
9.a	Receive Financial Statements and Statutory Reports	Mgmt			
	Voting Policy Rationale: These are routine, non-voting items.				
9.b	Receive Consolidated Accounts and Group Auditor's Report	Mgmt			
	Voting Policy Rationale: These are routine, non-voting items.				
9.c	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
	Voting Policy Rationale: These are routine, non-voting items.				
9.d	Receive Board's Report	Mgmt			
	Voting Policy Rationale: These are routine, non-voting items.				
10.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
10.b	Approve Allocation of Income and Dividends of SEK 9.50 Per Share	Mgmt	For	For	For

## Thule Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10c1	Approve Discharge of Hans Eckerstrom	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or management have not fulfilled their fiduciary duties.</i>				
10c2	Approve Discharge of Mattias Ankarberg as CEO	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or management have not fulfilled their fiduciary duties.</i>				
10c3	Approve Discharge of Mattias Ankarberg as Board Member	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or management have not fulfilled their fiduciary duties.</i>				
10c4	Approve Discharge of Anders Jensen	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or management have not fulfilled their fiduciary duties.</i>				
10c5	Approve Discharge of Sarah McPhee	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or management have not fulfilled their fiduciary duties.</i>				
10c6	Approve Discharge of Helene Mellquist	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or management have not fulfilled their fiduciary duties.</i>				
10c7	Approve Discharge of Johan Westman	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or management have not fulfilled their fiduciary duties.</i>				
10c8	Approve Discharge of Helene Willberg	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or management have not fulfilled their fiduciary duties.</i>				
10c9	Approve Discharge of Therese Reutersward	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or management have not fulfilled their fiduciary duties.</i>				
10c10	Approve Discharge of Magnus Welanders	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or management have not fulfilled their fiduciary duties.</i>				
10.d	Approve Remuneration Report	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the CEO and former CEO have received much higher variable remuneration than the reported STIP outcome. The nature of the discrepancy remains unexplained.</i>				
11	Determine Number of Members (7) and Deputy Members (0) of Board	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Remuneration of Directors in the Amount of SEK 1.4 Million for Chairman and SEK 455,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
13.1	Reelect Hans Eckerstrom as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR candidates Hans Eckerstrom (Item 13.1), Anders Jensen (Item 13.2), Sarah McPhee (Item 13.3), Sandra Finer (Item 13.6), and Paul Gustavsson (Item 13.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Johan Westman (Item 13.4) and Helene Willberg (Item 13.5) is warranted due to them being considered overboarded					
13.2	Reelect Anders Jensen as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR candidates Hans Eckerstrom (Item 13.1), Anders Jensen (Item 13.2), Sarah McPhee (Item 13.3), Sandra Finer (Item 13.6), and Paul Gustavsson (Item 13.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Johan Westman (Item 13.4) and Helene Willberg (Item 13.5) is warranted due to them being considered overboarded					
13.3	Reelect Sarah McPhee as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR candidates Hans Eckerstrom (Item 13.1), Anders Jensen (Item 13.2), Sarah McPhee (Item 13.3), Sandra Finer (Item 13.6), and Paul Gustavsson (Item 13.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Johan Westman (Item 13.4) and Helene Willberg (Item 13.5) is warranted due to them being considered overboarded					
13.4	Reelect Johan Westman as Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote FOR candidates Hans Eckerstrom (Item 13.1), Anders Jensen (Item 13.2), Sarah McPhee (Item 13.3), Sandra Finer (Item 13.6), and Paul Gustavsson (Item 13.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Johan Westman (Item 13.4) and Helene Willberg (Item 13.5) is warranted due to them being considered overboarded					
13.5	Reelect Helene Willberg as Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote FOR candidates Hans Eckerstrom (Item 13.1), Anders Jensen (Item 13.2), Sarah McPhee (Item 13.3), Sandra Finer (Item 13.6), and Paul Gustavsson (Item 13.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Johan Westman (Item 13.4) and Helene Willberg (Item 13.5) is warranted due to them being considered overboarded					
13.6	Elect Sandra Finer as New Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR candidates Hans Eckerstrom (Item 13.1), Anders Jensen (Item 13.2), Sarah McPhee (Item 13.3), Sandra Finer (Item 13.6), and Paul Gustavsson (Item 13.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Johan Westman (Item 13.4) and Helene Willberg (Item 13.5) is warranted due to them being considered overboarded					
13.7	Elect Paul Gustavsson as New Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR candidates Hans Eckerstrom (Item 13.1), Anders Jensen (Item 13.2), Sarah McPhee (Item 13.3), Sandra Finer (Item 13.6), and Paul Gustavsson (Item 13.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Johan Westman (Item 13.4) and Helene Willberg (Item 13.5) is warranted due to them being considered overboarded					
13.8	Reelect Hans Eckerstrom as Board Chair	Mgmt	For	For	Against
14	Approve Remuneration of Auditor	Mgmt	For	For	For

Thule Group AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
16	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
17	Close Meeting	Mgmt			

YPF SA

Meeting Date: 04/26/2024

Record Date: 04/04/2024

Primary Security ID: P9T983166

Country: Argentina

Meeting Type: Annual/Special

Ticker: YPFD

Shares Voted: 6,116,595

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
	Ordinary and Extraordinary Meeting Agenda - Items 2 and 4 are Extraordinary	Mgmt			
1	Designate Two Shareholders to Sign Minutes of Meeting	Mgmt	For	For	For
2	Approve Exemption from Preemptive Offer of Shares to Shareholders Pursuant to Article 67 of Law No. 26,831 in Relation to Repurchase of Company's Shares Related to Creation of Long Term Compensation Plan	Mgmt	For	For	For
3	Consider Individual and Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Treatment of Loss; Constitute Voluntary Reserves	Mgmt	For	For	For
5	Approve Remuneration of Auditors for FY 2023	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because: * There are no known concerns over the company's relationship with its external auditor; and * The company's most recent auditor opinion is unqualified.					
6	Approve Auditors for FY 2024 and Fix Their Remuneration	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because: * There are no known concerns over the company's relationship with its external auditor; and * The company's most recent auditor opinion is unqualified.					
7	Consider Discharge of Directors and Members of Internal Statutory Auditors Committee	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Remuneration of Directors in the Amount of ARS 2.09 Billion	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the proposed remuneration; * Historical director pay appears reasonable; and * There are no known concerns over fees paid to the internal auditor.					
9	Approve Remuneration of Internal Statutory Auditors Committee	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the proposed remuneration; * Historical director pay appears reasonable; and * There are no known concerns over fees paid to the internal auditor.					
10	Fix Number of Members of Internal Statutory Auditors Committee and Alternates	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted given the lack of known concerns regarding the competence of the company's board of directors and internal statutory auditors.					
11	Elect One Member of Internal Statutory Auditors Committee and Alternate for Class A Shares	Mgmt			
Voting Policy Rationale: These are non-voting items.					
12	Elect One Member of Internal Statutory Auditors Committee and Alternate for Class D Shares	Mgmt	For	For	For
13	Fix Number of Directors and Alternates	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted given the lack of known concerns regarding the competence of the company's board of directors and internal statutory auditors.					
14	Elect One Director and Alternate for Class A Shares and Determination of their Tenure	Mgmt			
Voting Policy Rationale: These are non-voting items.					
15	Elect Directors and Their Alternates for Class D Shares and Determination of their Tenure	Mgmt	For	For	For
16	Authorize Remuneration of Directors and Members of Internal Statutory Auditors Committee for FY 2024	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the proposed remuneration; * Historical director pay appears reasonable; and * There are no known concerns over fees paid to the internal auditor.					

China Construction Bank Corporation

Meeting Date: 04/29/2024	Country: China	Ticker: 939
Record Date: 04/23/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y1397N101		



## China Construction Bank Corporation

Shares Voted: 11,288,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	EGM BALLOT FOR HOLDERS OF H SHARES	Mgmt			
	Approve Annual Issuance Plan for the Financial Bonds	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these proposals is warranted given the reasons stated by the board and use of proceeds.					
2	Approve Amount of Capital Instruments to be Issued	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these proposals is warranted given the reasons stated by the board and use of proceeds.					
3	Approve Amount of TLAC Non-Capital Bonds to be Issued	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these proposals is warranted given the reasons stated by the board and use of proceeds.					

## Embassy Office Parks REIT

Meeting Date: 04/29/2024

Record Date: 04/22/2024

Primary Security ID: Y2R9YR104

Country: India

Meeting Type: Extraordinary Shareholders

Ticker: 542602

Shares Voted: 3,655,599

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Acquisition of Business Park in Chen-Nai	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these resolutions is warranted in light of the following: * The acquisition will expand the REIT's portfolio and optimize the existing portfolio by reducing leverage. * The consideration represents a discount to the appraised value of the target. * The dilution to existing shareholders, post the issuance of units is deemed reasonable.				
2	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these resolutions is warranted in light of the following: * The acquisition will expand the REIT's portfolio and optimize the existing portfolio by reducing leverage. * The consideration represents a discount to the appraised value of the target. * The dilution to existing shareholders, post the issuance of units is deemed reasonable.				

## Grupo Financiero Banorte SAB de CV

Meeting Date: 04/29/2024

Record Date: 04/16/2024

Primary Security ID: P49501201

Country: Mexico

Meeting Type: Annual

Ticker: GFNORTEO

Shares Voted: 5,287,328

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.a	Approve CEO's Report on Financial Statements and Statutory Reports	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR Items 1a-1d is warranted because: * Audited financials are available for FY 2023, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures. Item 4 is a non-voting item.					
1.b	Approve Board's Report on Policies and Accounting Information and Criteria Followed in Preparation of Financial Information	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR Items 1a-1d is warranted because: * Audited financials are available for FY 2023, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures. Item 4 is a non-voting item.					
1.c	Approve Board's Report on Operations and Activities Undertaken by Board	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR Items 1a-1d is warranted because: * Audited financials are available for FY 2023, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures. Item 4 is a non-voting item.					
1.d	Approve Report on Activities of Audit and Corporate Practices Committee	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR Items 1a-1d is warranted because: * Audited financials are available for FY 2023, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures. Item 4 is a non-voting item.					
1.e	Approve All Operations Carried out by Company and Ratify Actions Carried out by Board, CEO and Audit and Corporate Practices Committee	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.					
3.a	Approve Cash Dividends of MXN 9.09 Per Share	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.					
3.b	Approve Cash Dividend to Be Paid on June 28, 2024	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.					
4	Receive Auditor's Report on Tax Position of Company	Mgmt			
Voting Policy Rationale: A vote FOR Items 1a-1d is warranted because: * Audited financials are available for FY 2023, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures. Item 4 is a non-voting item.					

Grupo Financiero Banorte SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.a1	Elect Carlos Hank Gonzalez as Board Chairman	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.					
5.a2	Elect Juan Antonio Gonzalez Moreno as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.					
5.a3	Elect David Juan Villarreal Montemayor as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.					
5.a4	Elect Jose Marcos Ramirez Miguel as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.					
5.a5	Elect Carlos de la Isla Corry as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.					
5.a6	Elect Alicia Alejandra Lebrija Hirschfeld as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.					
5.a7	Elect Clemente Ismael Reyes Retana Valdes as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.					
5.a8	Elect Mariana Banos Reynaud as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.					
5.a9	Elect Federico Carlos Fernandez Senderos as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.					
5.a10	Elect David Penaloza Alanis as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.					

## Grupo Financiero Banorte SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.a11	Elect Jose Antonio Chedraui Eguia as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>					
5.a12	Elect Alfonso de Angoitia Noriega as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>					
5.a13	Elect Thomas Stanley Heather Rodriguez as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>					
5.a14	Elect Graciela Gonzalez Moreno as Alternate Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>					
5.a15	Elect Juan Antonio Gonzalez Marcos as Alternate Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>					
5.a16	Elect Alberto Halabe Hamui as Alternate Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>					
5.a17	Elect Gerardo Salazar Viezca as Alternate Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>					
5.a18	Elect Alberto Perez-Jacome Friscione as Alternate Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>					
5.a19	Elect Roberto Kelleher Vales as Alternate Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>					
5.a20	Elect Cecilia Goya de Riviello Meade as Alternate Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>					

## Grupo Financiero Banorte SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.a21	Elect Jose Maria Garza Trevino as Alternate Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>					
5.a22	Elect Manuel Francisco Ruiz Camero as Alternate Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>					
5.a23	Elect Carlos Cesarman Kolteniuk as Alternate Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>					
5.a24	Elect Humberto Tafolla Nunez as Alternate Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>					
5.a25	Elect Carlos Phillips Margain as Alternate Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>					
5.a26	Elect Diego Martinez Rueda-Chapital as Alternate Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>					
5.b	Elect Hector Avila Flores (Non-Member) as Board Secretary	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>					
5.c	Approve Directors Liability and Indemnification	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>					
6	Approve Remuneration of Directors	Mgmt	For	For	For
7	Elect Thomas Stanley Heather Rodriguez as Chairman of Audit and Corporate Practices Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.</i>					

Grupo Financiero Banorte SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.1	Approve Report on Share Repurchase	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because: * The company's proposed share repurchase reserve appears reasonable; and * There are no known concerns over previous use of the share repurchase authority.					
8.2	Set Aggregate Nominal Amount of Share Repurchase Reserve	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because: * The company's proposed share repurchase reserve appears reasonable; and * There are no known concerns over previous use of the share repurchase authority.					
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Grupo Traxion SAB de CV

Meeting Date: 04/29/2024	Country: Mexico	Ticker: TRAXIONA
Record Date: 04/19/2024	Meeting Type: Annual/Special	
Primary Security ID: P4989G104		

Shares Voted: 4,690,815

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Meeting for Only Mexican Series A Shareholders Have Voting Rights	Mgmt			
	Present Reports and Opinion Referred to in Article 28-IV of Securities Market Law	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2022, and there are no independent auditor qualifications; * There are no known concerns regarding the company's financial statements or audit procedures; and * The company has outperformed Mexico's main equity index on a TSR basis in recent years, easing concerns regarding overall shareholder remuneration.					
2	Approve Discharge of CEO, Board and Committees	Mgmt	For	For	For
3	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2022, and there are no independent auditor qualifications; * There are no known concerns regarding the company's financial statements or audit procedures; and * The company has outperformed Mexico's main equity index on a TSR basis in recent years, easing concerns regarding overall shareholder remuneration.					
4	Elect and/or Ratify Members and Chairman of Board, and Chairmen of Audit and Corporate Practices Committees	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted because: * The names of the director candidates are not disclosed; * The company has bundled the election of directors into a single voting item; and * Undisclosed bundled director election proposals disenfranchise shareholders voting by proxy.					
5	Approve Remuneration of Directors, Secretary and Members of Audit and Corporate Practices Committees	Mgmt	For	For	For

Grupo Traxion SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Amend Articles	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted because the contents of the proposed amendments have not been disclosed.					
7	Authorize Board for Future Capital Increases and/or Subscription and/or Placement	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted because the company has not disclosed the key terms of the proposal, preventing international institutional shareholders from making an informed voting decision.					
8	Set Maximum Amount of Share Repurchase Reserve; Present Report Related to Acquisition of Own Shares	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this request is warranted because: * The company has not disclosed the proposed share repurchase authority; and * The company has not disclosed the amount of the most recent share repurchase reserve, preventing international institutional shareholders from assessing the company's historic practice.					
9	Receive Report and Resolutions on Stock Option Plan for Employees	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted given the lack of timely disclosure.					
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Haci Omer Sabanci Holding AS

Meeting Date: 04/29/2024	Country: Turkey	Ticker: SAHOL.E
Record Date: 04/28/2024	Meeting Type: Annual	
Primary Security ID: M8223R100		

Shares Voted: 113,010

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Annual Meeting Agenda	Mgmt			
	Open Meeting and Elect Presiding Council of Meeting	Mgmt	For	For	For
2	Accept Board Report	Mgmt	For	For	For
Voting Policy Rationale: These items warrant a vote FOR because: * These are routine requests in Turkey, * There are no specific concerns with the company's accounts or the allocation of income.					
3	Accept Audit Report	Mgmt	For	For	For
Voting Policy Rationale: These items warrant a vote FOR because: * These are routine requests in Turkey, * There are no specific concerns with the company's accounts or the allocation of income.					
4	Accept Financial Statements	Mgmt	For	For	For
Voting Policy Rationale: These items warrant a vote FOR because: * These are routine requests in Turkey, * There are no specific concerns with the company's accounts or the allocation of income.					
5	Approve Discharge of Board	Mgmt	For	For	For

Haci Omer Sabanci Holding AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Allocation of Income	Mgmt	For	For	For
Voting Policy Rationale: These items warrant a vote FOR because: * These are routine requests in Turkey, * There are no specific concerns with the company's accounts or the allocation of income.					
7	Elect Directors	Mgmt	For	Against	Against
8	Approve Director Remuneration	Mgmt	For	For	For
9	Ratify External Auditors	Mgmt	For	For	For
10	Approve Remuneration Policy	Mgmt	For	For	For
11	Approve Board Diversity Policy	Mgmt	For	For	For
12	Receive Information on Share Repurchase Program	Mgmt			
13	Receive Information on Donations Made in 2023	Mgmt			
14	Approve Upper Limit of Donations for 2024	Mgmt	For	Against	Against
Voting Policy Rationale: This item warrants a vote AGAINST due to a lack of disclosure on the resolution.					
15	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	Mgmt	For	For	For
16	Wishes	Mgmt			

Pampa Energia SA

Meeting Date: 04/29/2024Country: ArgentinaTicker: PAMP

Record Date: 03/25/2024Meeting Type: Annual/Special

Primary Security ID: P7464E148

Shares Voted: 210,039

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR/GDR Holders	Mgmt			
	Ordinary and Extraordinary Meeting Agenda - Items 3, 12 and 15 are Extraordinary	Mgmt			
1	Designate Shareholders to Sign Minutes of Meeting	Mgmt	For	For	For
2	Consider Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income	Mgmt	For	For	For



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Consider Discharge of Directors and Internal Statutory Auditors Committee	Mgmt	For	For	For
5	Consider Remuneration of Directors of ARS 15.02 Billion; Consider Remuneration of Internal Statutory Auditors of ARS 20.4 Million	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because: * The company has disclosed the proposed remuneration amounts; and * The company has provided a reasonable rationale for the significant year-over-year increase in the proposed board remuneration.</i>					
6	Consider Remuneration of Auditor	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * There are no known concerns over the company's relationship with its external auditor; and * The company's most recent auditor opinion is unqualified.</i>					
7	Elect Directors and Their Alternates	Mgmt	For	For	For
8	Elect Members and Alternates of Internal Statutory Auditors Committee	Mgmt	For	For	For
9	Appoint Auditor and Alternate	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * There are no known concerns over the company's relationship with its external auditor; and * The company's most recent auditor opinion is unqualified.</i>					
10	Consider Remuneration of Auditor and Alternate for FY 2024	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * There are no known concerns over the company's relationship with its external auditor; and * The company's most recent auditor opinion is unqualified.</i>					
11	Consider Budget for Audit Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because: * The company has disclosed the proposed remuneration amounts; and * The company has provided a reasonable rationale for the significant year-over-year increase in the proposed board remuneration.</i>					
12	Consider Absorption of Comercializadora e Inversora S.A.; Consider Non-consolidated and Consolidated Special Balance Sheets of Merger as of Dec. 31, 2023; Consider Previous Absorption Agreement	Mgmt	For	For	For
13	Consider Issuance of Negotiable Debt Securities Convertible into Shares and/or American Depositary Shares (ADR) for up to USD 400 Million within Framework of Global Program; Consider Capital Increase and Issuance of New Shares	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted: * The proposed authority would allow the board to carry out issuances of convertible debt securities within the limits already approved by shareholders; * The proposal does not constitute any increase in the amount of convertible debt that the company may issue; and * There are no known concerns regarding the company's current leverage levels.</i>					

Pampa Energia SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Authorize Board to Sub-delegate in Relation to Item 13; Implement Issuance of Shares Corresponding to Capital Increase Related to Exercise of Right of Conversion and Request for Public Offer of Shares and/or ADRs to be Issued	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted: * The proposed authority would allow the board to carry out issuances of convertible debt securities within the limits already approved by shareholders; * The proposal does not constitute any increase in the amount of convertible debt that the company may issue; and * There are no known concerns regarding the company's current leverage levels.					
15	Regarding Subscription of Negotiable Convertible Debt Securities that Company Eventually Issues, Eliminate Preemptive Rights and Accretion Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted: * The proposed authority would allow the board to carry out issuances of convertible debt securities within the limits already approved by shareholders; * The proposal does not constitute any increase in the amount of convertible debt that the company may issue; and * There are no known concerns regarding the company's current leverage levels.					
16	Alternatively to Item 15, Consider Exercise of Preemptive Rights Exclusively via Placement Procedure Determined in Corresponding Public Offering Prospectus without Application of Minimum Term	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted: * The proposed authority would allow the board to carry out issuances of convertible debt securities within the limits already approved by shareholders; * The proposal does not constitute any increase in the amount of convertible debt that the company may issue; and * There are no known concerns regarding the company's current leverage levels.					
17	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Shanghai BOCHU Electronic Technology Corp. Ltd.

Meeting Date: 04/29/2024	Country: China	Ticker: 688188
Record Date: 04/18/2024	Meeting Type: Annual	
Primary Security ID: Y7T83N106		

Shares Voted: 218					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Annual Report and Summary	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
2	Approve Financial Statements	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					

Shanghai BOCHU Electronic Technology Corp. Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Profit Distribution and Capitalization of Capital Reserves	Mgmt	For	For	For
4	Approve Authorization for the Board of Directors to Carry Out 2024 Interim Profit Distribution	Mgmt	For	For	For
5	Approve Shareholder Dividend Return Plan	Mgmt	For	For	For
6	Approve Report of the Board of Directors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
7	Approve Report of the Board of Supervisors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
8	Approve Remuneration of Directors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.					
9	Approve Remuneration of Supervisors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.					
10	Approve Report on the Deposit and Usage of Raised Funds	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
11	Approve Internal Control Evaluation Report	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					

TopBuild Corp.

Meeting Date: 04/29/2024	Country: USA	Ticker: BLD
Record Date: 02/29/2024	Meeting Type: Annual	
Primary Security ID: 89055F103		

Shares Voted: 3,031

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alec C. Covington	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1b	Elect Director Ernesto Bautista, III	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1c	Elect Director Robert M. Buck	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					

TopBuild Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Joseph S. Cantie	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1e	Elect Director Tina M. Donikowski	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1f	Elect Director Deirdre C. Drake	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1g	Elect Director Mark A. Petrarca	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1h	Elect Director Nancy M. Taylor	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Anglo American Plc

Meeting Date: 04/30/2024Country: United KingdomTicker: AAL

Record Date: 04/26/2024Meeting Type: Annual

Primary Security ID: G03764134

Shares Voted: 48,635

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect John Heasley as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is considered warranted ,as no material concerns have been identified.					
4	Re-elect Stuart Chambers as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is considered warranted ,as no material concerns have been identified.					
5	Re-elect Duncan Wanblad as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is considered warranted ,as no material concerns have been identified.					
6	Re-elect Ian Tyler as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is considered warranted ,as no material concerns have been identified.					
7	Re-elect Magali Anderson as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is considered warranted ,as no material concerns have been identified.					

Anglo American Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Ian Ashby as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is considered warranted ,as no material concerns have been identified.					
9	Re-elect Marcelo Bastos as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is considered warranted ,as no material concerns have been identified.					
10	Re-elect Hilary Maxson as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is considered warranted ,as no material concerns have been identified.					
11	Re-elect Hixonia Nyasulu as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is considered warranted ,as no material concerns have been identified.					
12	Re-elect Nonkululeko Nyembezi as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is considered warranted ,as no material concerns have been identified.					
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Banco BTG Pactual SA

Meeting Date: 04/30/2024	Country: Brazil	Ticker: BPAC11
Record Date:	Meeting Type: Annual	
Primary Security ID: P1R8ZJ253		

Shares Voted: 4,076,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Units	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2023	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 3, 5, 6.1-6.9, in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>					
4.1	Elect Andre Santos Esteves as Director	Mgmt	For	Against	For
<i>Voting Policy Rationale: A vote AGAINST non-independent director nominees Andre Santos Esteves, Roberto Balls Sallouti, John Huw Gwili Jenkins, Nelson Azevedo Jobim, and Joao Marcello Dantas Leite is warranted given the proposed board's overall lack of independence.A vote FOR independent director nominees Sofia de Fatima Esteves, Eduardo Henrique de Mello Motta Loyo, Mark Clifford Maletz, and Guillermo Ortiz Martinez is warranted given that it would be counter-productive to oppose independent director nominees.</i>					
4.2	Elect Eduardo Henrique de Mello Motta Loyo as Independent Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote AGAINST non-independent director nominees Andre Santos Esteves, Roberto Balls Sallouti, John Huw Gwili Jenkins, Nelson Azevedo Jobim, and Joao Marcello Dantas Leite is warranted given the proposed board's overall lack of independence.A vote FOR independent director nominees Sofia de Fatima Esteves, Eduardo Henrique de Mello Motta Loyo, Mark Clifford Maletz, and Guillermo Ortiz Martinez is warranted given that it would be counter-productive to oppose independent director nominees.</i>					
4.3	Elect Guillermo Ortiz Martinez as Independent Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote AGAINST non-independent director nominees Andre Santos Esteves, Roberto Balls Sallouti, John Huw Gwili Jenkins, Nelson Azevedo Jobim, and Joao Marcello Dantas Leite is warranted given the proposed board's overall lack of independence.A vote FOR independent director nominees Sofia de Fatima Esteves, Eduardo Henrique de Mello Motta Loyo, Mark Clifford Maletz, and Guillermo Ortiz Martinez is warranted given that it would be counter-productive to oppose independent director nominees.</i>					
4.4	Elect Joao Marcello Dantas Leite as Director	Mgmt	For	Against	For
<i>Voting Policy Rationale: A vote AGAINST non-independent director nominees Andre Santos Esteves, Roberto Balls Sallouti, John Huw Gwili Jenkins, Nelson Azevedo Jobim, and Joao Marcello Dantas Leite is warranted given the proposed board's overall lack of independence.A vote FOR independent director nominees Sofia de Fatima Esteves, Eduardo Henrique de Mello Motta Loyo, Mark Clifford Maletz, and Guillermo Ortiz Martinez is warranted given that it would be counter-productive to oppose independent director nominees.</i>					
4.5	Elect John Huw Gwili Jenkins as Director	Mgmt	For	Against	For
<i>Voting Policy Rationale: A vote AGAINST non-independent director nominees Andre Santos Esteves, Roberto Balls Sallouti, John Huw Gwili Jenkins, Nelson Azevedo Jobim, and Joao Marcello Dantas Leite is warranted given the proposed board's overall lack of independence.A vote FOR independent director nominees Sofia de Fatima Esteves, Eduardo Henrique de Mello Motta Loyo, Mark Clifford Maletz, and Guillermo Ortiz Martinez is warranted given that it would be counter-productive to oppose independent director nominees.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.6	Elect Mark Clifford Maletz as Independent Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote AGAINST non-independent director nominees Andre Santos Esteves, Roberto Balls Sallouti, John Huw Gwili Jenkins, Nelson Azevedo Jobim, and Joao Marcello Dantas Leite is warranted given the proposed board's overall lack of independence.A vote FOR independent director nominees Sofia de Fatima Esteves, Eduardo Henrique de Mello Motta Loyo, Mark Clifford Maletz, and Guillermo Ortiz Martinez is warranted given that it would be counter-productive to oppose independent director nominees.</i>					
4.7	Elect Nelson Azevedo Jobim as Director	Mgmt	For	Against	For
<i>Voting Policy Rationale: A vote AGAINST non-independent director nominees Andre Santos Esteves, Roberto Balls Sallouti, John Huw Gwili Jenkins, Nelson Azevedo Jobim, and Joao Marcello Dantas Leite is warranted given the proposed board's overall lack of independence.A vote FOR independent director nominees Sofia de Fatima Esteves, Eduardo Henrique de Mello Motta Loyo, Mark Clifford Maletz, and Guillermo Ortiz Martinez is warranted given that it would be counter-productive to oppose independent director nominees.</i>					
4.8	Elect Roberto Balls Sallouti as Director	Mgmt	For	Against	For
<i>Voting Policy Rationale: A vote AGAINST non-independent director nominees Andre Santos Esteves, Roberto Balls Sallouti, John Huw Gwili Jenkins, Nelson Azevedo Jobim, and Joao Marcello Dantas Leite is warranted given the proposed board's overall lack of independence.A vote FOR independent director nominees Sofia de Fatima Esteves, Eduardo Henrique de Mello Motta Loyo, Mark Clifford Maletz, and Guillermo Ortiz Martinez is warranted given that it would be counter-productive to oppose independent director nominees.</i>					
4.9	Elect Sofia de Fatima Esteves as Independent Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote AGAINST non-independent director nominees Andre Santos Esteves, Roberto Balls Sallouti, John Huw Gwili Jenkins, Nelson Azevedo Jobim, and Joao Marcello Dantas Leite is warranted given the proposed board's overall lack of independence.A vote FOR independent director nominees Sofia de Fatima Esteves, Eduardo Henrique de Mello Motta Loyo, Mark Clifford Maletz, and Guillermo Ortiz Martinez is warranted given that it would be counter-productive to oppose independent director nominees.</i>					
	If Voting FOR on Item 5, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.	Mgmt			
5	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt	None	Abstain	For
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 3, 5, 6.1-6.9, in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>					
6.1	Percentage of Votes to Be Assigned - Elect Andre Santos Esteves as Director	Mgmt	None	Abstain	For
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 3, 5, 6.1-6.9, in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Percentage of Votes to Be Assigned - Elect Eduardo Henrique de Mello Motta Loyo as Independent Director	Mgmt	None	Abstain	For
Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 3, 5, 6.1-6.9, in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.					
6.3	Percentage of Votes to Be Assigned - Elect Guillermo Ortiz Martinez as Independent Director	Mgmt	None	Abstain	For
Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 3, 5, 6.1-6.9, in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.					
6.4	Percentage of Votes to Be Assigned - Elect Joao Marcello Dantas Leite as Director	Mgmt	None	Abstain	For
Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 3, 5, 6.1-6.9, in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.					
6.5	Percentage of Votes to Be Assigned - Elect John Huw Gwili Jenkins as Director	Mgmt	None	Abstain	For
Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 3, 5, 6.1-6.9, in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.					
6.6	Percentage of Votes to Be Assigned - Elect Mark Clifford Maletz as Independent Director	Mgmt	None	Abstain	For
Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 3, 5, 6.1-6.9, in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.					
6.7	Percentage of Votes to Be Assigned - Elect Nelson Azevedo Jobim as Director	Mgmt	None	Abstain	For
Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 3, 5, 6.1-6.9, in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.					



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.8	Percentage of Votes to Be Assigned - Elect Roberto Balls Sallouti as Director	Mgmt	None	Abstain	For
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 3, 5, 6.1-6.9, in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>					
6.9	Percentage of Votes to Be Assigned - Elect Sofia de Fatima Esteves as Independent Director	Mgmt	None	Abstain	For
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 3, 5, 6.1-6.9, in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>					
7	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	For
8	As a Preferred Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	For
9	Approve Remuneration of Company's Management	Mgmt	For	Against	For
<i>Voting Policy Rationale: Although the company has provided reasonable disclosure of its remuneration practices, in accordance with the requirements of the Brazilian Securities Regulator (CVM), a vote AGAINST this request is warranted because the company reported a non-executive director as its highest-paid administrator for the most recent fiscal year, indicating that a member of the board (generally the non-executive chair) received greater compensation than the remuneration paid to the company's highest-paid executive (generally the CEO). No compelling rationale was disclosed for this concerning pay practice.</i>					
10	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain
11	In Case Neither Class of Shares Reaches the Minimum Quorum Required by the Brazilian Corporate Law to Elect a Board Representative in Separate Elections, Would You Like to Use Your Votes to Elect the Candidate with More Votes to Represent Both Classes?	Mgmt	None	For	For

Meeting Date: 04/30/2024

Record Date: 04/08/2024

Primary Security ID: D172W1279

Country: Germany

Meeting Type: Annual

Ticker: CBK

Shares Voted: 160,677

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.35 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Manfred Knof for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
3.2	Approve Discharge of Management Board Member Bettina Orlopp for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
3.3	Approve Discharge of Management Board Member Marcus Chromik for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
3.4	Approve Discharge of Management Board Member Michael Kotzbauer for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
3.5	Approve Discharge of Management Board Member Sabine MInarsky for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
3.6	Approve Discharge of Management Board Member Joerg Oliveri del Castillo-Schulz for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.7	Approve Discharge of Management Board Member Thomas Schaufler for Fiscal Year 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.1	Approve Discharge of Supervisory Board Member Jens Weidmann (from May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.2	Approve Discharge of Supervisory Board Member Uwe Tschaege for Fiscal Year 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.3	Approve Discharge of Supervisory Board Member Heike Anscheit for Fiscal Year 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.4	Approve Discharge of Supervisory Board Member Alexander Boursanoff (until May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.5	Approve Discharge of Supervisory Board Member Gunnar de Buhr for Fiscal Year 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.6	Approve Discharge of Supervisory Board Member Stefan Burghardt (until May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.7	Approve Discharge of Supervisory Board Member Harald Christ (from May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.8	Approve Discharge of Supervisory Board Member Frank Czichowski for Fiscal Year 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.9	Approve Discharge of Supervisory Board Member Sabine Dietrich for Fiscal Year 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.10	Approve Discharge of Supervisory Board Member Jutta Doenges for Fiscal Year 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.11	Approve Discharge of Supervisory Board Member Monika Fink (until May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.12	Approve Discharge of Supervisory Board Member Helmut Gottschalk (until May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.13	Approve Discharge of Supervisory Board Member Stefan Jennes (until May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.14	Approve Discharge of Supervisory Board Member Kerstin Jerchel for Fiscal Year 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.15	Approve Discharge of Supervisory Board Member Burkhard Keese for Fiscal Year 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.16	Approve Discharge of Supervisory Board Member Alexandra Krieger (until May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.17	Approve Discharge of Supervisory Board Member Maxi Leuchters (from May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.18	Approve Discharge of Supervisory Board Member Daniela Mattheus for Fiscal Year 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.19	Approve Discharge of Supervisory Board Member Nina Olderdissen (from May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.20	Approve Discharge of Supervisory Board Member Sandra Persiehl (from May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.21	Approve Discharge of Supervisory Board Member Michael Schramm (from May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.22	Approve Discharge of Supervisory Board Member Caroline Seifert for Fiscal Year 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.23	Approve Discharge of Supervisory Board Member Robin Stalker (until May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.24	Approve Discharge of Supervisory Board Member Gertrude Tumpel-Gugerell for Fiscal Year 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.25	Approve Discharge of Supervisory Board Member Sascha Uebel (from May 31, 2023) for Fiscal Year 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					

Commerzbank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.26	Approve Discharge of Supervisory Board Member Frank Westhoff for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
4.27	Approve Discharge of Supervisory Board Member Stefan Wittmann for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.					
5.2	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the Period from Dec. 31, 2024, until 2025 AGM	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.					
6	Approve Remuneration Report	Mgmt	For	For	For
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
9	Amend Articles Re: Electronic Securities	Mgmt	For	For	For

Equatorial Energia SA

Meeting Date: 04/30/2024	Country: Brazil	Ticker: EQTL3
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P3773H104		

Shares Voted: 7,892,346

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Stock Option Plan Approved at the July 22, 2019, EGM	Mgmt	For	For	For
2	Approve Share Matching Plan	Mgmt	For	For	For
3	Amend Article 6 to Reflect Changes in Capital	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this request is warranted because: * The company has provided the full text of the proposed amendment; and * The proposed change is the result of share capital increases previously approved by the board, within the authorized capital limit.					

Equatorial Energia SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Consolidate Bylaws	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this request is warranted because: * The company has provided the full text of the proposed amendment; and * The proposed change is the result of share capital increases previously approved by the board, within the authorized capital limit.					
5	Fix Number of Directors at Seven	Mgmt	For	For	For

Equatorial Energia SA

Meeting Date: 04/30/2024Country: BrazilTicker: EQTL3

Record Date:Meeting Type: Annual

Primary Security ID: P3773H104

Shares Voted: 7,892,346

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2023	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.					
2	Accept Management Statements for Fiscal Year Ended Dec. 31, 2023	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these routine proposals is warranted because: * Audited financials are available and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.					
3	Approve Allocation of Income and Dividends	Mgmt	For	For	For
4	Install Fiscal Council	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these administrative requests is warranted.					
5	Fix Number of Fiscal Council Members at Three	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these administrative requests is warranted.					
6	Elect Fiscal Council Members	Mgmt	For	For	For
7	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Mgmt	None	Against	Against
8	Approve Remuneration of Company's Management and Fiscal Council	Mgmt	For	For	For

Equatorial Energia SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	For	For	For

GEA Group AG

Meeting Date: 04/30/2024

Record Date: 04/08/2024

Primary Security ID: D28304109

Country: Germany

Meeting Type: Annual

Ticker: G1A

Shares Voted: 74,651

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
5	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
6	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
7.1	Elect Andreas Renschler to the Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.					
7.2	Elect Axel Stepken to the Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.					
8.1	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed article amendments are warranted because: * The amendment proposed under Item 8.1 reflects amendments in line with new German statutory requirements. * The amendments proposed under Item 8.2 reflect the company's relatively newly staggered board and is mostly considered editorial in nature.					



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.2	Amend Articles Re: Supervisory Board Term of Office	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed article amendments are warranted because: * The amendment proposed under Item 8.1 reflects amendments in line with new German statutory requirements. * The amendments proposed under Item 8.2 reflect the company's relatively newly staggered board and is mostly considered editorial in nature.					
9	Approve Climate Roadmap 2040	Mgmt	For	For	For

Grupo Financiero Galicia SA

Meeting Date: 04/30/2024Country: ArgentinaTicker: GGAL  
Record Date: 03/28/2024Meeting Type: Annual  
Primary Security ID: P49525150

Shares Voted: 24,691					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Consider Holding of Shareholders' Meeting Remotely; Designate Two Shareholders to Sign Minutes of Meeting	Mgmt	For	For	For
2	Consider Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income, Integration of Legal Reserve, Distribution of Dividends in Cash and/or in Kind of ARS 65 Billion, Integration of Discretionary Reserve for Eventual Distribution of Income	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because the company's payouts in recent years have fallen within a reasonable 30-100 percent range of net income.					
4	Approve Decrease of Discretionary Reserve to Distribute Dividends for up to ARS 255 Billion in Cash and/or in Kind	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because the company's payouts in recent years have fallen within a reasonable 30-100 percent range of net income.					
5	Approve Discharge of Directors and Internal Statutory Auditors Committee	Mgmt	For	For	For
6	Approve Remuneration of Internal Statutory Auditors Committee	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because: * The company's proposed director remuneration appears reasonable; * Historical director pay appears reasonable; * There are no known concerns over fees paid to the internal auditor; and * The request to approve the audit committee's budget complies with Argentine market regulations.					

Grupo Financiero Galicia SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration of Directors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because: * The company's proposed director remuneration appears reasonable; * Historical director pay appears reasonable; * There are no known concerns over fees paid to the internal auditor; and * The request to approve the audit committee's budget complies with Argentine market regulations.					
8	Approve Advance Remuneration of Directors up to the Amount Determined by AGM	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because: * The company's proposed director remuneration appears reasonable; * Historical director pay appears reasonable; * There are no known concerns over fees paid to the internal auditor; and * The request to approve the audit committee's budget complies with Argentine market regulations.					
9	Elect Three Members of Internal Statutory Auditors Committee and Their Respective Alternates for One-Year Term	Mgmt	For	For	For
10	Fix Number of and Elect Directors and Alternates	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted because although the company has disclosed the names of its director nominees, the proposed board's level of independence fails to meet the growing expectations of institutional shareholders.					
11	Approve Remuneration of Auditors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the name of the external auditor and the remuneration amount; * There are no known concerns over the company's relationship with its external auditor; and * The company's most recent auditor opinion is unqualified.					
12	Elect Principal and Alternate Auditors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the name of the external auditor and the remuneration amount; * There are no known concerns over the company's relationship with its external auditor; and * The company's most recent auditor opinion is unqualified.					
13	Approve Budget of Audit Committee	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because: * The company's proposed director remuneration appears reasonable; * Historical director pay appears reasonable; * There are no known concerns over fees paid to the internal auditor; and * The request to approve the audit committee's budget complies with Argentine market regulations.					

Hapvida Participacoes e Investimentos SA

Meeting Date: 04/30/2024	Country: Brazil	Ticker: HAPV3
Record Date:	Meeting Type: Annual	
Primary Security ID: P5R526106		

Shares Voted: 92,774,339

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Fix Number of Directors at Nine or Ten (If a Separate Minority Election of a Member of the Board of Directors Is Requested)	Mgmt	For	For	For
2	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Against
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 2, 5, 6.1-6.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>					
3	Elect Directors	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * The proposed board's level of independence fails to meet the expectations of institutional investors; and * The company has bundled the election of directors under a single item, preventing shareholders from voting individually on each nominee.</i>					
4	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Mgmt	None	Against	Against
	If Voting FOR on Item 5, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.	Mgmt			
5	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt	None	Abstain	For
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 2, 5, 6.1-6.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>					
6.1	Percentage of Votes to Be Assigned - Elect Candido Pinheiro Koren de Lima as Director	Mgmt	None	Abstain	Abstain
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 2, 5, 6.1-6.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>					

Hapvida Participacoes e Investimentos SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Percentage of Votes to Be Assigned - Elect Candido Pinheiro Koren de Lima Junior as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 2, 5, 6.1-6.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.					
6.3	Percentage of Votes to Be Assigned - Elect Jorge Fontoura Pinheiro Koren de Lima as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 2, 5, 6.1-6.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.					
6.4	Percentage of Votes to Be Assigned - Elect Carlos Augusto Leone Piani as Independent Director	Mgmt	None	Abstain	For
Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 2, 5, 6.1-6.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.					
6.5	Percentage of Votes to Be Assigned - Elect Jose Luis Camargo Junior as Independent Director	Mgmt	None	Abstain	For
Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 2, 5, 6.1-6.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.					
6.6	Percentage of Votes to Be Assigned - Elect Alberto Serrentino as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 2, 5, 6.1-6.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.					
6.7	Percentage of Votes to Be Assigned - Elect Nicola Calicchio Neto as Independent Director	Mgmt	None	Abstain	For
Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 2, 5, 6.1-6.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.					

# Hapvida Participacoes e Investimentos SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.8	Percentage of Votes to Be Assigned - Elect Maria Paula Soares Aranha as Independent Director	Mgmt	None	Abstain	For
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 2, 5, 6.1-6.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>					
6.9	Percentage of Votes to Be Assigned - Elect Mauricio Fernandes Teixeira as Director	Mgmt	None	Abstain	Abstain
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 2, 5, 6.1-6.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>					
7	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain
8	Elect Candido Pinheiro Koren de Lima as Board Chairman	Mgmt	For	Against	Abstain
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * The proposed board's level of independence fails to meet the expectations of institutional investors; and * The company has bundled the election of directors under a single item, preventing shareholders from voting individually on each nominee.</i>					
9	Approve Classification of Carlos Augusto Leone Piani as Independent Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because: * The company has disclosed the biographical information of the independent director(s); and * The director(s) do(es) not appear to have had any relational transactions with the company and there are no known concerns regarding the independence classification.</i>					
10	Approve Classification of Jose Luis Camargo Junior as Independent Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because: * The company has disclosed the biographical information of the independent director(s); and * The director(s) do(es) not appear to have had any relational transactions with the company and there are no known concerns regarding the independence classification.</i>					
11	Approve Classification of Nicola Calicchio Neto as Independent Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because: * The company has disclosed the biographical information of the independent director(s); and * The director(s) do(es) not appear to have had any relational transactions with the company and there are no known concerns regarding the independence classification.</i>					
12	Approve Classification of Maria Paula Soares Aranha as Independent Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted because: * The company has disclosed the biographical information of the independent director(s); and * The director(s) do(es) not appear to have had any relational transactions with the company and there are no known concerns regarding the independence classification.</i>					
13	Approve Remuneration of Company's Management	Mgmt	For	For	Against

## Hapvida Participacoes e Investimentos SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain

## Knorr-Bremse AG

Meeting Date: 04/30/2024

Record Date: 04/08/2024

Primary Security ID: D4S43E114

Country: Germany

Meeting Type: Annual

Ticker: KBX

Shares Voted: 46,316

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.64 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
5	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For

## Novonesis AS Novozymes AS

Meeting Date: 04/30/2024

Record Date: 04/23/2024

Primary Security ID: K7317J133

Country: Denmark

Meeting Type: Annual

Ticker: NSIS.B

Shares Voted: 55,327

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 2 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Abstain
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted because the proposed remuneration report does not meet prevailing market standards given the company's status on the main index. The remuneration report does not provide enough disclosure regarding the nonfinancial performance criteria, corresponding to half of the STIP. Further, while the company's use of extraordinary remuneration mandates may be justified, additional disclosures would have been well-received, especially concerning the sign on bonus awarded to the new CFO during the fiscal year in review.</i></p>					
5	Approve Remuneration of Directors in the Amount of DKK 1.6 Million for Chairman, DKK 1.09 Million for Vice Chairman and DKK 545,700 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Committee Work	Mgmt	For	For	For
6.a	Reelect Cornelis (Cees) de Jong (Chair) as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR candidates Cornelis (Cees) de Jong (Item 6.a), Jesper Brandgaard (Item 7.a), Sharon James (Item 8.b), Lise Kaae (Item 8.d), Kevin Lane (Item 8.e) and Morten Otto Alexander Sommer (Item 8.f) and Kim Narelle Stratton (Item 8.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN for candidate Heine Dalsgaard (Item 8.a) is warranted due to his position as a non-independent chairman of the audit committee. A vote ABSTAIN for candidate Kasim Kutay (Item 8.c) is warranted as he represents the shareholder primarily benefitting from the company's superior voting rights share structure.</i></p>					
7.a	Reelect Jesper Brandgaard (Vice Chair) as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR candidates Cornelis (Cees) de Jong (Item 6.a), Jesper Brandgaard (Item 7.a), Sharon James (Item 8.b), Lise Kaae (Item 8.d), Kevin Lane (Item 8.e) and Morten Otto Alexander Sommer (Item 8.f) and Kim Narelle Stratton (Item 8.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN for candidate Heine Dalsgaard (Item 8.a) is warranted due to his position as a non-independent chairman of the audit committee. A vote ABSTAIN for candidate Kasim Kutay (Item 8.c) is warranted as he represents the shareholder primarily benefitting from the company's superior voting rights share structure.</i></p>					
8.a	Reelect Heine Dalsgaard as Director	Mgmt	For	Abstain	For
<p><i>Voting Policy Rationale: A vote FOR candidates Cornelis (Cees) de Jong (Item 6.a), Jesper Brandgaard (Item 7.a), Sharon James (Item 8.b), Lise Kaae (Item 8.d), Kevin Lane (Item 8.e) and Morten Otto Alexander Sommer (Item 8.f) and Kim Narelle Stratton (Item 8.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN for candidate Heine Dalsgaard (Item 8.a) is warranted due to his position as a non-independent chairman of the audit committee. A vote ABSTAIN for candidate Kasim Kutay (Item 8.c) is warranted as he represents the shareholder primarily benefitting from the company's superior voting rights share structure.</i></p>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.b	Reelect Sharon James as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR candidates Cornelis (Cees) de Jong (Item 6.a), Jesper Brandgaard (Item 7.a), Sharon James (Item 8.b), Lise Kaae (Item 8.d), Kevin Lane (Item 8.e) and Morten Otto Alexander Sommer (Item 8.f) and Kim Narelle Stratton (Item 8.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN for candidate Heine Dalsgaard (Item 8.a) is warranted due to his position as a non-independent chairman of the audit committee. A vote ABSTAIN for candidate Kasim Kutay (Item 8.c) is warranted as he represents the shareholder primarily benefitting from the company's superior voting rights share structure.</i>					
8.c	Reelect Kasim Kutay as Director	Mgmt	For	Abstain	For
<i>Voting Policy Rationale: A vote FOR candidates Cornelis (Cees) de Jong (Item 6.a), Jesper Brandgaard (Item 7.a), Sharon James (Item 8.b), Lise Kaae (Item 8.d), Kevin Lane (Item 8.e) and Morten Otto Alexander Sommer (Item 8.f) and Kim Narelle Stratton (Item 8.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN for candidate Heine Dalsgaard (Item 8.a) is warranted due to his position as a non-independent chairman of the audit committee. A vote ABSTAIN for candidate Kasim Kutay (Item 8.c) is warranted as he represents the shareholder primarily benefitting from the company's superior voting rights share structure.</i>					
8.d	Reelect Lise Kaae as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR candidates Cornelis (Cees) de Jong (Item 6.a), Jesper Brandgaard (Item 7.a), Sharon James (Item 8.b), Lise Kaae (Item 8.d), Kevin Lane (Item 8.e) and Morten Otto Alexander Sommer (Item 8.f) and Kim Narelle Stratton (Item 8.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN for candidate Heine Dalsgaard (Item 8.a) is warranted due to his position as a non-independent chairman of the audit committee. A vote ABSTAIN for candidate Kasim Kutay (Item 8.c) is warranted as he represents the shareholder primarily benefitting from the company's superior voting rights share structure.</i>					
8.e	Reelect Kevin Lane as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR candidates Cornelis (Cees) de Jong (Item 6.a), Jesper Brandgaard (Item 7.a), Sharon James (Item 8.b), Lise Kaae (Item 8.d), Kevin Lane (Item 8.e) and Morten Otto Alexander Sommer (Item 8.f) and Kim Narelle Stratton (Item 8.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN for candidate Heine Dalsgaard (Item 8.a) is warranted due to his position as a non-independent chairman of the audit committee. A vote ABSTAIN for candidate Kasim Kutay (Item 8.c) is warranted as he represents the shareholder primarily benefitting from the company's superior voting rights share structure.</i>					
8.f	Reelect Morten Otto Alexander Sommer as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR candidates Cornelis (Cees) de Jong (Item 6.a), Jesper Brandgaard (Item 7.a), Sharon James (Item 8.b), Lise Kaae (Item 8.d), Kevin Lane (Item 8.e) and Morten Otto Alexander Sommer (Item 8.f) and Kim Narelle Stratton (Item 8.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN for candidate Heine Dalsgaard (Item 8.a) is warranted due to his position as a non-independent chairman of the audit committee. A vote ABSTAIN for candidate Kasim Kutay (Item 8.c) is warranted as he represents the shareholder primarily benefitting from the company's superior voting rights share structure.</i>					
8.g	Reelect Kim Stratton as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR candidates Cornelis (Cees) de Jong (Item 6.a), Jesper Brandgaard (Item 7.a), Sharon James (Item 8.b), Lise Kaae (Item 8.d), Kevin Lane (Item 8.e) and Morten Otto Alexander Sommer (Item 8.f) and Kim Narelle Stratton (Item 8.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN for candidate Heine Dalsgaard (Item 8.a) is warranted due to his position as a non-independent chairman of the audit committee. A vote ABSTAIN for candidate Kasim Kutay (Item 8.c) is warranted as he represents the shareholder primarily benefitting from the company's superior voting rights share structure.</i>					
9.a	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
10.a	Approve Creation of DKK 93.7 Million Pool of Capital in B Shares without Preemptive Rights; DKK 93.7 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	Mgmt	For	For	For



Novonesis AS Novozymes AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.b	Authorize Share Repurchase Program	Mgmt	For	For	For
10.c	Authorize Board to Decide on the Distribution of Extraordinary Dividends	Mgmt	For	For	For
10.d1	Allow General Meetings to be Held in English	Mgmt	For	For	For
10.d2	Approve Maximum Increase in Share Under Articles 5.1, 5.2 and 5.3 up to DKK 103 Million	Mgmt	For	For	For
10.d3	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	For
10.d4	Amend Articles Re: Editorial Changes	Mgmt	For	For	For
11	Amend Remuneration Policy	Mgmt	For	For	For
12	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
13	Other Business	Mgmt			

Royal Unibrew A/S

Meeting Date: 04/30/2024

Record Date: 04/23/2024

Primary Security ID: K8390X122

Country: Denmark

Meeting Type: Annual

Ticker: RBREW

Shares Voted: 51,291

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Discharge of Management and Board	Mgmt	For	For	For
4	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
5	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
6	Approve Remuneration of Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
7.1	Authorize Share Repurchase Program	Mgmt	For	For	For

Royal Unibrew A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.2	Authorize Board to Distribute Extraordinary Dividends of DKK 14.5 Per Share	Mgmt	For	For	For
8.a	Reelect Peter Ruzicka as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all candidates (Items 8.a-8.f) is warranted due to a lack of concern regarding the composition of the board or its committees.					
8.b	Reelect Jais Valeur as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all candidates (Items 8.a-8.f) is warranted due to a lack of concern regarding the composition of the board or its committees.					
8.c	Reelect Catharina Stackelberg-Hammaren as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all candidates (Items 8.a-8.f) is warranted due to a lack of concern regarding the composition of the board or its committees.					
8.d	Reelect Heidi Kleinbach-Sauter as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all candidates (Items 8.a-8.f) is warranted due to a lack of concern regarding the composition of the board or its committees.					
8.e	Reelect Torben Carlsen as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all candidates (Items 8.a-8.f) is warranted due to a lack of concern regarding the composition of the board or its committees.					
8.f	Elect Lise Mortensen as New Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all candidates (Items 8.a-8.f) is warranted due to a lack of concern regarding the composition of the board or its committees.					
9	Ratify Deloitte as Auditors	Mgmt	For	For	For
10	Other Business	Mgmt			

Sandoz Group AG

Meeting Date: 04/30/2024

Record Date: 04/24/2024

Primary Security ID: H7140B103

Country: Switzerland

Meeting Type: Annual

Ticker: SDZ

Shares Voted: 12,161					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Non-Financial Report	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 0.45 per Share	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1.1	Reelect Gilbert Ghostine as Director and Board Chair	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>				
5.1.2	Reelect Karen Huebscher as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>				
5.1.3	Reelect Shamiram Feinglass as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>				
5.1.4	Reelect Urs Riedener as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>				
5.1.5	Reelect Aarti Shah as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>				
5.1.6	Reelect Ioannis Skoufalos as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>				
5.1.7	Reelect Maria Varsellona as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>				
5.2.1	Elect Mathai Mammen as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>				
5.2.2	Elect Graeme Pitkethly as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>				
5.2.3	Elect Michael Rechsteiner as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>				
5.3a1	Reappoint Urs Riedener as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>				
5.3a2	Reappoint Aarti Shah as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>				

Sandoz Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3a3	Reappoint Ioannis Skoufalos as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.					
5.3a4	Reappoint Maria Varsellona as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.					
5.3.2	Appoint Michael Rechsteiner as Member of the Human Capital and ESG Committee	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.					
6.1	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 45.2 Million	Mgmt	For	For	For
6.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
7	Ratify KPMG AG as Auditors	Mgmt	For	For	For
8	Designate Advoro Zurich AG as Independent Proxy	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.					

Serena Energia SA

Meeting Date: 04/30/2024

Country: Brazil

Ticker: SRNA3

Record Date:

Meeting Type: Annual

Primary Security ID: P8T87H103

Shares Voted: 9,403,617

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2023	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this routine proposal is warranted because: * Audited financials are available and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Accept Management Statements for Fiscal Year Ended Dec. 31, 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this routine proposal is warranted because: * Audited financials are available and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.</i>					
3	Approve Allocation of Income	Mgmt	For	For	For
4	Fix Number of Directors at Nine	Mgmt	For	For	For
5	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Against
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>					
6	Elect Directors	Mgmt	For	Against	For
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * The proposed board's level of independence fails to meet the expectations of institutional investors; * The proposed board lacks gender diversity; and * The company has bundled the election of directors under a single item, preventing shareholders from voting individually on each nominee.</i>					
7	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Mgmt	None	Against	Against
	If Voting FOR on Item 8, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.	Mgmt			
8	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt	None	Abstain	For
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>					
9.1	Percentage of Votes to Be Assigned - Elect Jose Carlos Reis de Magalhaes Neto as Director	Mgmt	None	Abstain	For
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.2	Percentage of Votes to Be Assigned - Elect Antonio Augusto Torres de Bastos Filho as Director	Mgmt	None	Abstain	For
<p><i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i></p>					
9.3	Percentage of Votes to Be Assigned - Elect Eduardo Silveira Mufarej as Director	Mgmt	None	Abstain	For
<p><i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i></p>					
9.4	Percentage of Votes to Be Assigned - Elect Eduardo de Toledo as Independent Director	Mgmt	None	Abstain	For
<p><i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i></p>					
9.5	Percentage of Votes to Be Assigned - Elect Gustavo Rocha Gattass as Independent Director	Mgmt	None	Abstain	For
<p><i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i></p>					
9.6	Percentage of Votes to Be Assigned - Elect Michael Ray Kern Harrington as Director	Mgmt	None	Abstain	For
<p><i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i></p>					
9.7	Percentage of Votes to Be Assigned - Elect Nicolas Escallon Cano as Director	Mgmt	None	Abstain	For
<p><i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i></p>					

Serena Energia SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.8	Percentage of Votes to Be Assigned - Elect Fernando Shayer as Director	Mgmt	None	Abstain	For
Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.					
9.9	Percentage of Votes to Be Assigned - Elect Alberto Fernandes as Independent Director	Mgmt	None	Abstain	For
Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 5, 8, 9.1-9.9 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.					
10	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain
11	Approve Classification of Independent Directors	Mgmt	For	For	For
12	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	For	For	For
13	Fix Number of Fiscal Council Members at Three	Mgmt	For	For	For
14	Elect Fiscal Council Members	Mgmt	For	For	For
15	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Mgmt	None	Against	Against
16	Approve Remuneration of Company's Management	Mgmt	For	For	For

Tenaris SA

Meeting Date: 04/30/2024	Country: Luxembourg	Ticker: TEN
Record Date: 04/16/2024	Meeting Type: Annual/Special	
Primary Security ID: L90272136		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
	Annual Meeting Agenda	Mgmt			
1	Receive and Approve Board's and Auditor's Reports Re: Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i>					
3	Approve Financial Statements	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.</i>					
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For
5	Approve Discharge of Directors	Mgmt	For	For	For
6	Elect Directors (Bundled)	Mgmt	For	Against	For
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * Gender diversity is not at least 30 percent; * The positions of board chairman and company CEO are combined while the company has not publicly committed to separating the functions in the foreseeable future; * The company lacks a remuneration committee with the board functioning as that committee; and * The company has also chosen to bundle the election of directors.</i>					
7	Approve Remuneration of Directors	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted, because: * The overall lack of disclosure on the variable incentive plan (i.e. performance metrics, award levels, level of achievement) and does not contribute to an understanding of the pay for performance alignment and gives the impression bonuses are determined discretionarily; * Absence of long-term incentive plan; * Lack of responsiveness to shareholder dissent; * Lack of disclosure on the benchmarking exercise; * High level of remuneration, which reaches 4.62 times the median of peers.</i>					
9	Approve Remuneration Policy	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted, because: * A general lack of responsiveness * Lacking disclosure regarding the STIP metrics and the lack of a cap on the STIP opportunity * Lack of a long-term incentive plan * Lack of disclosure regarding the benchmarking exercise * Potential for excessive remuneration compared to peers * No disclosure on severance arrangement and pensions, generality of the derogation clause, and the absence of a remuneration committee.</i>					
10	Approve Audit Fees	Mgmt	For	For	For
11	Allow Electronic Distribution of Company Documents to Shareholders	Mgmt	For	For	For
	Extraordinary Meeting Agenda	Mgmt			
1	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For



Ternium SA

Meeting Date: 04/30/2024

Record Date: 03/25/2024

Primary Security ID: 880890108

Country: Luxembourg

Meeting Type: Annual

Ticker: TX

Shares Voted: 147,998

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Meeting for ADR Holders	Mgmt			
	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.					
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.				
3	Approve Allocation of Income and Dividends	Mgmt	For	For	For
4	Approve Discharge of Directors	Mgmt	For	For	For
5	Elect Directors	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted because the board lacks gender diversity among its members (25 percent). Furthermore, the company bundles the reappointment of directors under this item, which is not in line with best corporate governance practices.					
6	Approve Remuneration of Directors	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST is warranted because the remuneration for the chairman is excessive compared to market standards. Furthermore, the company increased audit committee chairman fees (+15.4%) without any compelling rationale.				
7	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
8	Allow Board to Appoint One or More of its Members as Company's Attorney-in-Fact	Mgmt	For	For	For

Flutter Entertainment Plc

Meeting Date: 05/01/2024

Record Date: 03/28/2024

Primary Security ID: G3643J108

Country: Ireland

Meeting Type: Annual

Ticker: FLTR

Shares Voted: 8,905

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect John Bryant as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	<i>Voting Policy Rationale: 1a, 2a-2b &amp; 2d-2h A vote FOR these Directors is warranted as no significant concerns have been identified. Item 2c A vote FOR this Director is warranted, although it is not without concern: * Paul Edgecliffe-Johnson served as audit committee member at Thomas Cook Group plc, which entered into compulsory liquidation on 23 September 2019. The FRC, the UK's regulatory body for audit, has launched an investigation into the collapse of Thomas Cook Group plc. The main reason for support is: * The FRC's investigation into Thomas Cook Group plc remains ongoing and its outcome is pending.</i>				
2a	Re-elect Nancy Cruickshank as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: 1a, 2a-2b &amp; 2d-2h A vote FOR these Directors is warranted as no significant concerns have been identified. Item 2c A vote FOR this Director is warranted, although it is not without concern: * Paul Edgecliffe-Johnson served as audit committee member at Thomas Cook Group plc, which entered into compulsory liquidation on 23 September 2019. The FRC, the UK's regulatory body for audit, has launched an investigation into the collapse of Thomas Cook Group plc. The main reason for support is: * The FRC's investigation into Thomas Cook Group plc remains ongoing and its outcome is pending.</i>				
2b	Re-elect Nancy Dubuc as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: 1a, 2a-2b &amp; 2d-2h A vote FOR these Directors is warranted as no significant concerns have been identified. Item 2c A vote FOR this Director is warranted, although it is not without concern: * Paul Edgecliffe-Johnson served as audit committee member at Thomas Cook Group plc, which entered into compulsory liquidation on 23 September 2019. The FRC, the UK's regulatory body for audit, has launched an investigation into the collapse of Thomas Cook Group plc. The main reason for support is: * The FRC's investigation into Thomas Cook Group plc remains ongoing and its outcome is pending.</i>				
2c	Re-elect Paul Edgecliffe-Johnson as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: 1a, 2a-2b &amp; 2d-2h A vote FOR these Directors is warranted as no significant concerns have been identified. Item 2c A vote FOR this Director is warranted, although it is not without concern: * Paul Edgecliffe-Johnson served as audit committee member at Thomas Cook Group plc, which entered into compulsory liquidation on 23 September 2019. The FRC, the UK's regulatory body for audit, has launched an investigation into the collapse of Thomas Cook Group plc. The main reason for support is: * The FRC's investigation into Thomas Cook Group plc remains ongoing and its outcome is pending.</i>				
2d	Re-elect Alfred Hurley Jr as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: 1a, 2a-2b &amp; 2d-2h A vote FOR these Directors is warranted as no significant concerns have been identified. Item 2c A vote FOR this Director is warranted, although it is not without concern: * Paul Edgecliffe-Johnson served as audit committee member at Thomas Cook Group plc, which entered into compulsory liquidation on 23 September 2019. The FRC, the UK's regulatory body for audit, has launched an investigation into the collapse of Thomas Cook Group plc. The main reason for support is: * The FRC's investigation into Thomas Cook Group plc remains ongoing and its outcome is pending.</i>				
2e	Re-elect Peter Jackson as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: 1a, 2a-2b &amp; 2d-2h A vote FOR these Directors is warranted as no significant concerns have been identified. Item 2c A vote FOR this Director is warranted, although it is not without concern: * Paul Edgecliffe-Johnson served as audit committee member at Thomas Cook Group plc, which entered into compulsory liquidation on 23 September 2019. The FRC, the UK's regulatory body for audit, has launched an investigation into the collapse of Thomas Cook Group plc. The main reason for support is: * The FRC's investigation into Thomas Cook Group plc remains ongoing and its outcome is pending.</i>				
2f	Re-elect Holly Koeppel as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: 1a, 2a-2b &amp; 2d-2h A vote FOR these Directors is warranted as no significant concerns have been identified. Item 2c A vote FOR this Director is warranted, although it is not without concern: * Paul Edgecliffe-Johnson served as audit committee member at Thomas Cook Group plc, which entered into compulsory liquidation on 23 September 2019. The FRC, the UK's regulatory body for audit, has launched an investigation into the collapse of Thomas Cook Group plc. The main reason for support is: * The FRC's investigation into Thomas Cook Group plc remains ongoing and its outcome is pending.</i>				
2g	Re-elect Carolan Lennon as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: 1a, 2a-2b &amp; 2d-2h A vote FOR these Directors is warranted as no significant concerns have been identified. Item 2c A vote FOR this Director is warranted, although it is not without concern: * Paul Edgecliffe-Johnson served as audit committee member at Thomas Cook Group plc, which entered into compulsory liquidation on 23 September 2019. The FRC, the UK's regulatory body for audit, has launched an investigation into the collapse of Thomas Cook Group plc. The main reason for support is: * The FRC's investigation into Thomas Cook Group plc remains ongoing and its outcome is pending.</i>				

Flutter Entertainment Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2h	Re-elect Atif Rafiq as Director	Mgmt	For	For	For
Voting Policy Rationale: 1a, 2a-2b & 2d-2h A vote FOR these Directors is warranted as no significant concerns have been identified. Item 2c A vote FOR this Director is warranted, although it is not without concern: * Paul Edgecliffe-Johnson served as audit committee member at Thomas Cook Group plc, which entered into compulsory liquidation on 23 September 2019. The FRC, the UK's regulatory body for audit, has launched an investigation into the collapse of Thomas Cook Group plc. The main reason for support is: * The FRC's investigation into Thomas Cook Group plc remains ongoing and its outcome is pending.					
3	Approve Remuneration Report	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
6	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
7a	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
7b	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
8	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
9	Authorise the Company to Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	Mgmt	For	For	For
10	Approve Transfer of the Company's Category of Listing from a Premium Listing to a Standard Listing	Mgmt	For	For	For
11	Adopt New Articles of Association	Mgmt	For	For	For

Glanbia Plc

Meeting Date: 05/01/2024Country: IrelandTicker: GL9

Record Date: 04/27/2024Meeting Type: Annual

Primary Security ID: G39021103

Shares Voted: 19,701

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Final Dividend	Mgmt	For	For	For
3a	Re-elect Donard Gaynor as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
3b	Elect Hugh McGuire as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
3c	Re-elect Mark Garvey as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
3d	Re-elect Roisin Brennan as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
3e	Re-elect Paul Duffy as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
3f	Re-elect Ilona Haaajer as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
3g	Re-elect Brendan Hayes as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
3h	Re-elect Jane Lodge as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
3i	Re-elect John G Murphy as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
3j	Re-elect Patrick Murphy as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
3k	Re-elect Dan O'Connor as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
3l	Elect Gabriella Parris as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
3m	Re-elect Kimberly Underhill as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For

Glanbia Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Remuneration Policy	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST the proposed policy is considered warranted: * A one-off retention award is being granted to the CFO, subject only to his continued employment until 31 December 2025. This award, being free from performance-based criteria, diverges from good market practice.					
7	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
11	Authorise Market Purchase of Shares	Mgmt	For	For	For
12	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

Unilever Plc

Meeting Date: 05/01/2024

Record Date: 04/29/2024

Primary Security ID: G92087165

Country: United Kingdom

Meeting Type: Annual

Ticker: ULVR

Shares Voted: 70,946

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Climate Transition Action Plan	Mgmt	For	For	For
5	Elect Fernando Fernandez as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
6	Re-elect Adrian Hennah as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Andrea Jung as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
8	Re-elect Susan Kilsby as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
9	Re-elect Ruby Lu as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
10	Elect Ian Meakins as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
11	Elect Judith McKenna as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
12	Re-elect Nelson Peltz as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
13	Re-elect Hein Schumacher as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
22	Adopt New Articles of Association	Mgmt	For	For	For

Meeting Date: 05/02/2024	Country: USA	Ticker: ECL
Record Date: 03/05/2024	Meeting Type: Annual	
Primary Security ID: 278865100		

Shares Voted: 14,205

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Judson B. Althoff	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director Shari L. Ballard	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director Christophe Beck	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director Eric M. Green	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director Arthur J. Higgins	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director Michael Larson	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director David W. MacLennan	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1h	Elect Director Tracy B. McKibben	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1i	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1j	Elect Director Victoria J. Reich	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1k	Elect Director Suzanne M. Vautrinot	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1l	Elect Director John J. Zillmer	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	Against	Against

Meeting Date: 05/02/2024	Country: Ireland	Ticker: GFTU
Record Date: 04/28/2024	Meeting Type: Annual	
Primary Security ID: G4035Q189		

Shares Voted: 1,514

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Re-elect Eric Born as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
3b	Re-elect David Arnold as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
3c	Re-elect Susan Murray as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
3d	Re-elect Vincent Crowley as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
3e	Re-elect Rosheen McGuckian as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
3f	Re-elect Avis Darzins as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
3g	Elect Mark Robson as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
3h	Elect Ian Tyler as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					



Grafton Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
10	Authorise Market Purchase of Shares	Mgmt	For	For	For
11	Determine Price Range at which Treasury Shares may be Re-issued Off-Market	Mgmt	For	For	For
12	Shareholder Proposal	Mgmt			
	Impact of Share Buybacks on Earnings per Share Performance Condition of Awards Granted to Participants of the 2021 Long Term Incentive Plan of the Company	SH	Against	Against	Against

Howden Joinery Group Plc

Meeting Date: 05/02/2024Country: United KingdomTicker: HWDN

Record Date: 04/30/2024Meeting Type: Annual

Primary Security ID: G4647J102

Shares Voted: 99,106					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Louis Eperjesi as Director	Mgmt	For	For	For
Voting Policy Rationale: Items 4-9 A vote FOR Louis Eperjesi, Vanda Murray, Andrew Cripps, Louise Fowler, Paul Hayes, and Andrew Livingston is warranted as no significant concerns have been identified. Item 10 A vote FOR Peter Ventress is warranted, although it is not without concern: * The Board's gender and ethnic diversity falls short of the three principal reporting targets of the new Listing Rules as there is not at least 40% women representation on the Board, no woman fills a senior board position, and there is not at least one Director from a minority ethnic background. The main reasons for support are: * Women represent 37.5% of the Board at the reference date, which is close to the reporting requirement. * The Company confirms that it is committed to meeting the gender and ethnic diversity targets by the end of 2024.					
5	Elect Vanda Murray as Director	Mgmt	For	For	For
Voting Policy Rationale: Items 4-9 A vote FOR Louis Eperjesi, Vanda Murray, Andrew Cripps, Louise Fowler, Paul Hayes, and Andrew Livingston is warranted as no significant concerns have been identified. Item 10 A vote FOR Peter Ventress is warranted, although it is not without concern: * The Board's gender and ethnic diversity falls short of the three principal reporting targets of the new Listing Rules as there is not at least 40% women representation on the Board, no woman fills a senior board position, and there is not at least one Director from a minority ethnic background. The main reasons for support are: * Women represent 37.5% of the Board at the reference date, which is close to the reporting requirement. * The Company confirms that it is committed to meeting the gender and ethnic diversity targets by the end of 2024.					

Howden Joinery Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Re-elect Andrew Cripps as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 4-9 A vote FOR Louis Eperjesi, Vanda Murray, Andrew Cripps, Louise Fowler, Paul Hayes, and Andrew Livingston is warranted as no significant concerns have been identified. Item 10 A vote FOR Peter Ventress is warranted, although it is not without concern: * The Board's gender and ethnic diversity falls short of the three principal reporting targets of the new Listing Rules as there is not at least 40% women representation on the Board, no woman fills a senior board position, and there is not at least one Director from a minority ethnic background. The main reasons for support are: * Women represent 37.5% of the Board at the reference date, which is close to the reporting requirement. * The Company confirms that it is committed to meeting the gender and ethnic diversity targets by the end of 2024.</i>					
7	Re-elect Louise Fowler as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 4-9 A vote FOR Louis Eperjesi, Vanda Murray, Andrew Cripps, Louise Fowler, Paul Hayes, and Andrew Livingston is warranted as no significant concerns have been identified. Item 10 A vote FOR Peter Ventress is warranted, although it is not without concern: * The Board's gender and ethnic diversity falls short of the three principal reporting targets of the new Listing Rules as there is not at least 40% women representation on the Board, no woman fills a senior board position, and there is not at least one Director from a minority ethnic background. The main reasons for support are: * Women represent 37.5% of the Board at the reference date, which is close to the reporting requirement. * The Company confirms that it is committed to meeting the gender and ethnic diversity targets by the end of 2024.</i>					
8	Re-elect Paul Hayes as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 4-9 A vote FOR Louis Eperjesi, Vanda Murray, Andrew Cripps, Louise Fowler, Paul Hayes, and Andrew Livingston is warranted as no significant concerns have been identified. Item 10 A vote FOR Peter Ventress is warranted, although it is not without concern: * The Board's gender and ethnic diversity falls short of the three principal reporting targets of the new Listing Rules as there is not at least 40% women representation on the Board, no woman fills a senior board position, and there is not at least one Director from a minority ethnic background. The main reasons for support are: * Women represent 37.5% of the Board at the reference date, which is close to the reporting requirement. * The Company confirms that it is committed to meeting the gender and ethnic diversity targets by the end of 2024.</i>					
9	Re-elect Andrew Livingston as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 4-9 A vote FOR Louis Eperjesi, Vanda Murray, Andrew Cripps, Louise Fowler, Paul Hayes, and Andrew Livingston is warranted as no significant concerns have been identified. Item 10 A vote FOR Peter Ventress is warranted, although it is not without concern: * The Board's gender and ethnic diversity falls short of the three principal reporting targets of the new Listing Rules as there is not at least 40% women representation on the Board, no woman fills a senior board position, and there is not at least one Director from a minority ethnic background. The main reasons for support are: * Women represent 37.5% of the Board at the reference date, which is close to the reporting requirement. * The Company confirms that it is committed to meeting the gender and ethnic diversity targets by the end of 2024.</i>					
10	Re-elect Peter Ventress as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 4-9 A vote FOR Louis Eperjesi, Vanda Murray, Andrew Cripps, Louise Fowler, Paul Hayes, and Andrew Livingston is warranted as no significant concerns have been identified. Item 10 A vote FOR Peter Ventress is warranted, although it is not without concern: * The Board's gender and ethnic diversity falls short of the three principal reporting targets of the new Listing Rules as there is not at least 40% women representation on the Board, no woman fills a senior board position, and there is not at least one Director from a minority ethnic background. The main reasons for support are: * Women represent 37.5% of the Board at the reference date, which is close to the reporting requirement. * The Company confirms that it is committed to meeting the gender and ethnic diversity targets by the end of 2024.</i>					
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					

Howden Joinery Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Kerry Group Plc

Meeting Date: 05/02/2024	Country: Ireland	Ticker: KRZ
Record Date: 04/28/2024	Meeting Type: Annual	
Primary Security ID: G52416107		

Shares Voted: 24,363

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Elect Genevieve Berger as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
3b	Elect Catherine Godson as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
3c	Elect Liz Hewitt as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4a	Re-elect Gerry Behan as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4b	Re-elect Fiona Dawson as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4c	Re-elect Emer Gilvarry as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4d	Re-elect Michael Kerr as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4e	Re-elect Marguerite Larkin as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					

Kerry Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4f	Re-elect Tom Moran as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4g	Re-elect Christopher Rogers as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4h	Re-elect Patrick Rohan as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4i	Re-elect Edmond Scanlon as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4j	Re-elect Jinlong Wang as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Amend 2021 Long-Term Incentive Plan	Mgmt	For	For	For
9	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
12	Authorise Market Purchase of A Ordinary Shares	Mgmt	For	For	For
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Capstone Copper Corp.

Meeting Date: 05/03/2024	Country: Canada	Ticker: CS
Record Date: 03/04/2024	Meeting Type: Annual/Special	
Primary Security ID: 14071L108		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Common Shareholders	Mgmt			
1	Fix Number of Directors at Eight	Mgmt	For	For	For
2.1	Elect Director Alison Baker	Mgmt	For	For	For
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.					
2.2	Elect Director Gordon Bell	Mgmt	For	For	For
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.					
2.3	Elect Director Robert Gallagher	Mgmt	For	For	For
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.					
2.4	Elect Director Anne Giardini	Mgmt	For	For	For
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.					
2.5	Elect Director John MacKenzie	Mgmt	For	For	For
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.					
2.6	Elect Director Peter Meredith	Mgmt	For	For	For
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.					
2.7	Elect Director Patricia Palacios	Mgmt	For	For	For
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.					
2.8	Elect Director Darren Pylot	Mgmt	For	For	For
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.					
3	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
5	Re-approve Treasury Share Unit Plan	Mgmt	For	Against	For
Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, grant practices, and overriding negative factors using the Equity Plan Score Card (EPSC), vote AGAINST this full-value award plan due to the following key factor(s): * The plan's estimated cost is excessive; * The plan contains a problematic change-in-control provision.					

HDFC Bank Ltd.

Meeting Date: 05/03/2024	Country: India	Ticker: 500180
Record Date: 03/29/2024	Meeting Type: Special	
Primary Security ID: Y3119P190		

Shares Voted: 203,999

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Postal Ballot	Mgmt			
	Approve Reappointment and Remuneration of Atanu Chakraborty as Part-time Chairman and Independent Director	Mgmt	For	For	For

HSBC Holdings Plc

Meeting Date: 05/03/2024Country: United KingdomTicker: HSBA  
Record Date: 05/02/2024Meeting Type: Annual  
Primary Security ID: G4634U169

Shares Voted: 239,327

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Variable Component of Remuneration for Material Risk Takers	Mgmt	For	For	For
4a	Elect Ann Godbehere as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4b	Elect Brendan Nelson as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4c	Elect Swee Lian Teo as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4d	Re-elect Geraldine Buckingham as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4e	Re-elect Rachel Duan as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4f	Re-elect Georges Elhedery as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4g	Re-elect Dame Carolyn Fairbairn as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
4h	Re-elect James Forese as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
4i	Re-elect Steven Guggenheimer as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
4j	Re-elect Jose Antonio Meade Kuribrena as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
4k	Re-elect Kalpana Morparia as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
4l	Re-elect Eileen Murray as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
4m	Re-elect Noel Quinn as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
4n	Re-elect Mark Tucker as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
5	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
11	Authorise Directors to Allot Any Repurchased Shares	Mgmt	For	For	For

HSBC Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
13	Approve Share Repurchase Contract	Mgmt	For	For	For
14	Authorise Issue of Equity in Relation to Contingent Convertible Securities	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Contingent Convertible Securities ("CCSs") and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.					
15	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Contingent Convertible Securities ("CCSs") and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.					
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
17	Instruct the Board to Align Pension Inequality with their Commitment to Reduce the Gender Pay Gap, by Removing the Impact of State Deduction from the Members of the Post 1974 Midland Section of the HSBC Bank (UK) Pension Scheme	SH	Against	Against	Against

Allfunds Group Plc

Meeting Date: 05/07/2024	Country: United Kingdom	Ticker: ALLFG
Record Date: 05/03/2024	Meeting Type: Annual	
Primary Security ID: G0236L102		

Shares Voted: 221,399

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Remuneration Policy	Mgmt	For	For	For
5	Reelect Sofia Mendes as Non-Executive Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A qualified vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates However, this is not without concern for the lagging gender diversity and not being in line with Dutch and UK market practice. In this case we recognize that nominees are not to be held accountable for decisions of the current board/nominating committee. Moreover, the company has set clear goals for the future and to be aligned with UK market practice.</i></p>					
6	Reelect David Perez Renovales as Non-Executive Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A qualified vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates However, this is not without concern for the lagging gender diversity and not being in line with Dutch and UK market practice. In this case we recognize that nominees are not to be held accountable for decisions of the current board/nominating committee. Moreover, the company has set clear goals for the future and to be aligned with UK market practice.</i></p>					
7	Reelect Andrea Valier as Non-Executive Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A qualified vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates However, this is not without concern for the lagging gender diversity and not being in line with Dutch and UK market practice. In this case we recognize that nominees are not to be held accountable for decisions of the current board/nominating committee. Moreover, the company has set clear goals for the future and to be aligned with UK market practice.</i></p>					
8	Reelect Axel Joly as Non-Executive Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A qualified vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates However, this is not without concern for the lagging gender diversity and not being in line with Dutch and UK market practice. In this case we recognize that nominees are not to be held accountable for decisions of the current board/nominating committee. Moreover, the company has set clear goals for the future and to be aligned with UK market practice.</i></p>					
9	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
10	Authorize Board to Determine Remuneration of Auditors	Mgmt	For	For	For
11	Grant Board Authority to Issue Shares	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					
13	Authorise Issue of Equity without Pre-emptive Rights to Finance an Acquisition or Capital Investment	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					
14	Authorize Repurchase of Shares	Mgmt	For	For	For

Allfunds Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorize the Company to Call General Meetings on Short Notice	Mgmt	For	For	For

DSM-Firmenich AG

Meeting Date: 05/07/2024	Country: Switzerland	Ticker: DSFIR
Record Date: 04/23/2024	Meeting Type: Annual	
Primary Security ID: H0245V108		

Shares Voted: 13,298

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Sustainability Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.50 per Share	Mgmt	For	For	For
4.1.a	Reelect Thomas Leysen as Director and Board Chair	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.					
4.1.b	Reelect Patrick Firmenich as Director	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.					
4.1.c	Reelect Sze Cotte-Tan as Director	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.					
4.1.d	Reelect Antoine Firmenich as Director	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.					
4.1.e	Reelect Erica Mann as Director	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.					
4.1.f	Reelect Carla Mahieu as Director	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.					
4.1.g	Reelect Frits van Paasschen as Director	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.h	Reelect Andre Pometta as Director	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.					
4.1.i	Reelect John Ramsay as Director	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.					
4.1.j	Reelect Richard Ridinger as Director	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.					
4.1.k	Reelect Corien Wortmann as Director	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.					
4.2.1	Reappoint Carla Mahieu as Member of the Compensation Committee	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.					
4.2.2	Reappoint Thomas Leysen as Member of the Compensation Committee	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.					
4.2.3	Reappoint Frits van Paasschen as Member of the Compensation Committee	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.					
4.2.4	Reappoint Andre Pometta as Member of the Compensation Committee	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.					
5.1	Approve Remuneration of Directors in the Amount of EUR 3.7 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of EUR 39.5 Million	Mgmt	For	For	For
5.3	Approve Remuneration Report	Mgmt	For	For	For
6	Ratify KPMG as Auditors	Mgmt	For	For	For
7	Designate Christian Hochstrasser as Independent Proxy	Mgmt	For	For	For

DSM-Firmenich AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Transact Other Business (Voting)	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.					

Hubbell Incorporated

Meeting Date: 05/07/2024	Country: USA	Ticker: HUBB
Record Date: 03/08/2024	Meeting Type: Annual	
Primary Security ID: 443510607		

Shares Voted: 3,285					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gerben W. Bakker	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1.2	Elect Director Carlos M. Cardoso	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1.3	Elect Director Debra L. Dial	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1.4	Elect Director Anthony J. Guzzi	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1.5	Elect Director Rhett A. Hernandez	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1.6	Elect Director Neal J. Keating	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1.7	Elect Director Bonnie C. Lind	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1.8	Elect Director John F. Malloy	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1.9	Elect Director Jennifer M. Pollino	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## Ion Exchange (India) Limited

Meeting Date: 05/07/2024

Country: India

Ticker: 500214

Record Date: 03/30/2024

Meeting Type: Special

Primary Security ID: Y4175H148

Shares Voted: 130,560

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Postal Ballot	Mgmt			
	Approve Reappointment and Remuneration of Dinesh Sharma as Executive Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the following nominees is warranted because: * The board is chaired by an executive and promoter director and the board is not at least one-half independent and Aankur Patni and Dinesh Sharma are non-independent director nominees. (Item 1-2)					
2	Approve Reappointment and Remuneration of Aankur Patni as Executive Director	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST the following nominees is warranted because: * The board is chaired by an executive and promoter director and the board is not at least one-half independent and Aankur Patni and Dinesh Sharma are non-independent director nominees. (Item 1-2)				

## ANTA Sports Products Limited

Meeting Date: 05/08/2024

Country: Cayman Islands

Ticker: 2020

Record Date: 05/02/2024

Meeting Type: Annual

Primary Security ID: G04011105

Shares Voted: 800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Ding Shizhong as Director and Authorize Board to Fix His Remuneration	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
4	Elect Lai Shixian as Director and Authorize Board to Fix His Remuneration	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
5	Elect Wu Yonghua as Director and Authorize Board to Fix His Remuneration	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					

ANTA Sports Products Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Elect Zheng Jie as Director and Authorize Board to Fix His Remuneration	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
7	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
8	Approve KPMG as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
9	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the general share issuance mandate is warranted given that the company has not specified a discount limit for issuance for cash and non-cash consideration. A vote AGAINST the share reissuance request is warranted given the reissuance of repurchased shares would cause the aggregate share issuance limit to exceed 10 percent of the relevant class of shares and the discount limit has not been specified for issuance for cash and non-cash consideration.					
10	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
11	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the general share issuance mandate is warranted given that the company has not specified a discount limit for issuance for cash and non-cash consideration. A vote AGAINST the share reissuance request is warranted given the reissuance of repurchased shares would cause the aggregate share issuance limit to exceed 10 percent of the relevant class of shares and the discount limit has not been specified for issuance for cash and non-cash consideration.					
12	Amend Existing Articles of Association and Adopt New Set of Amended and Restated Articles of Association	Mgmt	For	For	For

Cathay Pacific Airways Limited

Meeting Date: 05/08/2024Country: Hong KongTicker: 293

Record Date: 05/02/2024Meeting Type: Annual

Primary Security ID: Y11757104

Shares Voted: 4,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Sharpe, Rebecca Jane as Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the election of non-independent director nominees Rebecca Jane Sharpe and Wang Mingyuan is warranted as the board is less than one-third independent.					
1b	Elect Wang, Mingyuan as Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the election of non-independent director nominees Rebecca Jane Sharpe and Wang Mingyuan is warranted as the board is less than one-third independent.					
2	Approve KPMG as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Cathay Pacific Airways Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following: * The share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.					

GSK Plc

Meeting Date: 05/08/2024	Country: United Kingdom	Ticker: GSK
Record Date: 05/03/2024	Meeting Type: Annual	
Primary Security ID: G3910J179		

Shares Voted: 92,160					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Wendy Becker as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4	Elect Jeannie Lee as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
5	Re-elect Sir Jonathan Symonds as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
6	Re-elect Dame Emma Walmsley as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
7	Re-elect Julie Brown as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
8	Re-elect Elizabeth Anderson as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
9	Re-elect Charles Bancroft as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
10	Re-elect Hal Barron as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
11	Re-elect Anne Beal as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Re-elect Harry Dietz as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
13	Re-elect Jesse Goodman as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
14	Re-elect Vishal Sikka as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Anglo American Platinum Ltd.

Meeting Date: 05/09/2024	Country: South Africa	Ticker: AMS
Record Date: 05/03/2024	Meeting Type: Annual	
Primary Security ID: S9122P108		



Shares Voted: 68,858

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Resolutions	Mgmt			
1	Re-elect Roger Dixon as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.</i>				
2.1	Elect Matt Daley as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.</i>				
2.2	Elect Themba Mkhwanazi as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.</i>				
2.3	Elect Steve Phiri as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.</i>				
3.1	Re-elect Lwazi Bam as Member of the Audit and Risk Committee	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.</i>				
3.2	Re-elect Thevendrie Brewer as Member of the Audit and Risk Committee	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.</i>				
3.3	Re-elect Suresh Kana as Member of the Audit and Risk Committee	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.</i>				
4	Reappoint PricewaterhouseCoopers (PwC) as Auditors with JFM Kotze as Individual Designated Auditor	Mgmt	For	For	For
5	Place Authorised but Unissued Shares under Control of Directors	Mgmt	For	For	For
6	Authorise Ratification of Approved Resolutions	Mgmt	For	For	For
7.1	Approve Remuneration Policy	Mgmt	For	For	For
7.2	Approve Remuneration Implementation Report	Mgmt	For	For	For
	Special Resolutions	Mgmt			
1	Approve Non-executive Directors' Fees	Mgmt	For	For	For
2	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	Mgmt	For	For	For

Anglo American Platinum Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Authorise Repurchase of Issued Share Capital	Mgmt	For	For	For

BAE Systems Plc

Meeting Date: 05/09/2024	Country: United Kingdom	Ticker: BA
Record Date: 05/07/2024	Meeting Type: Annual	
Primary Security ID: G06940103		

Shares Voted: 203,860					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Nicholas Anderson as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
5	Re-elect Thomas Arseneault as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
6	Re-elect Crystal Ashby as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
7	Re-elect Dame Elizabeth Corley as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
8	Re-elect Bradley Greve as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
9	Re-elect Jane Griffiths as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
10	Re-elect Cressida Hogg as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
11	Re-elect Ewan Kirk as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
12	Re-elect Stephen Pearce as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					

BAE Systems Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Re-elect Nicole Piasecki as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
14	Re-elect Lord Sedwill as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
15	Re-elect Charles Woodburn as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
16	Elect Angus Cockburn as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
17	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Balfour Beatty Plc

Meeting Date: 05/09/2024

Record Date: 05/07/2024

Primary Security ID: G3224V108

Country: United Kingdom

Meeting Type: Annual

Ticker: BBY

Shares Voted: 359,721

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Re-elect Charles Allen, Lord of Kensington as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
5	Elect Gabrielle Costigan as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
6	Re-elect Anne Drinkwater as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
7	Re-elect Louise Hardy as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
8	Re-elect Philip Harrison as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
9	Re-elect Michael Lucki as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
10	Elect Robert MacLeod as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
11	Re-elect Barbara Moorhouse as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
12	Re-elect Leo Quinn as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Meeting Date: 05/09/2024	Country: Bermuda	Ticker: HSX
Record Date: 05/07/2024	Meeting Type: Annual	
Primary Security ID: G4593F138		

Shares Voted: 52,264

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Jonathan Bloomer as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
5	Elect Beth Boucher as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
6	Re-elect Paul Cooper as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
7	Re-elect Donna DeMaio as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
8	Re-elect Michael Goodwin as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
9	Re-elect Thomas Huerlimann as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
10	Re-elect Hamayou Akbar Hussain as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
11	Re-elect Colin Keogh as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
12	Re-elect Anne MacDonald as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
13	Re-elect Constantinos Miranthis as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
14	Re-elect Joanne Musselle as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
15	Re-elect Lynn Pike as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					

Hiscox Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Proya Cosmetics Co., Ltd.

Meeting Date: 05/09/2024	Country: China	Ticker: 603605
Record Date: 04/30/2024	Meeting Type: Annual	
Primary Security ID: Y7S88X100		

Shares Voted: 320					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Report of the Board of Directors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
3	Approve Annual Report and Summary	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
4	Approve Financial Statements	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
5	Approve Profit Distribution	Mgmt	For	For	For
6	Approve to Appoint Auditor and Payment of Remuneration	Mgmt	For	For	For

Proya Cosmetics Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration of Directors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.					
8	Approve Remuneration of Supervisors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.					
9	Approve Estimated Amount of Guarantees	Mgmt	For	For	For
10	Approve Change Business Scope and Amendment of Articles of Association	Mgmt	For	For	For

Stella International Holdings Limited

Meeting Date: 05/09/2024Country: Cayman IslandsTicker: 1836

Record Date: 05/03/2024Meeting Type: Annual

Primary Security ID: G84698102

Shares Voted: 2,308,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3.1	Elect Chi Lo-Jen as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted.					
3.2	Elect Chan Fu Keung, William as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted.					
3.3	Elect Shi Nan-Sun as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted.					
3.4	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
4	Approve Ernst & Young as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

Stella International Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Adopt 2024 Share Option Scheme	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST the proposed adoption of the New Scheme in Item 7 is warranted given the following: * the company could be considered a mature company, and the limit under the proposed New Scheme, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital; * performance conditions and meaningful vesting periods have not been disclosed; and * the directors eligible to receive options under the New Scheme are involved in its administration. On the other hand, a vote FOR the proposed termination of the Existing Scheme in Item 8 is warranted as the Existing Scheme includes negative features (being excessive plan limit, lack of disclosure on performance conditions, and conflicts of interests in terms of the administration of the Existing Scheme).					
8	Approve Termination of the 2017 Share Option Scheme	Mgmt	For	For	For
Voting Policy Rationale: A vote AGAINST the proposed adoption of the New Scheme in Item 7 is warranted given the following: * the company could be considered a mature company, and the limit under the proposed New Scheme, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital; * performance conditions and meaningful vesting periods have not been disclosed; and * the directors eligible to receive options under the New Scheme are involved in its administration. On the other hand, a vote FOR the proposed termination of the Existing Scheme in Item 8 is warranted as the Existing Scheme includes negative features (being excessive plan limit, lack of disclosure on performance conditions, and conflicts of interests in terms of the administration of the Existing Scheme).					

United Electronics Co.

Meeting Date: 05/09/2024Country: Saudi ArabiaTicker: 4003

Record Date:Meeting Type: Annual

Primary Security ID: M9T66G101

Shares Voted: 215,492					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Review and Discuss Board Report on Company Operations for FY 2023	Mgmt	For	For	For
2	Approve Auditors' Report on Company Financial Statements for FY 2023	Mgmt	For	For	For
3	Review and Discuss Financial Statements and Statutory Reports for FY 2023	Mgmt	For	For	For
4	Approve Discharge of Directors for FY 2023	Mgmt	For	For	For
5	Ratify Auditors and Fix Their Remuneration for Q2, Q3 and Annual Statement of FY 2024 and Q1 of FY 2025	Mgmt	For	For	For
6	Authorize Board to Distribute Interim Dividends Semi Annually or Quarterly for FY 2024	Mgmt	For	For	For



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1	Elect Ibraheem Al Wazeer as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
7.2	Elect Ahmed Al Baqshi as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
7.3	Elect Ahmed Al Rashid as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
7.4	Elect Ahmed Khoqeer as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
7.5	Elect Ayman Al Jabir as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
7.6	Elect Basmah Al Tuweejri as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
7.7	Elect Bandar Al Natheer as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
7.8	Elect Jasir Al Jasir as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
7.9	Elect Hazim Mubarak as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
7.10	Elect Hassan Al Shueebi as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
7.11	Elect Huseen Abulqadir as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
7.12	Elect Khalid Al Houshan as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.13	Elect Sulayman Al Jabreen as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
7.14	Elect Salah Al Deen Mohammed as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
7.15	Elect Adil Mureab as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
7.16	Elect Abdulazeez Al Sudees as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
7.17	Elect Abdulateef Al Fouzan as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
7.18	Elect Abdullah Al Al Sheikh as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
7.19	Elect Isam Al Saqeer as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
7.20	Elect Ali Faramawi as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
7.21	Elect Anan Al Subeeheen as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
7.22	Elect Fahd Al Sameeh as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
7.23	Elect Fahd Al Mansour as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
7.24	Elect Fouzan Al Fouzan as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.25	Elect Faysal Al Mushawah as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
7.26	Elect Majid Al Suweegh as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
7.27	Elect Mohammed Al Abdulateef as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
7.28	Elect Mohammed Fahmi as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
7.29	Elect Mohammed Al Qurayshah as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
7.30	Elect Mansour Abou Thneen as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
7.31	Elect Nayif Al Arfaj as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
7.32	Elect Wael Al Bassam as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
7.33	Elect Ahmed Al Orabi as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
7.34	Elect Yousif Al Qurayshi as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
8	Approve Related Party Transactions with Abdul latif and Mohamed Al Fozan Company Re: Lease Contract of Warehouse	Mgmt	For	For	For
Voting Policy Rationale: Items 12 and 13 As the company's disclosure on the related-party transactions is not sufficient to ascertain the fairness of the transactions and their interests for shareholders, votes AGAINST these items are warranted. Remaining items These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Related Party Transactions with Abdul latif and Mohamed Al Fozan Company Re: Lease Contract of Land	Mgmt	For	For	For
Voting Policy Rationale: Items 12 and 13 As the company's disclosure on the related-party transactions is not sufficient to ascertain the fairness of the transactions and their interests for shareholders, votes AGAINST these items are warranted. Remaining items These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR.					
10	Approve Related Party Transactions with Madar Building Materials Company Re: Lease Contract of Warehouse	Mgmt	For	For	For
Voting Policy Rationale: Items 12 and 13 As the company's disclosure on the related-party transactions is not sufficient to ascertain the fairness of the transactions and their interests for shareholders, votes AGAINST these items are warranted. Remaining items These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR.					
11	Approve Related Party Transactions with United Homeware Company Re: Lease contract of Selling Space	Mgmt	For	For	For
Voting Policy Rationale: Items 12 and 13 As the company's disclosure on the related-party transactions is not sufficient to ascertain the fairness of the transactions and their interests for shareholders, votes AGAINST these items are warranted. Remaining items These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR.					
12	Approve Related Party Transactions with United Homeware Company Re: Agreement of Support Services	Mgmt	For	Against	Against
Voting Policy Rationale: Items 12 and 13 As the company's disclosure on the related-party transactions is not sufficient to ascertain the fairness of the transactions and their interests for shareholders, votes AGAINST these items are warranted. Remaining items These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR.					
13	Approve Related Party Transactions with Al Fozan Holding Company Re: Agreement of Support Services	Mgmt	For	Against	Against
Voting Policy Rationale: Items 12 and 13 As the company's disclosure on the related-party transactions is not sufficient to ascertain the fairness of the transactions and their interests for shareholders, votes AGAINST these items are warranted. Remaining items These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR.					
14	Approve Related Party Transactions with United Homeware Company Re: Commercial Transactions	Mgmt	For	For	For
Voting Policy Rationale: Items 12 and 13 As the company's disclosure on the related-party transactions is not sufficient to ascertain the fairness of the transactions and their interests for shareholders, votes AGAINST these items are warranted. Remaining items These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR.					

United Electronics Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Approve Related Party Transactions with Al Fozan Holding Company Re: Commercial Transactions	Mgmt	For	For	For
Voting Policy Rationale: Items 12 and 13 As the company's disclosure on the related-party transactions is not sufficient to ascertain the fairness of the transactions and their interests for shareholders, votes AGAINST these items are warranted. Remaining items These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR.					
16	Approve Related Party Transactions with Madar Hardware Company Re: Commercial Transactions	Mgmt	For	For	For
Voting Policy Rationale: Items 12 and 13 As the company's disclosure on the related-party transactions is not sufficient to ascertain the fairness of the transactions and their interests for shareholders, votes AGAINST these items are warranted. Remaining items These types of RPTs and relevant amounts are not unusual in this market. Given the level of disclosure provided, these resolutions warrant votes FOR.					

WSP Global Inc.

Meeting Date: 05/09/2024	Country: Canada	Ticker: WSP
Record Date: 03/25/2024	Meeting Type: Annual/Special	
Primary Security ID: 92938W202		

Shares Voted: 10,093					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Louis-Philippe Carriere	Mgmt	For	For	For
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.					
1.2	Elect Director Christopher Cole	Mgmt	For	For	For
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.					
1.3	Elect Director Alexandre L'Heureux	Mgmt	For	For	For
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.					
1.4	Elect Director Birgit Norgaard	Mgmt	For	For	For
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.					
1.5	Elect Director Suzanne Rancourt	Mgmt	For	For	For
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.					
1.6	Elect Director Linda Smith-Galipeau	Mgmt	For	For	For
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.					
1.7	Elect Director Macky Tall	Mgmt	For	For	For
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.					
1.8	Elect Director Claude Tessier	Mgmt	For	For	For
Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.					

WSP Global Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Approve Increase in Maximum Number of Directors from Ten to Fifteen	Mgmt	For	For	For
5	Amend By-Laws	Mgmt	For	For	For

Axis Bank Limited

Meeting Date: 05/10/2024Country: IndiaTicker: 532215

Record Date: 03/30/2024Meeting Type: Special

Primary Security ID: Y0487S137

Shares Voted: 5,481,928

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Elect Pranam Wahi as Director	Mgmt	For	For	For
2	Approve Revision in Ceiling of Fixed Remuneration Granted to Non-Executive Directors (NEDs) excluding the Non-Executive (Part-time) Chairperson	Mgmt	For	For	For

Weyerhaeuser Company

Meeting Date: 05/10/2024Country: USATicker: WY

Record Date: 03/11/2024Meeting Type: Annual

Primary Security ID: 962166104

Shares Voted: 10,504

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Emmert	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominee is warranted.				
1b	Elect Director Rick R. Holley	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominee is warranted.				

Weyerhaeuser Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Sara Grootwassink Lewis	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominee is warranted.					
1d	Elect Director Deidra C. Merriwether	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominee is warranted.					
1e	Elect Director Al Monaco	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominee is warranted.					
1f	Elect Director James C. O'Rourke	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominee is warranted.					
1g	Elect Director Nicole W. Piasecki	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominee is warranted.					
1h	Elect Director Lawrence A. Selzer	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominee is warranted.					
1i	Elect Director Devin W. Stockfish	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominee is warranted.					
1j	Elect Director Kim Williams	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominee is warranted.					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Fagron NV

Meeting Date: 05/13/2024Country: BelgiumTicker: FAGR

Record Date: 04/29/2024Meeting Type: Annual

Primary Security ID: B3921R108

Shares Voted: 3,993

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
I.1	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt			
I.2	Adopt Financial Statements	Mgmt	For	For	For
I.3	Approve Allocation of Income and Dividends of EUR 0.30 per Share	Mgmt	For	For	For

Fagron NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
I.4	Approve Remuneration Report	Mgmt	For	For	For
I.5	Approve Remuneration Policy	Mgmt	For	For	For
I.6	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
I.7	Approve Discharge of Directors	Mgmt	For	For	For
I.8	Approve Discharge of Auditors	Mgmt	For	For	For
I.9	Discussion on Company's Corporate Governance Structure	Mgmt			
I.10	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For
I.11	Approve Annual Remuneration Adjustment of Non-Executive Directors	Mgmt	For	For	For
I.12	Approve Auditors' Remuneration	Mgmt	For	For	For
I.13	Reelect Robert ten Hoedt as Independent Director	Mgmt	For	Against	Against
Voting Policy Rationale: The number of outside mandates held by Robert J.W. (Rob) Ten Hoedt is in excess of recommended guidelines for non-executive directors. Therefore, his reelection warrants a vote AGAINST.					
I.14	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For
I.15	Transact Other Business	Mgmt			

Fagron NV

Meeting Date: 05/13/2024

Record Date: 04/29/2024

Primary Security ID: B3921R108

Country: Belgium

Meeting Type: Extraordinary Shareholders

Ticker: FAGR

Shares Voted: 3,993

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Shareholders' Meeting Agenda	Mgmt			
II.1	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
II.2	Approve Coordination of Articles of Association	Mgmt	For	For	For



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
II.3	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

MLP Saglik Hizmetleri AS

Meeting Date: 05/13/2024	Country: Turkey	Ticker: MPARK.E
Record Date:	Meeting Type: Annual	
Primary Security ID: M7030H107		

Shares Voted: 26,158					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Annual Meeting Agenda	Mgmt			
	Open Meeting and Elect Presiding Council of Meeting	Mgmt	For	For	For
Voting Policy Rationale: These items warrant a vote FOR because they are routine formalities.					
2	Authorize Presiding Council to Sign Minutes of Meeting	Mgmt	For	For	For
	Voting Policy Rationale: These items warrant a vote FOR because they are routine formalities.				
3	Accept Board Report	Mgmt	For	For	For
	Voting Policy Rationale: These items warrant a vote FOR because: * These are routine requests in Turkey, * There are no specific concerns with the company's accounts or the allocation of income.				
4	Accept Audit Report	Mgmt	For	For	For
	Voting Policy Rationale: These items warrant a vote FOR because: * These are routine requests in Turkey, * There are no specific concerns with the company's accounts or the allocation of income.				
5	Accept Financial Statements	Mgmt	For	For	For
	Voting Policy Rationale: These items warrant a vote FOR because: * These are routine requests in Turkey, * There are no specific concerns with the company's accounts or the allocation of income.				
6	Approve Discharge of Board	Mgmt	For	For	For
7	Approve Allocation of Income	Mgmt	For	For	For
	Voting Policy Rationale: These items warrant a vote FOR because: * These are routine requests in Turkey, * There are no specific concerns with the company's accounts or the allocation of income.				
8	Receive Information on Share Repurchase Program	Mgmt			
9	Elect Independent Directors and Approve Their Remuneration	Mgmt	For	For	For
10	Elect Directors	Mgmt	For	Against	For
	Voting Policy Rationale: A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner.				
11	Ratify External Auditors	Mgmt	For	For	For

MLP Saglik Hizmetleri AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Upper Limit of Donations for 2024 and Receive Information on Donations Made in 2023	Mgmt	For	For	For
13	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	Mgmt			
14	Receive Information in Accordance with Article 1.3.6 of Capital Market Board Corporate Governance Principles	Mgmt			
15	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	Mgmt	For	For	For
16	Wishes	Mgmt			

Amkor Technology, Inc.

Meeting Date: 05/14/2024

Record Date: 03/22/2024

Primary Security ID: 031652100

Country: USA

Meeting Type: Annual

Ticker: AMKR

Shares Voted: 619,807					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James J. Kim	Mgmt	For	For	For
	Voting Policy Rationale: WITHHOLD votes are warranted for Gil Tily for serving as a non-independent member of a key board committee.				
1.2	Elect Director Susan Y. Kim	Mgmt	For	For	For
	Voting Policy Rationale: WITHHOLD votes are warranted for Gil Tily for serving as a non-independent member of a key board committee.				
1.3	Elect Director Giel Rutten	Mgmt	For	For	For
	Voting Policy Rationale: WITHHOLD votes are warranted for Gil Tily for serving as a non-independent member of a key board committee.				
1.4	Elect Director Douglas A. Alexander	Mgmt	For	For	For
	Voting Policy Rationale: WITHHOLD votes are warranted for Gil Tily for serving as a non-independent member of a key board committee.				
1.5	Elect Director Roger A. Carolin	Mgmt	For	For	For
	Voting Policy Rationale: WITHHOLD votes are warranted for Gil Tily for serving as a non-independent member of a key board committee.				

Amkor Technology, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director Winston J. Churchill	Mgmt	For	For	For
Voting Policy Rationale: WITHHOLD votes are warranted for Gil Tily for serving as a non-independent member of a key board committee.					
1.7	Elect Director Daniel Liao	Mgmt	For	For	For
Voting Policy Rationale: WITHHOLD votes are warranted for Gil Tily for serving as a non-independent member of a key board committee.					
1.8	Elect Director MaryFrances McCourt	Mgmt	For	For	For
Voting Policy Rationale: WITHHOLD votes are warranted for Gil Tily for serving as a non-independent member of a key board committee.					
1.9	Elect Director Robert R. Morse	Mgmt	For	For	For
Voting Policy Rationale: WITHHOLD votes are warranted for Gil Tily for serving as a non-independent member of a key board committee.					
1.10	Elect Director Gil C. Tily	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for Gil Tily for serving as a non-independent member of a key board committee.					
1.11	Elect Director David N. Watson	Mgmt	For	For	For
Voting Policy Rationale: WITHHOLD votes are warranted for Gil Tily for serving as a non-independent member of a key board committee.					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Report on Effectiveness of Diversity, Equity, and Inclusion Efforts	SH	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, as reporting quantitative and comparable diversity statistics would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.					

Galaxy Entertainment Group Limited

Meeting Date: 05/14/2024

Record Date: 05/07/2024

Primary Security ID: Y2679D118

Country: Hong Kong

Meeting Type: Annual

Ticker: 27

Shares Voted: 2,000					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Elect Francis Lui Yiu Tung as Director	Mgmt	For	For	Against
Voting Policy Rationale: A vote FOR all nominees is warranted.					

## Galaxy Entertainment Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Elect James Ross Ancell as Director	Mgmt	For	For	Against
Voting Policy Rationale: A vote FOR all nominees is warranted.					
4	Elect Charles Cheung Wai Bun as Director	Mgmt	For	For	Against
Voting Policy Rationale: A vote FOR all nominees is warranted.					
5	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
6	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
7.1	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
7.2	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.					
7.3	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.					

## ICICI Bank Limited

Meeting Date: 05/14/2024	Country: India	Ticker: 532174
Record Date: 04/08/2024	Meeting Type: Special	
Primary Security ID: Y3860Z132		

Shares Voted: 3,641,718

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Postal Ballot Elect Pradeep Kumar Sinha as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the nominee is warranted given the absence of any known issues concerning the nominee and the company's board and committee dynamics.					
2	Approve Compensation Payable to Pradeep Kumar Sinha as Non-Executive Part-time Chairman	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the nominee is warranted given the absence of any known issues concerning the nominee and the company's board and committee dynamics.					

ICICI Bank Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Revision in Compensation in the Form of Fixed Remuneration Payable to the Non-Executive Directors (other than Part-Time Chairman and the Director Nominated by the Government of India)	Mgmt	For	For	For
4	Approve Revision in Fixed Remuneration of Girish Chandra Chaturvedi as Non-Executive (Part-Time) Chairman	Mgmt	For	For	For
5	Approve Appointment and Remuneration of Ajay Kumar Gupta as Director and Whole-Time Director (designated as Executive Director)	Mgmt	For	For	For

ICICI Bank Limited

Meeting Date: 05/14/2024

Record Date: 04/26/2024

Primary Security ID: Y3860Z132

Country: India

Meeting Type: Special

Ticker: 532174

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Informational Meeting for ADR Holders	Mgmt			
	Elect Pradeep Kumar Sinha as Director	Mgmt			
Voting Policy Rationale: These are non-voting items.					
2	Approve Compensation Payable to Pradeep Kumar Sinha as Non-Executive Part-time Chairman	Mgmt			
Voting Policy Rationale: These are non-voting items.					
3	Approve Revision in Compensation in the Form of Fixed Remuneration Payable to the Non-Executive Directors (other than Part-Time Chairman and the Director Nominated by the Government of India)	Mgmt			
Voting Policy Rationale: These are non-voting items.					

ICICI Bank Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Revision in Fixed Remuneration of Girish Chandra Chaturvedi as Non-Executive (Part-Time) Chairman	Mgmt			
Voting Policy Rationale: These are non-voting items.					
5	Approve Appointment and Remuneration of Ajay Kumar Gupta as Director and Whole-Time Director (designated as Executive Director)	Mgmt			
Voting Policy Rationale: These are non-voting items.					

Rheinmetall AG

Meeting Date: 05/14/2024Country: GermanyTicker: RHM

Record Date: 04/22/2024Meeting Type: Annual

Primary Security ID: D65111102

Shares Voted: 2,520

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 5.70 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties. However, some shareholders may wish to vote against the discharge of the management board on a precautionary basis in light of the ongoing investigations concerning Rheinmetall's EUR 2.1 billion acquisition of Expal Systems in February 2023, and the subsequent infringement proceedings launched against Rheinmetall by Spanish authorities for alleged obstruction in February 2024, which could lead to a fine of up to 5 percent of the company's total turnover.					
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties. However, some shareholders may wish to vote against the discharge of the management board on a precautionary basis in light of the ongoing investigations concerning Rheinmetall's EUR 2.1 billion acquisition of Expal Systems in February 2023, and the subsequent infringement proceedings launched against Rheinmetall by Spanish authorities for alleged obstruction in February 2024, which could lead to a fine of up to 5 percent of the company's total turnover.					
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6.1	Elect Saori Dubourg to the Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.					

Rheinmetall AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Elect Marc Tuengler to the Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.					
7	Approve Remuneration Report	Mgmt	For	For	For
8	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For
9	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Approve Creation of EUR 22.3 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed authorizations are warranted due to a lack of concerns.					
12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 7.4 Billion; Approve Creation of EUR 22.3 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed authorizations are warranted due to a lack of concerns.					
13	Approve Affiliation Agreement with Rheinmetall Liegenschaften und Vermietung GmbH	Mgmt	For	For	For
14.1	Amend Articles Re: Supervisory Board Meetings	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed amendments are warranted due to a lack of concerns.					
14.2	Amend Articles Re: General Meeting Chair	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed amendments are warranted due to a lack of concerns.					

Signify NV

Meeting Date: 05/14/2024

Record Date: 04/16/2024

Primary Security ID: N8063K107

Country: Netherlands

Meeting Type: Annual

Ticker: LIGHT

Shares Voted: 30,127

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Presentation by CEO	Mgmt			
2	Approve Remuneration Report	Mgmt	For	For	For
3	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
4	Discussion on Company's Corporate Governance Structure	Mgmt			
5	Adopt Financial Statements	Mgmt	For	For	For
6	Approve Dividends	Mgmt	For	For	For
7.a	Approve Discharge of Management Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>					
7.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>					
8	Reelect Eric Rondolat to Management Board	Mgmt	For	For	For
9.a	Elect Jeroen Drost to Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					
9.b	Reelect Rita Lane to Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					
9.c	Reelect Pamela Knapp to Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					
10.a	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For
10.b	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
11	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
12.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>					



Signify NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.					
13	Authorize Repurchase Shares	Mgmt	For	For	For
14	Approve Cancellation of Shares	Mgmt	For	For	For
15	Other Business (Non-Voting)	Mgmt			

Tencent Holdings Limited

Meeting Date: 05/14/2024Country: Cayman IslandsTicker: 700

Record Date: 05/08/2024Meeting Type: Annual

Primary Security ID: G87572163

Shares Voted: 2,852,050

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Elect Charles St Leger Searle as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.					
3b	Elect Ke Yang as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.					
3c	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted given that the company has not specified the discount limit for issuances of shares for cash consideration and issuances for non-cash consideration.					
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
7	Amend Third Amended and Restated Memorandum of Association and Articles of Association and Adopt Fourth Amended and Restated Memorandum of Association and Articles of Association	Mgmt	For	For	For

Meeting Date: 05/15/2024

Record Date: 05/08/2024

Primary Security ID: D0257Y135

Country: Germany

Meeting Type: Annual

Ticker: AIXA

Shares Voted: 147,505

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.40 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
5	Approve Remuneration Report	Mgmt	For	For	For
6.1	Reelect Frits van Hout to the Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.					
6.2	Reelect Anna Weber to the Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.					
6.3	Elect Karen Florschuetz to the Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.					
6.4	Elect Alexander Everke to the Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.					
7	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For
9.1	Ratify KPMG AG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.					

AIXTRON SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.2	Ratify KPMG AG as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.					

Corbion NV

Meeting Date: 05/15/2024	Country: Netherlands	Ticker: CRBN
Record Date: 04/17/2024	Meeting Type: Annual	
Primary Security ID: N2334V109		

Shares Voted: 180,243

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Report of Management Board (Non-Voting)	Mgmt			
3	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code	Mgmt			
6	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
7	Approve Dividends	Mgmt	For	For	For
8	Approve Discharge of Management Board	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.					
9	Approve Discharge of Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.					
10	Approve Remuneration Policy for the Management Board	Mgmt	For	For	For
11	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
12	Elect Peter Kazius to Management Board	Mgmt	For	For	For

Corbion NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Reelect Steen Riisgaard to Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates					
14	Reelect Iona Haaijer to Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates					
15	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital for General Purposes	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.					
16	Authorize Board to Exclude Preemptive Rights from Share Issuances under Item 15	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.					
17	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital in Case of Mergers, Acquisitions, or Strategic Alliances	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted because it is not in line with commonly used safeguards regarding volume as this is cumulative to the authorization as requested under Item 15 and 16 (i.e. the management board would be able to issue share up to 20 percent of the issued share capital in total).					
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
19	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Amend Articles of Association	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted because: * The binding nomination process further increases the threshold for shareholders to nominate directors to the board, and as such is considered to deteriorate shareholders' rights. The amendment is not accompanied by a compelling rationale. This is not without noting that the proposals is an aim to update the articles of association and largely align with market practice and updated Dutch laws since 2013, whereas a large majority of					
21	Reappoint KPMG Accountants N.V as Auditors	Mgmt	For	For	For
22	Other Business (Non-Voting)	Mgmt			
23	Close Meeting	Mgmt			

Hyatt Hotels Corporation

Meeting Date: 05/15/2024	Country: USA	Ticker: H
Record Date: 03/21/2024	Meeting Type: Annual	
Primary Security ID: 448579102		

Shares Voted: 1,791

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Alessandro Bogliolo	Mgmt	For	For	For
Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Susan (Sue) Kronick for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for Jason Pritzker as his ownership of the supervoting shares provide him with voting power control of the company. A vote FOR the remaining director nominees is warranted.					
1.2	Elect Director Susan D. Kronick	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Susan (Sue) Kronick for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for Jason Pritzker as his ownership of the supervoting shares provide him with voting power control of the company. A vote FOR the remaining director nominees is warranted.					
1.3	Elect Director Jason Pritzker	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Susan (Sue) Kronick for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for Jason Pritzker as his ownership of the supervoting shares provide him with voting power control of the company. A vote FOR the remaining director nominees is warranted.					
1.4	Elect Director Dion Camp Sanders	Mgmt	For	For	For
Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Susan (Sue) Kronick for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. WITHHOLD votes are warranted for Jason Pritzker as his ownership of the supervoting shares provide him with voting power control of the company. A vote FOR the remaining director nominees is warranted.					
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

SAP SE

Meeting Date: 05/15/2024

Country: Germany

Ticker: SAP

Record Date: 04/23/2024

Meeting Type: Annual

Primary Security ID: D66992104

Shares Voted: 4,773

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties. However, shareholders should note that on Jan. 10, 2024, SAP was charged for violations of the Foreign Corrupt Practices Act (FCPA), and ordered to pay USD 220 million total to US (and other) authorities to settle criminal and civil charges. Nevertheless, when taking into account SAP's extensive and timely remedial measures, self-reporting, and the fact that SAP received credit for its cooperation with the departments' investigations, and as no specific member of the company's current management or supervisory board has thus far been found guilty of misconduct or negligence, votes against the discharge are not considered warranted at this time.</i>					
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties. However, shareholders should note that on Jan. 10, 2024, SAP was charged for violations of the Foreign Corrupt Practices Act (FCPA), and ordered to pay USD 220 million total to US (and other) authorities to settle criminal and civil charges. Nevertheless, when taking into account SAP's extensive and timely remedial measures, self-reporting, and the fact that SAP received credit for its cooperation with the departments' investigations, and as no specific member of the company's current management or supervisory board has thus far been found guilty of misconduct or negligence, votes against the discharge are not considered warranted at this time.</i>					
5	Ratify BDO AG as Auditors for Fiscal Year 2024 and as Auditors of Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Aicha Evans to the Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.</i>					
7.2	Elect Gerhard Oswald to the Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.</i>					
7.3	Elect Friederike Rotsch to the Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.</i>					
7.4	Elect Ralf Herbrich to the Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.</i>					
7.5	Elect Pekka Ala-Pietilae to the Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.</i>					
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

# Cera Sanitaryware Limited

Meeting Date: 05/16/2024

Record Date: 04/12/2024

Primary Security ID: Y5370X119

Country: India

Meeting Type: Special

Ticker: 532443

Shares Voted: 170,084

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Postal Ballot	Mgmt			
	Approve Cera Sanitaryware - Employee Stock Option Scheme 2024	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The scheme provides flexibility for grant of stock options with an exercise price, at a deep discount to the current market price. * There is no disclosure on the performance targets and threshold for vesting at different levels of performance.					
2	Approve Secondary Acquisition of Shares Through Trust Route for the Implementation of Cera Sanitaryware - Employee Stock Option Scheme 2024	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The scheme provides flexibility for grant of stock options with an exercise price, at a deep discount to the current market price. * There is no disclosure on the performance targets and threshold for vesting at different levels of performance.					
3	Approve Provision of Money by the Company for Subscription and Purchase of its Own Shares by the Trust under the Cera Sanitaryware - Employee Stock Option Scheme 2024	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The scheme provides flexibility for grant of stock options with an exercise price, at a deep discount to the current market price. * There is no disclosure on the performance targets and threshold for vesting at different levels of performance.					

# Herc Holdings Inc.

Meeting Date: 05/16/2024

Record Date: 03/18/2024

Primary Security ID: 42704L104

Country: USA

Meeting Type: Annual

Ticker: HRI

Shares Voted: 3,379

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick D. Campbell	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director Lawrence H. Silber	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director James H. Browning	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				

Herc Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Shari L. Burgess	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1e	Elect Director Lorin Crenshaw	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1f	Elect Director Jean K. Holley	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1g	Elect Director Michael A. Kelly	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1h	Elect Director Rakesh Sachdev	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Just Eat Takeaway.com NV

Meeting Date: 05/16/2024Country: NetherlandsTicker: TKWY

Record Date: 04/18/2024Meeting Type: Annual

Primary Security ID: N4753E105

Shares Voted: 33,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2a	Receive Report of Management Board (Non-Voting)	Mgmt			
2b	Discussion on Company's Corporate Governance Structure	Mgmt			
2c	Approve Remuneration Report	Mgmt	For	For	For
2d	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Amend Remuneration Policy of Supervisory Board	Mgmt	For	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.					



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>					
5	Elect Mayte Oosterveld as Chief Financial Officer and to Management Board	Mgmt	For	For	For
6a	Reelect Lloyd Frink to Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					
6b	Elect Ernst Teunissen to Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					
7a	Grant Board Authority to Issue Shares for General Purposes and in Connection with Incentive Plans	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is broadly in line with commonly used safeguards regarding volume and duration.</i>					
7b	Grant Board Authority to Issue Shares in Connection with Amazon	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>					
8a	Authorize Board to Exclude Preemptive Rights in Relation to the Issue of Shares for General Purposes and in Connection with Incentive Plans	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is broadly in line with commonly used safeguards regarding volume and duration.</i>					
8b	Authorize Board to Exclude Preemptive Rights in Relation to the Issue of Shares in Connection with Amazon	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>					
9a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
9b	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
10	Other Business (Non-Voting)	Mgmt			
11	Close Meeting	Mgmt			

Meeting Date: 05/16/2024	Country: France	Ticker: NEX
Record Date: 05/14/2024	Meeting Type: Annual/Special	
Primary Security ID: F65277109		

Shares Voted: 52,003

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business	Mgmt			
	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.					
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.				
3	Approve Allocation of Income and Dividends of EUR 2.30 per Share	Mgmt	For	For	For
4	Reelect Jane Basson as Director	Mgmt	For	For	For
	Voting Policy Rationale: FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 4-5).				
5	Elect Tamara de Gruyter as Director	Mgmt	For	For	For
	Voting Policy Rationale: FOR the (re)elections of these independent nominees are warranted in the absence of specific concerns (Items 4-5).				
6	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
7	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
8	Appoint Mazars as Auditor for the Sustainability Reporting	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Jean Mouton, Chairman of the Board	Mgmt	For	For	For
11	Approve Compensation of Christopher Guerin, CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
14	Approve Remuneration Policy of CEO	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these employee stock purchase plans are warranted as the proposed volumes respect the recommended guidelines.					
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for International Employees	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these employee stock purchase plans are warranted as the proposed volumes respect the recommended guidelines.					
19	Authorize Up to EUR 330,000 for Use in Restricted Stock Plan Reserved for Employees and Corporate Officers with Performance Conditions Attached from January 1, 2025	Mgmt	For	For	For
20	Authorize Up to EUR 50,000 for Use in Restricted Stock Plan Reserved for Employees and Subsidiaries (Without Performance Conditions Attached) from January 1, 2025	Mgmt	For	For	For
21	Authorize Up to EUR 130,000 for Use in Restricted Stock Plan Reserved for Employees and Corporate Officers With Performance Conditions Attached	Mgmt	For	For	For
22	Amend Article 16 of Bylaws Re: Alternate Auditors	Mgmt	For	For	For
	Ordinary Business	Mgmt			
23	Acknowledge End of Mandate of Patrice Morot as Alternate Auditor and Decision Not to Replace and Renew	Mgmt	For	For	For
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

ON Semiconductor Corporation

Shares Voted: 17,781

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Atsushi Abe	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director Alan Campbell	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director Susan K. Carter	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director Thomas L. Deitrich	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director Hassane El-Khoury	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director Bruce E. Kiddoo	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director Christina Lampe-Onnerud	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1h	Elect Director Paul A. Mascarenas	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1i	Elect Director Gregory L. Waters	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1j	Elect Director Christine Y. Yan	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Meeting Date: 05/16/2024

Record Date: 04/23/2024

Primary Security ID: Y71362118

Country: Indonesia

Meeting Type: Annual

Ticker: AMRT

PT Sumber Alfaria Trijaya Tbk

Shares Voted: 85,811,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Sherly Jokom and Purwantono, Sungkoro & Surja as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Approve Remuneration of Commissioners	Mgmt	For	For	For
5	Amend Article 3 of the Articles of Association	Mgmt	For	For	For

Surgical Science Sweden AB

Meeting Date: 05/16/2024Country: SwedenTicker: SUS

Record Date: 05/07/2024Meeting Type: Annual

Primary Security ID: W89622125

Shares Voted: 27,903

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
	Voting Policy Rationale: These are routine meeting formalities.				
2	Elect Chairman of Meeting	Mgmt	For	For	For
	Voting Policy Rationale: These are routine meeting formalities.				
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For
	Voting Policy Rationale: These are routine meeting formalities.				
4	Approve Agenda of Meeting	Mgmt	For	For	For
	Voting Policy Rationale: These are routine meeting formalities.				
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For
	Voting Policy Rationale: These are routine meeting formalities.				
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
	Voting Policy Rationale: These are routine meeting formalities.				
7	Receive Financial Statements and Statutory Reports	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

## Surgical Science Sweden AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.b	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
8.c.1	Approve Discharge of Roland Bengtsson	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
8.c.2	Approve Discharge of Thomas Eklund	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
8.c.3	Approve Discharge of Elisabeth Hansson	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
8.c.4	Approve Discharge of Henrik Falconer	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
8.c.5	Approve Discharge of Jan Bengtsson	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
8.c.6	Approve Discharge of Asa Bredin	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
8.c.7	Approve Discharge of Tommy Forsell	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
8.c.8	Approve Discharge of CEO Gisli Hennermark	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
9	Determine Number of Members (7) and Deputy Members of Board (0)	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board or the number of auditors.</i>					
10	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board or the number of auditors.</i>					
11	Approve Remuneration of Directors in the Amount of SEK 350,000 for Chairman and SEK 170,000 for Other Directors; Approve Remuneration of Auditors	Mgmt	For	Against	For
<i>Voting Policy Rationale: A vote AGAINST this item is warranted, given that the non-audit fees are 61.0 percent of the total fees received by the audit firm during the fiscal year, raising substantial doubts over the independence of the auditor</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.a	Reelect Roland Bengtsson as Director	Mgmt	For	Against	For
<p><i>Voting Policy Rationale: A vote FOR candidates, Elisabeth Hansson (Item 12.c), Henrik Falconer (12.d), Asa Bredin (12.f) and Gisli Hennermark (item 12.h) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Gender diversity A vote AGAINST Roland Bengtsson (Item 12.a) is warranted due to their position on the nomination committee combined with a lack of gender diversity on the board. Overall independence A vote AGAINST candidates Roland Bengtsson (Item 12.a), Thomas Eklund (Item 12.b) and Jan Bengtsson (Item 12.e) is warranted due to their non-independent status and lack of overall independence on the board.</i></p>					
12.b	Reelect Thomas Eklund as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR candidates, Elisabeth Hansson (Item 12.c), Henrik Falconer (12.d), Asa Bredin (12.f) and Gisli Hennermark (item 12.h) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Gender diversity A vote AGAINST Roland Bengtsson (Item 12.a) is warranted due to their position on the nomination committee combined with a lack of gender diversity on the board. Overall independence A vote AGAINST candidates Roland Bengtsson (Item 12.a), Thomas Eklund (Item 12.b) and Jan Bengtsson (Item 12.e) is warranted due to their non-independent status and lack of overall independence on the board.</i></p>					
12.c	Reelect Elisabeth Hansson as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR candidates, Elisabeth Hansson (Item 12.c), Henrik Falconer (12.d), Asa Bredin (12.f) and Gisli Hennermark (item 12.h) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Gender diversity A vote AGAINST Roland Bengtsson (Item 12.a) is warranted due to their position on the nomination committee combined with a lack of gender diversity on the board. Overall independence A vote AGAINST candidates Roland Bengtsson (Item 12.a), Thomas Eklund (Item 12.b) and Jan Bengtsson (Item 12.e) is warranted due to their non-independent status and lack of overall independence on the board.</i></p>					
12.d	Reelect Henrik Falconer as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR candidates, Elisabeth Hansson (Item 12.c), Henrik Falconer (12.d), Asa Bredin (12.f) and Gisli Hennermark (item 12.h) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Gender diversity A vote AGAINST Roland Bengtsson (Item 12.a) is warranted due to their position on the nomination committee combined with a lack of gender diversity on the board. Overall independence A vote AGAINST candidates Roland Bengtsson (Item 12.a), Thomas Eklund (Item 12.b) and Jan Bengtsson (Item 12.e) is warranted due to their non-independent status and lack of overall independence on the board.</i></p>					
12.e	Reelect Jan Bengtsson as Director	Mgmt	For	Against	For
<p><i>Voting Policy Rationale: A vote FOR candidates, Elisabeth Hansson (Item 12.c), Henrik Falconer (12.d), Asa Bredin (12.f) and Gisli Hennermark (item 12.h) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Gender diversity A vote AGAINST Roland Bengtsson (Item 12.a) is warranted due to their position on the nomination committee combined with a lack of gender diversity on the board. Overall independence A vote AGAINST candidates Roland Bengtsson (Item 12.a), Thomas Eklund (Item 12.b) and Jan Bengtsson (Item 12.e) is warranted due to their non-independent status and lack of overall independence on the board.</i></p>					
12.f	Reelect Asa Bredin as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR candidates, Elisabeth Hansson (Item 12.c), Henrik Falconer (12.d), Asa Bredin (12.f) and Gisli Hennermark (item 12.h) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Gender diversity A vote AGAINST Roland Bengtsson (Item 12.a) is warranted due to their position on the nomination committee combined with a lack of gender diversity on the board. Overall independence A vote AGAINST candidates Roland Bengtsson (Item 12.a), Thomas Eklund (Item 12.b) and Jan Bengtsson (Item 12.e) is warranted due to their non-independent status and lack of overall independence on the board.</i></p>					
12.g	Reelect Roland Bengtsson as Board Chair	Mgmt	For	Against	For
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.</i></p>					

Surgical Science Sweden AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.h	Elect Gisli Hennermark as New Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR candidates, Elisabeth Hansson (Item 12.c), Henrik Falconer (12.d), Asa Bredin (12.f) and Gisli Hennermark (item 12.h) is warranted due to a lack of concern regarding the suitability of these individuals in particular. Gender diversity A vote AGAINST Roland Bengtsson (Item 12.a) is warranted due to their position on the nomination committee combined with a lack of gender diversity on the board. Overall independence A vote AGAINST candidates Roland Bengtsson (Item 12.a), Thomas Eklund (Item 12.b) and Jan Bengtsson (Item 12.e) is warranted due to their non-independent status and lack of overall independence on the board.					
12.i	Ratify KPMG as Auditors	Mgmt	For	For	For
13	Approve Nomination Committee Procedures	Mgmt	For	For	For
14	Approve Warrant Plan for Key Employees in Israel	Mgmt	For	For	For
15	Approve Warrant Plan for Key Employees in Sweden	Mgmt	For	For	For
16	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	For
17	Close Meeting	Mgmt			

The UNITE Group Plc

Meeting Date: 05/16/2024Country: United KingdomTicker: UTG

Record Date: 05/14/2024Meeting Type: Annual

Primary Security ID: G9283N101

Shares Voted: 60,387

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Amend Articles of Association	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because no corporate governance concerns have been identified.					
5	Approve Enhanced Scrip Dividend Alternative	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because no corporate governance concerns have been identified.					
6	Re-elect Richard Huntingford as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
7	Re-elect Joe Lister as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					



# The UNITE Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Ross Paterson as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					
9	Re-elect Ilaria del Beato as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					
10	Re-elect Dame Shirley Pearce as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					
11	Re-elect Thomas Jackson as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					
12	Re-elect Sir Steve Smith as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					
13	Re-elect Nicola Dulieu as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					
14	Elect Michael Burt as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					
15	Elect Angela Jain as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.</i>					
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
21	Approve Restricted Share Plan	Mgmt	For	For	For
22	Approve Scrip Dividend Scheme	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Xylem Inc.

Meeting Date: 05/16/2024

Record Date: 03/18/2024

Primary Security ID: 98419M100

Country: USA

Meeting Type: Annual

Ticker: XYL

Shares Voted: 11,495

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeanne Beliveau-Dunn	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director Earl R. Ellis	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director Robert F. Friel	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director Lisa Glatch	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director Victoria D. Harker	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director Mark D. Morelli	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director Jerome A. Peribere	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1h	Elect Director Matthew F. Pine	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1i	Elect Director Lila Tretikov	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1j	Elect Director Uday Yadav	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

HENSOLDT AG

Meeting Date: 05/17/2024

Record Date: 04/25/2024

Primary Security ID: D3R14P109

Country: Germany

Meeting Type: Annual

Ticker: HAG

Shares Voted: 99,132

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.40 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
5	Approve Remuneration Report	Mgmt	For	For	For
6	Ratify KPMG AG as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
7	Elect Giuseppe Panizzardi to the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
9	Approve Affiliation Agreement with HENSOLDT Holding GmbH	Mgmt	For	For	For

Shenzhen Mindray Bio-Medical Electronics Co., Ltd.

Meeting Date: 05/17/2024Country: ChinaTicker: 300760  
Record Date: 05/10/2024Meeting Type: Annual  
Primary Security ID: Y774E3101

Shares Voted: 109,099

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Report of the Board of Directors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
3	Approve Financial Statements	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					

Shenzhen Mindray Bio-Medical Electronics Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Profit Distribution	Mgmt	For	For	For
5	Approve Authorization for the Board of Directors to Formulate an Interim Distribution Plan	Mgmt	For	For	For
6	Approve Annual Report and Summary	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
7	Approve Sustainability Report	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
	AMEND ARTICLES OF ASSOCIATION AND SOME GOVERNANCE SYSTEMS	Mgmt			
8.1	Approve Amendments to Articles of Association	Mgmt	For	For	For
8.2	Amend Rules and Procedures Regarding General Meetings of Shareholders	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.					
8.3	Amend Rules and Procedures Regarding Meetings of Board of Directors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.					
8.4	Amend System for Providing External Guarantees	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.					
8.5	Amend Decision-making System for Related-Party Transaction	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.					
8.6	Amend Working System for Independent Directors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.					
8.7	Amend Remuneration Management System for Directors, Supervisors and Senior Management Members	Mgmt	For	For	For

Zijin Mining Group Co., Ltd.

Meeting Date: 05/17/2024	Country: China	Ticker: 2899
Record Date: 05/09/2024	Meeting Type: Annual	
Primary Security ID: Y9892H107		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	AGM BALLOT FOR HOLDERS OF H SHARES  Approve Report of the Board of Directors	Mgmt	For	For	For
2	<i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.</i>  Approve Report of the Independent Directors	Mgmt	For	For	For
3	<i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.</i>  Approve Report of the Supervisory Committee	Mgmt	For	For	For
4	<i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.</i>  Approve Annual Report and Its Summary	Mgmt	For	For	For
5	<i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.</i>  Approve Financial Report	Mgmt	For	For	For
6	<i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.</i>  Approve Formulation of the Profit Distribution and Return Plan for the Next Three Years	Mgmt	For	For	For
7	<i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.</i>  Approve Profit Distribution Proposal for the Year Ended December 31, 2023	Mgmt	For	For	For
8	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that these are reasonable requests that are made in line with applicable laws in China.</i>  Approve Authorization to the Board of Directors to Formulate the Profit Distribution Proposal for the Six Months Ending June 30, 2024	Mgmt	For	For	For
9	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that these are reasonable requests that are made in line with applicable laws in China.</i>  Approve Calculation and Distribution Proposal for the Remuneration of the Executive Directors and Chairman of the Supervisory Committee	Mgmt	For	For	For
10	Approve Ernst & Young Hua Ming LLP as Auditor and Authorize Chairman, President and Chief Financial Controller to Fix Their Remuneration	Mgmt	For	For	For

Zijin Mining Group Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Arrangement of Guarantees	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST this resolution is warranted since the company will be taking in a disproportionate amount of risk relative to its ownership stake on certain subsidiaries of the company without compelling justification.					
12	Approve Development of Futures and Derivative Trading Business of Subsidiaries	Mgmt	For	For	For
13	Approve Report on the Use of Proceeds Previously Raised	Mgmt	For	For	For
14	Approve General Mandate to Issue Debt Financing Instruments	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the limited disclosure regarding the proposed issuance of debt financing instruments.					
15	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for A Shares and/or H Shares	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following: * The share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.					
16	Approve Extension of Validity Period of the Resolution on the Issuance of A Share Convertible Corporate Bonds to Non-Specific Investors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed extension of validity periods of the Issuance of A Share Convertible Corporate Bonds and the related authorizations in connection with such issuance would ensure successful implementation of the transaction, which in turn facilitates the company's capital raising and future development.					
17	Approve Extension of Validity Period of the Relevant Authorization on the Issuance of A Share Convertible Corporate Bonds to Non-Specific Investors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed extension of validity periods of the Issuance of A Share Convertible Corporate Bonds and the related authorizations in connection with such issuance would ensure successful implementation of the transaction, which in turn facilitates the company's capital raising and future development.					

Zijin Mining Group Co., Ltd.

Meeting Date: 05/17/2024Country: ChinaTicker: 2899

Record Date: 05/09/2024Meeting Type: Special

Primary Security ID: Y9892H107

Shares Voted: 10,194,662

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES	Mgmt			

Zijin Mining Group Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Extension of Validity Period of the Resolution on the Issuance of A Share Convertible Corporate Bonds to Non-Specific Investors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed extension of validity periods of the Issuance of A Share Convertible Corporate Bonds and the related authorizations in connection with such issuance would ensure successful implementation of the transaction, which in turn facilitates the company's capital raising and future development.					
2	Approve Extension of Validity Period of the Relevant Authorization on the Issuance of A Share Convertible Corporate Bonds to Non-Specific Investors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed extension of validity periods of the Issuance of A Share Convertible Corporate Bonds and the related authorizations in connection with such issuance would ensure successful implementation of the transaction, which in turn facilitates the company's capital raising and future development.					

Zijin Mining Group Co., Ltd.

Meeting Date: 05/17/2024Country: ChinaTicker: 2899

Record Date: 05/10/2024Meeting Type: Annual

Primary Security ID: Y9892H107

Shares Voted: 1,228,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	AGM BALLOT FOR HOLDERS OF A SHARES	Mgmt			
	Approve Report of the Board of Directors	Mgmt	For	For	For
Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.					
2	Approve Report of the Independent Directors	Mgmt	For	For	For
Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.					
3	Approve Report of the Supervisory Committee	Mgmt	For	For	For
Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.					
4	Approve Annual Report and Its Summary	Mgmt	For	For	For
Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.					
5	Approve Financial Report	Mgmt	For	For	For
Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.					

## Zijin Mining Group Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Formulation of the Profit Distribution and Return Plan for the Next Three Years	Mgmt	For	For	For
7	Approve Profit Distribution Proposal for the Year Ended December 31, 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that these are reasonable requests that are made in line with applicable laws in China.</i>					
8	Approve Authorization to the Board of Directors to Formulate the Profit Distribution Proposal for the Six Months Ending June 30, 2024	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that these are reasonable requests that are made in line with applicable laws in China.</i>					
9	Approve Calculation and Distribution Proposal for the Remuneration of the Executive Directors and Chairman of the Supervisory Committee	Mgmt	For	For	For
10	Approve Ernst & Young Hua Ming LLP as Auditor and Authorize Chairman, President and Chief Financial Controller to Fix Their Remuneration	Mgmt	For	For	For
11	Approve Arrangement of Guarantees	Mgmt	For	Against	For
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted since the company will be taking in a disproportionate amount of risk relative to its ownership stake on certain subsidiaries of the company without compelling justification.</i>					
12	Approve Development of Futures and Derivative Trading Business of Subsidiaries	Mgmt	For	For	For
13	Approve Report on the Use of Proceeds Previously Raised	Mgmt	For	For	For
14	Approve General Mandate to Issue Debt Financing Instruments	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given the limited disclosure regarding the proposed issuance of debt financing instruments.</i>					
15	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for A Shares and/or H Shares	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following: * The share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>					
16	Approve Extension of Validity Period of the Resolution on the Issuance of A Share Convertible Corporate Bonds to Non-Specific Investors	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed extension of validity periods of the Issuance of A Share Convertible Corporate Bonds and the related authorizations in connection with such issuance would ensure successful implementation of the transaction, which in turn facilitates the company's capital raising and future development.</i>					



Zijin Mining Group Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Approve Extension of Validity Period of the Relevant Authorization on the Issuance of A Share Convertible Corporate Bonds to Non-Specific Investors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed extension of validity periods of the Issuance of A Share Convertible Corporate Bonds and the related authorizations in connection with such issuance would ensure successful implementation of the transaction, which in turn facilitates the company's capital raising and future development.					

Zijin Mining Group Co., Ltd.

Meeting Date: 05/17/2024	Country: China	Ticker: 2899
Record Date: 05/10/2024	Meeting Type: Special	
Primary Security ID: Y9892H107		

Shares Voted: 1,228,300					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	CLASS MEETING FOR HOLDERS OF A SHARES	Mgmt			
1	Approve Extension of Validity Period of the Resolution on the Issuance of A Share Convertible Corporate Bonds to Non-Specific Investors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed extension of validity periods of the Issuance of A Share Convertible Corporate Bonds and the related authorizations in connection with such issuance would ensure successful implementation of the transaction, which in turn facilitates the company's capital raising and future development.					
2	Approve Extension of Validity Period of the Relevant Authorization on the Issuance of A Share Convertible Corporate Bonds to Non-Specific Investors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed extension of validity periods of the Issuance of A Share Convertible Corporate Bonds and the related authorizations in connection with such issuance would ensure successful implementation of the transaction, which in turn facilitates the company's capital raising and future development.					

AssetMark Financial Holdings, Inc.

Meeting Date: 05/20/2024	Country: USA	Ticker: AMK
Record Date: 03/27/2024	Meeting Type: Annual	
Primary Security ID: 04546L106		

Shares Voted: 8,691					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Patricia Guinn	Mgmt	For	For	For

AssetMark Financial Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	<i>Voting Policy Rationale: WITHHOLD votes are warranted for Ying Sun: * as a non-independent director, for failing to establish a board on which a majority of the directors are independent directors; * for serving as a non-independent member of certain key board committees; * for failing to attend at least 75 percent of her total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences; * as a Governance Committee member, (i) due to the continued service to the board of a director who has repeatedly failed to attend at least 75 percent of the board meetings without a disclosed rationale; and (ii) given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i>				
	Elect Director Ying Sun	Mgmt	For	Withhold	Withhold
1.3	<i>Voting Policy Rationale: WITHHOLD votes are warranted for Ying Sun: * as a non-independent director, for failing to establish a board on which a majority of the directors are independent directors; * for serving as a non-independent member of certain key board committees; * for failing to attend at least 75 percent of her total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences; * as a Governance Committee member, (i) due to the continued service to the board of a director who has repeatedly failed to attend at least 75 percent of the board meetings without a disclosed rationale; and (ii) given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i>				
	Elect Director Joseph Velli	Mgmt	For	For	For
2	<i>Voting Policy Rationale: WITHHOLD votes are warranted for Ying Sun: * as a non-independent director, for failing to establish a board on which a majority of the directors are independent directors; * for serving as a non-independent member of certain key board committees; * for failing to attend at least 75 percent of her total board and committee meetings held during the fiscal year under review without disclosing the reason for the absences; * as a Governance Committee member, (i) due to the continued service to the board of a director who has repeatedly failed to attend at least 75 percent of the board meetings without a disclosed rationale; and (ii) given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.</i>				
	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For

NARI Technology Co., Ltd.

Meeting Date: 05/20/2024	Country: China	Ticker: 600406
Record Date: 05/10/2024	Meeting Type: Annual	
Primary Security ID: Y6S99Q112		

Shares Voted: 306,727

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements	Mgmt	For	For	For
2	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
	Approve Report of the Independent Directors	Mgmt	For	For	For
3	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
	Approve Report of the Board of Directors	Mgmt	For	For	For
4	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				
	Approve Report of the Board of Supervisors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>				

## NARI Technology Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Financial Budget Report	Mgmt	For	For	For
6	Approve Investment Plan	Mgmt	For	For	For
7	Approve Related Party Transaction	Mgmt	For	For	For
8	Approve Financial Business Services Agreement	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted since the proposed financial service agreement with the group finance company may expose the company to unnecessary risks.</i>					
9	Approve Appointment of Financial Auditor and Internal Control Auditor	Mgmt	For	For	For
10	Approve to Adjust the Allowance of Independent Directors	Mgmt	For	For	For
11	Approve Amendments to Articles of Association	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>					
12	Amend Rules and Procedures Regarding General Meetings of Shareholders	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>					
13	Amend Rules and Procedures Regarding Meetings of Board of Directors	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>					
14	Amend Working System for Independent Directors	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>					
15	Approve Profit Distribution and Interim Profit Distribution	Mgmt	For	For	For
16	Approve Annual Report and Summary	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.</i>					
	ELECT INDEPENDENTS DIRECTOR VIA CUMULATIVE VOTING	Mgmt			
17.1	Elect Yang Xiongsheng as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>					
17.2	Elect Zeng Yang as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>					

Meeting Date: 05/21/2024	Country: Jersey	Ticker: CEY
Record Date: 05/17/2024	Meeting Type: Annual	
Primary Security ID: G2055Q105		

Shares Voted: 3,776,757

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4.1	Re-elect James Rutherford as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4.2	Re-elect Martin Horgan as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4.3	Re-elect Ross Jerrard as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4.4	Re-elect Sally Eyre as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4.5	Re-elect Marna Cloete as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4.6	Re-elect Catharine Farrow as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4.7	Re-elect Hendrik Faul as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4.8	Re-elect Mark Bankes as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4.9	Elect Hoda Mansour as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4.10	Elect Iman Naguib as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
5.1	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5.2	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For

Centamin Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
7.1	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
7.2	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
8	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Coca-Cola HBC AG

Meeting Date: 05/21/2024Country: SwitzerlandTicker: CCH

Record Date: 05/13/2024Meeting Type: Annual

Primary Security ID: H1512E100

Shares Voted: 26,147

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Non-Financial Report Under Swiss Statutory Law	Mgmt	For	For	For
3.1	Approve Allocation of Income	Mgmt	For	For	For
3.2	Approve Dividend from Reserves	Mgmt	For	For	For
4	Approve Discharge of Board and Executive Leadership Team	Mgmt	For	For	For
5.1.1	Re-elect Anastassis David as Director and as Board Chairman	Mgmt	For	For	For
Voting Policy Rationale: Item 5.1.1-5.1.6 A vote FOR this item is considered warranted, but is not without concern: * Anastassis David has served on the Board for 17 years, beyond the UK Code recommendation for board chair tenure. The main reasons for support are: * His tenure has not coincided with that of the CEO, who has only served for five years. Item 5.1.7 A vote FOR this item is considered warranted, but is not without concern: * As the Nomination Committee Chair, Reto Francioni is considered responsible for ensuring sufficient gender balance on the Board. Currently, the Company does not meet two of three principal diversity targets under the new Listing Rules. The main reasons for support are: * The improvement of overall gender balance is acknowledged; and * The new Listing Rules apply to the Company for the first time this financial year. Board composition previously met best practice recommendations. Items 5.1.8-5.1.9, 5.1.A-5.1.B, 5.2.1-5.2.2 A vote FOR these Directors is warranted as no significant concerns have been identified.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1.2	Re-elect Zoran Bogdanovic as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 5.1.1-5.1.6 A vote FOR this item is considered warranted, but is not without concern: * Anastassis David has served on the Board for 17 years, beyond the UK Code recommendation for board chair tenure. The main reasons for support are: * His tenure has not coincided with that of the CEO, who has only served for five years. Item 5.1.7 A vote FOR this item is considered warranted, but is not without concern: * As the Nomination Committee Chair, Reto Francioni is considered responsible for ensuring sufficient gender balance on the Board. Currently, the Company does not meet two of three principal diversity targets under the new Listing Rules. The main reasons for support are: * The improvement of overall gender balance is acknowledged; and * The new Listing Rules apply to the Company for the first time this financial year. Board composition previously met best practice recommendations. Items 5.1.8-5.1.9, 5.1.A-5.1.B, 5.2.1-5.2.2 A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
5.1.3	Re-elect Charlotte Boyle as Director and as Member of the Remuneration Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 5.1.1-5.1.6 A vote FOR this item is considered warranted, but is not without concern: * Anastassis David has served on the Board for 17 years, beyond the UK Code recommendation for board chair tenure. The main reasons for support are: * His tenure has not coincided with that of the CEO, who has only served for five years. Item 5.1.7 A vote FOR this item is considered warranted, but is not without concern: * As the Nomination Committee Chair, Reto Francioni is considered responsible for ensuring sufficient gender balance on the Board. Currently, the Company does not meet two of three principal diversity targets under the new Listing Rules. The main reasons for support are: * The improvement of overall gender balance is acknowledged; and * The new Listing Rules apply to the Company for the first time this financial year. Board composition previously met best practice recommendations. Items 5.1.8-5.1.9, 5.1.A-5.1.B, 5.2.1-5.2.2 A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
5.1.4	Re-elect Henrique Braun as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 5.1.1-5.1.6 A vote FOR this item is considered warranted, but is not without concern: * Anastassis David has served on the Board for 17 years, beyond the UK Code recommendation for board chair tenure. The main reasons for support are: * His tenure has not coincided with that of the CEO, who has only served for five years. Item 5.1.7 A vote FOR this item is considered warranted, but is not without concern: * As the Nomination Committee Chair, Reto Francioni is considered responsible for ensuring sufficient gender balance on the Board. Currently, the Company does not meet two of three principal diversity targets under the new Listing Rules. The main reasons for support are: * The improvement of overall gender balance is acknowledged; and * The new Listing Rules apply to the Company for the first time this financial year. Board composition previously met best practice recommendations. Items 5.1.8-5.1.9, 5.1.A-5.1.B, 5.2.1-5.2.2 A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
5.1.5	Re-elect Anna Diamantopoulou as Director and as Member of the Remuneration Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 5.1.1-5.1.6 A vote FOR this item is considered warranted, but is not without concern: * Anastassis David has served on the Board for 17 years, beyond the UK Code recommendation for board chair tenure. The main reasons for support are: * His tenure has not coincided with that of the CEO, who has only served for five years. Item 5.1.7 A vote FOR this item is considered warranted, but is not without concern: * As the Nomination Committee Chair, Reto Francioni is considered responsible for ensuring sufficient gender balance on the Board. Currently, the Company does not meet two of three principal diversity targets under the new Listing Rules. The main reasons for support are: * The improvement of overall gender balance is acknowledged; and * The new Listing Rules apply to the Company for the first time this financial year. Board composition previously met best practice recommendations. Items 5.1.8-5.1.9, 5.1.A-5.1.B, 5.2.1-5.2.2 A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
5.1.6	Re-elect William Douglas III as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 5.1.1-5.1.6 A vote FOR this item is considered warranted, but is not without concern: * Anastassis David has served on the Board for 17 years, beyond the UK Code recommendation for board chair tenure. The main reasons for support are: * His tenure has not coincided with that of the CEO, who has only served for five years. Item 5.1.7 A vote FOR this item is considered warranted, but is not without concern: * As the Nomination Committee Chair, Reto Francioni is considered responsible for ensuring sufficient gender balance on the Board. Currently, the Company does not meet two of three principal diversity targets under the new Listing Rules. The main reasons for support are: * The improvement of overall gender balance is acknowledged; and * The new Listing Rules apply to the Company for the first time this financial year. Board composition previously met best practice recommendations. Items 5.1.8-5.1.9, 5.1.A-5.1.B, 5.2.1-5.2.2 A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1.7	Re-elect Reto Francioni as Director and as Member of the Remuneration Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 5.1.1-5.1.6 A vote FOR this item is considered warranted, but is not without concern: * Anastassis David has served on the Board for 17 years, beyond the UK Code recommendation for board chair tenure. The main reasons for support are: * His tenure has not coincided with that of the CEO, who has only served for five years. Item 5.1.7 A vote FOR this item is considered warranted, but is not without concern: * As the Nomination Committee Chair, Reto Francioni is considered responsible for ensuring sufficient gender balance on the Board. Currently, the Company does not meet two of three principal diversity targets under the new Listing Rules. The main reasons for support are: * The improvement of overall gender balance is acknowledged; and * The new Listing Rules apply to the Company for the first time this financial year. Board composition previously met best practice recommendations. Items 5.1.8-5.1.9, 5.1.A-5.1.B, 5.2.1-5.2.2 A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
5.1.8	Re-elect Anastasios Leventis as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 5.1.1-5.1.6 A vote FOR this item is considered warranted, but is not without concern: * Anastassis David has served on the Board for 17 years, beyond the UK Code recommendation for board chair tenure. The main reasons for support are: * His tenure has not coincided with that of the CEO, who has only served for five years. Item 5.1.7 A vote FOR this item is considered warranted, but is not without concern: * As the Nomination Committee Chair, Reto Francioni is considered responsible for ensuring sufficient gender balance on the Board. Currently, the Company does not meet two of three principal diversity targets under the new Listing Rules. The main reasons for support are: * The improvement of overall gender balance is acknowledged; and * The new Listing Rules apply to the Company for the first time this financial year. Board composition previously met best practice recommendations. Items 5.1.8-5.1.9, 5.1.A-5.1.B, 5.2.1-5.2.2 A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
5.1.9	Re-elect Christodoulos Leventis as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 5.1.1-5.1.6 A vote FOR this item is considered warranted, but is not without concern: * Anastassis David has served on the Board for 17 years, beyond the UK Code recommendation for board chair tenure. The main reasons for support are: * His tenure has not coincided with that of the CEO, who has only served for five years. Item 5.1.7 A vote FOR this item is considered warranted, but is not without concern: * As the Nomination Committee Chair, Reto Francioni is considered responsible for ensuring sufficient gender balance on the Board. Currently, the Company does not meet two of three principal diversity targets under the new Listing Rules. The main reasons for support are: * The improvement of overall gender balance is acknowledged; and * The new Listing Rules apply to the Company for the first time this financial year. Board composition previously met best practice recommendations. Items 5.1.8-5.1.9, 5.1.A-5.1.B, 5.2.1-5.2.2 A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
5.1.A	Re-elect George Leventis as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 5.1.1-5.1.6 A vote FOR this item is considered warranted, but is not without concern: * Anastassis David has served on the Board for 17 years, beyond the UK Code recommendation for board chair tenure. The main reasons for support are: * His tenure has not coincided with that of the CEO, who has only served for five years. Item 5.1.7 A vote FOR this item is considered warranted, but is not without concern: * As the Nomination Committee Chair, Reto Francioni is considered responsible for ensuring sufficient gender balance on the Board. Currently, the Company does not meet two of three principal diversity targets under the new Listing Rules. The main reasons for support are: * The improvement of overall gender balance is acknowledged; and * The new Listing Rules apply to the Company for the first time this financial year. Board composition previously met best practice recommendations. Items 5.1.8-5.1.9, 5.1.A-5.1.B, 5.2.1-5.2.2 A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
5.1.B	Re-elect Evguenia Stoitchkova as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 5.1.1-5.1.6 A vote FOR this item is considered warranted, but is not without concern: * Anastassis David has served on the Board for 17 years, beyond the UK Code recommendation for board chair tenure. The main reasons for support are: * His tenure has not coincided with that of the CEO, who has only served for five years. Item 5.1.7 A vote FOR this item is considered warranted, but is not without concern: * As the Nomination Committee Chair, Reto Francioni is considered responsible for ensuring sufficient gender balance on the Board. Currently, the Company does not meet two of three principal diversity targets under the new Listing Rules. The main reasons for support are: * The improvement of overall gender balance is acknowledged; and * The new Listing Rules apply to the Company for the first time this financial year. Board composition previously met best practice recommendations. Items 5.1.8-5.1.9, 5.1.A-5.1.B, 5.2.1-5.2.2 A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2.1	Elect Zulikat Abiola as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 5.1.1-5.1.6 A vote FOR this item is considered warranted, but is not without concern: * Anastassis David has served on the Board for 17 years, beyond the UK Code recommendation for board chair tenure. The main reasons for support are: * His tenure has not coincided with that of the CEO, who has only served for five years. Item 5.1.7 A vote FOR this item is considered warranted, but is not without concern: * As the Nomination Committee Chair, Reto Francioni is considered responsible for ensuring sufficient gender balance on the Board. Currently, the Company does not meet two of three principal diversity targets under the new Listing Rules. The main reasons for support are: * The improvement of overall gender balance is acknowledged; and * The new Listing Rules apply to the Company for the first time this financial year. Board composition previously met best practice recommendations. Items 5.1.8-5.1.9, 5.1.A-5.1.B, 5.2.1-5.2.2 A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
5.2.2	Elect Glykeria Tsernou as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 5.1.1-5.1.6 A vote FOR this item is considered warranted, but is not without concern: * Anastassis David has served on the Board for 17 years, beyond the UK Code recommendation for board chair tenure. The main reasons for support are: * His tenure has not coincided with that of the CEO, who has only served for five years. Item 5.1.7 A vote FOR this item is considered warranted, but is not without concern: * As the Nomination Committee Chair, Reto Francioni is considered responsible for ensuring sufficient gender balance on the Board. Currently, the Company does not meet two of three principal diversity targets under the new Listing Rules. The main reasons for support are: * The improvement of overall gender balance is acknowledged; and * The new Listing Rules apply to the Company for the first time this financial year. Board composition previously met best practice recommendations. Items 5.1.8-5.1.9, 5.1.A-5.1.B, 5.2.1-5.2.2 A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
6	Designate Ines Poeschel as Independent Proxy	Mgmt	For	For	For
7.1	Reappoint PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
7.2	Advisory Vote on Reappointment of the Independent Registered Public Accounting Firm PricewaterhouseCoopers SA for UK Purposes	Mgmt	For	For	For
8	Approve UK Remuneration Report	Mgmt	For	For	For
9	Approve Remuneration Policy	Mgmt	For	For	For
10	Approve Swiss Remuneration Report	Mgmt	For	For	For
11.1	Approve Maximum Aggregate Amount of Remuneration for Directors	Mgmt	For	For	For
11.2	Approve Maximum Aggregate Amount of Remuneration for the Executive Leadership Team	Mgmt	For	For	For
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
13.1	Amend Articles Re: Alignment with Mandatory Provisions of the New Swiss Corporate Law	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted because no corporate governance concerns have been identified.</i>					
13.2	Amend Articles Re: Other Voluntary Changes	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted because no corporate governance concerns have been identified.</i>					



Meeting Date: 05/21/2024	Country: United Kingdom	Ticker: SHEL
Record Date: 05/17/2024	Meeting Type: Annual	
Primary Security ID: G80827101		

Shares Voted: 42,138

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Dick Boer as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
4	Re-elect Neil Carson as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
5	Re-elect Ann Godbehere as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
6	Re-elect Sinead Gorman as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
7	Re-elect Jane Lute as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
8	Re-elect Catherine Hughes as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
9	Re-elect Sir Andrew Mackenzie as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
10	Re-elect Sir Charles Roxburgh as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
11	Re-elect Wael Sawan as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
12	Re-elect Abraham Schot as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
13	Re-elect Leena Srivastava as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					

Shell Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Re-elect Cyrus Taraporevala as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
22	Approve the Shell Energy Transition Strategy	Mgmt	For	For	Abstain
23	Shareholder Proposal	Mgmt			
	Advise Shell to Align its Medium-Term Emissions Reduction Targets Covering the Greenhouse Gas (GHG) Emissions of the Use of its Energy Products (Scope 3) with the Goal of the Paris Climate Agreement	SH	Against	Against	Against

Veralto Corp.

Meeting Date: 05/21/2024Country: USATicker: VLTO

Record Date: 03/25/2024Meeting Type: Annual

Primary Security ID: 92338C103

Shares Voted: 47,342

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Francoise Colpron	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all director nominees is warranted.					
1b	Elect Director Shyam P. Kambeyanda	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all director nominees is warranted.					

Veralto Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director William H. King	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all director nominees is warranted.					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Corporacion America Airports SA

Meeting Date: 05/22/2024Country: LuxembourgTicker: CAAP

Record Date: 04/22/2024Meeting Type: Annual

Primary Security ID: L1995B107

Shares Voted: 352,534

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Discharge of Directors	Mgmt	For	For	For
4	Approve Remuneration of Directors	Mgmt	For	For	For
5	Appoint PricewaterhouseCoopers as Auditor	Mgmt	For	For	For

PUMA SE

Meeting Date: 05/22/2024Country: GermanyTicker: PUM

Record Date: 04/30/2024Meeting Type: Annual

Primary Security ID: D62318148

Shares Voted: 28,378

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			

PUMA SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 0.82 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
5	Ratify KPMG AG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Increase in Size of Board to Seven Members	Mgmt	For	For	For
8.1	Elect Harsh Saini to the Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.					
8.2	Elect Roland Krueger to the Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.					
9	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Bank of Ireland Group Plc

Meeting Date: 05/23/2024	Country: Ireland	Ticker: BIRG
Record Date: 05/19/2024	Meeting Type: Annual	
Primary Security ID: G0756R109		

Shares Voted: 103,197

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3a	Elect Akshaya Bhargava as Director	Mgmt	For	For	For
Voting Policy Rationale: Item 3i A vote FOR the re-election of Patrick Kennedy is warranted, although it is not without concerns for shareholders: * He has served for thirteen years on the Board. The main reasons for support are: * A detailed and convincing rationale for his continuing tenure has been provided with succession planning commenced. Item 3a-3h, 3j-3l A vote FOR these Directors is warranted as no significant concerns have been identified.					
3b	Elect Margaret Sweeney as Director	Mgmt	For	For	For
Voting Policy Rationale: Item 3i A vote FOR the re-election of Patrick Kennedy is warranted, although it is not without concerns for shareholders: * He has served for thirteen years on the Board. The main reasons for support are: * A detailed and convincing rationale for his continuing tenure has been provided with succession planning commenced. Item 3a-3h, 3j-3l A vote FOR these Directors is warranted as no significant concerns have been identified.					
3c	Re-elect Giles Andrews as Director	Mgmt	For	For	For
Voting Policy Rationale: Item 3i A vote FOR the re-election of Patrick Kennedy is warranted, although it is not without concerns for shareholders: * He has served for thirteen years on the Board. The main reasons for support are: * A detailed and convincing rationale for his continuing tenure has been provided with succession planning commenced. Item 3a-3h, 3j-3l A vote FOR these Directors is warranted as no significant concerns have been identified.					
3d	Re-elect Evelyn Bourke as Director	Mgmt	For	For	For
Voting Policy Rationale: Item 3i A vote FOR the re-election of Patrick Kennedy is warranted, although it is not without concerns for shareholders: * He has served for thirteen years on the Board. The main reasons for support are: * A detailed and convincing rationale for his continuing tenure has been provided with succession planning commenced. Item 3a-3h, 3j-3l A vote FOR these Directors is warranted as no significant concerns have been identified.					
3e	Re-elect Ian Buchanan as Director	Mgmt	For	For	For
Voting Policy Rationale: Item 3i A vote FOR the re-election of Patrick Kennedy is warranted, although it is not without concerns for shareholders: * He has served for thirteen years on the Board. The main reasons for support are: * A detailed and convincing rationale for his continuing tenure has been provided with succession planning commenced. Item 3a-3h, 3j-3l A vote FOR these Directors is warranted as no significant concerns have been identified.					
3f	Re-elect Eileen Fitzpatrick as Director	Mgmt	For	For	For
Voting Policy Rationale: Item 3i A vote FOR the re-election of Patrick Kennedy is warranted, although it is not without concerns for shareholders: * He has served for thirteen years on the Board. The main reasons for support are: * A detailed and convincing rationale for his continuing tenure has been provided with succession planning commenced. Item 3a-3h, 3j-3l A vote FOR these Directors is warranted as no significant concerns have been identified.					
3g	Re-elect Richard Goulding as Director	Mgmt	For	For	For
Voting Policy Rationale: Item 3i A vote FOR the re-election of Patrick Kennedy is warranted, although it is not without concerns for shareholders: * He has served for thirteen years on the Board. The main reasons for support are: * A detailed and convincing rationale for his continuing tenure has been provided with succession planning commenced. Item 3a-3h, 3j-3l A vote FOR these Directors is warranted as no significant concerns have been identified.					
3h	Re-elect Michele Greene as Director	Mgmt	For	For	For
Voting Policy Rationale: Item 3i A vote FOR the re-election of Patrick Kennedy is warranted, although it is not without concerns for shareholders: * He has served for thirteen years on the Board. The main reasons for support are: * A detailed and convincing rationale for his continuing tenure has been provided with succession planning commenced. Item 3a-3h, 3j-3l A vote FOR these Directors is warranted as no significant concerns have been identified.					
3i	Re-elect Patrick Kennedy as Director	Mgmt	For	For	For
Voting Policy Rationale: Item 3i A vote FOR the re-election of Patrick Kennedy is warranted, although it is not without concerns for shareholders: * He has served for thirteen years on the Board. The main reasons for support are: * A detailed and convincing rationale for his continuing tenure has been provided with succession planning commenced. Item 3a-3h, 3j-3l A vote FOR these Directors is warranted as no significant concerns have been identified.					

Bank of Ireland Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3j	Re-elect Myles O'Grady as Director	Mgmt	For	For	For
Voting Policy Rationale: Item 3i A vote FOR the re-election of Patrick Kennedy is warranted, although it is not without concerns for shareholders: * He has served for thirteen years on the Board. The main reasons for support are: * A detailed and convincing rationale for his continuing tenure has been provided with succession planning commenced. Item 3a-3h, 3j-3l A vote FOR these Directors is warranted as no significant concerns have been identified.					
3k	Re-elect Steve Pateman as Director	Mgmt	For	For	For
Voting Policy Rationale: Item 3i A vote FOR the re-election of Patrick Kennedy is warranted, although it is not without concerns for shareholders: * He has served for thirteen years on the Board. The main reasons for support are: * A detailed and convincing rationale for his continuing tenure has been provided with succession planning commenced. Item 3a-3h, 3j-3l A vote FOR these Directors is warranted as no significant concerns have been identified.					
3l	Re-elect Mark Spain as Director	Mgmt	For	For	For
Voting Policy Rationale: Item 3i A vote FOR the re-election of Patrick Kennedy is warranted, although it is not without concerns for shareholders: * He has served for thirteen years on the Board. The main reasons for support are: * A detailed and convincing rationale for his continuing tenure has been provided with succession planning commenced. Item 3a-3h, 3j-3l A vote FOR these Directors is warranted as no significant concerns have been identified.					
4	Ratify KPMG as Auditors	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
9	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
12	Authorise Issue of Equity in Relation to Additional Tier 1 Contingent Equity Conversion Notes	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Additional Tier 1 Contingent Equity Conversion Notes and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.					

Bank of Ireland Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Authorise Issue of Equity without Pre-emptive Rights in Relation to Additional Tier 1 Contingent Equity Conversion Notes	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Additional Tier 1 Contingent Equity Conversion Notes and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements.					

Daiseki Co., Ltd.

Meeting Date: 05/23/2024	Country: Japan	Ticker: 9793
Record Date: 02/29/2024	Meeting Type: Annual	
Primary Security ID: J10773109		

Shares Voted: 69,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 36	Mgmt	For	For	For
2.1	Elect Director Yamamoto, Tetsuya	Mgmt	For	For	For
2.2	Elect Director Ito, Yasuo	Mgmt	For	For	For
2.3	Elect Director Amano, Koji	Mgmt	For	For	For
2.4	Elect Director Okada, Mitsuru	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Sahashi, Norikazu	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Maeda, Masaki	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Suganuma, Ayako	Mgmt	For	For	For

Deliveroo Plc

Meeting Date: 05/23/2024	Country: United Kingdom	Ticker: ROO
Record Date: 05/21/2024	Meeting Type: Annual	
Primary Security ID: G27035107		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Claudia Arney as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 3 A vote FOR the re-election of Claudia Arney is warranted, although it is not without concern because: * She is the Chair of the Nomination Committee, who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the ethnic diversity targets of the revised Listing Rules. The main reasons for support are: * Her presence on the Board and her role as Non-Executive Chair improved the Company's gender diversity at Board level; and * The Company has committed to considering diversity in gender identity and ethnic background for future Board member succession and recruitment in accordance with the revised Listing Rules. Items 4-11 A vote FOR the (re-)election of these directors is considered warranted, as no material concerns have been identified.</i>					
4	Re-elect Will Shu as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 3 A vote FOR the re-election of Claudia Arney is warranted, although it is not without concern because: * She is the Chair of the Nomination Committee, who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the ethnic diversity targets of the revised Listing Rules. The main reasons for support are: * Her presence on the Board and her role as Non-Executive Chair improved the Company's gender diversity at Board level; and * The Company has committed to considering diversity in gender identity and ethnic background for future Board member succession and recruitment in accordance with the revised Listing Rules. Items 4-11 A vote FOR the (re-)election of these directors is considered warranted, as no material concerns have been identified.</i>					
5	Re-elect Scilla Grumble as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 3 A vote FOR the re-election of Claudia Arney is warranted, although it is not without concern because: * She is the Chair of the Nomination Committee, who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the ethnic diversity targets of the revised Listing Rules. The main reasons for support are: * Her presence on the Board and her role as Non-Executive Chair improved the Company's gender diversity at Board level; and * The Company has committed to considering diversity in gender identity and ethnic background for future Board member succession and recruitment in accordance with the revised Listing Rules. Items 4-11 A vote FOR the (re-)election of these directors is considered warranted, as no material concerns have been identified.</i>					
6	Re-elect Peter Jackson as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 3 A vote FOR the re-election of Claudia Arney is warranted, although it is not without concern because: * She is the Chair of the Nomination Committee, who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the ethnic diversity targets of the revised Listing Rules. The main reasons for support are: * Her presence on the Board and her role as Non-Executive Chair improved the Company's gender diversity at Board level; and * The Company has committed to considering diversity in gender identity and ethnic background for future Board member succession and recruitment in accordance with the revised Listing Rules. Items 4-11 A vote FOR the (re-)election of these directors is considered warranted, as no material concerns have been identified.</i>					
7	Re-elect Dame Karen Jones as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 3 A vote FOR the re-election of Claudia Arney is warranted, although it is not without concern because: * She is the Chair of the Nomination Committee, who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the ethnic diversity targets of the revised Listing Rules. The main reasons for support are: * Her presence on the Board and her role as Non-Executive Chair improved the Company's gender diversity at Board level; and * The Company has committed to considering diversity in gender identity and ethnic background for future Board member succession and recruitment in accordance with the revised Listing Rules. Items 4-11 A vote FOR the (re-)election of these directors is considered warranted, as no material concerns have been identified.</i>					



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Rick Medlock as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 3 A vote FOR the re-election of Claudia Arney is warranted, although it is not without concern because: * She is the Chair of the Nomination Committee, who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the ethnic diversity targets of the revised Listing Rules. The main reasons for support are: * Her presence on the Board and her role as Non-Executive Chair improved the Company's gender diversity at Board level; and * The Company has committed to considering diversity in gender identity and ethnic background for future Board member succession and recruitment in accordance with the revised Listing Rules. Items 4-11 A vote FOR the (re-)election of these directors is considered warranted, as no material concerns have been identified.</i></p>					
9	Elect Shobie Ramakrishnan as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 3 A vote FOR the re-election of Claudia Arney is warranted, although it is not without concern because: * She is the Chair of the Nomination Committee, who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the ethnic diversity targets of the revised Listing Rules. The main reasons for support are: * Her presence on the Board and her role as Non-Executive Chair improved the Company's gender diversity at Board level; and * The Company has committed to considering diversity in gender identity and ethnic background for future Board member succession and recruitment in accordance with the revised Listing Rules. Items 4-11 A vote FOR the (re-)election of these directors is considered warranted, as no material concerns have been identified.</i></p>					
10	Re-elect Dominique Reiniche as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 3 A vote FOR the re-election of Claudia Arney is warranted, although it is not without concern because: * She is the Chair of the Nomination Committee, who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the ethnic diversity targets of the revised Listing Rules. The main reasons for support are: * Her presence on the Board and her role as Non-Executive Chair improved the Company's gender diversity at Board level; and * The Company has committed to considering diversity in gender identity and ethnic background for future Board member succession and recruitment in accordance with the revised Listing Rules. Items 4-11 A vote FOR the (re-)election of these directors is considered warranted, as no material concerns have been identified.</i></p>					
11	Re-elect Tom Stafford as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 3 A vote FOR the re-election of Claudia Arney is warranted, although it is not without concern because: * She is the Chair of the Nomination Committee, who is considered to be ultimately accountable for board diversity. Currently, the Board does not meet the ethnic diversity targets of the revised Listing Rules. The main reasons for support are: * Her presence on the Board and her role as Non-Executive Chair improved the Company's gender diversity at Board level; and * The Company has committed to considering diversity in gender identity and ethnic background for future Board member succession and recruitment in accordance with the revised Listing Rules. Items 4-11 A vote FOR the (re-)election of these directors is considered warranted, as no material concerns have been identified.</i></p>					
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					

Deliveroo Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
20	Adopt New Articles of Association	Mgmt	For	For	For

Equatorial Energia SA

Meeting Date: 05/23/2024	Country: Brazil	Ticker: EQTL3
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P3773H104		

Shares Voted: 4,934,112

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Article 6 to Reflect Changes in Capital	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed amendment; and * The proposed change is the result of share capital increases previously approved by the board, within the authorized capital limit.					
2	Consolidate Bylaws	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed amendment; and * The proposed change is the result of share capital increases previously approved by the board, within the authorized capital limit.					

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Article 6 to Reflect Changes in Capital	Mgmt	For	For	
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed amendment; and * The proposed change is the result of share capital increases previously approved by the board, within the authorized capital limit.					
2	Consolidate Bylaws	Mgmt	For	For	
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided the full text of the proposed amendment; and * The proposed change is the result of share capital increases previously approved by the board, within the authorized capital limit.					

Instructure Holdings, Inc.

Meeting Date: 05/23/2024Country: USATicker: INST

Record Date: 04/04/2024Meeting Type: Annual

Primary Security ID: 457790103

Shares Voted: 20,883

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steve Daly	Mgmt	For	Withhold	For
Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Stephen (Steve) Daly and Brian Jaffee for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are further warranted for Brian Jaffee due to the following reasons: * for serving as a non-independent member of certain key board committees; * given the board's failure to remove, or subject to a sunset requirement, the classified board and pop-up supermajority vote requirements, each of which adversely impact shareholder rights; and * for lack of racial or ethnic diversity on the board. A vote FOR Lloyd Waterhouse is warranted.					
1b	Elect Director Brian Jaffee	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Stephen (Steve) Daly and Brian Jaffee for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are further warranted for Brian Jaffee due to the following reasons: * for serving as a non-independent member of certain key board committees; * given the board's failure to remove, or subject to a sunset requirement, the classified board and pop-up supermajority vote requirements, each of which adversely impact shareholder rights; and * for lack of racial or ethnic diversity on the board. A vote FOR Lloyd Waterhouse is warranted.					
1c	Elect Director Lloyd "Buzz" Waterhouse	Mgmt	For	For	For
Voting Policy Rationale: WITHHOLD votes are warranted for non-independent director nominees Stephen (Steve) Daly and Brian Jaffee for failing to establish a board on which a majority of the directors are independent directors. WITHHOLD votes are further warranted for Brian Jaffee due to the following reasons: * for serving as a non-independent member of certain key board committees; * given the board's failure to remove, or subject to a sunset requirement, the classified board and pop-up supermajority vote requirements, each of which adversely impact shareholder rights; and * for lack of racial or ethnic diversity on the board. A vote FOR Lloyd Waterhouse is warranted.					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Karoon Energy Ltd.

Meeting Date: 05/23/2024Country: AustraliaTicker: KAR

Record Date: 05/21/2024Meeting Type: Annual

Primary Security ID: Q5210P101

Shares Voted: 8,818,963

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Melissa Holzberger as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the election of all nominees is warranted. The board is majority independent, and no material concerns have been identified.					

Karoon Energy Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Joanne Palmer as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the election of all nominees is warranted. The board is majority independent, and no material concerns have been identified.					
3	Elect Peter Turnbull as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the election of all nominees is warranted. The board is majority independent, and no material concerns have been identified.					
4	Elect Carlos Tadeu da Costa Fraga as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the election of all nominees is warranted. The board is majority independent, and no material concerns have been identified.					
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Increase to Aggregate Fee Pool for Non-Executive Directors	Mgmt	For	For	For
8	Approve Issuance of Performance Rights to Julian Fowles	Mgmt	For	For	For
9	Ratify Past Issuance of Shares to Persons who Elected to Participate in the Equity Raising	Mgmt	For	For	Abstain

Prudential Plc

Meeting Date: 05/23/2024	Country: United Kingdom	Ticker: PRU
Record Date: 05/21/2024	Meeting Type: Annual	
Primary Security ID: G72899100		

Shares Voted: 369,711

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Mark Saunders as Director	Mgmt	For	For	For
Voting Policy Rationale: Items 3 to 8 and 10 to 13 A vote FOR these Directors is considered warranted as no significant concerns have been identified. Item 9 A vote FOR Ming Lu is considered warranted, although it is not without concern because: * He attended slightly less than 75% of Board and Committee meetings. The main reasons for support are: * Part of the meetings were scheduled at short notice, and he could not attend due to clashes with his external executive responsibilities and travel commitments; * The Company has stated that was not expected that his attendance in future years would be lower than 75%; * There were no concerns with his attendance in previous years.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Re-elect Shriti Vadera as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 3 to 8 and 10 to 13 A vote FOR these Directors is considered warranted as no significant concerns have been identified. Item 9 A vote FOR Ming Lu is considered warranted, although it is not without concern because: * He attended slightly less than 75% of Board and Committee meetings. The main reasons for support are: * Part of the meetings were scheduled at short notice, and he could not attend due to clashes with his external executive responsibilities and travel commitments; * The Company has stated that was not expected that his attendance in future years would be lower than 75%; * There were no concerns with his attendance in previous years.</i>					
5	Re-elect Anil Wadhvani as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 3 to 8 and 10 to 13 A vote FOR these Directors is considered warranted as no significant concerns have been identified. Item 9 A vote FOR Ming Lu is considered warranted, although it is not without concern because: * He attended slightly less than 75% of Board and Committee meetings. The main reasons for support are: * Part of the meetings were scheduled at short notice, and he could not attend due to clashes with his external executive responsibilities and travel commitments; * The Company has stated that was not expected that his attendance in future years would be lower than 75%; * There were no concerns with his attendance in previous years.</i>					
6	Re-elect Jeremy Anderson as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 3 to 8 and 10 to 13 A vote FOR these Directors is considered warranted as no significant concerns have been identified. Item 9 A vote FOR Ming Lu is considered warranted, although it is not without concern because: * He attended slightly less than 75% of Board and Committee meetings. The main reasons for support are: * Part of the meetings were scheduled at short notice, and he could not attend due to clashes with his external executive responsibilities and travel commitments; * The Company has stated that was not expected that his attendance in future years would be lower than 75%; * There were no concerns with his attendance in previous years.</i>					
7	Re-elect Arijit Basu as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 3 to 8 and 10 to 13 A vote FOR these Directors is considered warranted as no significant concerns have been identified. Item 9 A vote FOR Ming Lu is considered warranted, although it is not without concern because: * He attended slightly less than 75% of Board and Committee meetings. The main reasons for support are: * Part of the meetings were scheduled at short notice, and he could not attend due to clashes with his external executive responsibilities and travel commitments; * The Company has stated that was not expected that his attendance in future years would be lower than 75%; * There were no concerns with his attendance in previous years.</i>					
8	Re-elect Chua Sock Koong as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 3 to 8 and 10 to 13 A vote FOR these Directors is considered warranted as no significant concerns have been identified. Item 9 A vote FOR Ming Lu is considered warranted, although it is not without concern because: * He attended slightly less than 75% of Board and Committee meetings. The main reasons for support are: * Part of the meetings were scheduled at short notice, and he could not attend due to clashes with his external executive responsibilities and travel commitments; * The Company has stated that was not expected that his attendance in future years would be lower than 75%; * There were no concerns with his attendance in previous years.</i>					
9	Re-elect Ming Lu as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 3 to 8 and 10 to 13 A vote FOR these Directors is considered warranted as no significant concerns have been identified. Item 9 A vote FOR Ming Lu is considered warranted, although it is not without concern because: * He attended slightly less than 75% of Board and Committee meetings. The main reasons for support are: * Part of the meetings were scheduled at short notice, and he could not attend due to clashes with his external executive responsibilities and travel commitments; * The Company has stated that was not expected that his attendance in future years would be lower than 75%; * There were no concerns with his attendance in previous years.</i>					
10	Re-elect George Sartorel as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 3 to 8 and 10 to 13 A vote FOR these Directors is considered warranted as no significant concerns have been identified. Item 9 A vote FOR Ming Lu is considered warranted, although it is not without concern because: * He attended slightly less than 75% of Board and Committee meetings. The main reasons for support are: * Part of the meetings were scheduled at short notice, and he could not attend due to clashes with his external executive responsibilities and travel commitments; * The Company has stated that was not expected that his attendance in future years would be lower than 75%; * There were no concerns with his attendance in previous years.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Claudia Dyckerhoff as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 3 to 8 and 10 to 13 A vote FOR these Directors is considered warranted as no significant concerns have been identified. Item 9 A vote FOR Ming Lu is considered warranted, although it is not without concern because: * He attended slightly less than 75% of Board and Committee meetings. The main reasons for support are: * Part of the meetings were scheduled at short notice, and he could not attend due to clashes with his external executive responsibilities and travel commitments; * The Company has stated that was not expected that his attendance in future years would be lower than 75%; * There were no concerns with his attendance in previous years.</i>					
12	Re-elect Jeanette Wong as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 3 to 8 and 10 to 13 A vote FOR these Directors is considered warranted as no significant concerns have been identified. Item 9 A vote FOR Ming Lu is considered warranted, although it is not without concern because: * He attended slightly less than 75% of Board and Committee meetings. The main reasons for support are: * Part of the meetings were scheduled at short notice, and he could not attend due to clashes with his external executive responsibilities and travel commitments; * The Company has stated that was not expected that his attendance in future years would be lower than 75%; * There were no concerns with his attendance in previous years.</i>					
13	Re-elect Amy Yip as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 3 to 8 and 10 to 13 A vote FOR these Directors is considered warranted as no significant concerns have been identified. Item 9 A vote FOR Ming Lu is considered warranted, although it is not without concern because: * He attended slightly less than 75% of Board and Committee meetings. The main reasons for support are: * Part of the meetings were scheduled at short notice, and he could not attend due to clashes with his external executive responsibilities and travel commitments; * The Company has stated that was not expected that his attendance in future years would be lower than 75%; * There were no concerns with his attendance in previous years.</i>					
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.</i>					
18	Authorise Issue of Equity to Include Repurchased Shares	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.</i>					
19	Authorise Issue of Preference Shares	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.</i>					
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.</i>					
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.</i>					

Prudential Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise Directors to Allot Ordinary Shares in Connection with the Scrip Dividend Alternative	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Rolls-Royce Holdings Plc

Meeting Date: 05/23/2024	Country: United Kingdom	Ticker: RR
Record Date: 05/21/2024	Meeting Type: Annual	
Primary Security ID: G76225104		

Shares Voted: 182,179

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Re-elect Dame Anita Frew as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
5	Re-elect Tufan Erginbilgic as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
6	Elect Helen McCabe as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
7	Re-elect George Culmer as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
8	Elect Birgit Behrendt as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
9	Elect Stuart Bradie as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
10	Elect Paulo Cesar Silva as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					

Rolls-Royce Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Lord Jitesh Gadhia as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
12	Re-elect Beverly Goulet as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
13	Re-elect Nick Luff as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
14	Re-elect Wendy Mars as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
15	Re-elect Dame Angela Strank as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
20	Approve Global Employee Share Purchase Plan	Mgmt	For	For	For
21	Approve Long Term Incentive Plan	Mgmt	For	For	For
22	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
25	Adopt New Articles of Association	Mgmt	For	For	For

Andes Technology Corp.

Meeting Date: 05/24/2024	Country: Taiwan	Ticker: 6533
Record Date: 03/25/2024	Meeting Type: Annual	
Primary Security ID: Y0R7YV103		



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For
2	Approve Statement of Profit and Loss Appropriation	Mgmt	For	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
3.1	Elect Andrew Chang, a Representative of Hsiang Fa Co. with Shareholder No. 3, as Non-independent Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the nominee under Item 3.5 is warranted as, while considered by the company as an independent director, Chien-Kuo Yang is a non-independent non-executive director under ISS' classification. A vote FOR the other independent director nominees under Items 3.6-3.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the non-independent director nominees under Items 3.1-3.2 is warranted because the independence level will be 28.57 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 3.3-3.4 is warranted given their removal would be expected to have material negative impacts on shareholder value.</i></p>					
3.2	Elect Herming Chiueh, a Representative of National Development Fund, Executive Yuan with Shareholder No. 8, as Non-independent Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the nominee under Item 3.5 is warranted as, while considered by the company as an independent director, Chien-Kuo Yang is a non-independent non-executive director under ISS' classification. A vote FOR the other independent director nominees under Items 3.6-3.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the non-independent director nominees under Items 3.1-3.2 is warranted because the independence level will be 28.57 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 3.3-3.4 is warranted given their removal would be expected to have material negative impacts on shareholder value.</i></p>					
3.3	Elect Jyh-Ming Lin, with Shareholder No. 33, as Non-independent Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote AGAINST the nominee under Item 3.5 is warranted as, while considered by the company as an independent director, Chien-Kuo Yang is a non-independent non-executive director under ISS' classification. A vote FOR the other independent director nominees under Items 3.6-3.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the non-independent director nominees under Items 3.1-3.2 is warranted because the independence level will be 28.57 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 3.3-3.4 is warranted given their removal would be expected to have material negative impacts on shareholder value.</i></p>					
3.4	Elect Hong-Men Su, with Shareholder No. 61, as Non-independent Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote AGAINST the nominee under Item 3.5 is warranted as, while considered by the company as an independent director, Chien-Kuo Yang is a non-independent non-executive director under ISS' classification. A vote FOR the other independent director nominees under Items 3.6-3.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the non-independent director nominees under Items 3.1-3.2 is warranted because the independence level will be 28.57 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 3.3-3.4 is warranted given their removal would be expected to have material negative impacts on shareholder value.</i></p>					
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.5	Elect Chien-Kuo Yang, with Shareholder No. J100772XXX, as Independent Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the nominee under Item 3.5 is warranted as, while considered by the company as an independent director, Chien-Kuo Yang is a non-independent non-executive director under ISS' classification. A vote FOR the other independent director nominees under Items 3.6-3.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the non-independent director nominees under Items 3.1-3.2 is warranted because the independence level will be 28.57 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 3.3-3.4 is warranted given their removal would be expected to have material negative impacts on shareholder value.					
3.6	Elect Jiun-Hao Lai, with Shareholder No. U120155XXX, as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote AGAINST the nominee under Item 3.5 is warranted as, while considered by the company as an independent director, Chien-Kuo Yang is a non-independent non-executive director under ISS' classification. A vote FOR the other independent director nominees under Items 3.6-3.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the non-independent director nominees under Items 3.1-3.2 is warranted because the independence level will be 28.57 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 3.3-3.4 is warranted given their removal would be expected to have material negative impacts on shareholder value.					
3.7	Elect Chia-Ling Yang, with Shareholder No. P221353XXX, as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote AGAINST the nominee under Item 3.5 is warranted as, while considered by the company as an independent director, Chien-Kuo Yang is a non-independent non-executive director under ISS' classification. A vote FOR the other independent director nominees under Items 3.6-3.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the non-independent director nominees under Items 3.1-3.2 is warranted because the independence level will be 28.57 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominees under Items 3.3-3.4 is warranted given their removal would be expected to have material negative impacts on shareholder value.					
4	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	Mgmt	For	For	For
5	Approve Long-term Fund Raising Plan	Mgmt	For	For	For

Companhia de Saneamento Basico do Estado de Sao Paulo SABESP

Meeting Date: 05/27/2024	Country: Brazil	Ticker: SBSP3
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P2R268136		

Shares Voted: 84,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles and Consolidate Bylaws	Mgmt	For	Against	Against

Companhia de Saneamento Basico do Estado de Sao Paulo SABESP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: The company proposes a bundled bylaw amendment including a newly created authorized capital limit (Article 3), which appears to be reasonable. However, this bundled resolution also includes a broad statutory indemnification provision in the absence of key information, including the decision-making process to prevent potential conflict of interests and weather the proposed indemnification would apply in the event of potential plea deal agreements signed by beneficiaries. Given that the company has bundled unrelated bylaw amendments under a single agenda item, preventing shareholders from voting on each proposed change separately, a vote AGAINST this proposal is recommended at this time.</i>					
2	Amend Articles	Mgmt	For	Against	For
3	Approve Conversion of One Common Share Held by the State of Sao Paulo into One Share of a Special Class Exclusively Held by the State of Sao Paulo	Mgmt	For	For	For
4	Elect Fiscal Council Member	Mgmt	For	For	For
5	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Mgmt	None	Against	For

Companhia de Saneamento Basico do Estado de Sao Paulo SABESP

Meeting Date: 05/27/2024	Country: Brazil	Ticker: SBSP3
Record Date: 05/10/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P2R268136		

Shares Voted: 12,641

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Meeting for ADR Holders	Mgmt			
	Amend Articles and Consolidate Bylaws	Mgmt	For	Against	Against
<i>Voting Policy Rationale: The company proposes a bundled bylaw amendment including a newly created authorized capital limit (Article 3), which appears to be reasonable. However, this bundled resolution also includes a broad statutory indemnification provision in the absence of key information, including the decision-making process to prevent potential conflict of interests and weather the proposed indemnification would apply in the event of potential plea deal agreements signed by beneficiaries. Given that the company has bundled unrelated bylaw amendments under a single agenda item, preventing shareholders from voting on each proposed change separately, a vote AGAINST this proposal is recommended at this time.</i>					
2	Amend Articles	Mgmt	For	Against	For
<i>Voting Policy Rationale: The company proposes a bundled bylaw amendment including a newly created authorized capital limit (Article 3), which appears to be reasonable. However, this bundled resolution also includes a broad statutory indemnification provision in the absence of key information, including the decision-making process to prevent potential conflict of interests and weather the proposed indemnification would apply in the event of potential plea deal agreements signed by beneficiaries. Given that the company has bundled unrelated bylaw amendments under a single agenda item, preventing shareholders from voting on each proposed change separately, a vote AGAINST this proposal is recommended at this time.</i>					

Companhia de Saneamento Basico do Estado de Sao Paulo SABESP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Conversion of One Common Share Held by the State of Sao Paulo into One Share of a Special Class Exclusively Held by the State of Sao Paulo	Mgmt	For	For	For
4	Elect Fiscal Council Member	Mgmt	For	For	For

M31 Technology Corp.

Meeting Date: 05/27/2024Country: TaiwanTicker: 6643

Record Date: 03/28/2024Meeting Type: Annual

Primary Security ID: Y613F2102

Shares Voted: 64,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For
2	Approve Plan on Profit Distribution	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is warranted because the proposed payout is considered reasonable.					
3	Approve the Issuance of New Shares by Capitalization of Profit	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is warranted because the proposed payout is considered reasonable.					
4	Approve Release of Restrictions of Competitive Activities of Directors (Including Independent Directors)	Mgmt	For	For	For

Anglogold Ashanti Plc

Meeting Date: 05/28/2024Country: United KingdomTicker: AU

Record Date: 04/02/2024Meeting Type: Annual

Primary Security ID: G0378L100

Shares Voted: 418,341

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For

# Anglogold Ashanti Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Re-elect Kojo Busia as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
5	Re-elect Alan Ferguson as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
6	Re-elect Albert Garner as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
7	Re-elect Rhidwaan Gasant as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
8	Re-elect Scott Lawson as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
9	Elect Jinhee Magie as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
10	Elect Diana Sands as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
11	Re-elect Jochen Tilk as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
12	Re-elect Alberto Calderon as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
13	Re-elect Gillian Doran as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>				
14	Appoint PricewaterhouseCoopers LLP as Statutory Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted.</i>				
15	Authorise Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted.</i>				
16	Appoint PricewaterhouseCoopers Inc. as Independent Registered Public Accountants	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted.</i>				
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Sungrow Power Supply Co., Ltd.

Meeting Date: 05/28/2024Country: ChinaTicker: 300274

Record Date: 05/21/2024Meeting Type: Annual

Primary Security ID: Y8211M102

Shares Voted: 30,350

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Report of the Board of Directors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
3	Approve Financial Statements	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
4	Approve Profit Distribution and Capitalization of Capital Reserves	Mgmt	For	For	For
5	Approve Annual Report and Summary	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
6	Approve Provision of Guarantees	Mgmt	For	For	For
7	Approve Foreign Exchange Hedging Business	Mgmt	For	For	For
8	Approve Issuing of Letter of Guarantee	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted because the level of guarantee to be provided to some of its subsidiaries is disproportionate to the level of ownership in the said subsidiaries. The company has failed to provide valid justifications in the meeting circular.					
9	Approve to Appoint Auditor	Mgmt	For	For	For
10	Approve Remuneration of Directors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.					
11	Approve Remuneration of Supervisors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.					
	AMEND ARTICLES OF ASSOCIATION AND OTHER RELATED SYSTEMS	Mgmt			
12.1	Approve Amendments to Articles of Association	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted because the amendment might hinder the independent director's authority to oversee the board and company operation.					
12.2	Amend Rules and Procedures Regarding General Meetings of Shareholders	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.					

Sungrow Power Supply Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.3	Amend Rules and Procedures Regarding Meetings of Board of Directors	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.					
12.4	Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.					
12.5	Amend Working System for Independent Directors	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.					
12.6	Amend Information Disclosure Management System	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.					

ASR Nederland NV

Meeting Date: 05/29/2024Country: NetherlandsTicker: ASRNL

Record Date: 05/01/2024Meeting Type: Annual

Primary Security ID: N0709G103

Shares Voted: 18,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Executive Board (Non-Voting)	Mgmt			
Voting Policy Rationale: No vote is required for this item.					
2.b	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
Voting Policy Rationale: No vote is required for this item.					
2.c	Discussion on Company's Corporate Governance Structure	Mgmt			
2.d	Approve Remuneration Report	Mgmt	For	For	For
3.a	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3.c	Approve Dividends	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.a	Receive Explanation of the Nomination of KPMG	Mgmt			
4.b	Ratify KPMG as Auditors	Mgmt	For	For	For
5.a	Approve Discharge of Executive Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>					
5.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR is warranted because of the absence of any information about significant and compelling controversies that the management board and/or supervisory board are not fulfilling their fiduciary duties.</i>					
6.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>					
6.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because it is in line with commonly used safeguards regarding volume and duration.</i>					
6.c	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
7.a	Receive Resignation of Herman Hintzen as Member of the Supervisory Board	Mgmt			
7.b	Opportunity to Make Recommendations	Mgmt	For	For	For
7.c	Announce Nomination by the Supervisory Board to Appoint Bob Elfring as Member of the Supervisory Board	Mgmt			
7.d	Elect Bob Elfring to Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					
7.e	Reelect Joop Wijn to Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates</i>					
8	Allow Questions	Mgmt			
9	Close Meeting	Mgmt			



Faraday Technology Corp.

Meeting Date: 05/29/2024

Record Date: 03/29/2024

Primary Security ID: Y24101100

Country: Taiwan

Meeting Type: Annual

Ticker: 3035

Shares Voted: 1,603,475

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For
2	Approve Profit Distribution	Mgmt	For	For	For
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
3.1	Elect Chia Tsung Hung, a REPRESENTATIVE of United Microelectronics Corporation, with SHAREHOLDER NO.1, as Non-Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
3.2	Elect Ying Sheng Shen, a REPRESENTATIVE of United Microelectronics Corporation, with SHAREHOLDER NO.1, as Non-Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
3.3	Elect Zhen Li Huang, a REPRESENTATIVE of Unimicron Technology Corp., with SHAREHOLDER NO.159397, as Non-Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
3.4	Elect Kuo Yung Wang, with SHAREHOLDER NO.10713, as Non-Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
3.5	Elect Shih Chin Lin, with SHAREHOLDER NO.203280, as Non-Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
3.6	Elect Wen Ju Tseng, with SHAREHOLDER NO.955, as Non-Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					

Faraday Technology Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.7	Elect Bing Kuan Luo, with ID NO.E120444XXX, as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
3.8	Elect Wan Fen Zhou, with ID NO.D220018XXX, as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
3.9	Elect Li Ying Yeh, with ID NO.A220556XXX, as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
4	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors (Including Independent Directors) and Representatives	Mgmt	For	For	For

Glencore Plc

Meeting Date: 05/29/2024Country: JerseyTicker: GLEN

Record Date: 05/27/2024Meeting Type: Annual

Primary Security ID: G39420107

Shares Voted: 506,033

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Reduction of Capital Contribution Reserves	Mgmt	For	For	For
3	Re-elect Kalidas Madhavpeddi as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these directors is warranted.					
4	Re-elect Gary Nagle as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these directors is warranted.					
5	Re-elect Martin Gilbert as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these directors is warranted.					
6	Re-elect Gill Marcus as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these directors is warranted.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Cynthia Carroll as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these directors is warranted.					
8	Re-elect David Wormsley as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these directors is warranted.					
9	Re-elect Liz Hewitt as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these directors is warranted.					
10	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Approve 2024-2026 Climate Action Transition Plan	Mgmt	For	Abstain	Against
Voting Policy Rationale: An ABSTAIN vote is warranted. The following concerns are highlighted: * It remains difficult to reconcile the Company's activities around coal with Paris goals; * Glencore does not adhere to any particular NZ scenario; and * A cap on coal production featured in the 2021 iteration has been discontinued. However, pending clarification of the Company's strategy following the acquisition of Teck assets, the broad contours of the 2024-2026 plan align with expectations, in that it covers all scopes. The introduction of a new 2030 target, covering all scopes and absolute in nature, is a positive development. The recommendation to abstain recognises the broad alignment of the plan with expectations, but, at the same time, reflects recurrent concerns. It also reflects the consideration, that although the omission of the EVR assets from the plans is not unreasonable at present, the current plan cannot provide a fully comprehensive picture of the climate strategy. For shareholders with a fiduciary duty to vote For or Against, a vote For the resolution is considered warranted.					
13	Approve Remuneration Policy	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

**Shares Voted: 18,119**

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>					
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.</i>					
3	Approve Allocation of Income and Dividends of EUR 2.09 per Share	Mgmt	For	For	For
4	Appoint Mazars & Associes as Auditor for the Sustainability Reporting	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>					
5	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.</i>					
6	Approve Compensation Report	Mgmt	For	For	For
7	Approve Compensation of Angeles Garcia-Poveda, Chairwoman of the Board	Mgmt	For	For	For
8	Approve Compensation of Benoit Coquart, CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairwoman of the Board	Mgmt	For	For	For
10	Approve Remuneration Policy of CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,300,000	Mgmt	For	For	For
13	Elect Rekha Mehrotra Menon as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the election and reelection of these independent nominees are warranted in the absence of specific concerns (Items 13 and 14).</i>					
14	Reelect Jean-Marc Chery as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the election and reelection of these independent nominees are warranted in the absence of specific concerns (Items 13 and 14).</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
17	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	For	For	For
<i>Voting Policy Rationale: * Votes FOR the authorizations under Items 18-21 and 24 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the total limit proposed under Item 25 is warranted as it limits shareholder dilution the individual limit under all authorizations together.</i>					
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	Mgmt	For	For	For
<i>Voting Policy Rationale: * Votes FOR the authorizations under Items 18-21 and 24 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the total limit proposed under Item 25 is warranted as it limits shareholder dilution the individual limit under all authorizations together.</i>					
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 100 Million	Mgmt	For	For	For
<i>Voting Policy Rationale: * Votes FOR the authorizations under Items 18-21 and 24 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the total limit proposed under Item 25 is warranted as it limits shareholder dilution the individual limit under all authorizations together.</i>					
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 to 20	Mgmt	For	For	For
<i>Voting Policy Rationale: * Votes FOR the authorizations under Items 18-21 and 24 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the total limit proposed under Item 25 is warranted as it limits shareholder dilution the individual limit under all authorizations together.</i>					
22	Authorize Capitalization of Reserves of Up to EUR 100 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

Legrand SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
24	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
Voting Policy Rationale: * Votes FOR the authorizations under Items 18-21 and 24 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the total limit proposed under Item 25 is warranted as it limits shareholder dilution the individual limit under all authorizations together.					
25	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-21 and 23-24 at EUR 200 Million	Mgmt	For	For	For
Voting Policy Rationale: * Votes FOR the authorizations under Items 18-21 and 24 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights. * A vote FOR the total limit proposed under Item 25 is warranted as it limits shareholder dilution the individual limit under all authorizations together.					
26	Amend Article 9.1 of Bylaws Re: Staggering of Directors' Terms of Office	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR Items 26-27 are warranted as: * The staggering of directors' terms of office complies with the governance code to which the company is referring (Item 26). * The proposed amendments comply with the evolutions of legal regulations which deemed non-contentious for shareholders' interests (Item 27).					
27	Amend Articles 7.5 and 9.6 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR Items 26-27 are warranted as: * The staggering of directors' terms of office complies with the governance code to which the company is referring (Item 26). * The proposed amendments comply with the evolutions of legal regulations which deemed non-contentious for shareholders' interests (Item 27).					
Ordinary Business		Mgmt			
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Delta Electronics, Inc.

Meeting Date: 05/30/2024Country: TaiwanTicker: 2308

Record Date: 03/29/2024Meeting Type: Annual

Primary Security ID: Y20263102

Shares Voted: 1,471,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Business Report and Financial Statements	Mgmt	For	For	For
2	Approve Plan on Profit Distribution	Mgmt	For	For	For
3	Approve Amendments to Articles of Association	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly technical in nature or based on operational needs.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Amendments to Procedures Governing the Acquisition or Disposal of Assets, Procedures for Lending Funds to Other Parties and Procedures for Endorsement and Guarantees	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR is warranted given that the amendments are mostly technical in nature or based on operational needs.</i></p>					
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
5.1	Elect Yancey Hai with SHAREHOLDER NO.38010 as Non-independent Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the non-independent director nominees under Items 5.1-5.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee, Audrey Tseng, under Item 5.8 is warranted given the nominee serves on a total of more than six public company boards. A vote FOR the independent director nominees under Item 5.9-5.12 is warranted given the absence of any known issues concerning the nominees.</i></p>					
5.2	Elect Bruce CH Cheng with SHAREHOLDER NO.1 as Non-independent Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the non-independent director nominees under Items 5.1-5.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee, Audrey Tseng, under Item 5.8 is warranted given the nominee serves on a total of more than six public company boards. A vote FOR the independent director nominees under Item 5.9-5.12 is warranted given the absence of any known issues concerning the nominees.</i></p>					
5.3	Elect Ping Cheng with SHAREHOLDER NO.43 as Non-independent Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the non-independent director nominees under Items 5.1-5.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee, Audrey Tseng, under Item 5.8 is warranted given the nominee serves on a total of more than six public company boards. A vote FOR the independent director nominees under Item 5.9-5.12 is warranted given the absence of any known issues concerning the nominees.</i></p>					
5.4	Elect Mark Ko with SHAREHOLDER NO.15314 as Non-independent Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the non-independent director nominees under Items 5.1-5.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee, Audrey Tseng, under Item 5.8 is warranted given the nominee serves on a total of more than six public company boards. A vote FOR the independent director nominees under Item 5.9-5.12 is warranted given the absence of any known issues concerning the nominees.</i></p>					
5.5	Elect Simon Chang with SHAREHOLDER NO.19 as Non-independent Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the non-independent director nominees under Items 5.1-5.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee, Audrey Tseng, under Item 5.8 is warranted given the nominee serves on a total of more than six public company boards. A vote FOR the independent director nominees under Item 5.9-5.12 is warranted given the absence of any known issues concerning the nominees.</i></p>					
5.6	Elect Victor Cheng with SHAREHOLDER NO.44 as Non-independent Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the non-independent director nominees under Items 5.1-5.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee, Audrey Tseng, under Item 5.8 is warranted given the nominee serves on a total of more than six public company boards. A vote FOR the independent director nominees under Item 5.9-5.12 is warranted given the absence of any known issues concerning the nominees.</i></p>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.7	Elect Shan Shan Guo with SHAREHOLDER NO.5436 as Non-independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the non-independent director nominees under Items 5.1-5.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee, Audrey Tseng, under Item 5.8 is warranted given the nominee serves on a total of more than six public company boards. A vote FOR the independent director nominees under Item 5.9-5.12 is warranted given the absence of any known issues concerning the nominees.					
5.8	Elect Audrey Tseng with SHAREHOLDER NO.A220289XXX as Independent Director	Mgmt	For	Against	For
Voting Policy Rationale: A vote FOR the non-independent director nominees under Items 5.1-5.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee, Audrey Tseng, under Item 5.8 is warranted given the nominee serves on a total of more than six public company boards. A vote FOR the independent director nominees under Item 5.9-5.12 is warranted given the absence of any known issues concerning the nominees.					
5.9	Elect Shyue Ching Lu with SHAREHOLDER NO.H100330XXX as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the non-independent director nominees under Items 5.1-5.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee, Audrey Tseng, under Item 5.8 is warranted given the nominee serves on a total of more than six public company boards. A vote FOR the independent director nominees under Item 5.9-5.12 is warranted given the absence of any known issues concerning the nominees.					
5.10	Elect Jack J.T. Huang with SHAREHOLDER NO.A100320XXX as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the non-independent director nominees under Items 5.1-5.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee, Audrey Tseng, under Item 5.8 is warranted given the nominee serves on a total of more than six public company boards. A vote FOR the independent director nominees under Item 5.9-5.12 is warranted given the absence of any known issues concerning the nominees.					
5.11	Elect Rose Tsou with SHAREHOLDER NO.E220471XXX as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the non-independent director nominees under Items 5.1-5.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee, Audrey Tseng, under Item 5.8 is warranted given the nominee serves on a total of more than six public company boards. A vote FOR the independent director nominees under Item 5.9-5.12 is warranted given the absence of any known issues concerning the nominees.					
5.12	Elect Doris Hsu with SHAREHOLDER NO.F220489XXX as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the non-independent director nominees under Items 5.1-5.7 is warranted given the absence of any known issues concerning the nominees. A vote AGAINST the nominee, Audrey Tseng, under Item 5.8 is warranted given the nominee serves on a total of more than six public company boards. A vote FOR the independent director nominees under Item 5.9-5.12 is warranted given the absence of any known issues concerning the nominees.					
6	Approve the Release from Non-competition of Restrictions on the Company's Directors	Mgmt	For	For	For



Meeting Date: 05/30/2024	Country: United Kingdom	Ticker: EDV
Record Date: 05/28/2024	Meeting Type: Annual	
Primary Security ID: G3042J105		

Shares Voted: 453

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Re-elect Alison Baker as Director	Mgmt	For	For	For
Voting Policy Rationale: Items 3-4 and 6-10 A vote FOR these Directors is warranted. It is noted that much of the Board, including the Chair, is new. In addition, there are two representatives of the major shareholder (it is important to note that it was the major shareholder that initiated the investigation).					
3	Re-elect Patrick Bouisset as Director	Mgmt	For	For	For
Voting Policy Rationale: Items 3-4 and 6-10 A vote FOR these Directors is warranted. It is noted that much of the Board, including the Chair, is new. In addition, there are two representatives of the major shareholder (it is important to note that it was the major shareholder that initiated the investigation).					
4	Re-elect Ian Cockerill as Director	Mgmt	For	For	For
Voting Policy Rationale: Items 3-4 and 6-10 A vote FOR these Directors is warranted. It is noted that much of the Board, including the Chair, is new. In addition, there are two representatives of the major shareholder (it is important to note that it was the major shareholder that initiated the investigation).					
5	Re-elect Livia Mahler as Director	Mgmt	For	For	For
Voting Policy Rationale: Items 3-4 and 6-10 A vote FOR these Directors is warranted. It is noted that much of the Board, including the Chair, is new. In addition, there are two representatives of the major shareholder (it is important to note that it was the major shareholder that initiated the investigation).					
6	Re-elect Sakhila Mirza as Director	Mgmt	For	For	For
Voting Policy Rationale: Items 3-4 and 6-10 A vote FOR these Directors is warranted. It is noted that much of the Board, including the Chair, is new. In addition, there are two representatives of the major shareholder (it is important to note that it was the major shareholder that initiated the investigation).					
7	Re-elect Naguib Sawiris as Director	Mgmt	For	For	For
Voting Policy Rationale: Items 3-4 and 6-10 A vote FOR these Directors is warranted. It is noted that much of the Board, including the Chair, is new. In addition, there are two representatives of the major shareholder (it is important to note that it was the major shareholder that initiated the investigation).					
8	Re-elect Srinivasan Venkatakrishnan as Director	Mgmt	For	For	For
Voting Policy Rationale: Items 3-4 and 6-10 A vote FOR these Directors is warranted. It is noted that much of the Board, including the Chair, is new. In addition, there are two representatives of the major shareholder (it is important to note that it was the major shareholder that initiated the investigation).					
9	Elect Cathia Lawson-Hall as Director	Mgmt	For	For	For
Voting Policy Rationale: Items 3-4 and 6-10 A vote FOR these Directors is warranted. It is noted that much of the Board, including the Chair, is new. In addition, there are two representatives of the major shareholder (it is important to note that it was the major shareholder that initiated the investigation).					

Endeavour Mining Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Elect John Munro as Director	Mgmt	For	For	For
Voting Policy Rationale: Items 3-4 and 6-10 A vote FOR these Directors is warranted. It is noted that much of the Board, including the Chair, is new. In addition, there are two representatives of the major shareholder (it is important to note that it was the major shareholder that initiated the investigation).					
11	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For
14	Approve Unallocated Securities, Rights and Other Entitlements Under the Incentive Plans	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Silergy Corp.

Meeting Date: 05/30/2024	Country: Cayman Islands	Ticker: 6415
Record Date: 03/29/2024	Meeting Type: Annual	
Primary Security ID: G8190F102		

Shares Voted: 584,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Business Operations Report and Consolidated Financial Statements	Mgmt	For	For	For
2	Approve Profit Distribution	Mgmt	For	For	For

Silergy Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Amend Procedures for Endorsement and Guarantees	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST is warranted because: * The proposed increase of caps in endorsement and guarantee provision may expose the company to unnecessary risks; and * The company has failed to provide a compelling rationale for such changes.					
4	Approve Issuance of Restricted Stocks	Mgmt	For	For	For

Accor SA

Meeting Date: 05/31/2024	Country: France	Ticker: AC
Record Date: 05/29/2024	Meeting Type: Annual/Special	
Primary Security ID: F00189120		

Shares Voted: 45,674					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business	Mgmt			
	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.					
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.					
3	Approve Allocation of Income and Dividends of EUR 1.18 per Share	Mgmt	For	For	For
4	Appoint PricewaterhouseCoopers Audit as Auditor for the Sustainability Reporting	Mgmt	For	For	For
5	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,440,000	Mgmt	For	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this remuneration report is warranted as there is a lack of responsiveness following shareholders' dissent in the past few years.					
7	Approve Compensation of Sebastien Bazin, Chairman and CEO	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this remuneration report is warranted as: * The is a risk of compensation effect between the criteria of the 2023 granted LTIP. * There is significant compensation between the criteria of the 2020 and 2021 LTIPs, that have respectively vested and will vest during next FY.					
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	Against

Accor SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Approve Transaction with Rubyrock Co. Limited Re: Agreement for an Off-market Buyback	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	For
Voting Policy Rationale: This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.					
Extraordinary Business		Mgmt			
12	Approve Contribution in Kind of 283,476,190 Shares from Accor Luxury & Lifestyle SAS, its Valuation and Remuneration	Mgmt	For	For	For
Ordinary Business		Mgmt			
13	Authorize Board to Issue Free Warrants with Preemptive Rights During a Public Tender Offer	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this form of antitakeover mechanism is warranted, despite the explanations, rationale and process disclosed by the company.					
14	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

KMC (Kuei Meng) International, Inc.

Meeting Date: 05/31/2024Country: TaiwanTicker: 5306

Record Date: 04/01/2024Meeting Type: Annual

Primary Security ID: Y1662S108

Shares Voted: 516,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For
2	Approve Plan on Profit Distribution	Mgmt	For	For	For
3	Approve Amendments to Rules and Procedures Regarding Shareholder's General Meeting	Mgmt	For	For	For

Unimicron Technology Corp.

Meeting Date: 05/31/2024Country: TaiwanTicker: 3037

Record Date: 04/01/2024Meeting Type: Annual

Primary Security ID: Y90668107

Unimicron Technology Corp.

Shares Voted: 10,527,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For
2	Approve Plan on Profit Distribution	Mgmt	For	For	For
3	Approve Release of Restrictions of Competitive Activities of Directors	Mgmt	For	For	For

Uni-President China Holdings Ltd.

Meeting Date: 05/31/2024Country: Cayman IslandsTicker: 220

Record Date: 05/24/2024Meeting Type: Annual

Primary Security ID: G9222R106

Shares Voted: 752,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Elect Chen Sun-Te as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote AGAINST the election of Johnny Chen is warranted for failing to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. In the absence of any significant issues concerning Eric Chen Sun-Te, a vote FOR his election is warranted.					
3b	Elect Chen Johnny as Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the election of Johnny Chen is warranted for failing to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. In the absence of any significant issues concerning Eric Chen Sun-Te, a vote FOR his election is warranted.					
4	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
5	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.					
7	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For

Uni-President China Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.					

VEON Ltd.

Meeting Date: 05/31/2024

Country: Bermuda

Ticker: VEON

Record Date: 04/25/2024

Meeting Type: Annual

Primary Security ID: G9349W103

Shares Voted: 17,625

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Meeting for ADR Holders	Mgmt			
	Amend Bye-Laws Re: Equity-Related	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR Item 1 is warranted, because there are no concerns with the proposed amendment. A vote AGAINST Item 2 is warranted, because the proposed amendment may allow the board to hold general meetings in a virtual-only format whereas the proposal is not accompanied by a compelling rationale, nor did it provide in which circumstances the virtual meetings would occur or how it planned to ensure shareholders' rights.					
2	Amend Bye-Laws Re: Shareholder Meetings	Mgmt	For	Against	For
	Voting Policy Rationale: A vote FOR Item 1 is warranted, because there are no concerns with the proposed amendment. A vote AGAINST Item 2 is warranted, because the proposed amendment may allow the board to hold general meetings in a virtual-only format whereas the proposal is not accompanied by a compelling rationale, nor did it provide in which circumstances the virtual meetings would occur or how it planned to ensure shareholders' rights.				
3	Ratify PriceWaterhouseCoopers Accountants N.V. as Auditor and Authorize Board to Fix Its Remuneration	Mgmt	For	Against	For
	Voting Policy Rationale: A vote AGAINST is warranted because the company failed to disclose the fees paid to the auditor for the year under review, and the breakdown thereof.				
4.1	Elect Seven Directors by Cumulative Voting	Mgmt			
	Elect Michiel Soeting as Director	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR Sir Brandon Lewis, Duncan Perry and Michiel Soeting (Items 4.1, 4.5 and 4.7) are warranted because these nominees can be classified as independent, making them the most likely of all the candidates to act in all shareholders' interest.					
4.2	Elect Kaan Terzioglu as Director	Mgmt	For	Against	For
	Voting Policy Rationale: Votes FOR Sir Brandon Lewis, Duncan Perry and Michiel Soeting (Items 4.1, 4.5 and 4.7) are warranted because these nominees can be classified as independent, making them the most likely of all the candidates to act in all shareholders' interest.				
4.3	Elect Augie Fabela as Director	Mgmt	For	Against	For
	Voting Policy Rationale: Votes FOR Sir Brandon Lewis, Duncan Perry and Michiel Soeting (Items 4.1, 4.5 and 4.7) are warranted because these nominees can be classified as independent, making them the most likely of all the candidates to act in all shareholders' interest.				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.4	Elect Michael R Pompeo as Director	Mgmt	For	Against	For
Voting Policy Rationale: Votes FOR Sir Brandon Lewis, Duncan Perry and Michiel Soeting (Items 4.1, 4.5 and 4.7) are warranted because these nominees can be classified as independent, making them the most likely of all the candidates to act in all shareholders' interest.					
4.5	Elect Brandon Lewis as Director	Mgmt	For	For	Against
Voting Policy Rationale: Votes FOR Sir Brandon Lewis, Duncan Perry and Michiel Soeting (Items 4.1, 4.5 and 4.7) are warranted because these nominees can be classified as independent, making them the most likely of all the candidates to act in all shareholders' interest.					
4.6	Elect Andrei Gusev as Director	Mgmt	For	Against	Against
Voting Policy Rationale: Votes FOR Sir Brandon Lewis, Duncan Perry and Michiel Soeting (Items 4.1, 4.5 and 4.7) are warranted because these nominees can be classified as independent, making them the most likely of all the candidates to act in all shareholders' interest.					
4.7	Elect Duncan Perry as Director	Mgmt	For	For	Against
Voting Policy Rationale: Votes FOR Sir Brandon Lewis, Duncan Perry and Michiel Soeting (Items 4.1, 4.5 and 4.7) are warranted because these nominees can be classified as independent, making them the most likely of all the candidates to act in all shareholders' interest.					
5	If you are holding less than 5% of the Company's total issued and outstanding shares, vote FOR. Otherwise vote AGAINST.	Mgmt	None	Refer	For

Horizon Construction Development Ltd.

Meeting Date: 06/04/2024	Country: Cayman Islands	Ticker: 9930
Record Date: 05/29/2024	Meeting Type: Annual	
Primary Security ID: G4R39T107		

Shares Voted: 484,000					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Adopt Share Option Scheme	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the directors eligible to receive options under the Scheme are involved in the administration of the Scheme.					
3	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.					

Horizon Construction Development Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.					
6.1	Elect He Ziming as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
6.2	Elect Li Qianjin as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
6.3	Elect Xu Min as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
6.4	Elect Jin Jinping as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
7	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
8	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
9	Approve Amendments to the Existing Third Amended and Restated Articles of Association and Adopt New Fourth Amended and Restated Articles of Association	Mgmt	For	For	For

Mytilineos SA

Meeting Date: 06/04/2024	Country: Greece	Ticker: MYTIL
Record Date: 05/29/2024	Meeting Type: Annual	
Primary Security ID: X56014131		

Shares Voted: 292,986

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For



Mytilineos SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted because: * The salary of executive Chrisafis increased by 115 percent and the supporting rationale is not considered sufficiently compelling. * There is insufficient disclosure about the calculation of LTI awards, which in the end exceed opportunity initially provided. The LTI award to the CEO is considered high for the Greek market.					
4	Receive Audit Committee's Report	Mgmt			
5	Receive Report of Independent Non-Executive Directors	Mgmt			
6	Approve Management of Company and Grant Discharge to Auditors	Mgmt	For	For	For
7	Approve Auditors and Fix Their Remuneration	Mgmt	For	For	For
8	Amend Share Distribution Plans Previously Approved	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted due to concerns raised about the implementation of the restricted stock plan (see Item 3), while ex-ante vesting schedule for the relative TSR component is not disclosed and it seems that the plan provisions keep giving discretion to the board to set terms of the plan.					
9	Change Company Name	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted due to a lack of disclosure.					
10	Elect Independent Director	Mgmt	For	For	For
11	Approve Special Reserve Account	Mgmt	For	For	For

Taiwan Semiconductor Manufacturing Co., Ltd.

Meeting Date: 06/04/2024Country: TaiwanTicker: 2330

Record Date: 04/03/2024Meeting Type: Annual

Primary Security ID: Y84629107

Shares Voted: 13,121,911

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For
2	Approve Amendments to Articles of Association	Mgmt	For	For	For
3	Approve Issuance of Restricted Stocks	Mgmt	For	For	For
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			

Taiwan Semiconductor Manufacturing Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Elect C.C. Wei, with SHAREHOLDER NO.370885, as Non-Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
4.2	Elect F.C. Tseng, with SHAREHOLDER NO.104, as Non-Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
4.3	Elect Ming Hsin Kung, a REPRESENTATIVE of National Development Fund, Executive Yuan, with SHAREHOLDER NO.1, as Non-Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
4.4	Elect Sir Peter L. Bonfield, with SHAREHOLDER NO.577470XXX, as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
4.5	Elect Michael R. Splinter, with SHAREHOLDER NO.674701XXX, as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
4.6	Elect Moshe N. Gavrielov, with SHAREHOLDER NO.A04480XXX, as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
4.7	Elect L. Rafael Reif, with SHAREHOLDER NO.545784XXX, as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
4.8	Elect Ursula M. Burns, with SHAREHOLDER NO.568069XXX, as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
4.9	Elect Lynn L. Elsenhans, with SHAREHOLDER NO.561527XXX, as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					

Taiwan Semiconductor Manufacturing Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.10	Elect Chuan Lin, with SHAREHOLDER NO.550387, as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					

Taiwan Semiconductor Manufacturing Co., Ltd.

Meeting Date: 06/04/2024Country: TaiwanTicker: 2330

Record Date: 04/05/2024Meeting Type: Annual

Primary Security ID: Y84629107

Shares Voted: 233,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For
2	Approve Amendments to Articles of Association	Mgmt	For	For	For
3	Approve Issuance of Restricted Stocks	Mgmt	For	For	For
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
4.1	Elect C.C. Wei, with SHAREHOLDER NO.370885, as Non-Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
4.2	Elect F.C. Tseng, with SHAREHOLDER NO.104, as Non-Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
4.3	Elect Ming Hsin Kung, a REPRESENTATIVE of National Development Fund, Executive Yuan, with SHAREHOLDER NO.1, as Non-Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					

## Taiwan Semiconductor Manufacturing Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.4	Elect Sir Peter L. Bonfield, with SHAREHOLDER NO.577470XXX, as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
4.5	Elect Michael R. Splinter, with SHAREHOLDER NO.674701XXX, as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
4.6	Elect Moshe N. Gavriellov, with SHAREHOLDER NO.A04480XXX, as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
4.7	Elect L. Rafael Reif, with SHAREHOLDER NO.545784XXX, as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
4.8	Elect Ursula M. Burns, with SHAREHOLDER NO.568069XXX, as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
4.9	Elect Lynn L. Elsenhans, with SHAREHOLDER NO.561527XXX, as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
4.10	Elect Chuan Lin, with SHAREHOLDER NO.550387, as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					

## The Vita Coco Company, Inc.

Meeting Date: 06/04/2024	Country: USA	Ticker: COCO
Record Date: 04/08/2024	Meeting Type: Annual	
Primary Security ID: 92846Q107		

The Vita Coco Company, Inc.

Shares Voted: 15,260

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ira Liran	Mgmt	For	For	For
Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Jane Morreau given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.					
1.2	Elect Director Eric Melloul	Mgmt	For	For	For
Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Jane Morreau given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.					
1.3	Elect Director Jane C. Morreau	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee member Jane Morreau given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.					
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Centrica Plc

Meeting Date: 06/05/2024Country: United KingdomTicker: CNA  
Record Date: 06/03/2024Meeting Type: Annual  
Primary Security ID: G2018Z143

Shares Voted: 145,417

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Philippe Boisseau as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
5	Elect Jo Harlow as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
6	Elect Sue Whalley as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Carol Arrowsmith as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
8	Re-elect Nathan Bostock as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
9	Re-elect Chandpreet Duggal as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
10	Re-elect Heidi Mottram as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
11	Re-elect Russell O'Brien as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
12	Re-elect Kevin O'Byrne as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
13	Re-elect Chris O'Shea as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
14	Re-elect Amber Rudd as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
15	Re-elect Scott Wheway as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					

Centrica Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Gerresheimer AG

Meeting Date: 06/05/2024	Country: Germany	Ticker: GXI
Record Date: 05/14/2024	Meeting Type: Annual	
Primary Security ID: D2852S109		

Shares Voted: 51,612					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.25 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
5	Ratify KPMG AG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Sidonie Golombowski-Daffner to the Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.					
7.2	Elect Dorothea Wenzel to the Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.					
7.3	Elect Christoph Zindel to the Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.					

MercadoLibre, Inc.

Meeting Date: 06/05/2024

Record Date: 04/09/2024

Primary Security ID: 58733R102

Country: USA

Meeting Type: Annual

Ticker: MELI

Shares Voted: 110,602

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nicolas Galperin	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1.2	Elect Director Henrique Dubugras	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1.3	Elect Director Richard Sanders	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Pistrelli, Henry Martin y Asociados S.R.L. as Auditors	Mgmt	For	For	For

PetroChina Company Limited

Meeting Date: 06/05/2024

Record Date: 05/03/2024

Primary Security ID: Y6883Q104

Country: China

Meeting Type: Annual

Ticker: 857

Shares Voted: 44,533,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	AGM BALLOT FOR HOLDERS OF H SHARES	Mgmt			
	Approve Report of the Board of Directors	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted because the company is a significant greenhouse gas (GHG) emitter, and it is considered not to be taking the minimum steps needed to understand, assess, and mitigate risks related to climate change to the company and the larger economy. The company has not set any mid-term GHG emission reduction targets for its own operations and electricity consumption (Scopes 1 & 2) nor any 2050 GHG emission reduction targets for its own operations and electricity consumption (Scopes 1 & 2).					
2	Approve Report of the Supervisory Committee	Mgmt	For	For	For
Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.					
3	Approve Financial Report	Mgmt	For	For	For
Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.					



PetroChina Company Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Profit Distribution Plan	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given that these are reasonable requests that are made in line with applicable laws in China.					
5	Approve Authorization to the Board to Determine Interim Profit Distribution Plan	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given that these are reasonable requests that are made in line with applicable laws in China.					
6	Approve Guarantee Scheme	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company has failed to disclose pertinent details regarding this proposal.					
7	Approve PricewaterhouseCoopers Zhong Tian LLP and PricewaterhouseCoopers as Domestic and International Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
8	Elect Zhou Song as Supervisor	SH	For	For	For
9	Approve Grant of General Mandate to the Board to Determine and Deal with the Issue of Debt Financing Instruments	Mgmt	For	For	For
10	Amend of Articles of Association and Rules of Procedures of the General Meeting	Mgmt	For	For	For

Chroma Ate, Inc.

Meeting Date: 06/06/2024

Record Date: 04/03/2024

Primary Security ID: Y1604M102

Country: Taiwan

Meeting Type: Annual

Ticker: 2360

Shares Voted: 1,600,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For
2	Approve Plan on Profit Distribution	Mgmt	For	For	For
3	Amend Procedures for Endorsement and Guarantees	Mgmt	For	For	For

Equitas Small Finance Bank Ltd.

Meeting Date: 06/06/2024Country: IndiaTicker: 543243

Record Date: 04/26/2024Meeting Type: Special

Primary Security ID: Y2R9VF103

Shares Voted: 3,068,567

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Postal Ballot	Mgmt			
	Elect Gulshan Rai as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
2	Elect Anil Kumar Sharma as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.				
3	Approve Appointment and Remuneration of Anil Kumar Sharma as Non-Executive (Part-time) Chairman	Mgmt	For	For	For

ITC Limited

Meeting Date: 06/06/2024Country: IndiaTicker: 500875

Record Date: 05/17/2024Meeting Type: Court

Primary Security ID: Y4211T171

Shares Voted: 8,403

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Court-Ordered Meeting for Ordinary Shareholders	Mgmt			
	Approve Scheme of Arrangement	Mgmt	For	For	For

Leejam Sports Co. JSC

Meeting Date: 06/06/2024Country: Saudi ArabiaTicker: 1830

Record Date:Meeting Type: Annual

Primary Security ID: M4319P108

Shares Voted: 108,981

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business	Mgmt			
	Review and Discuss Board Report on Company Operations for FY 2023	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Review and Discuss Financial Statements and Statutory Reports for FY 2023	Mgmt	For	For	For
3	Approve Auditors' Report on Company Financial Statements for FY 2023	Mgmt	For	For	For
4	Approve Discharge of Directors for FY 2023	Mgmt	For	For	For
5	Approve Remuneration of Directors of SAR 2,726,000 for FY 2023	Mgmt	For	For	For
6	Ratify Auditors and Fix Their Remuneration for Q2, Q3 and Annual Statement of FY 2024 and Q1 of FY 2025	Mgmt	For	For	For
7	Authorize Board to Distribute Interim Dividends Semi Annually or Quarterly for FY 2024	Mgmt	For	For	For
8	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	Mgmt	For	For	For
9	Amend Article 3 of Bylaws Re: Corporate Purpose	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 9 A vote FOR this non-contentious amendment is warranted. Item 10 A vote FOR the proposed amendments is warranted, although it is not without concern for shareholders: * The proposed amendments under Art. 17, Art. 33 and Art. 41 are not considered in line with shareholders' interests. The main reasons for support are: * For Art. 33 and 41, The company aligns with the new Companies Law whose provisions are mandatory; * The grace period provided for companies to comply will expire in January 2025, implying this may be the last time the company can amend its bylaws. * The amendments contain some positive changes from shareholder perspective.</i>					
10	Amend Articles of Bylaws According to the New Companies' Law, and Rearranging and Renumbering the Articles of Bylaws in Accordance with the Proposed Amendments	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 9 A vote FOR this non-contentious amendment is warranted. Item 10 A vote FOR the proposed amendments is warranted, although it is not without concern for shareholders: * The proposed amendments under Art. 17, Art. 33 and Art. 41 are not considered in line with shareholders' interests. The main reasons for support are: * For Art. 33 and 41, The company aligns with the new Companies Law whose provisions are mandatory; * The grace period provided for companies to comply will expire in January 2025, implying this may be the last time the company can amend its bylaws. * The amendments contain some positive changes from shareholder perspective.</i>					
11	Approve the Transfer of Statutory Reserve Balance of SAR 135,596,952 as Stated in Financial Statement of the Period of Three Months Ended 31/03/2024 to Retained Earnings Balance	Mgmt	For	For	For
12	Approve Interim Dividends for Q1 of FY 2024 of SAR 0.97 Per Share	Mgmt	For	For	For

Leejam Sports Co. JSC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Amend Nomination and Remuneration Committee Charter	Mgmt	For	For	For
14	Amend Remuneration Policy of Board Members, Committees, and Executive Management	Mgmt	For	For	For
15	Amend Audit Committee Charter	Mgmt	For	For	For
16	Amend Social Responsibility Policy	Mgmt	For	For	For
17	Amend Competing Business Policy	Mgmt	For	For	For
18	Amend Policy, Criteria and Procedures of Board of Directors Membership	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted given that the increase of the board's term is not considered in line with shareholders' interest.					
19	Approve Employees Stock Incentive program and Authorize Board to Determine the Terms and Allocation Price for Each Share	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted given the lack of sufficient disclosure around the employees' stock incentive program.					
20	Authorize Share Repurchase Program Up to 200,000 Shares to be Allocated for Employees Incentive Program and Authorize the Board to Execute the Approved Resolution	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted considering issues raised under Item 19 with regards to the employee stock incentive program.					

Samsonite International S.A.

Meeting Date: 06/06/2024	Country: Luxembourg	Ticker: 1910
Record Date: 05/30/2024	Meeting Type: Annual	
Primary Security ID: L80308106		

Shares Voted: 2,283,210					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Results	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given that these are routine requests for companies incorporated in Luxembourg.					
3	Approve Cash Distribution	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given that these are routine requests for companies incorporated in Luxembourg.					

Samsonite International S.A.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Elect Jerome Squire Griffith as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the election of both nominees is warranted.					
5	Elect Ying Yeh as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the election of both nominees is warranted.					
6	Renew Mandate Granted to KPMG Luxembourg as Statutory Auditor and Authorize Board Fix Their Remuneration	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these proposals is warranted given the absence of any known issues concerning the audit firms, their remuneration, and the way the audit was conducted.					
7	Approve KPMG LLP as External Auditor and Authorize Board Fix Their Remuneration	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these proposals is warranted given the absence of any known issues concerning the audit firms, their remuneration, and the way the audit was conducted.					
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
9	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
10	Approve Discharge Granted to the Directors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted.					
11	Approve Discharge Granted to the Statutory Auditor	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted.					
12	Approve Remuneration of Directors	Mgmt	For	For	For
13	Approve Grant of Restricted Share Units to Kyle Francis Gendreau Pursuant to the Share Award Scheme	Mgmt	For	For	For

Samsonite International S.A.

Meeting Date: 06/06/2024	Country: Luxembourg	Ticker: 1910
Record Date: 05/30/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: L80308106		

Shares Voted: 2,283,210

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Renewal of Authorization Granted to the Board of Directors to Issue Shares, Grant Options and Restricted Share Units and Grant Subscription Rights	Mgmt	For	For	For
2	Approve Modification of Article 13.1 of the Articles of Incorporation	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the proposed amendments are made on the basis of the company's actual circumstances, will bring the company's Articles in line with the updated laws and regulations that govern the company, and in the absence of any known concerns regarding the proposed changes.					
3	Approve Modification of Article 13.17 of the Articles of Incorporation	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the proposed amendments are made on the basis of the company's actual circumstances, will bring the company's Articles in line with the updated laws and regulations that govern the company, and in the absence of any known concerns regarding the proposed changes.					
4	Approve Modification of Article 19.1 of the Articles of Incorporation	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the proposed amendments are made on the basis of the company's actual circumstances, will bring the company's Articles in line with the updated laws and regulations that govern the company, and in the absence of any known concerns regarding the proposed changes.					

CMOC Group Limited

Meeting Date: 06/07/2024Country: ChinaTicker: 3993  
Record Date: 06/03/2024Meeting Type: Annual  
Primary Security ID: Y1503Z105

Shares Voted: 1,755,974

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	AGM BALLOT FOR HOLDERS OF H SHARES	Mgmt			
	Approve Purchase of Structured Deposit with Internal Idle Fund	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.					
2	Approve Purchase of Wealth Management or Entrusted Wealth Management Products with Internal Idle Fund	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Forecast of the Amount of External Guarantee	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the company has failed to disclose pertinent details regarding the provision of guarantees to other controlled subsidiaries.</i>					
4	Approve Forfeiture of Uncollected Dividend of H Shareholders	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that these are reasonable requests that are made in line with applicable laws in China.</i>					
5	Authorize Board to Decide on Issuance of Debt Financing Instruments	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the issuance of debt financing instruments is warranted given the lack of disclosed information to assess the impact of the possible issuance of convertible bonds on shareholders' rights and value.</i>					
6	Authorize Board to Deal with the Distribution of Interim Dividend and Quarterly Dividend	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that these are reasonable requests that are made in line with applicable laws in China.</i>					
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights for Additional A Shares and/or H Shares	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted for the following: * The share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>					
8	Authorize Repurchase of Issued H Share Capital	Mgmt	For	For	For
9	Approve Report of the Board of Directors	Mgmt	For	For	For
<i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.</i>					
10	Approve Report of the Supervisory Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.</i>					
11	Approve Annual Report	Mgmt	For	For	For
<i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.</i>					
12	Approve Financial Report and Financial Statements	Mgmt	For	For	For
<i>Voting Policy Rationale: In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR these resolutions is warranted.</i>					
13	Approve Profit Distribution Plan	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that these are reasonable requests that are made in line with applicable laws in China.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Approve Amendment and Improvement of the Internal Control Systems Including the Articles of Association	Mgmt	For	For	For
15	Approve Appointment of the External Auditors	Mgmt	For	For	For
16	Approve Joint External Investments and Related Parties and Related Party Transactions	Mgmt	For	For	For
17	Approve Donation-Related Matters	Mgmt	For	For	For
	ELECT DIRECTORS	Mgmt			
18.1	Elect Yuan Honglin as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the election of all nominees is warranted.				
18.2	Elect Sun Ruiwen as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the election of all nominees is warranted.				
18.3	Elect Li Chaochun as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the election of all nominees is warranted.				
18.4	Elect Lin Jiuxin as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the election of all nominees is warranted.				
18.5	Elect Jiang Li as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the election of all nominees is warranted.				
	ELECT SUPERVISORS	Mgmt			
19.1	Elect Zheng Shu as Supervisor	Mgmt	For	For	For
	Voting Policy Rationale: In the absence of any known issues relating to the nominees, a vote FOR their election as supervisors is warranted.				
19.2	Elect Zhang Zhenhao as Supervisor	Mgmt	For	For	For
	Voting Policy Rationale: In the absence of any known issues relating to the nominees, a vote FOR their election as supervisors is warranted.				
20	Authorize Board to Fix Remuneration of Directors and Supervisors	Mgmt	For	For	For
	ELECT INDEPENDENT NON-EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
21.1	Elect Wang Kaiguo as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the election of all nominees is warranted.				
21.2	Elect Gu Hongyu as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the election of all nominees is warranted.				
21.3	Elect Cheng Gordon as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the election of all nominees is warranted.				



Jacobio Pharmaceuticals Group Co., Ltd.

Meeting Date: 06/07/2024

Record Date: 06/03/2024

Primary Security ID: G4987A109

Country: Cayman Islands

Meeting Type: Annual

Ticker: 1167

Shares Voted: 2,097,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.1	Elect Yunyan Hu as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
2.2	Elect Yanmin Tang as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
2.3	Elect Te-li Chen as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
2.4	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
3	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.					
5	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
6	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.					

WillScot Mobile Mini Holdings Corp.

Meeting Date: 06/07/2024

Record Date: 04/10/2024

Primary Security ID: 971378104

Country: USA

Meeting Type: Annual

Ticker: WSC

Shares Voted: 3,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark S. Bartlett	Mgmt	For	For	For

WillScot Mobile Mini Holdings Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1b	Elect Director Erika T. Davis	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1c	Elect Director Gerard E. Holthaus	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1d	Elect Director Natalia N. Johnson	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1e	Elect Director Erik Olsson	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1f	Elect Director Rebecca L. Owen	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1g	Elect Director Jeff Sagansky	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1h	Elect Director Bradley L. Soultz	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1i	Elect Director Michael W. Upchurch	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	Mgmt	For	For	For

JSW Infrastructure Ltd.

Meeting Date: 06/08/2024

Record Date: 05/03/2024

Primary Security ID: Y4S6D5114

Country: India

Meeting Type: Special

Ticker: 543994

Shares Voted: 1,220,823

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

JSW Infrastructure Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Reappointment and Remuneration of Arun Maheshwari as Joint Managing Director and Chief Executive Officer	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted in view of the following concerns in the executive's remuneration: * Arun Maheshwari's past pay is aggressively positioned when compared to market peers and industry standards. * The company has not disclosed the quantum of stock options the executive is entitled to receive during his tenure. * ESOPs granted to him historically have been excessive, at deep discount to market price, involves time-based vesting. * Arun Maheshwari is an Executive Director of the company's subsidiary as well and company has not provided disclosure on his remuneration from the subsidiary. As a result, shareholders will not get an opportunity to review the remuneration received from the subsidiary.					
2	Elect Anoop Kumar Mittal as Director	Mgmt	For	For	For
3	Approve Remuneration of Cost Auditors for FY 2023-2024	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given the absence of any known issues concerning the cost auditor, the remuneration, and the way the cost audit was conducted.					
4	Approve Remuneration of Cost Auditors for FY 2024-2025	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given the absence of any known issues concerning the cost auditor, the remuneration, and the way the cost audit was conducted.					
5	Approve Material Related Party Transactions between JSW Jaigarh Port Limited with JSW Steel Limited	Mgmt	For	For	For
6	Approve Material Related Party Transactions between JSW Dharamtar Port Private Limited with JSW Steel Limited	Mgmt	For	For	For

Polymetal International Plc

Meeting Date: 06/11/2024	Country: Kazakhstan	Ticker: POLY
Record Date: 05/24/2024	Meeting Type: Annual	
Primary Security ID: G7179S101		

Shares Voted: 645,475

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Omission of Dividend	Mgmt	For	For	For
4	Elect Vitaly Nesis as Director	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the re-election of directors are warranted because: * The independence level of the board is sufficient; * There are no known concerns with the proposed nominees.					

Polymetal International Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Elect Omar Bahram as Director	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the re-election of directors are warranted because: * The independence level of the board is sufficient; * There are no known concerns with the proposed nominees.					
6	Elect Evgueni Konovalenko as Director	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the re-election of directors are warranted because: * The independence level of the board is sufficient; * There are no known concerns with the proposed nominees.					
7	Elect Janat Berdalina as Director	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the re-election of directors are warranted because: * The independence level of the board is sufficient; * There are no known concerns with the proposed nominees.					
8	Elect Steven Dashevsky as Director	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the re-election of directors are warranted because: * The independence level of the board is sufficient; * There are no known concerns with the proposed nominees.					
9	Elect Pascale Jeannin Perez as Director	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the re-election of directors are warranted because: * The independence level of the board is sufficient; * There are no known concerns with the proposed nominees.					
10	Elect Richard Sharko as Director	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the re-election of directors are warranted because: * The independence level of the board is sufficient; * There are no known concerns with the proposed nominees.					
11	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted due to lack of disclosure.					
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Change Company Name to Solidcore Resources plc	Mgmt	For	For	For

IndusInd Bank Limited

Meeting Date: 06/12/2024

Record Date: 05/03/2024

Primary Security ID: Y3990M134

Country: India

Meeting Type: Special

Ticker: 532187

Shares Voted: 316,302

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Postal Ballot	Mgmt			
	Elect Lingam Venkata Prabhakar as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					

IndusInd Bank Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Elect Rakesh Bhatia as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					

PT Pakuwon Jati Tbk

Meeting Date: 06/12/2024	Country: Indonesia	Ticker: PWON
Record Date: 05/20/2024	Meeting Type: Annual	
Primary Security ID: Y712CA107		

Shares Voted: 102,822,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Annual Report, Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For
4	Approve Auditors	Mgmt	For	For	For

Pure Storage, Inc.

Meeting Date: 06/12/2024	Country: USA	Ticker: PSTG
Record Date: 04/17/2024	Meeting Type: Annual	
Primary Security ID: 74624M102		

Shares Voted: 9,337

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeff Rothschild	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Jeffrey (Jeff) Rothschild and Mallun Yen given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR director nominee Susan (Sue) Taylor is warranted.					
1.2	Elect Director Susan Taylor	Mgmt	For	For	For
Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Jeffrey (Jeff) Rothschild and Mallun Yen given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR director nominee Susan (Sue) Taylor is warranted.					
1.3	Elect Director Mallun Yen	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Jeffrey (Jeff) Rothschild and Mallun Yen given the board's failure to remove, or subject to a sunset requirement, the classified board and the supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR director nominee Susan (Sue) Taylor is warranted.					

Pure Storage, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Although incentive programs were primarily based on pre-set objective measures and the committee introduced a long-term equity award in FY24, there are significant concerns regarding pay decisions, program structure, and the magnitude of awards provided to NEOs. PSU awards utilize a relatively short one-year performance period, and concerns are magnified as the company made modifications to these awards, which resulted in a significant incremental fair value disclosure of more than \$11 million for the CEO. Furthermore, while the company introduced longer term performance-based awards that utilized milestone goals, it resulted in outsized equity award values to all NEOs. In addition, while the aggregate performance of corporate performance measures in the STI were achieved below target, some concerns are raised as NEOs received above-target payouts following the committee's assessment of individual performance. On balance of these factors, a vote AGAINST this proposal is warranted.</i>					

Shelf Drilling Ltd.

Meeting Date: 06/12/2024	Country: Cayman Islands	Ticker: SHLF
Record Date: 06/07/2024	Meeting Type: Annual	
Primary Security ID: G23627105		

Shares Voted: 630,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
2	Elect David Mullen (Chair) as Director	Mgmt	For	Against	For
<i>Voting Policy Rationale: A vote AGAINST this item is warranted for the following reasons: * Lack of gender diversity on the board. * The candidate is considered overboarded. * The term of the directorship has not been clearly defined.</i>					
3	Approve Issuance of 44 Million Shares without Preemptive Rights	Mgmt	For	Against	For
<i>Voting Policy Rationale: A vote AGAINST this issuance authorization is warranted because the potential share capital increase is excessive. Additionally, the authorization can be used to fund incentive plans that lack clear disclosures, and the maximum duration of the proposed authorization does not appear clearly defined.</i>					
4	Amend Memorandum and Articles of Association	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because although the proposed changes appear largely neutral in terms of shareholder value and rights, since the proposal includes updating the authorized share capital of the company in accordance with Item 3 above, which is excessive. It is also noted that the issuance authorization can be used to fund incentive plans that lack clear disclosures, and the maximum duration of the proposed authorization does not appear clearly defined.</i>					

Shenzhen Mindray Bio-Medical Electronics Co., Ltd.

Meeting Date: 06/12/2024	Country: China	Ticker: 300760
Record Date: 06/05/2024	Meeting Type: Special	
Primary Security ID: Y774E3101		

Shares Voted: 109,099

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve to Appoint Auditor	Mgmt	For	For	For

Azelis Group NV

Meeting Date: 06/13/2024Country: BelgiumTicker: AZE  
Record Date: 05/30/2024Meeting Type: Annual  
Primary Security ID: B0R5SJ106

Shares Voted: 105,520

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Annual Meeting Agenda	Mgmt			
	Receive Directors' and Auditors' Consolidated Reports (Non-Voting)	Mgmt			
	Voting Policy Rationale: No vote is required.				
2	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
	Voting Policy Rationale: No vote is required.				
3	Receive Directors' and Auditors' Reports (Non-Voting)	Mgmt			
	Voting Policy Rationale: No vote is required.				
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.22 per Share	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST is warranted, because: * Insufficient disclosure under the STIP, as the company only provided achievement levels on financial metrics and no further disclosure on non-financial metrics or metrics' targets. This does not allow shareholders to assess the stringency of the pay for performance alignment; * Absence of responsiveness regarding significant dissent on last year's remuneration report vote.				
6	Approve Discharge of Directors	Mgmt	For	For	For
7	Approve Discharge of Auditors	Mgmt	For	For	For
8.a	Approve Co-optation of AU-R-ORA BV, Permanently Represented by Anna Bertona, as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates				

Azelis Group NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.b	Elect Kare Schultz as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates					
8.c	Indicate Kare Schultz as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is warranted as the nominee appears truly independent.					
8.d	Elect Melanie Maas-Brunner as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates					
8.e	Indicate Melanie Maas-Brunner as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is warranted as the nominee appears truly independent.					
8.f	Approve Increase in Remuneration of Chairman of the Board of Directors	Mgmt	For	For	For
9.a	Approve Auditors' Remuneration	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.					
9.b	Ratify PricewaterhouseCoopers, Permanently Represented by Peter Van den Eynde, as Auditors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.					
10	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

Azelis Group NV

Meeting Date: 06/13/2024	Country: Belgium	Ticker: AZE
Record Date: 05/30/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: B0R5SJ106		

Shares Voted: 105,520

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Extraordinary Shareholders' Meeting Agenda	Mgmt			
	Change Date of Annual Meeting and Amend Article 34 Accordingly	Mgmt	For	For	For



Kuaishou Technology

Meeting Date: 06/13/2024Country: Cayman IslandsTicker: 1024

Record Date: 06/06/2024Meeting Type: Annual

Primary Security ID: G53263102

Shares Voted: 2,222,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Elect Cheng Yixiao as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
3	Elect Su Hua as Director	Mgmt	For	For	Against
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
4	Elect Zhang Fei as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
5	Elect Xiao Xing as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
6	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
7	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.					
9	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.					
10	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
11	Adopt the Thirteenth Amended and Restated Memorandum and Articles of Association and Related Transactions	Mgmt	For	For	For

Smurfit Kappa Group Plc

Meeting Date: 06/13/2024Country: IrelandTicker: SKG

Record Date: 06/09/2024Meeting Type: Special

Primary Security ID: G8248F104

Smurfit Kappa Group Plc

Shares Voted: 1,078

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Proposed Combination of Smurfit Kappa and WestRock	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these proposals is considered warranted because: * The transaction is backed by a compelling rationale, and it will deliver at least USD 400 million in synergies; and * Based on historical exchange ratio, the valuation appears reasonable.					
2	Approve Matters Relating to the Scheme of Arrangement	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these proposals is considered warranted because: * The transaction is backed by a compelling rationale, and it will deliver at least USD 400 million in synergies; and * Based on historical exchange ratio, the valuation appears reasonable.					
3	Approve Transfer of the Company's Category of Listing from a Premium Listing to a Standard Listing	Mgmt	For	For	For
4	Amend Articles of Association	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these proposals is considered warranted because: * The transaction is backed by a compelling rationale, and it will deliver at least USD 400 million in synergies; and * Based on historical exchange ratio, the valuation appears reasonable.					
5	Approve Share Capital Reduction of Smurfit WestRock	Mgmt	For	For	For

Smurfit Kappa Group Plc

Meeting Date: 06/13/2024Country: IrelandTicker: SKG

Record Date: 06/09/2024Meeting Type: Court

Primary Security ID: 83272W106

Shares Voted: 1,078

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

KEYENCE Corp.

Meeting Date: 06/14/2024Country: JapanTicker: 6861

Record Date: 03/20/2024Meeting Type: Annual

Primary Security ID: J32491102

Shares Voted: 6,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 150	Mgmt	For	For	For
2.1	Elect Director Takizaki, Takemitsu	Mgmt	For	For	For
2.2	Elect Director Nakata, Yu	Mgmt	For	For	For
2.3	Elect Director Yamaguchi, Akiji	Mgmt	For	For	For
2.4	Elect Director Yamamoto, Hiroaki	Mgmt	For	For	For
2.5	Elect Director Nakano, Tetsuya	Mgmt	For	For	For
2.6	Elect Director Yamamoto, Akinori	Mgmt	For	For	For
2.7	Elect Director Taniguchi, Seiichi	Mgmt	For	For	For
2.8	Elect Director Suenaga, Kumiko	Mgmt	For	For	For
2.9	Elect Director Yoshioka, Michifumi	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Indo, Hiroji	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Daiho, Masaji	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Yamamoto, Masaharu	Mgmt	For	For	For

Nova Ljubljanska banka d.d., Ljubljana

Meeting Date: 06/17/2024Country: SloveniaTicker: NLBR

Record Date: 05/03/2024Meeting Type: Annual

Primary Security ID: X58782131

Shares Voted: 536,248

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for GDR Holders	Mgmt			
1	Open Meeting; Verify Quorum; Elect Meeting Chairman	Mgmt	For	For	For
1.1	Counterproposals by Shareholders to Item 1	SH	Against	Against	Against
Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.					
2.1	Receive Annual Report and Statutory Reports	Mgmt			
2.2	Approve Remuneration Report	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2.1	Counterproposals by Shareholders to Item 2.2	SH	Against	Against	Against
Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.					
3.1	Approve Allocation of Income and Dividends of EUR 5.5 per Share	Mgmt	For	For	For
3.1.1	Counterproposals by Shareholders to Item 3.1	SH	Against	Against	Against
Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.					
3.2	Approve Discharge of Management Board Members	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these items are warranted because there are no known problems with the company's management and supervisory boards that occurred during the fiscal year in review.					
3.2.1	Counterproposals by Shareholders to Item 3.2	SH	Against	Against	Against
Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.					
3.3	Approve Discharge of Supervisory Board Members	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these items are warranted because there are no known problems with the company's management and supervisory boards that occurred during the fiscal year in review.					
3.3.1	Counterproposals by Shareholders to Item 3.3	SH	Against	Against	Against
Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.					
4	Receive Internal Auditor's Report	Mgmt			
5.1	Elect Natalia Olegovna Ansell as Supervisory Board Member	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the election of Natalia Olegovna Ansell (Item 5.1), Primoz Karpe (Item 5.2), and Luka Vesnaver (Item 5.3) are warranted because there are no concerns with the proposed composition of the board or individual board members.					
5.1.1	Counterproposals by Shareholders to Item 5.1	SH	Against	Against	Against
Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.					
5.2	Elect Primoz Karpe as Supervisory Board Member	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the election of Natalia Olegovna Ansell (Item 5.1), Primoz Karpe (Item 5.2), and Luka Vesnaver (Item 5.3) are warranted because there are no concerns with the proposed composition of the board or individual board members.					
5.2.1	Counterproposals by Shareholders to Item 5.2	SH	Against	Against	Against
Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.					
5.3	Elect Luka Vesnaver Supervisory Board Member	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the election of Natalia Olegovna Ansell (Item 5.1), Primoz Karpe (Item 5.2), and Luka Vesnaver (Item 5.3) are warranted because there are no concerns with the proposed composition of the board or individual board members.					
5.3.1	Counterproposals by Shareholders to Item 5.3	SH	Against	Against	Against
Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.					

Nova Ljubljanska banka d.d., Ljubljana

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Remuneration Policy	Mgmt	For	For	For
6.1	Counterproposals by Shareholders to Item 6	SH	Against	Against	Against
Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.					
Please certify as stated either in 7.1.1 or 7.1.2 by Marking YES in one of the two options below which applies to you. If none or more than one of these options is marked YES, the voting instructions will be deemed invalid. Vote FOR = Yes and AGAINST = No		Mgmt			
7.1.1	Voting Party is the Ultimate Beneficial Owner of GDRs Referred to in the Voting Instructions and Do Not Hold GDRs for the Account of any Other Person or Hold an Interest in the Company's Voting Share Capital	Mgmt	None	Refer	Against
7.1.2	Voting Party is an Intermediary who, either Holds the GDRs for the Account of the Beneficial Owner or who Holds the GDRs for the Account of Another Intermediary and has been Instructed to Give Instructions and Statements	Mgmt	None	Refer	Against

Jenoptik AG

Meeting Date: 06/18/2024Country: GermanyTicker: JEN

Record Date: 06/11/2024Meeting Type: Annual

Primary Security ID: D3S19K104

Shares Voted: 59,343

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.35 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Supervisory Board for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
5	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2024	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.					
6	Ratify PricewaterhouseCoopers GmbH as Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.					
7	Approve Remuneration Report	Mgmt	For	For	For
8	Elect Daniela Mattheus to the Supervisory Board	Mgmt	For	For	For

Delivery Hero SE

Meeting Date: 06/19/2024	Country: Germany	Ticker: DHER
Record Date: 06/12/2024	Meeting Type: Annual	
Primary Security ID: D1T0KZ103		

Shares Voted: 20,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Discharge of Management Board for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, some shareholders may wish to vote against the boards on a precautionary basis in light of the ongoing investigations concerning antitrust violations.					
3.1	Approve Discharge of Supervisory Board Member Martin Enderle for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, some shareholders may wish to vote against the boards on a precautionary basis in light of the ongoing investigations concerning antitrust violations.					
3.2	Approve Discharge of Supervisory Board Member Patrick Kolek for Fiscal Year 2023	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, some shareholders may wish to vote against the boards on a precautionary basis in light of the ongoing investigations concerning antitrust violations.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.3	Approve Discharge of Supervisory Board Member Jeanette Gorgas for Fiscal Year 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, some shareholders may wish to vote against the boards on a precautionary basis in light of the ongoing investigations concerning antitrust violations.</i>					
3.4	Approve Discharge of Supervisory Board Member Nils Engvall for Fiscal Year 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, some shareholders may wish to vote against the boards on a precautionary basis in light of the ongoing investigations concerning antitrust violations.</i>					
3.5	Approve Discharge of Supervisory Board Member Gabriella Engaras for Fiscal Year 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, some shareholders may wish to vote against the boards on a precautionary basis in light of the ongoing investigations concerning antitrust violations.</i>					
3.6	Approve Discharge of Supervisory Board Member Dimitrios Tsalousis for Fiscal Year 2023	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, some shareholders may wish to vote against the boards on a precautionary basis in light of the ongoing investigations concerning antitrust violations.</i>					
4.1	Elect Kristin Lund to the Supervisory Board	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 4.1-4.3 A vote AGAINST Roger Rabalais is warranted because he is non-independent and is currently the chair of the audit committee. A vote AGAINST Martin Enderle is warranted as a signal of concern to the board because the board would be insufficiently gender diverse (if Items 14-15 were approved), and Enderle is the company's incumbent nomination committee chair. A vote FOR Kristin Lund is warranted due to a lack of concerns. Item 14 A vote FOR this proposal is warranted due to a lack of concerns. Item 15 Contingent upon the approval of Item 14, a vote FOR Scott Ferguson is warranted due to a lack of concerns.</i>					
4.2	Elect Roger Rabalais to the Supervisory Board	Mgmt	For	Against	Abstain
<i>Voting Policy Rationale: Items 4.1-4.3 A vote AGAINST Roger Rabalais is warranted because he is non-independent and is currently the chair of the audit committee. A vote AGAINST Martin Enderle is warranted as a signal of concern to the board because the board would be insufficiently gender diverse (if Items 14-15 were approved), and Enderle is the company's incumbent nomination committee chair. A vote FOR Kristin Lund is warranted due to a lack of concerns. Item 14 A vote FOR this proposal is warranted due to a lack of concerns. Item 15 Contingent upon the approval of Item 14, a vote FOR Scott Ferguson is warranted due to a lack of concerns.</i>					
4.3	Elect Martin Enderle to the Supervisory Board	Mgmt	For	Against	For
<i>Voting Policy Rationale: Items 4.1-4.3 A vote AGAINST Roger Rabalais is warranted because he is non-independent and is currently the chair of the audit committee. A vote AGAINST Martin Enderle is warranted as a signal of concern to the board because the board would be insufficiently gender diverse (if Items 14-15 were approved), and Enderle is the company's incumbent nomination committee chair. A vote FOR Kristin Lund is warranted due to a lack of concerns. Item 14 A vote FOR this proposal is warranted due to a lack of concerns. Item 15 Contingent upon the approval of Item 14, a vote FOR Scott Ferguson is warranted due to a lack of concerns.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.4	Elect Gabriella Engaras to the Supervisory Board as Employee Representative	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees and their alternates are warranted because employee representatives are selected by company employees, and their nominations are binding at the AGM, meaning that these votes are a formality only.					
4.5	Elect Nils Engvall to the Supervisory Board as Employee Representative	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees and their alternates are warranted because employee representatives are selected by company employees, and their nominations are binding at the AGM, meaning that these votes are a formality only.					
4.6	Elect Isabel Poscherstnikov to the Supervisory Board as Employee Representative	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees and their alternates are warranted because employee representatives are selected by company employees, and their nominations are binding at the AGM, meaning that these votes are a formality only.					
4.7	Elect Camilla Wik to the Supervisory Board as Employee Representative Alternate	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees and their alternates are warranted because employee representatives are selected by company employees, and their nominations are binding at the AGM, meaning that these votes are a formality only.					
4.8	Elect Jonathan Hegbrant to the Supervisory Board as Employee Representative Alternate	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees and their alternates are warranted because employee representatives are selected by company employees, and their nominations are binding at the AGM, meaning that these votes are a formality only.					
4.9	Elect Sachka Stefanova-Behlert to the Supervisory Board as Employee Representative Alternate	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees and their alternates are warranted because employee representatives are selected by company employees, and their nominations are binding at the AGM, meaning that these votes are a formality only.					
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.					
5.2	Ratify KPMG AG as Auditors for the Sustainability Reporting for Fiscal Year 2024	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR are warranted because there are no concerns regarding these proposals.					
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Creation of EUR 12.6 Million Pool of Authorized Capital 2024/I for Employee Participation Plans	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these resolutions are warranted because the level of potential dilution is not considered excessive and because current equity compensation practices do not raise significant concerns.					



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Creation of EUR 800,000 Pool of Authorized Capital 2024/II for Executive Participation Plans	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these resolutions are warranted because the level of potential dilution is not considered excessive and because current equity compensation practices do not raise significant concerns.					
9	Approve Partial Cancellation of Conditional Capital 2017/II, Conditional Capital 2019/II, Conditional Capital 2021/II; Approve Cancellation Authorized Capital 2021	Mgmt	For	For	For
10	Amend Articles Re: Registration in the Share Register	Mgmt	For	For	For
11.1	Approve Affiliation Agreement with Delivery Hero Stores Holding GmbH	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted due to lack of concerns.					
11.2	Approve Affiliation Agreement with DH Financial Services Holding GmbH	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted due to lack of concerns.					
11.3	Approve Affiliation Agreement with Delivery Hero Kitchens Holding GmbH	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted due to lack of concerns.					
11.4	Approve Affiliation Agreement with Delivery Hero Innovations Hub GmbH	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted due to lack of concerns.					
12.1	Approve Domination Agreement with Delivery Hero Stores Holding GmbH	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted due to lack of concerns.					
12.2	Approve Domination Agreement with DH Financial Services Holding GmbH	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted due to lack of concerns.					
12.3	Approve Domination Agreement with Delivery Hero Kitchens Holding GmbH	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted due to lack of concerns.					
12.4	Approve Domination Agreement with Delivery Hero Innovations Hub GmbH	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted due to lack of concerns.					
13	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For

Delivery Hero SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Approve Increase in Size of Board to Eight Members	Mgmt	For	For	For
Voting Policy Rationale: Items 4.1-4.3 A vote AGAINST Roger Rabalais is warranted because he is non-independent and is currently the chair of the audit committee. A vote AGAINST Martin Enderle is warranted as a signal of concern to the board because the board would be insufficiently gender diverse (if Items 14-15 were approved), and Enderle is the company's incumbent nomination committee chair. A vote FOR Kristin Lund is warranted due to a lack of concerns. Item 14 A vote FOR this proposal is warranted due to a lack of concerns. Item 15 Contingent upon the approval of Item 14, a vote FOR Scott Ferguson is warranted due to a lack of concerns.					
15	Elect Scott Ferguson to the Supervisory Board, if Item 14 is Approved	Mgmt	For	For	For
Voting Policy Rationale: Items 4.1-4.3 A vote AGAINST Roger Rabalais is warranted because he is non-independent and is currently the chair of the audit committee. A vote AGAINST Martin Enderle is warranted as a signal of concern to the board because the board would be insufficiently gender diverse (if Items 14-15 were approved), and Enderle is the company's incumbent nomination committee chair. A vote FOR Kristin Lund is warranted due to a lack of concerns. Item 14 A vote FOR this proposal is warranted due to a lack of concerns. Item 15 Contingent upon the approval of Item 14, a vote FOR Scott Ferguson is warranted due to a lack of concerns.					

PT Ciputra Development Tbk

Meeting Date: 06/19/2024	Country: Indonesia	Ticker: CTRA
Record Date: 05/27/2024	Meeting Type: Annual	
Primary Security ID: Y7121J134		

Shares Voted: 46,011,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For

Taiwan Union Technology Corp.

Meeting Date: 06/19/2024	Country: Taiwan	Ticker: 6274
Record Date: 04/19/2024	Meeting Type: Annual	
Primary Security ID: Y84735102		

Shares Voted: 319,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For
2	Approve Plan on Profit Distribution	Mgmt	For	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
3.1	Elect Hsin, Chung Heng, with Shareholder No. 8, as Non-independent Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					
3.2	Elect Hsin, Yao Chi, with Shareholder No. 252, as Non-independent Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					
3.3	Elect Hsin, Yao Hung, with Shareholder No. 115, as Non-independent Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
3.4	Elect Shih, Chin Tay, with Shareholder No. R101349XXX, as Independent Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					
3.5	Elect Gene Su, with Shareholder No. A120778XXX, as Independent Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					
3.6	Elect Chen, Cheng Yi, with Shareholder No. A121880XXX, as Independent Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					
3.7	Elect Yeh, Shu Wen, with Shareholder No. C220208XXX, as Independent Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>					
4	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	Mgmt	For	For	For

Meeting Date: 06/19/2024Country: USATicker: VRT

Record Date: 04/22/2024Meeting Type: Annual

Primary Security ID: 92537N108

Shares Voted: 6,584

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David M. Cote	Mgmt	For	For	For
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee chair Joseph van Dokkum given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.				
1b	Elect Director Giordano Albertazzi	Mgmt	For	For	For
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee chair Joseph van Dokkum given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.				
1c	Elect Director Joseph J. DeAngelo	Mgmt	For	For	For
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee chair Joseph van Dokkum given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.				
1d	Elect Director Joseph van Dokkum	Mgmt	For	Withhold	Withhold
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee chair Joseph van Dokkum given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.				
1e	Elect Director Roger Fradin	Mgmt	For	For	For
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee chair Joseph van Dokkum given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.				
1f	Elect Director Jakki L. Haussler	Mgmt	For	For	For
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee chair Joseph van Dokkum given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.				
1g	Elect Director Jacob Kotzubei	Mgmt	For	For	For
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee chair Joseph van Dokkum given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.				
1h	Elect Director Matthew Louie	Mgmt	For	For	For
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee chair Joseph van Dokkum given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.				
1i	Elect Director Edward L. Monser	Mgmt	For	For	For
	Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee chair Joseph van Dokkum given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.				

Vertiv Holdings Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Steven S. Reinemund	Mgmt	For	For	For
Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee chair Joseph van Dokkum given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.					
1k	Elect Director Robin L. Washington	Mgmt	For	For	For
Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee chair Joseph van Dokkum given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the charter which adversely impacts shareholder rights. A vote FOR the remaining director nominees is warranted.					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Befesa SA

Meeting Date: 06/20/2024Country: LuxembourgTicker: BFSA

Record Date: 06/06/2024Meeting Type: Annual

Primary Security ID: L0R30V103

Shares Voted: 11,288

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Board's and Auditor's Reports	Mgmt			
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.					
3	Approve Financial Statements	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted due to a lack of concern regarding the accounts presented or audit procedures used.					
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For
5	Approve Discharge of Directors	Mgmt	For	For	For
6	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For
7	Elect Soledad Luca de Tena as Non-Executive Director	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9	Renew Appointment of KPMG as Auditor	Mgmt	For	For	For

## Hapvida Participacoes e Investimentos SA

Meeting Date: 06/20/2024	Country: Brazil	Ticker: HAPV3
Record Date:	Meeting Type: Annual	
Primary Security ID: P5R526106		

Shares Voted: 79,134,238

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2023	Mgmt	For	For	For

## Home First Finance Company India Ltd.

Meeting Date: 06/20/2024	Country: India	Ticker: 543259
Record Date: 06/13/2024	Meeting Type: Annual	
Primary Security ID: Y3269P107		

Shares Voted: 226,798

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Reelect Narendra Ostawal as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR election of Narendra Ostawal and Deepak Satwalekar is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
4	Approve B S R & Co. LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Reelect Deepak Satwalekar as Chairman and Non-Executive Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR election of Narendra Ostawal and Deepak Satwalekar is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
6	Approve Increase in Borrowing Powers	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted given that the potential debt limit is within a reasonable range.					
7	Approve Pledging of Assets for Debt	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted given that the potential debt limit is within a reasonable range.					
8	Approve Home First Finance Company India Limited - Employee Stock Option Scheme 2024	Mgmt	For	Against	Abstain
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The scheme provides flexibility for grant of stock options with an exercise price, at a discount to the current market price.					

Nippon Shokubai Co., Ltd.

Meeting Date: 06/20/2024Country: JapanTicker: 4114

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J55806103

Shares Voted: 15,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 90	Mgmt	For	For	For
2.1	Elect Director Noda, Kazuhiro	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.					
2.2	Elect Director Takagi, Kuniaki	Mgmt	For	For	For
2.3	Elect Director Watanabe, Masahiro	Mgmt	For	For	For
2.4	Elect Director Sumida, Yasutaka	Mgmt	For	For	For
2.5	Elect Director Matsumoto, Yukihiro	Mgmt	For	For	For
2.6	Elect Director Setoguchi, Tetsuo	Mgmt	For	For	For
2.7	Elect Director Sakurai, Miyuki	Mgmt	For	For	For
2.8	Elect Director Ikeda, Akiko	Mgmt	For	For	For
3.1	Appoint Statutory Auditor Takahashi, Tsukasa	Mgmt	For	For	For
3.2	Appoint Statutory Auditor Murai, Kazumasa	Mgmt	For	For	For

Recruit Holdings Co., Ltd.

Meeting Date: 06/20/2024Country: JapanTicker: 6098

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J6433A101

Shares Voted: 24,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Minegishi, Masumi	Mgmt	For	For	For
1.2	Elect Director Idekoba, Hisayuki	Mgmt	For	For	For
1.3	Elect Director Senaha, Ayano	Mgmt	For	For	For
1.4	Elect Director Rony Kahan	Mgmt	For	For	For
1.5	Elect Director Izumiya, Naoki	Mgmt	For	For	For
1.6	Elect Director Totoki, Hiroki	Mgmt	For	For	For

Recruit Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Honda, Keiko	Mgmt	For	For	For
1.8	Elect Director Katrina Lake	Mgmt	For	For	For
2.1	Appoint Statutory Auditor Nagashima, Yukiko	Mgmt	For	For	For
2.2	Appoint Statutory Auditor Ogawa, Yoichiro	Mgmt	For	For	For
2.3	Appoint Statutory Auditor Natori, Katsuya	Mgmt	For	For	For
2.4	Appoint Alternate Statutory Auditor Tanaka, Miho	Mgmt	For	For	For
3	Approve Compensation Ceiling for Statutory Auditors	Mgmt	For	For	For

Reliance Industries Ltd.

Meeting Date: 06/20/2024Country: IndiaTicker: 500325

Record Date: 05/17/2024Meeting Type: Special

Primary Security ID: Y72596102

Shares Voted: 1,005,306

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Postal Ballot	Mgmt			
	Elect Haigreve Khaitan as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Item 1: A vote AGAINST the following nominee is warranted because: * Haigreve Khaitan serves on a total of more than six public company boards, which could potentially compromise his ability to commit sufficient time to his role in the company. * Haigreve Khaitan is Partner of Khaitan &amp; Co., Solicitors &amp; Advocates, which renders professional services to the company. Such transactions may compromise director's ability to impartially and independently scrutinize board decisions. Item 2: A vote AGAINST the following nominee is warranted because: * His Excellency Yasir Othman Al-Rumayyan has failed to attend at least 75 percent of board meetings in the most recent fiscal year, without a satisfactory explanation. * He is the Governor of the Public Investment Fund (PIF) of Saudi Arabia, which has economic interest upto 2% or higher in company's material subsidiaries. Therefore, he has been re-classified as non-independent given the potential conflict of interest.</i>					
2	Reelect Yasir Othman H. Al Rumayyan as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Item 1: A vote AGAINST the following nominee is warranted because: * Haigreve Khaitan serves on a total of more than six public company boards, which could potentially compromise his ability to commit sufficient time to his role in the company. * Haigreve Khaitan is Partner of Khaitan &amp; Co., Solicitors &amp; Advocates, which renders professional services to the company. Such transactions may compromise director's ability to impartially and independently scrutinize board decisions. Item 2: A vote AGAINST the following nominee is warranted because: * His Excellency Yasir Othman Al-Rumayyan has failed to attend at least 75 percent of board meetings in the most recent fiscal year, without a satisfactory explanation. * He is the Governor of the Public Investment Fund (PIF) of Saudi Arabia, which has economic interest upto 2% or higher in company's material subsidiaries. Therefore, he has been re-classified as non-independent given the potential conflict of interest.</i>					



Reliance Industries Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Reappointment and Remuneration of P.M.S. Prasad as Whole-Time Director designated as Executive Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the following nominee is warranted because: * The board independence norms are not met based on our reclassification and PMS Prasad is a non-independent director nominee.					
4	Approve Material Related Party Transactions of the Company	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed transactions are within the ordinary course of the company's business, and will be conducted at arm's-length.					
5	Approve Material Related Party Transactions of Subsidiaries of the Company	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed transactions are within the ordinary course of the company's business, and will be conducted at arm's-length.					

STEICO SE

Meeting Date: 06/21/2024

Record Date: 05/30/2024

Primary Security ID: D7632P119

Country: Germany

Meeting Type: Annual

Ticker: ST5

Shares Voted: 16,445

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
3	Approve Discharge of Board of Directors for Fiscal Year 2023	Mgmt	For	For	For
4	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024	Mgmt	For	For	For
5.1	Elect Paul O'Gorman to the Board of Directors	Mgmt	For	Against	Abstain
Voting Policy Rationale: Votes AGAINST the non-independent nominees, Paul O'Gorman and Aiveen Kearney, are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST Aiveen Kearney is further warranted because her presence on the board represents a conflict of interest given that there is no standalone audit committee and remuneration committee, and thus, it appears that audit and remuneration matters are resolved upon by the full board.					
5.2	Elect Aiveen Kearney to the Board of Directors	Mgmt	For	Against	Abstain
Voting Policy Rationale: Votes AGAINST the non-independent nominees, Paul O'Gorman and Aiveen Kearney, are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST Aiveen Kearney is further warranted because her presence on the board represents a conflict of interest given that there is no standalone audit committee and remuneration committee, and thus, it appears that audit and remuneration matters are resolved upon by the full board.					

PT Bukalapak.com Tbk

Meeting Date: 06/25/2024Country: IndonesiaTicker: BUKA

Record Date: 05/22/2024Meeting Type: Annual

Primary Security ID: Y1R0GP109

Shares Voted: 470,792,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Approve Changes in the Board of Directors	Mgmt	For	For	For
5	Approve Remuneration of Directors and Commissioners	Mgmt	For	For	For
6	Authorize Commissioners to Increase the Issued and Paid-Up Capital in the Context of the Management and Employee Stock Ownership Program ("MESOP") I and II	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST this resolution is warranted given that the dilution is deemed excessive, and the exercise price could be at a maximum discount of 10 percent to the market price.					
7	Approve Report on the Use of Proceeds from the Initial Public Offering (IPO) Year 2023	Mgmt			

Sony Group Corp.

Meeting Date: 06/25/2024Country: JapanTicker: 6758

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J76379106

Shares Voted: 16,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yoshida, Kenichiro	Mgmt	For	For	For
1.2	Elect Director Totoki, Hiroki	Mgmt	For	For	For
1.3	Elect Director Hatanaka, Yoshihiko	Mgmt	For	For	For
1.4	Elect Director Wendy Becker	Mgmt	For	For	For
1.5	Elect Director Akiyama, Sakie	Mgmt	For	For	For
1.6	Elect Director Kishigami, Keiko	Mgmt	For	For	For

Sony Group Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Joseph A. Kraft Jr	Mgmt	For	For	For
1.8	Elect Director Neil Hunt	Mgmt	For	For	For
1.9	Elect Director William Morrow	Mgmt	For	For	For
1.10	Elect Director Konomoto, Shingo	Mgmt	For	For	For

ASE Technology Holding Co., Ltd.

Meeting Date: 06/26/2024Country: TaiwanTicker: 3711

Record Date: 04/26/2024Meeting Type: Annual

Primary Security ID: Y0249T100

Shares Voted: 6,451,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For
2	Approve Plan on Profit Distribution	Mgmt	For	For	For
3	Approve Issuance of Restricted Stocks	Mgmt	For	For	For
4	Approve Amendments to Articles of Association	Mgmt	For	For	For
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
5.1	Elect Jason C.S. Chang, a REPRESENTATIVE of A.S.E. Enterprises Limited, with SHAREHOLDER NO.000000001, as Non-Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
5.2	Elect Richard H.P. Chang, a REPRESENTATIVE of A.S.E. Enterprises Limited, with SHAREHOLDER NO.000000001, as Non-Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
5.3	Elect Tien Wu, a REPRESENTATIVE of A.S.E. Enterprises Limited, with SHAREHOLDER NO.000000001, as Non-Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					

ASE Technology Holding Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.4	Elect Jeffrey Chen, a REPRESENTATIVE of A.S.E. Enterprises Limited, with SHAREHOLDER NO.00000001, as Non-Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
5.5	Elect Andrew Tang, a REPRESENTATIVE of A.S.E. Enterprises Limited, with SHAREHOLDER NO.00000001, as Non-Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
5.6	Elect Rutherford Chang, with SHAREHOLDER NO.00059235, as Non-Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
5.7	Elect Shen Fu Yu, with ID NO.H101915XXX, as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
5.8	Elect Mei Yueh Ho, with ID NO.Q200495XXX, as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
5.9	Elect Wen Chyi Ong, with ID NO.A120929XXX, as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
6	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors	Mgmt	For	For	For

ASE Technology Holding Co., Ltd.

Meeting Date: 06/26/2024	Country: Taiwan	Ticker: 3711
Record Date: 04/26/2024	Meeting Type: Annual	
Primary Security ID: Y0249T100		

Shares Voted: 520,010

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			

ASE Technology Holding Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
G1	Approve Business Operations Report and Financial Statements	Mgmt	For	For	For
G2	Approve Plan on Profit Distribution	Mgmt	For	For	For
H1	Approve Issuance of Restricted Stocks	Mgmt	For	For	For
H2	Approve Amendments to Articles of Association	Mgmt	For	For	For
	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
I1.1	Elect Jason C.S. Chang, a REPRESENTATIVE of A.S.E. Enterprises Limited, with SHAREHOLDER NO.00000001, as Non-Independent Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.				
I1.2	Elect Richard H.P. Chang, a REPRESENTATIVE of A.S.E. Enterprises Limited, with SHAREHOLDER NO.00000001, as Non-Independent Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.				
I1.3	Elect Tien Wu, a REPRESENTATIVE of A.S.E. Enterprises Limited, with SHAREHOLDER NO.00000001, as Non-Independent Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.				
I1.4	Elect Jeffrey Chen, a REPRESENTATIVE of A.S.E. Enterprises Limited, with SHAREHOLDER NO.00000001, as Non-Independent Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.				
I1.5	Elect Andrew Tang, a REPRESENTATIVE of A.S.E. Enterprises Limited, with SHAREHOLDER NO.00000001, as Non-Independent Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.				
I1.6	Elect Rutherford Chang, with SHAREHOLDER NO.00059235, as Non-Independent Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.				

ASE Technology Holding Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
I1.7	Elect Shen Fu Yu, with ID NO.H101915XXX, as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
I1.8	Elect Mei Yueh Ho, with ID NO.Q200495XXX, as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
I1.9	Elect Wen Chyi Ong, with ID NO.A120929XXX, as Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
J1	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors	Mgmt	For	For	For

CyberArk Software Ltd.

Meeting Date: 06/26/2024	Country: Israel	Ticker: CYBR
Record Date: 05/17/2024	Meeting Type: Annual	
Primary Security ID: M2682V108		

Shares Voted: 1,618

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1.a	Reelect Matthew Cohen as Director	Mgmt	For	For	For
Voting Policy Rationale: As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.					
1.1.b	Reelect Francois Auke as Director	Mgmt	For	For	For
Voting Policy Rationale: As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.					
1.2	Elect Mary Yang as Director	Mgmt	For	For	For
Voting Policy Rationale: As the company has provided sufficient information on these proposals and as there are no concerns with the board and its committees' structure and functioning, these items warrant a vote FOR.					
2	Approve Grant of Equity Based Compensation to Ehud (Udi) Mokady, Chairman	Mgmt	For	For	For
3	Approve Amendments to Indemnification Agreement for Certain Office Holders of the Company	Mgmt	For	For	For
4	Amend Articles	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Reappoint Kost Forer Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

NetEase, Inc.

Meeting Date: 06/26/2024

Record Date: 05/24/2024

Primary Security ID: G6427A102

Country: Cayman Islands

Meeting Type: Annual

Ticker: 9999

Shares Voted: 176,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect William Lei Ding as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the election of William Ding Lei, Alice Cheng Yu-Fen, Grace Tang Hui, and Joseph Tong Tze Kay is warranted given that majority of the board members are independent and that the board has established audit, compensation, and nominating committees which are composed entirely of independent non-executive directors. Meanwhile, a vote AGAINST the reelection of Michael Leung Man Kit is warranted due to concerns on his suitability to serve as a director of the company.					
1b	Elect Alice Yu-Fen Cheng as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the election of William Ding Lei, Alice Cheng Yu-Fen, Grace Tang Hui, and Joseph Tong Tze Kay is warranted given that majority of the board members are independent and that the board has established audit, compensation, and nominating committees which are composed entirely of independent non-executive directors. Meanwhile, a vote AGAINST the reelection of Michael Leung Man Kit is warranted due to concerns on his suitability to serve as a director of the company.					
1c	Elect Grace Hui Tang as Director	Mgmt	For	For	Against
Voting Policy Rationale: A vote FOR the election of William Ding Lei, Alice Cheng Yu-Fen, Grace Tang Hui, and Joseph Tong Tze Kay is warranted given that majority of the board members are independent and that the board has established audit, compensation, and nominating committees which are composed entirely of independent non-executive directors. Meanwhile, a vote AGAINST the reelection of Michael Leung Man Kit is warranted due to concerns on his suitability to serve as a director of the company.					
1d	Elect Joseph Tze Kay Tong as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the election of William Ding Lei, Alice Cheng Yu-Fen, Grace Tang Hui, and Joseph Tong Tze Kay is warranted given that majority of the board members are independent and that the board has established audit, compensation, and nominating committees which are composed entirely of independent non-executive directors. Meanwhile, a vote AGAINST the reelection of Michael Leung Man Kit is warranted due to concerns on his suitability to serve as a director of the company.					
1e	Elect Michael Man Kit Leung as Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote FOR the election of William Ding Lei, Alice Cheng Yu-Fen, Grace Tang Hui, and Joseph Tong Tze Kay is warranted given that majority of the board members are independent and that the board has established audit, compensation, and nominating committees which are composed entirely of independent non-executive directors. Meanwhile, a vote AGAINST the reelection of Michael Leung Man Kit is warranted due to concerns on his suitability to serve as a director of the company.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Appointment of PricewaterhouseCoopers Zhong Tian LLP and PricewaterhouseCoopers as Auditors	Mgmt	For	For	For

Meeting Date: 06/26/2024Country: Cayman IslandsTicker: 9999

Record Date: 05/24/2024Meeting Type: Annual

Primary Security ID: G6427A102

Shares Voted: 663,482

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1a	Elect William Lei Ding as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the election of William Ding Lei, Alice Cheng Yu-Fen, Grace Tang Hui, and Joseph Tong Tze Kay is warranted given that majority of the board members are independent and that the board has established audit, compensation, and nominating committees which are composed entirely of independent non-executive directors. Meanwhile, a vote AGAINST the reelection of Michael Leung Man Kit is warranted due to concerns on his suitability to serve as a director of the company.				
1b	Elect Alice Yu-Fen Cheng as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the election of William Ding Lei, Alice Cheng Yu-Fen, Grace Tang Hui, and Joseph Tong Tze Kay is warranted given that majority of the board members are independent and that the board has established audit, compensation, and nominating committees which are composed entirely of independent non-executive directors. Meanwhile, a vote AGAINST the reelection of Michael Leung Man Kit is warranted due to concerns on his suitability to serve as a director of the company.				
1c	Elect Grace Hui Tang as Director	Mgmt	For	For	Against
	Voting Policy Rationale: A vote FOR the election of William Ding Lei, Alice Cheng Yu-Fen, Grace Tang Hui, and Joseph Tong Tze Kay is warranted given that majority of the board members are independent and that the board has established audit, compensation, and nominating committees which are composed entirely of independent non-executive directors. Meanwhile, a vote AGAINST the reelection of Michael Leung Man Kit is warranted due to concerns on his suitability to serve as a director of the company.				
1d	Elect Joseph Tze Kay Tong as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the election of William Ding Lei, Alice Cheng Yu-Fen, Grace Tang Hui, and Joseph Tong Tze Kay is warranted given that majority of the board members are independent and that the board has established audit, compensation, and nominating committees which are composed entirely of independent non-executive directors. Meanwhile, a vote AGAINST the reelection of Michael Leung Man Kit is warranted due to concerns on his suitability to serve as a director of the company.				
1e	Elect Michael Man Kit Leung as Director	Mgmt	For	Against	For
	Voting Policy Rationale: A vote FOR the election of William Ding Lei, Alice Cheng Yu-Fen, Grace Tang Hui, and Joseph Tong Tze Kay is warranted given that majority of the board members are independent and that the board has established audit, compensation, and nominating committees which are composed entirely of independent non-executive directors. Meanwhile, a vote AGAINST the reelection of Michael Leung Man Kit is warranted due to concerns on his suitability to serve as a director of the company.				



NetEase, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Appointment of PricewaterhouseCoopers Zhong Tian LLP and PricewaterhouseCoopers as Auditors	Mgmt	For	For	For

Shimadzu Corp.

**Meeting Date:** 06/26/2024

**Country:** Japan

**Ticker:** 7701

**Record Date:** 03/31/2024

**Meeting Type:** Annual

**Primary Security ID:** J72165129

Shares Voted: 35,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 36	Mgmt	For	For	For
2.1	Elect Director Ueda, Teruhisa	Mgmt	For	For	For
2.2	Elect Director Yamamoto, Yasunori	Mgmt	For	For	For
2.3	Elect Director Watanabe, Akira	Mgmt	For	For	For
2.4	Elect Director Maruyama, Shuzo	Mgmt	For	For	For
2.5	Elect Director Hanai, Nobuo	Mgmt	For	For	For
2.6	Elect Director Nakanishi, Yoshiyuki	Mgmt	For	For	For
2.7	Elect Director Hamada, Nami	Mgmt	For	For	For
2.8	Elect Director Kitano, Mie	Mgmt	For	For	For
3	Appoint Statutory Auditor Nishimoto, Tsuyoshi	Mgmt	For	For	For
4	Appoint Alternate Statutory Auditor Iwamoto, Fumio	Mgmt	For	For	For
5	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

BIM Birlesik Magazalar AS

**Meeting Date:** 06/27/2024

**Country:** Turkey

**Ticker:** BIMAS.E

**Record Date:**

**Meeting Type:** Annual

**Primary Security ID:** M2014F102

Shares Voted: 1,784,190

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting, Elect Presiding Council of Meeting and Authorize Presiding Council to Sign Minutes of Meeting	Mgmt	For	For	For
2	Accept Board Report	Mgmt	For	For	For
	Voting Policy Rationale: These items warrant a vote FOR because: * These are routine requests in Turkey, * There are no specific concerns with the company's accounts or the allocation of income.				
3	Accept Audit Report	Mgmt	For	For	For
	Voting Policy Rationale: These items warrant a vote FOR because: * These are routine requests in Turkey, * There are no specific concerns with the company's accounts or the allocation of income.				
4	Accept Financial Statements	Mgmt	For	For	For
	Voting Policy Rationale: These items warrant a vote FOR because: * These are routine requests in Turkey, * There are no specific concerns with the company's accounts or the allocation of income.				
5	Ratify Director Appointments	Mgmt	For	For	For
6	Approve Discharge of Board	Mgmt	For	For	For
7	Approve Allocation of Income	Mgmt	For	For	For
	Voting Policy Rationale: These items warrant a vote FOR because: * These are routine requests in Turkey, * There are no specific concerns with the company's accounts or the allocation of income.				
8	Elect Directors and Approve Their Remuneration	Mgmt	For	For	For
9	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	Mgmt	For	For	For
10	Receive Information on Donations Made in 2023	Mgmt			
11	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	Mgmt			
12	Ratify External Auditors	Mgmt	For	For	For
13	Wishes	Mgmt			

Embassy Office Parks REIT

Meeting Date: 06/27/2024

Record Date: 06/20/2024

Primary Security ID: Y2R9YR104

Country: India

Meeting Type: Annual

Ticker: 542602

Shares Voted: 872,010

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Valuation Report	Mgmt	For	For	For
3	Approve S.R. Batliboi & Associates LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Luzhou Laojiao Co., Ltd.

Meeting Date: 06/27/2024Country: ChinaTicker: 000568  
Record Date: 06/19/2024Meeting Type: Annual  
Primary Security ID: Y5347R104

Shares Voted: 844,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Report of the Board of Directors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
2	Approve Report of the Board of Supervisors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
3	Approve Financial Statements	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
4	Approve Annual Report	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.					
5	Approve Profit Distribution	Mgmt	For	For	For
6	Approve to Appoint Auditor	Mgmt	For	For	For
7	Amend Articles of Association	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted because the proposed articles amendments are not considered to adequately provide for accountability and transparency to shareholders.					
8	Amend Management Member Salary Assessment Management Measures	Mgmt	For	For	For
ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING					
9.1	Elect Liu Miao as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.2	Elect Lin Feng as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.				
9.3	Elect Zhang Suyi as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.				
9.4	Elect Qian Xu as Director	Mgmt	For	For	Against
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.				
9.5	Elect Ying Hanjie as Director	Mgmt	For	For	Against
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.				
9.6	Elect Xiong Bo as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.				
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
10.1	Elect Chen Youan as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.				
10.2	Elect Lyu Xianpei as Director	Mgmt	For	For	Against
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.				
10.3	Elect Li Guowang as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.				
10.4	Elect Li Liangchen as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.				
	ELECT SUPERVISORS VIA CUMULATIVE VOTING	Mgmt			
11.1	Elect Yang Ping as Supervisor	Mgmt	For	For	Against
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.				
11.2	Elect Zhou Lei as Supervisor	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.				
11.3	Elect Zhang Li as Supervisor	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.				

Mitsubishi Heavy Industries, Ltd.

Meeting Date: 06/27/2024Country: JapanTicker: 7011

Record Date: 03/31/2024Meeting Type: Annual

Primary Security ID: J44002178

Shares Voted: 17,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 120	Mgmt	For	For	For
2.1	Elect Director Miyanaga, Shunichi	Mgmt	For	For	For
2.2	Elect Director Izumisawa, Seiji	Mgmt	For	For	For
2.3	Elect Director Kaguchi, Hitoshi	Mgmt	For	For	For
2.4	Elect Director Kozawa, Hisato	Mgmt	For	For	For
2.5	Elect Director Kobayashi, Ken	Mgmt	For	For	For
2.6	Elect Director Hirano, Nobuyuki	Mgmt	For	For	For
2.7	Elect Director Furusawa, Mitsuhiro	Mgmt	For	For	For
3	Elect Director and Audit Committee Member Fujisawa, Masayuki	Mgmt	For	For	For
4	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For

Qifu Technology, Inc.

Meeting Date: 06/27/2024Country: Cayman IslandsTicker: 3660

Record Date: 05/24/2024Meeting Type: Annual

Primary Security ID: G8851G100

Shares Voted: 1,383,993

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Approve Deloitte Touche Tohmatsu Certified Public Accountants LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Cyient DLM Ltd.

Meeting Date: 06/28/2024Country: IndiaTicker: 543933

Record Date: 06/21/2024Meeting Type: Annual

Primary Security ID: Y71894102

Shares Voted: 396,428

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Reelect Rajendra Velagapudi as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
3	Reelect Venkat Rama Mohan Reddy Bodanapu as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
4	Approve S. R. Batliboi & Associates LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Approve Remuneration of Cost Auditors	Mgmt	For	For	For
6	Approve Loans, Guarantees, Securities and/or Investments to Subsidiaries, Joint Ventures and Associate Companies	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST this resolution is warranted due to lack of information.					

Powszechna Kasa Oszczednosci Bank Polski SA

Meeting Date: 06/28/2024Country: PolandTicker: PKO  
Record Date: 06/12/2024Meeting Type: Annual  
Primary Security ID: X6919X108

Shares Voted: 1,215,694

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.					
2	Elect Meeting Chairman	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.					
3	Acknowledge Proper Convening of Meeting	Mgmt			
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.					
4	Approve Agenda of Meeting	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.					

Powszechna Kasa Oszczednosci Bank Polski SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Receive Financial Statements and Management Board Proposal on Allocation of Income	Mgmt			
Voting Policy Rationale: These are non-voting items.					
6	Receive Management Board Report on Group's Operations and Consolidated Financial Statements, and Statutory Reports	Mgmt			
Voting Policy Rationale: These are non-voting items.					
7	Receive Supervisory Board Report	Mgmt			
Voting Policy Rationale: These are non-voting items.					
8	Receive Supervisory Board Report on Remuneration Policy and Compliance with Corporate Governance Principles	Mgmt			
Voting Policy Rationale: These are non-voting items.					
9.a	Approve Financial Statements	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.					
9.b	Approve Management Board Report on Company's and Group's Operations; and Report on Expenses Related to Representation, Legal Services, Marketing Services, Public Relations Services, Social Communication Services, and Management Advisory Services	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR Items 9.b and 9.d are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.					
9.c	Approve Consolidated Financial Statements	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.					
9.d	Approve Supervisory Board Report	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR Items 9.b and 9.d are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.					
9.e	Resolve Not to Allocate Income from Previous Years	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these resolutions are warranted because there are no concerns with the company's income allocation practice and the proposal not to allocate income from previous years.					
9.f	Approve Allocation of Income and Dividends of PLN 2.59 per Share	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these resolutions are warranted because there are no concerns with the company's income allocation practice and the proposal not to allocate income from previous years.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Remuneration Report	Mgmt	For	Against	Abstain
Voting Policy Rationale: A vote AGAINST is warranted because: * The report does not explain significant (+12 percent) increases in fixed pay of some executives; * The report lacks disclosure on the STI targets, the minimum and maximum thresholds, and the level of achievement of each of the targets, as well as the corresponding payout and awards. As such, shareholders are not in position to assess the alignment between pay and performance and the appropriateness of the variable payout; * The supervisory board is vested with the excessive discretionary power to establish specific objectives for individual members of the management board; * The terms of exit payments were not fully described for two directors, Mieczyslaw Krol and Maks Kraczkowski.					
11.1	Approve Discharge of Dariusz Szwed (Deputy CEO and CEO)	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2023.					
11.2	Approve Discharge of Maciej Brzozowski (Deputy CEO)	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2023.					
11.3	Approve Discharge of Marcin Eckert (Deputy CEO)	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2023.					
11.4	Approve Discharge of Pawel Gruza (Deputy CEO)	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2023.					
11.5	Approve Discharge of Wojciech Iwanicki (Deputy CEO)	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2023.					
11.6	Approve Discharge of Andrzej Kopyrski (Deputy CEO)	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2023.					
11.7	Approve Discharge of Artur Kurcweil (Deputy CEO)	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2023.					
11.8	Approve Discharge of Piotr Mazur (Deputy CEO)	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2023.					
11.9	Approve Discharge of Maks Kraczkowski (Deputy CEO)	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2023.					
11.10	Approve Discharge of Mieczyslaw Krol (Deputy CEO)	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2023.					



Powszechna Kasa Oszczednosci Bank Polski SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.1	Approve Discharge of Robert Pietryszyn (Supervisory Board Chairman)	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2023.					
12.2	Approve Discharge of Wojciech Jasinski (Supervisory Board Deputy Chairman)	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2023.					
12.3	Approve Discharge of Dominik Kaczmarek (Supervisory Board Secretary)	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2023.					
12.4	Approve Discharge of Mariusz Andrzejewski (Supervisory Board Member)	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2023.					
12.5	Approve Discharge of Andrzej Kisielewicz (Supervisory Board Member)	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2023.					
12.6	Approve Discharge of Rafal Kos (Supervisory Board Member)	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2023.					
12.7	Approve Discharge of Tomasz Kuczur (Supervisory Board Member)	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2023.					
12.8	Approve Discharge of Maciej Lopinski (Supervisory Board Member)	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2023.					
12.9	Approve Discharge of Bogdan Szafranski (Supervisory Board Member)	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2023.					
12.10	Approve Discharge of Agnieszka Winnik-Kalemba (Supervisory Board Member)	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2023.					

Powszechna Kasa Oszczednosci Bank Polski SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.11	Approve Discharge of Krzysztof Michalski (Supervisory Board Member)	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in 2023.					
13	Approve Assessment of Suitability of Regulations on Supervisory Board	Mgmt	For	For	For
14	Amend Statute	Mgmt	For	For	For
15	Amend Jun. 25, 2015, AGM Re: Shareholders' Consent with Corporate Governance Principles for Supervised Institutions adopted by Polish Financial Supervision Authority	Mgmt	For	For	For
16	Approve Policy on Assessment of Suitability of Supervisory Board Members	Mgmt	For	For	For
17	Approve Terms of Assessment of Supervisory Board Suitability	Mgmt	For	For	For
18	Amend Remuneration Policy	Mgmt	For	Against	Abstain
Voting Policy Rationale: A vote AGAINST is warranted because: * The company does not disclose the exhaustive list of the performance metrics and weights; * The amount of fixed remuneration, the detailed performance conditions with the weights, the individual ration of the fixed to variable compensation, malus and clawbacks parameters are determined by the supervisory board at their discretion; * Some contractual terms of company's executives, such as base salary, malus and clawback parameters, compensation as per non-compete agreement were not fully described by the company; * The new policy established the right of the supervisory board members to participate in employee capital plan, which provides retirement benefits. However, we note that non-executive participation in the employees capital plan is a common market practice.					
19	Elect Supervisory Board Member	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted because the company has failed to disclose the nominee's name.					
20	Approve Collective Suitability of Supervisory Board Members	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted because the company has failed to indicate the name of the candidate proposed for election under Item 19.					
21	Close Meeting	Mgmt			

Savannah Energy Plc

Meeting Date: 06/28/2024

Record Date: 06/26/2024

Primary Security ID: G781AA104

Country: United Kingdom

Meeting Type: Annual

Ticker: SAVE

Shares Voted: 116,566,261

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Against	For

Savannah Energy Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
Voting Policy Rationale: A vote AGAINST this resolution is warranted because of the following reasons: * The Audit and the Remuneration Committees are not fully independent; and * The Auditors provided a qualified opinion on the 2023 financial statements.					
2	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
3	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Re-elect Nicholas Beattie as Director	Mgmt	For	For	For
5	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: Item 5 A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits. Item 6 A vote AGAINST this resolution is warranted because: * The proposed amount exceeds recommended limits of 20 percent of issued share capital.					
6	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against
Voting Policy Rationale: Item 5 A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits. Item 6 A vote AGAINST this resolution is warranted because: * The proposed amount exceeds recommended limits of 20 percent of issued share capital.					
7	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Marks & Spencer Group Plc

Meeting Date: 07/02/2024	Country: United Kingdom	Ticker: MKS
Record Date: 06/28/2024	Meeting Type: Annual	
Primary Security ID: G5824M107		

Shares Voted: 349,625

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Archie Norman as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
5	Re-elect Stuart Machin as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
6	Re-elect Evelyn Bourke as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
7	Re-elect Fiona Dawson as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					

Marks & Spencer Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Ronan Dunne as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
9	Re-elect Tamara Ingram as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
10	Re-elect Justin King as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
11	Re-elect Cheryl Potter as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
12	Re-elect Sapna Sood as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

IndusInd Bank Limited

Meeting Date: 07/04/2024	Country: India	Ticker: 532187
Record Date: 05/31/2024	Meeting Type: Special	
Primary Security ID: Y3990M134		

Shares Voted: 358,608

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Elect Sudip Basu as Director	Mgmt	For	For	For
2	Approve Revision in Payment of Fixed Remuneration to Non-Executive Directors (NEDs) Excluding the Non-Executive (Part-time) Chairman of the Bank	Mgmt	For	For	For

JD Sports Fashion Plc

Meeting Date: 07/04/2024Country: United KingdomTicker: JD  
Record Date: 07/02/2024Meeting Type: Annual  
Primary Security ID: G5144Y120

Shares Voted: 1,213,368

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Dominic Platt as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.					
5	Re-elect Regis Schultz as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.					
6	Re-elect Andrew Long as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.					
7	Re-elect Kath Smith as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.					
8	Re-elect Bert Hoyt as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.					
9	Re-elect Helen Ashton as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.					
10	Re-elect Suzi Williams as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.					

JD Sports Fashion Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Andrew Higginson as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.					
12	Re-elect Ian Dyson as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.					
13	Re-elect Angela Luger as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.					
14	Re-elect Darren Shapland as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this candidate is warranted as no significant concerns have been identified.					
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

National Co. for Learning & Education

Meeting Date: 07/04/2024

Record Date:

Primary Security ID: M7217R100

Country: Saudi Arabia

Meeting Type: Extraordinary Shareholders

Ticker: 4291

Shares Voted: 51,924

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

National Co. for Learning & Education

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles of Bylaws According to the New Companies' Law, and Rearrange and Renumber the Articles of Bylaws in Accordance with the Proposed Amendments	Mgmt	For	For	Withhold
<i>Voting Policy Rationale: Item 1 A vote FOR the proposed amendments is warranted, although it is not without concern for shareholders: * The proposed amendments under Art. 20, Art. 30, and Articles 38 to 41 are not considered in line with shareholders' interests; and * For Art. 52, setting the 5 percent ownership threshold required to initiate a liability lawsuit on behalf of the company may raise concerns considering the ownership structure of the company. The main reasons for support are: * The company aligns with the new Companies Law whose provisions are mandatory; * The grace period provided for companies to comply will expire in January 2025, implying this may be the last time the company can amend its bylaws; and * For Art. 52, the proposed change grants the right to shareholders (owing 5 percent of the capital) to initiate liability claims on behalf of the company in cases that could harm its interest rather than only in cases of personal damages. Further, any shareholder shall have the right to initiate a private action in cases of personal damages. Items 2-10 Votes FOR these items are warranted as: * They are deemed non-contentious; and * Will have either positive or neutral impacts on shareholder value.</i>					
2	Amend Article 3 of Bylaws Re: Corporate Purposes	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 1 A vote FOR the proposed amendments is warranted, although it is not without concern for shareholders: * The proposed amendments under Art. 20, Art. 30, and Articles 38 to 41 are not considered in line with shareholders' interests; and * For Art. 52, setting the 5 percent ownership threshold required to initiate a liability lawsuit on behalf of the company may raise concerns considering the ownership structure of the company. The main reasons for support are: * The company aligns with the new Companies Law whose provisions are mandatory; * The grace period provided for companies to comply will expire in January 2025, implying this may be the last time the company can amend its bylaws; and * For Art. 52, the proposed change grants the right to shareholders (owing 5 percent of the capital) to initiate liability claims on behalf of the company in cases that could harm its interest rather than only in cases of personal damages. Further, any shareholder shall have the right to initiate a private action in cases of personal damages. Items 2-10 Votes FOR these items are warranted as: * They are deemed non-contentious; and * Will have either positive or neutral impacts on shareholder value.</i>					
3	Approve Deleting Article 9 of Bylaws Re: Preferred Shares	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 1 A vote FOR the proposed amendments is warranted, although it is not without concern for shareholders: * The proposed amendments under Art. 20, Art. 30, and Articles 38 to 41 are not considered in line with shareholders' interests; and * For Art. 52, setting the 5 percent ownership threshold required to initiate a liability lawsuit on behalf of the company may raise concerns considering the ownership structure of the company. The main reasons for support are: * The company aligns with the new Companies Law whose provisions are mandatory; * The grace period provided for companies to comply will expire in January 2025, implying this may be the last time the company can amend its bylaws; and * For Art. 52, the proposed change grants the right to shareholders (owing 5 percent of the capital) to initiate liability claims on behalf of the company in cases that could harm its interest rather than only in cases of personal damages. Further, any shareholder shall have the right to initiate a private action in cases of personal damages. Items 2-10 Votes FOR these items are warranted as: * They are deemed non-contentious; and * Will have either positive or neutral impacts on shareholder value.</i>					
4	Amend Article 19 of Bylaws Re: Authorities of the Board	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 1 A vote FOR the proposed amendments is warranted, although it is not without concern for shareholders: * The proposed amendments under Art. 20, Art. 30, and Articles 38 to 41 are not considered in line with shareholders' interests; and * For Art. 52, setting the 5 percent ownership threshold required to initiate a liability lawsuit on behalf of the company may raise concerns considering the ownership structure of the company. The main reasons for support are: * The company aligns with the new Companies Law whose provisions are mandatory; * The grace period provided for companies to comply will expire in January 2025, implying this may be the last time the company can amend its bylaws; and * For Art. 52, the proposed change grants the right to shareholders (owing 5 percent of the capital) to initiate liability claims on behalf of the company in cases that could harm its interest rather than only in cases of personal damages. Further, any shareholder shall have the right to initiate a private action in cases of personal damages. Items 2-10 Votes FOR these items are warranted as: * They are deemed non-contentious; and * Will have either positive or neutral impacts on shareholder value.</i>					

National Co. for Learning & Education

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Amend Article 21 of Bylaws Re: Powers of the Chairman, Vice-Chairman, Managing Director, and Secretary	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 1 A vote FOR the proposed amendments is warranted, although it is not without concern for shareholders: * The proposed amendments under Art. 20, Art. 30, and Articles 38 to 41 are not considered in line with shareholders' interests; and * For Art. 52, setting the 5 percent ownership threshold required to initiate a liability lawsuit on behalf of the company may raise concerns considering the ownership structure of the company. The main reasons for support are: * The company aligns with the new Companies Law whose provisions are mandatory; * The grace period provided for companies to comply will expire in January 2025, implying this may be the last time the company can amend its bylaws; and * For Art. 52, the proposed change grants the right to shareholders (owing 5 percent of the capital) to initiate liability claims on behalf of the company in cases that could harm its interest rather than only in cases of personal damages. Further, any shareholder shall have the right to initiate a private action in cases of personal damages. Items 2-10 Votes FOR these items are warranted as: * They are deemed non-contentious; and * Will have either positive or neutral impacts on shareholder value.</i>					
6	Approve Adding Article 23 to Bylaws Re: Evaluation of Board Decisions	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 1 A vote FOR the proposed amendments is warranted, although it is not without concern for shareholders: * The proposed amendments under Art. 20, Art. 30, and Articles 38 to 41 are not considered in line with shareholders' interests; and * For Art. 52, setting the 5 percent ownership threshold required to initiate a liability lawsuit on behalf of the company may raise concerns considering the ownership structure of the company. The main reasons for support are: * The company aligns with the new Companies Law whose provisions are mandatory; * The grace period provided for companies to comply will expire in January 2025, implying this may be the last time the company can amend its bylaws; and * For Art. 52, the proposed change grants the right to shareholders (owing 5 percent of the capital) to initiate liability claims on behalf of the company in cases that could harm its interest rather than only in cases of personal damages. Further, any shareholder shall have the right to initiate a private action in cases of personal damages. Items 2-10 Votes FOR these items are warranted as: * They are deemed non-contentious; and * Will have either positive or neutral impacts on shareholder value.</i>					
7	Amend Article 44 of Bylaws Re: The Financial Year	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 1 A vote FOR the proposed amendments is warranted, although it is not without concern for shareholders: * The proposed amendments under Art. 20, Art. 30, and Articles 38 to 41 are not considered in line with shareholders' interests; and * For Art. 52, setting the 5 percent ownership threshold required to initiate a liability lawsuit on behalf of the company may raise concerns considering the ownership structure of the company. The main reasons for support are: * The company aligns with the new Companies Law whose provisions are mandatory; * The grace period provided for companies to comply will expire in January 2025, implying this may be the last time the company can amend its bylaws; and * For Art. 52, the proposed change grants the right to shareholders (owing 5 percent of the capital) to initiate liability claims on behalf of the company in cases that could harm its interest rather than only in cases of personal damages. Further, any shareholder shall have the right to initiate a private action in cases of personal damages. Items 2-10 Votes FOR these items are warranted as: * They are deemed non-contentious; and * Will have either positive or neutral impacts on shareholder value.</i>					
8	Amend Article 46 of Bylaws Re: Distribution of Profits	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 1 A vote FOR the proposed amendments is warranted, although it is not without concern for shareholders: * The proposed amendments under Art. 20, Art. 30, and Articles 38 to 41 are not considered in line with shareholders' interests; and * For Art. 52, setting the 5 percent ownership threshold required to initiate a liability lawsuit on behalf of the company may raise concerns considering the ownership structure of the company. The main reasons for support are: * The company aligns with the new Companies Law whose provisions are mandatory; * The grace period provided for companies to comply will expire in January 2025, implying this may be the last time the company can amend its bylaws; and * For Art. 52, the proposed change grants the right to shareholders (owing 5 percent of the capital) to initiate liability claims on behalf of the company in cases that could harm its interest rather than only in cases of personal damages. Further, any shareholder shall have the right to initiate a private action in cases of personal damages. Items 2-10 Votes FOR these items are warranted as: * They are deemed non-contentious; and * Will have either positive or neutral impacts on shareholder value.</i>					



National Co. for Learning & Education

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Deleting Article 48 of Bylaws Re: Dividend Distribution for Preferred Shares	Mgmt	For	For	For
Voting Policy Rationale: Item 1 A vote FOR the proposed amendments is warranted, although it is not without concern for shareholders: * The proposed amendments under Art. 20, Art. 30, and Articles 38 to 41 are not considered in line with shareholders' interests; and * For Art. 52, setting the 5 percent ownership threshold required to initiate a liability lawsuit on behalf of the company may raise concerns considering the ownership structure of the company. The main reasons for support are: * The company aligns with the new Companies Law whose provisions are mandatory; * The grace period provided for companies to comply will expire in January 2025, implying this may be the last time the company can amend its bylaws; and * For Art. 52, the proposed change grants the right to shareholders (owing 5 percent of the capital) to initiate liability claims on behalf of the company in cases that could harm its interest rather than only in cases of personal damages. Further, any shareholder shall have the right to initiate a private action in cases of personal damages. Items 2-10 Votes FOR these items are warranted as: * They are deemed non-contentious; and * Will have either positive or neutral impacts on shareholder value.					
10	Amend Article 50 of Bylaws Re: Buying and Mortgaging the Company's Shares	Mgmt	For	For	For
Voting Policy Rationale: Item 1 A vote FOR the proposed amendments is warranted, although it is not without concern for shareholders: * The proposed amendments under Art. 20, Art. 30, and Articles 38 to 41 are not considered in line with shareholders' interests; and * For Art. 52, setting the 5 percent ownership threshold required to initiate a liability lawsuit on behalf of the company may raise concerns considering the ownership structure of the company. The main reasons for support are: * The company aligns with the new Companies Law whose provisions are mandatory; * The grace period provided for companies to comply will expire in January 2025, implying this may be the last time the company can amend its bylaws; and * For Art. 52, the proposed change grants the right to shareholders (owing 5 percent of the capital) to initiate liability claims on behalf of the company in cases that could harm its interest rather than only in cases of personal damages. Further, any shareholder shall have the right to initiate a private action in cases of personal damages. Items 2-10 Votes FOR these items are warranted as: * They are deemed non-contentious; and * Will have either positive or neutral impacts on shareholder value.					
11	Approve the Transfer of Statutory Reserve Balance of SAR 48,776,703 as Stated in the Interim Financial Statements for the Six Months Period Ended on 29/02/ 2024 to Retained Earnings Balance	Mgmt	For	For	For
12	Amend Remuneration Policy of Board Members, Committees, and Management	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted as the company is proposing to delete directors' remuneration cap and does not provide sufficient information on the structure and amounts of directors' remuneration.					
13	Amend Audit Committee Charter	Mgmt	For	For	For

Prince Pipes & Fittings Limited

Meeting Date: 07/07/2024	Country: India	Ticker: 542907
Record Date: 05/31/2024	Meeting Type: Special	
Primary Security ID: Y7S7AB107		

Shares Voted: 941,702

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Postal Ballot Elect Ankur Bansal as Director	Mgmt	For	For	For

National Grid Plc

Meeting Date: 07/10/2024	Country: United Kingdom	Ticker: NG
Record Date: 07/08/2024	Meeting Type: Annual	
Primary Security ID: G6S9A7120		

Shares Voted: 98,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Paula Reynolds as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
4	Re-elect John Pettigrew as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
5	Re-elect Andy Agg as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
6	Elect Jacqui Ferguson as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
7	Re-elect Ian Livingston as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
8	Re-elect Iain Mackay as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
9	Re-elect Anne Robinson as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
10	Re-elect Earl Shipp as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
11	Re-elect Jonathan Silver as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
12	Re-elect Tony Wood as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
13	Re-elect Martha Wyrsh as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For

National Grid Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	For
17	Approve Climate Transition Plan	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

360 One Wam Limited

Meeting Date: 07/11/2024

Record Date: 07/04/2024

Primary Security ID: Y8R01R106

Country: India

Meeting Type: Annual

Ticker: 542772

Shares Voted: 2,949					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Standalone Financial Statements and Statutory Reports	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues surrounding the company's financial statements.					
2	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues surrounding the company's financial statements.					

360 One Wam Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve that the Vacancy on the Board Not be Filled From the Retirement of Nirmal Jain	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the proposal would ratify the vacancy on board resulting from the retirement of director.					
4	Approve that the Vacancy on the Board Not be Filled From the Retirement of Venkataraman Rajamani	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the proposal would ratify the vacancy on board resulting from the retirement of director.					
5	Approve Issuance of Equity Shares on a Preferential Basis to Times Internet Limited	Mgmt	For	For	For
6	Amend Articles of Association to Offer Karan Bhagat to Nominate Himself as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted as no significant concerns have been identified					
7	Amend Articles of Association to Offer Yatin Shah to Nominate Himself as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted as no significant concerns have been identified					

Cera Sanitaryware Limited

Meeting Date: 07/11/2024	Country: India	Ticker: 532443
Record Date: 07/04/2024	Meeting Type: Annual	
Primary Security ID: Y5370X119		

Shares Voted: 182,197					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Dividend	Mgmt	For	For	For
3	Reelect Anupam Gupta as Director	Mgmt	For	For	For
Voting Policy Rationale: Item 3: A vote FOR the nominee is warranted given the absence of any known issues concerning the nominee and the company's board and committee dynamics. Item 5: A vote FOR this resolution is warranted although it is not without any concerns: * There is no specified limit for the quantum of bonus that could be paid to Anupam Gupta each year, which can lead to discretionary payouts. * The performance metrics, targets and thresholds for determining performance incentive have not been disclosed. * There is lack of disclosure on the quantum of ESOS that the nominee is entitled to receive each year. Main reasons for support are: * No concerns have been identified with the overall quantum of estimated remuneration (excluding ESOS), which is deemed reasonable and commensurate with market peers of similar scale and operations. * Pay has been broadly aligned with company performance historically.					
4	Approve Remuneration of Cost Auditors	Mgmt	For	For	For

Cera Sanitaryware Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Reappointment and Remuneration of Anupam Gupta as Executive Director (Technical)	Mgmt	For	For	For
Voting Policy Rationale: Item 3: A vote FOR the nominee is warranted given the absence of any known issues concerning the nominee and the company's board and committee dynamics. Item 5: A vote FOR this resolution is warranted although it is not without any concerns: * There is no specified limit for the quantum of bonus that could be paid to Anupam Gupta each year, which can lead to discretionary payouts. * The performance metrics, targets and thresholds for determining performance incentive have not been disclosed. * There is lack of disclosure on the quantum of ESOS that the nominee is entitled to receive each year. Main reasons for support are: * No concerns have been identified with the overall quantum of estimated remuneration (excluding ESOS), which is deemed reasonable and commensurate with market peers of similar scale and operations. * Pay has been broadly aligned with company performance historically.					
6	Adopt New Articles of Association	Mgmt	For	For	For

DCC Plc

Meeting Date: 07/11/2024Country: IrelandTicker: DCC

Record Date: 07/07/2024Meeting Type: Annual

Primary Security ID: G2689P101

Shares Voted: 17,085

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Remuneration Policy	Mgmt	For	For	For
5(a)	Re-elect Laura Angelini as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
5(b)	Re-elect Mark Breuer as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
5(c)	Re-elect Katrina Cliffe as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
5(d)	Re-elect Caroline Dowling as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
5(e)	Re-elect Lily Liu as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
5(f)	Re-elect Kevin Lucey as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5(g)	Re-elect Donal Murphy as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
5(h)	Re-elect Alan Ralph as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
5(i)	Re-elect Mark Ryan as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
10	Authorise Market Purchase of Shares	Mgmt	For	For	For
11	Authorise Reissuance Price Range of Treasury Shares	Mgmt	For	For	For

Renewi Plc

Meeting Date: 07/11/2024	Country: United Kingdom	Ticker: RWI
Record Date: 07/09/2024	Meeting Type: Annual	
Primary Security ID: G7492H113		

Shares Voted: 188,337

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Re-elect Ben Verwaayen as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 4 A vote FOR Ben Verwaayen is considered warranted, although it is not without concern: * As Nomination Committee Chair, Ben Verwaayen is considered accountable for incorporating sufficient diversity on the Board. As at the reference and AGM date, the Board does not meet two of the three primary diversity targets of the FCA Listing Rules. The main reasons for support are: * 37.5% of individuals on the Board are women as at the reference and AGM date, which is close to the FCA Listing Rules' target, and the Company has stated that diversity will be considered in future appointments; * The Company has stated that ethnic diversity will be considered in future appointments. Items 5 to 11 A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>					
5	Re-elect Allard Castelein as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 4 A vote FOR Ben Verwaayen is considered warranted, although it is not without concern: * As Nomination Committee Chair, Ben Verwaayen is considered accountable for incorporating sufficient diversity on the Board. As at the reference and AGM date, the Board does not meet two of the three primary diversity targets of the FCA Listing Rules. The main reasons for support are: * 37.5% of individuals on the Board are women as at the reference and AGM date, which is close to the FCA Listing Rules' target, and the Company has stated that diversity will be considered in future appointments; * The Company has stated that ethnic diversity will be considered in future appointments. Items 5 to 11 A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>					
6	Re-elect Katleen Vandeweyer as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 4 A vote FOR Ben Verwaayen is considered warranted, although it is not without concern: * As Nomination Committee Chair, Ben Verwaayen is considered accountable for incorporating sufficient diversity on the Board. As at the reference and AGM date, the Board does not meet two of the three primary diversity targets of the FCA Listing Rules. The main reasons for support are: * 37.5% of individuals on the Board are women as at the reference and AGM date, which is close to the FCA Listing Rules' target, and the Company has stated that diversity will be considered in future appointments; * The Company has stated that ethnic diversity will be considered in future appointments. Items 5 to 11 A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>					
7	Re-elect Jolande Sap as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 4 A vote FOR Ben Verwaayen is considered warranted, although it is not without concern: * As Nomination Committee Chair, Ben Verwaayen is considered accountable for incorporating sufficient diversity on the Board. As at the reference and AGM date, the Board does not meet two of the three primary diversity targets of the FCA Listing Rules. The main reasons for support are: * 37.5% of individuals on the Board are women as at the reference and AGM date, which is close to the FCA Listing Rules' target, and the Company has stated that diversity will be considered in future appointments; * The Company has stated that ethnic diversity will be considered in future appointments. Items 5 to 11 A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>					
8	Re-elect Luc Sterckx as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 4 A vote FOR Ben Verwaayen is considered warranted, although it is not without concern: * As Nomination Committee Chair, Ben Verwaayen is considered accountable for incorporating sufficient diversity on the Board. As at the reference and AGM date, the Board does not meet two of the three primary diversity targets of the FCA Listing Rules. The main reasons for support are: * 37.5% of individuals on the Board are women as at the reference and AGM date, which is close to the FCA Listing Rules' target, and the Company has stated that diversity will be considered in future appointments; * The Company has stated that ethnic diversity will be considered in future appointments. Items 5 to 11 A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>					
9	Re-elect Neil Hartley as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 4 A vote FOR Ben Verwaayen is considered warranted, although it is not without concern: * As Nomination Committee Chair, Ben Verwaayen is considered accountable for incorporating sufficient diversity on the Board. As at the reference and AGM date, the Board does not meet two of the three primary diversity targets of the FCA Listing Rules. The main reasons for support are: * 37.5% of individuals on the Board are women as at the reference and AGM date, which is close to the FCA Listing Rules' target, and the Company has stated that diversity will be considered in future appointments; * The Company has stated that ethnic diversity will be considered in future appointments. Items 5 to 11 A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>					

Renewi Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Otto de Bont as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 4 A vote FOR Ben Verwaayen is considered warranted, although it is not without concern: * As Nomination Committee Chair, Ben Verwaayen is considered accountable for incorporating sufficient diversity on the Board. As at the reference and AGM date, the Board does not meet two of the three primary diversity targets of the FCA Listing Rules. The main reasons for support are: * 37.5% of individuals on the Board are women as at the reference and AGM date, which is close to the FCA Listing Rules' target, and the Company has stated that diversity will be considered in future appointments; * The Company has stated that ethnic diversity will be considered in future appointments. Items 5 to 11 A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>					
11	Re-elect Annemieke den Otter as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 4 A vote FOR Ben Verwaayen is considered warranted, although it is not without concern: * As Nomination Committee Chair, Ben Verwaayen is considered accountable for incorporating sufficient diversity on the Board. As at the reference and AGM date, the Board does not meet two of the three primary diversity targets of the FCA Listing Rules. The main reasons for support are: * 37.5% of individuals on the Board are women as at the reference and AGM date, which is close to the FCA Listing Rules' target, and the Company has stated that diversity will be considered in future appointments; * The Company has stated that ethnic diversity will be considered in future appointments. Items 5 to 11 A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>					
12	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.</i>					
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.</i>					
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Johnson Electric Holdings Ltd.

Meeting Date: 07/12/2024

Record Date: 07/08/2024

Primary Security ID: G5150J157

Country: Bermuda

Meeting Type: Annual

Ticker: 179

Shares Voted: 2,824,198

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For



Johnson Electric Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3a	Elect David Rosenthal as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted.					
3b	Elect Peter Wang as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted.					
3c	Elect Austin Wang as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted.					
4	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
5	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.					
8	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.					

Experian Plc

Meeting Date: 07/17/2024	Country: Jersey	Ticker: EXPN
Record Date: 07/15/2024	Meeting Type: Annual	
Primary Security ID: G32655105		

Shares Voted: 51,645

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Craig Boundy as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
4	Re-elect Alison Brittain as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Re-elect Brian Cassin as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
6	Re-elect Kathleen DeRose as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
7	Re-elect Caroline Donahue as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
8	Re-elect Luiz Fleury as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
9	Re-elect Jonathan Howell as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
10	Re-elect Esther Lee as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
11	Re-elect Louise Pentland as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
12	Re-elect Lloyd Pitchford as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
13	Re-elect Mike Rogers as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these candidates is warranted as no significant concerns have been identified.					
14	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Meeting Date: 07/18/2024	Country: France	Ticker: RCO
Record Date: 07/16/2024	Meeting Type: Annual/Special	
Primary Security ID: F7725A100		

Shares Voted: 7					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business	Mgmt			
	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.					
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.				
3	Approve Allocation of Income and Dividends of EUR 2 per Share	Mgmt	For	For	For
4	Approve Stock Dividend Program	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this proposal is warranted because the company failed to provide sufficient information and any rationale to support the existence of a consulting services entered into with the majority shareholder. It is therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests.				
6	Reelect Bruno Pavlovsky as Director	Mgmt	For	For	For
	Voting Policy Rationale: * Votes FOR the (re)elections of the independent nominees (Bruno Pavlovsky, Marc Verspyck and Pierre Bidart) are warranted in the absence of specific concerns (Items 6, 7 and 10). * Votes AGAINST the reelections of non-independent nominees (Caroline Bois and Elie Heriard Dubreuil) are warranted since they are affiliated with shareholders benefitting from the company's distortive voting structure (Items 8 and 9).				
7	Reelect Marc Verspyck as Director	Mgmt	For	For	For
	Voting Policy Rationale: * Votes FOR the (re)elections of the independent nominees (Bruno Pavlovsky, Marc Verspyck and Pierre Bidart) are warranted in the absence of specific concerns (Items 6, 7 and 10). * Votes AGAINST the reelections of non-independent nominees (Caroline Bois and Elie Heriard Dubreuil) are warranted since they are affiliated with shareholders benefitting from the company's distortive voting structure (Items 8 and 9).				
8	Reelect Caroline Bois Heriard Dubreuil as Director	Mgmt	For	Against	Against
	Voting Policy Rationale: * Votes FOR the (re)elections of the independent nominees (Bruno Pavlovsky, Marc Verspyck and Pierre Bidart) are warranted in the absence of specific concerns (Items 6, 7 and 10). * Votes AGAINST the reelections of non-independent nominees (Caroline Bois and Elie Heriard Dubreuil) are warranted since they are affiliated with shareholders benefitting from the company's distortive voting structure (Items 8 and 9).				
9	Reelect Elie Heriard Dubreuil as Director	Mgmt	For	Against	Against
	Voting Policy Rationale: * Votes FOR the (re)elections of the independent nominees (Bruno Pavlovsky, Marc Verspyck and Pierre Bidart) are warranted in the absence of specific concerns (Items 6, 7 and 10). * Votes AGAINST the reelections of non-independent nominees (Caroline Bois and Elie Heriard Dubreuil) are warranted since they are affiliated with shareholders benefitting from the company's distortive voting structure (Items 8 and 9).				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Elect Pierre Bidart as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: * Votes FOR the (re)elections of the independent nominees (Bruno Pavlovsky, Marc Verspyck and Pierre Bidart) are warranted in the absence of specific concerns (Items 6, 7 and 10). * Votes AGAINST the reelections of non-independent nominees (Caroline Bois and Elie Heriard Dubreuil) are warranted since they are affiliated with shareholders benefitting from the company's distortive voting structure (Items 8 and 9).</i>					
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Compensation of Marie-Amelie de Leusse, Chairwoman of the Board	Mgmt	For	For	For
13	Approve Compensation of Eric Vallat, CEO	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the remuneration policy applicable to the Chairman of the Board is warranted because it does not raise any significant concern (Item 14). A vote FOR the remuneration policy applicable to directors is warranted because it does not raise any significant concern (Item 16).</i>					
15	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted because: * There is an overall lack of disclosure on the LTIP policy as the company does not give any information on the LTIP's cap, vesting period or performance conditions. * The company does not specify a cap for exceptional remuneration.</i>					
16	Approve Remuneration Policy of Directors	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the remuneration policy applicable to the Chairman of the Board is warranted because it does not raise any significant concern (Item 14). A vote FOR the remuneration policy applicable to directors is warranted because it does not raise any significant concern (Item 16).</i>					
17	Renew Appointment of Price Waterhouse Coopers Audit as Auditor	Mgmt	For	For	For
18	Appoint ACA NEXIA as Auditor for the Sustainability Reporting	Mgmt	For	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
Extraordinary Business					
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	Mgmt	For	For	For
<i>Voting Policy Rationale: * Votes FOR the authorizations under Items 21, 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right for Item 22). * Votes AGAINST the authorizations under Items 23, 24, 25 and 26 are warranted because they do not respect the recommended 10-percent guideline for issuances without preemptive rights.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Million	Mgmt	For	For	For
Voting Policy Rationale: * Votes FOR the authorizations under Items 21, 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right for Item 22). * Votes AGAINST the authorizations under Items 23, 24, 25 and 26 are warranted because they do not respect the recommended 10-percent guideline for issuances without preemptive rights.					
23	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 15 Million	Mgmt	For	Against	Against
Voting Policy Rationale: * Votes FOR the authorizations under Items 21, 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right for Item 22). * Votes AGAINST the authorizations under Items 23, 24, 25 and 26 are warranted because they do not respect the recommended 10-percent guideline for issuances without preemptive rights.					
24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
Voting Policy Rationale: * Votes FOR the authorizations under Items 21, 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right for Item 22). * Votes AGAINST the authorizations under Items 23, 24, 25 and 26 are warranted because they do not respect the recommended 10-percent guideline for issuances without preemptive rights.					
25	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	Against	Against
Voting Policy Rationale: * Votes FOR the authorizations under Items 21, 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right for Item 22). * Votes AGAINST the authorizations under Items 23, 24, 25 and 26 are warranted because they do not respect the recommended 10-percent guideline for issuances without preemptive rights.					
26	Authorize Capital Increase of Up to EUR 15 Million for Future Exchange Offers	Mgmt	For	Against	Against
Voting Policy Rationale: * Votes FOR the authorizations under Items 21, 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right for Item 22). * Votes AGAINST the authorizations under Items 23, 24, 25 and 26 are warranted because they do not respect the recommended 10-percent guideline for issuances without preemptive rights.					
27	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
Voting Policy Rationale: * Votes FOR the authorizations under Items 21, 22 and 27 are warranted as their proposed volumes respect the recommended guidelines for issuances with and without preemptive rights (and with a binding priority right for Item 22). * Votes AGAINST the authorizations under Items 23, 24, 25 and 26 are warranted because they do not respect the recommended 10-percent guideline for issuances without preemptive rights.					
28	Authorize Capitalization of Reserves of Up to EUR 20 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For

Remy Cointreau SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
30	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

ICON plc

Meeting Date: 07/23/2024

Record Date: 06/03/2024

Primary Security ID: G4705A100

Country: Ireland

Meeting Type: Annual

Ticker: ICLR

Shares Voted: 6,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ciaran Murray	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1.2	Elect Director Steve Cutler	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1.3	Elect Director Ronan Murphy	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1.4	Elect Director John Climax	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1.5	Elect Director Julie O'Neill	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1.6	Elect Director Eugene McCague	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1.7	Elect Director Linda Grais	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Authorise Issue of Equity	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these resolutions is warranted as the proposed amounts and duration are within recommended limits.				
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these resolutions is warranted as the proposed amounts and duration are within recommended limits.				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Authorize Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted as the proposed amounts and duration are within recommended limits.					
7	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
8	Approve the Price Range for the Reissuance of Shares	Mgmt	For	For	For

Powszechna Kasa Oszczednosci Bank Polski SA

Meeting Date: 07/23/2024Country: PolandTicker: PKO

Record Date: 06/12/2024Meeting Type: Annual

Primary Security ID: X6919X108

Shares Voted: 190,031

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Discharge of Dariusz Szwed (Deputy CEO and CEO)	Mgmt	Against	Against	Against
Voting Policy Rationale: Votes AGAINST Items 1.1 – 1.5, 1.7, 1.9 – 1.10, and 2.1 – 2.11 are warranted because shareholders are better served by postponing the decision on discharge of the management and supervisory board members for the fiscal year 2023. Votes FOR Items 1.6 and 1.8 are warranted because there are no known concerns with respect to the actions taken by Andrzej Kopyrski and Piotr Mazur in the fiscal year 2023.					
1.2	Approve Discharge of Maciej Brzozowski (Deputy CEO)	Mgmt	Against	Against	Against
Voting Policy Rationale: Votes AGAINST Items 1.1 – 1.5, 1.7, 1.9 – 1.10, and 2.1 – 2.11 are warranted because shareholders are better served by postponing the decision on discharge of the management and supervisory board members for the fiscal year 2023. Votes FOR Items 1.6 and 1.8 are warranted because there are no known concerns with respect to the actions taken by Andrzej Kopyrski and Piotr Mazur in the fiscal year 2023.					
1.3	Approve Discharge of Marcin Eckert (Deputy CEO)	Mgmt	Against	Against	Against
Voting Policy Rationale: Votes AGAINST Items 1.1 – 1.5, 1.7, 1.9 – 1.10, and 2.1 – 2.11 are warranted because shareholders are better served by postponing the decision on discharge of the management and supervisory board members for the fiscal year 2023. Votes FOR Items 1.6 and 1.8 are warranted because there are no known concerns with respect to the actions taken by Andrzej Kopyrski and Piotr Mazur in the fiscal year 2023.					
1.4	Approve Discharge of Pawel Gruza (Deputy CEO)	Mgmt	Against	Against	Against
Voting Policy Rationale: Votes AGAINST Items 1.1 – 1.5, 1.7, 1.9 – 1.10, and 2.1 – 2.11 are warranted because shareholders are better served by postponing the decision on discharge of the management and supervisory board members for the fiscal year 2023. Votes FOR Items 1.6 and 1.8 are warranted because there are no known concerns with respect to the actions taken by Andrzej Kopyrski and Piotr Mazur in the fiscal year 2023.					
1.5	Approve Discharge of Wojciech Iwanicki (Deputy CEO)	Mgmt	Against	Against	Against
Voting Policy Rationale: Votes AGAINST Items 1.1 – 1.5, 1.7, 1.9 – 1.10, and 2.1 – 2.11 are warranted because shareholders are better served by postponing the decision on discharge of the management and supervisory board members for the fiscal year 2023. Votes FOR Items 1.6 and 1.8 are warranted because there are no known concerns with respect to the actions taken by Andrzej Kopyrski and Piotr Mazur in the fiscal year 2023.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Approve Discharge of Andrzej Kopyrski (Deputy CEO)	Mgmt	For	For	For
Voting Policy Rationale: Votes AGAINST Items 1.1 – 1.5, 1.7, 1.9 – 1.10, and 2.1 – 2.11 are warranted because shareholders are better served by postponing the decision on discharge of the management and supervisory board members for the fiscal year 2023. Votes FOR Items 1.6 and 1.8 are warranted because there are no known concerns with respect to the actions taken by Andrzej Kopyrski and Piotr Mazur in the fiscal year 2023.					
1.7	Approve Discharge of Artur Kurcweil (Deputy CEO)	Mgmt	Against	Against	Against
Voting Policy Rationale: Votes AGAINST Items 1.1 – 1.5, 1.7, 1.9 – 1.10, and 2.1 – 2.11 are warranted because shareholders are better served by postponing the decision on discharge of the management and supervisory board members for the fiscal year 2023. Votes FOR Items 1.6 and 1.8 are warranted because there are no known concerns with respect to the actions taken by Andrzej Kopyrski and Piotr Mazur in the fiscal year 2023.					
1.8	Approve Discharge of Piotr Mazur (Deputy CEO)	Mgmt	For	For	For
Voting Policy Rationale: Votes AGAINST Items 1.1 – 1.5, 1.7, 1.9 – 1.10, and 2.1 – 2.11 are warranted because shareholders are better served by postponing the decision on discharge of the management and supervisory board members for the fiscal year 2023. Votes FOR Items 1.6 and 1.8 are warranted because there are no known concerns with respect to the actions taken by Andrzej Kopyrski and Piotr Mazur in the fiscal year 2023.					
1.9	Approve Discharge of Maks Kraczkowski (Deputy CEO)	Mgmt	Against	Against	Against
Voting Policy Rationale: Votes AGAINST Items 1.1 – 1.5, 1.7, 1.9 – 1.10, and 2.1 – 2.11 are warranted because shareholders are better served by postponing the decision on discharge of the management and supervisory board members for the fiscal year 2023. Votes FOR Items 1.6 and 1.8 are warranted because there are no known concerns with respect to the actions taken by Andrzej Kopyrski and Piotr Mazur in the fiscal year 2023.					
1.10	Approve Discharge of Mieczyslaw Krol (Deputy CEO)	Mgmt	Against	Against	Against
Voting Policy Rationale: Votes AGAINST Items 1.1 – 1.5, 1.7, 1.9 – 1.10, and 2.1 – 2.11 are warranted because shareholders are better served by postponing the decision on discharge of the management and supervisory board members for the fiscal year 2023. Votes FOR Items 1.6 and 1.8 are warranted because there are no known concerns with respect to the actions taken by Andrzej Kopyrski and Piotr Mazur in the fiscal year 2023.					
2.1	Approve Discharge of Robert Pietruszyn (Supervisory Board Chairman)	Mgmt	None	Against	Against
Voting Policy Rationale: Votes AGAINST Items 1.1 – 1.5, 1.7, 1.9 – 1.10, and 2.1 – 2.11 are warranted because shareholders are better served by postponing the decision on discharge of the management and supervisory board members for the fiscal year 2023. Votes FOR Items 1.6 and 1.8 are warranted because there are no known concerns with respect to the actions taken by Andrzej Kopyrski and Piotr Mazur in the fiscal year 2023.					
2.2	Approve Discharge of Wojciech Jasinski (Supervisory Board Deputy Chairman)	Mgmt	None	Against	Against
Voting Policy Rationale: Votes AGAINST Items 1.1 – 1.5, 1.7, 1.9 – 1.10, and 2.1 – 2.11 are warranted because shareholders are better served by postponing the decision on discharge of the management and supervisory board members for the fiscal year 2023. Votes FOR Items 1.6 and 1.8 are warranted because there are no known concerns with respect to the actions taken by Andrzej Kopyrski and Piotr Mazur in the fiscal year 2023.					
2.3	Approve Discharge of Dominik Kaczmarek (Supervisory Board Secretary)	Mgmt	None	Against	Against
Voting Policy Rationale: Votes AGAINST Items 1.1 – 1.5, 1.7, 1.9 – 1.10, and 2.1 – 2.11 are warranted because shareholders are better served by postponing the decision on discharge of the management and supervisory board members for the fiscal year 2023. Votes FOR Items 1.6 and 1.8 are warranted because there are no known concerns with respect to the actions taken by Andrzej Kopyrski and Piotr Mazur in the fiscal year 2023.					



Powszechna Kasa Oszczednosci Bank Polski SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.4	Approve Discharge of Mariusz Andrzejewski (Supervisory Board Member)	Mgmt	None	Against	Against
Voting Policy Rationale: Votes AGAINST Items 1.1 – 1.5, 1.7, 1.9 – 1.10, and 2.1 – 2.11 are warranted because shareholders are better served by postponing the decision on discharge of the management and supervisory board members for the fiscal year 2023. Votes FOR Items 1.6 and 1.8 are warranted because there are no known concerns with respect to the actions taken by Andrzej Kopyrski and Piotr Mazur in the fiscal year 2023.					
2.5	Approve Discharge of Andrzej Kisielewicz (Supervisory Board Member)	Mgmt	None	Against	Against
Voting Policy Rationale: Votes AGAINST Items 1.1 – 1.5, 1.7, 1.9 – 1.10, and 2.1 – 2.11 are warranted because shareholders are better served by postponing the decision on discharge of the management and supervisory board members for the fiscal year 2023. Votes FOR Items 1.6 and 1.8 are warranted because there are no known concerns with respect to the actions taken by Andrzej Kopyrski and Piotr Mazur in the fiscal year 2023.					
2.6	Approve Discharge of Rafal Kos (Supervisory Board Member)	Mgmt	None	Against	Against
Voting Policy Rationale: Votes AGAINST Items 1.1 – 1.5, 1.7, 1.9 – 1.10, and 2.1 – 2.11 are warranted because shareholders are better served by postponing the decision on discharge of the management and supervisory board members for the fiscal year 2023. Votes FOR Items 1.6 and 1.8 are warranted because there are no known concerns with respect to the actions taken by Andrzej Kopyrski and Piotr Mazur in the fiscal year 2023.					
2.7	Approve Discharge of Tomasz Kuczur (Supervisory Board Member)	Mgmt	None	Against	Against
Voting Policy Rationale: Votes AGAINST Items 1.1 – 1.5, 1.7, 1.9 – 1.10, and 2.1 – 2.11 are warranted because shareholders are better served by postponing the decision on discharge of the management and supervisory board members for the fiscal year 2023. Votes FOR Items 1.6 and 1.8 are warranted because there are no known concerns with respect to the actions taken by Andrzej Kopyrski and Piotr Mazur in the fiscal year 2023.					
2.8	Approve Discharge of Maciej Lopinski (Supervisory Board Member)	Mgmt	None	Against	Against
Voting Policy Rationale: Votes AGAINST Items 1.1 – 1.5, 1.7, 1.9 – 1.10, and 2.1 – 2.11 are warranted because shareholders are better served by postponing the decision on discharge of the management and supervisory board members for the fiscal year 2023. Votes FOR Items 1.6 and 1.8 are warranted because there are no known concerns with respect to the actions taken by Andrzej Kopyrski and Piotr Mazur in the fiscal year 2023.					
2.9	Approve Discharge of Bogdan Szafranski (Supervisory Board Member)	Mgmt	None	Against	Against
Voting Policy Rationale: Votes AGAINST Items 1.1 – 1.5, 1.7, 1.9 – 1.10, and 2.1 – 2.11 are warranted because shareholders are better served by postponing the decision on discharge of the management and supervisory board members for the fiscal year 2023. Votes FOR Items 1.6 and 1.8 are warranted because there are no known concerns with respect to the actions taken by Andrzej Kopyrski and Piotr Mazur in the fiscal year 2023.					
2.10	Approve Discharge of Agnieszka Winnik-Kalembe (Supervisory Board Member)	Mgmt	None	Against	Against
Voting Policy Rationale: Votes AGAINST Items 1.1 – 1.5, 1.7, 1.9 – 1.10, and 2.1 – 2.11 are warranted because shareholders are better served by postponing the decision on discharge of the management and supervisory board members for the fiscal year 2023. Votes FOR Items 1.6 and 1.8 are warranted because there are no known concerns with respect to the actions taken by Andrzej Kopyrski and Piotr Mazur in the fiscal year 2023.					
2.11	Approve Discharge of Krzysztof Michalski (Supervisory Board Member)	Mgmt	None	Against	Against
Voting Policy Rationale: Votes AGAINST Items 1.1 – 1.5, 1.7, 1.9 – 1.10, and 2.1 – 2.11 are warranted because shareholders are better served by postponing the decision on discharge of the management and supervisory board members for the fiscal year 2023. Votes FOR Items 1.6 and 1.8 are warranted because there are no known concerns with respect to the actions taken by Andrzej Kopyrski and Piotr Mazur in the fiscal year 2023.					

Powszechna Kasa Oszczednosci Bank Polski SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Amend Remuneration Policy	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted because: * The company does not disclose the exhaustive list of the performance metrics and weights; * The amount of fixed remuneration, the detailed performance conditions with the weights, the individual ration of the fixed to variable compensation, malus and claw backs parameters are determined by the supervisory board at their discretion; * Some contractual terms of company's executives, such as base salary, malus and claw back parameters, compensation as per non-compete agreement were not fully described by the company; * The new policy established the right of the supervisory board members to participate in employee capital plan, which provides retirement benefits. However, we note that non-executive participation in the employee capital plan is a common market practice.					
4	Close Meeting	Mgmt			

Soitec SA

Meeting Date: 07/23/2024	Country: France	Ticker: SOI
Record Date: 07/19/2024	Meeting Type: Annual/Special	
Primary Security ID: F8582K389		

Shares Voted: 87					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business	Mgmt			
	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.					
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.					
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For
4	Elect Frederic Lissalde as Director	Mgmt	For	For	For
Voting Policy Rationale: * Votes FOR the (re)elections of Frederic Lissalde, Francoise Chombar and Shuo Zhang as independent nominees are warranted in the absence of specific concerns (Items 4, 5, and 7). * A vote FOR the reelection of Satoshi Onishi as non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 58.3 percent vs 50 percent recommended) and the absence of specific concerns (Item 6).					
5	Reelect Francoise Chombar as Director	Mgmt	For	For	For
Voting Policy Rationale: * Votes FOR the (re)elections of Frederic Lissalde, Francoise Chombar and Shuo Zhang as independent nominees are warranted in the absence of specific concerns (Items 4, 5, and 7). * A vote FOR the reelection of Satoshi Onishi as non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 58.3 percent vs 50 percent recommended) and the absence of specific concerns (Item 6).					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Reelect Satoshi Onishi as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: * Votes FOR the (re)elections of Frederic Lissalde, Françoise Chombar and Shuo Zhang as independent nominees are warranted in the absence of specific concerns (Items 4, 5, and 7). * A vote FOR the reelection of Satoshi Onishi as non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 58.3 percent vs 50 percent recommended) and the absence of specific concerns (Item 6).</i>					
7	Reelect Shuo Zhang as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: * Votes FOR the (re)elections of Frederic Lissalde, Françoise Chombar and Shuo Zhang as independent nominees are warranted in the absence of specific concerns (Items 4, 5, and 7). * A vote FOR the reelection of Satoshi Onishi as non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 50.0 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 58.3 percent vs 50 percent recommended) and the absence of specific concerns (Item 6).</i>					
8	Amend Remuneration Policy of CEO	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Eric Meurice, Chairman of the Board	Mgmt	For	For	For
11	Approve Compensation of Pierre Barnabe, CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these remuneration policies are warranted because they do not raise any significant concern.</i>					
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
<i>Voting Policy Rationale: Votes FOR these remuneration policies are warranted because they do not raise any significant concern.</i>					
14	Approve Remuneration Policy of CEO	Mgmt	For	For	For
15	Approve Transaction with Eric Meurice Re: Service Agreement	Mgmt	For	For	For
16	Appoint KPMG S.A. as Auditor for the Sustainability Reporting	Mgmt	For	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
Extraordinary Business					
18	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 7 Million	Mgmt	For	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize up to 5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
	Ordinary Business	Mgmt			
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Arcadium Lithium Plc

Meeting Date: 07/25/2024

Record Date: 05/31/2024

Primary Security ID: G0508H110

Country: Jersey

Meeting Type: Annual

Ticker: ALTM

Shares Voted: 1,200,474

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paul W. Graves	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1b	Elect Director Michael F. Barry	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1c	Elect Director Peter Coleman	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1d	Elect Director Alan Fitzpatrick	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1e	Elect Director Florencia Heredia	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1f	Elect Director Leanne Heywood	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1g	Elect Director Christina Lampe-Onnerud	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1h	Elect Director Pablo Marcet	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1i	Elect Director Steven T. Merkt	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1j	Elect Director Fernando Oris de Roa	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1k	Elect Director Robert C. Pallash	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				

## Arcadium Lithium Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director John Turner	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

## Macquarie Group Limited

Meeting Date: 07/25/2024	Country: Australia	Ticker: MQG
Record Date: 07/23/2024	Meeting Type: Annual	
Primary Security ID: Q57085286		

Shares Voted: 8,722

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Rebecca J McGrath as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the re-election of Rebecca McGrath (Items 2a), Michael Roche (Items 2b) and Chair Glenn Stevens (Items 2c) is warranted. * They serve as independent non-executive directors on a board that is majority independent. * No material concerns have been identified regarding these directors in respect of board and committee composition, nor any wider corporate governance issues.					
2b	Elect Mike Roche as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the re-election of Rebecca McGrath (Items 2a), Michael Roche (Items 2b) and Chair Glenn Stevens (Items 2c) is warranted. * They serve as independent non-executive directors on a board that is majority independent. * No material concerns have been identified regarding these directors in respect of board and committee composition, nor any wider corporate governance issues.					
2c	Elect Glenn R Stevens as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the re-election of Rebecca McGrath (Items 2a), Michael Roche (Items 2b) and Chair Glenn Stevens (Items 2c) is warranted. * They serve as independent non-executive directors on a board that is majority independent. * No material concerns have been identified regarding these directors in respect of board and committee composition, nor any wider corporate governance issues.					
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Participation of Shemara Wikramanayake in the Macquarie Group Employee Retained Equity Plan	Mgmt	For	For	For

## Axis Bank Limited

Meeting Date: 07/26/2024	Country: India	Ticker: 532215
Record Date: 07/19/2024	Meeting Type: Annual	
Primary Security ID: Y0487S137		

Shares Voted: 3,530,460

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Dividend	Mgmt	For	For	For
3	Reelect Rajiv Anand as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
4	Approve M M Nissim & Co. LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given the absence of any significant concerns.					
5	Approve KKC & Associates LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given the absence of any significant concerns.					
6	Reelect Meena Ganesh as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
7	Reelect G. Padmanabhan as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
8	Approve Reappointment and Remuneration of Amitabh Chaudhry as Managing Director and CEO	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, although it is not without concerns for shareholders: * The number of stock options that will be granted to him have not been disclosed. * There is no disclosure on the performance conditions that will be used to evaluate the variable pay including stock options. The main reasons for support are: * His proposed pay is deemed reasonable given the size and scale of the company's operations and is in line with market peers. * The variable pay (including stock options) is capped and his overall pay is subject to RBI approval.					
9	Approve Revision in Remuneration to Amitabh Chaudhry as Managing Director and CEO	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, although it is not without concerns for shareholders: * The number of stock options that will be granted to him have not been disclosed. * There is no disclosure on the performance conditions that will be used to evaluate the variable pay including stock options. The main reasons for support are: * His proposed pay is deemed reasonable given the size and scale of the company's operations and is in line with market peers. * The variable pay (including stock options) is capped and his overall pay is subject to RBI approval.					
10	Approve Revision in Remuneration to Rajiv Anand as Deputy Managing Director	Mgmt	For	For	For
11	Approve Revision in Remuneration to Subrat Mohanty as Executive Director	Mgmt	For	For	For

## Axis Bank Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Revision in Remuneration to Munish Sharda as Executive Director	Mgmt	For	For	For
13	Approve Borrowing/Raising of Funds/Foreign Currency by Issuance of Debt Securities on Private Placement Basis	Mgmt	For	For	For
14	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
15	Approve Material Related Party Transactions for Acceptance of Deposits in Current/Savings Account or Any Other Similar Accounts Permitted to be Opened Under Applicable Laws	Mgmt	For	For	For
16	Approve Material Related Party Transactions for Subscription of Securities Issued by the Related Parties and/or Purchase of Securities (of Related or Other Unrelated Parties) from Related Parties	Mgmt	For	For	For
17	Approve Material Related Party Transactions for Sale of Securities (of Related or Other Unrelated Parties) to Related Parties	Mgmt	For	For	For
18	Approve Material Related Party Transactions for Issue of Securities of the Bank to Related Parties, Payment of Interest and Redemption Amount Thereof	Mgmt	For	For	For
19	Approve Material Related Party Transactions for Receipt of Fees/Commission for Distribution of Insurance Products and Other Related Business	Mgmt	For	For	For
20	Approve Material Related Party Transactions for Fund Based or Non-Fund Based Credit Facilities Including Consequential Interest/Fees	Mgmt	For	For	For
21	Approve Material Related Party Transactions for Money Market Instruments/Term Borrowing/Term Lending (Including Repo/Reverse Repo)	Mgmt	For	For	For
22	Approve Material Related Party Transactions Pertaining to Forex and Derivative Contracts	Mgmt	For	For	For

Ujjivan Small Finance Bank Limited

Meeting Date: 07/26/2024Country: IndiaTicker: 542904

Record Date: 07/19/2024Meeting Type: Annual

Primary Security ID: Y9037F107

Shares Voted: 32,680,943

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Declare Final Dividend	Mgmt	For	For	For
3	Approve Deloitte Haskins & Sells, Chartered Accountants and Abarna & Ananthan, Chartered Accountants as Joint Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Reelect Samit Kumar Ghosh as Director	Mgmt	For	For	For
Voting Policy Rationale: Items 4, 9 and 10 A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics. Item 11 A vote AGAINST the appointment of Mona Kachhwaha is warranted because she has been reclassified as non-independent as per our reclassification and is being proposed to be appointed as an independent director.					
5	Approve Appointment of Sanjeev Nautiyal as Executive Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted however it is not without concerns: * There are no disclosures on the threshold and target performance that he needs to achieve to determine the rewards under the variable element. The main reason for support is: * The executive's overall pay is subject to RBI approval, is deemed reasonable and is in line with industry peers.					
6	Approve Appointment and Remuneration of Sanjeev Nautiyal as Managing Director and Chief Executive Officer	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted however it is not without concerns: * There are no disclosures on the threshold and target performance that he needs to achieve to determine the rewards under the variable element. The main reason for support is: * The executive's overall pay is subject to RBI approval, is deemed reasonable and is in line with industry peers.					
7	Approve Appointment of Carol Kripanayana Furtado as Executive Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted however it is not without concerns: * There are no disclosures on the threshold and target performance that he needs to achieve to determine the rewards under the variable element. The main reason for support is: * The executive's overall pay is subject to RBI approval, is deemed reasonable and is in line with industry peers.					
8	Approve Appointment and Remuneration of Carol Kripanayana Furtado as Whole-time Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted however it is not without concerns: * There are no disclosures on the threshold and target performance that he needs to achieve to determine the rewards under the variable element. The main reason for support is: * The executive's overall pay is subject to RBI approval, is deemed reasonable and is in line with industry peers.					



Ujjivan Small Finance Bank Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Reelect Banavar Anantharamaiah Prabhakar as Director	Mgmt	For	For	For
Voting Policy Rationale: Items 4, 9 and 10 A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics. Item 11 A vote AGAINST the appointment of Mona Kachhwaha is warranted because she has been reclassified as non-independent as per our reclassification and is being proposed to be appointed as an independent director.					
10	Reelect Ravichandran Venkataraman as Director	Mgmt	For	For	For
Voting Policy Rationale: Items 4, 9 and 10 A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics. Item 11 A vote AGAINST the appointment of Mona Kachhwaha is warranted because she has been reclassified as non-independent as per our reclassification and is being proposed to be appointed as an independent director.					
11	Elect Mona Kachhwaha as Director	Mgmt	For	Against	For
Voting Policy Rationale: Items 4, 9 and 10 A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics. Item 11 A vote AGAINST the appointment of Mona Kachhwaha is warranted because she has been reclassified as non-independent as per our reclassification and is being proposed to be appointed as an independent director.					
12	Amend Articles/Memorandum of Association (Non-Routine)	Mgmt	For	For	For

JSW Infrastructure Ltd.

Meeting Date: 07/29/2024	Country: India	Ticker: 543994
Record Date: 07/22/2024	Meeting Type: Annual	
Primary Security ID: Y4S6D5114		

Shares Voted: 4,293,842					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Dividend	Mgmt	For	For	For
3	Reelect Lalit Singhvi as Director	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The board independence norms are not met (after reclassification) and Lalit Chandanmal Singhvi is a non-independent director nominee.					
4	Approve Increase in Borrowing Limits	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given that the potential debt limit is within a reasonable range.					
5	Approve Pledging of Assets for Debt	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given that the potential debt limit is within a reasonable range.					

Meeting Date: 08/03/2024

Record Date: 07/27/2024

Primary Security ID: Y4964H150

Country: India

Meeting Type: Annual

Ticker: 500247

Shares Voted: 2,908,985

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Standalone Financial Statements and Statutory Reports	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements.					
2	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements.					
3	Approve Dividend on Non-Convertible Perpetual Non-Cumulative Preference Shares	Mgmt	For	For	For
4	Approve Dividend on Equity Shares	Mgmt	For	For	For
5	Reelect Amit Desai as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR election of Amit Desai and Ketaki Sanat Bhagwati both nominees is warranted given the absence of any known issues concerning the nominees.					
6	Approve Deloitte Haskins & Sells, Chartered Accountants as one of the Joint Statutory Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given the absence of any significant concerns.					
7	Authorize Board to Fix Remuneration of Joint Statutory Auditors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given the absence of any significant concerns.					
8	Elect Ketaki Bhagwati as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR election of Amit Desai and Ketaki Sanat Bhagwati both nominees is warranted given the absence of any known issues concerning the nominees.					
9	Amend Articles of Association - Board Related	Mgmt	For	For	For
10	Approve Increase in Remuneration of C S Rajan as Non-Executive Independent Part-time Chairman	Mgmt	For	For	For

Nuvama Wealth Management Ltd.

Meeting Date: 08/05/2024

Record Date: 07/29/2024

Primary Security ID: Y2R495101

Country: India

Meeting Type: Annual

Ticker: 543988

Shares Voted: 89,061

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Accept Standalone Financial Statements and Statutory Reports	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues surrounding the company's financial statements.					
1b	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues surrounding the company's financial statements.					
2	Reelect Ashish Kehair as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
3	Reelect Aswin Vikram as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
4	Approve Reappointment and Remuneration of Ashish Kehair as Managing Director and Chief Executive Officer	Mgmt	For	For	For
5	Approve Reappointment and Remuneration of Shiv Sehgal as Executive Director	Mgmt	For	For	For

Vista Energy SAB de CV

Meeting Date: 08/06/2024

Record Date: 07/05/2024

Primary Security ID: P9799N108

Country: Mexico

Meeting Type: Ordinary Shareholders

Ticker: VISTAA

Shares Voted: 1,685,467

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Meeting for ADR Holders	Mgmt			
	Set Maximum Amount of Share Repurchase Reserve for up to USD 50 Million for Fiscal Year 2024 and to Use Remainder if Any for Same Purposes in Fiscal Year 2025	Mgmt	For	For	For

Vista Energy SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

HDFC Bank Ltd.

Meeting Date: 08/09/2024	Country: India	Ticker: 500180
Record Date: 08/02/2024	Meeting Type: Annual	
Primary Security ID: Y3119P190		

Shares Voted: 203,971					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Standalone Financial Statements and Statutory Reports	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements.					
2	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements.					
3	Approve Dividend	Mgmt	For	For	For
4	Reelect Bhavesh Zaveri as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
5	Reelect Keki Mistry as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
6	Approve Batliboi & Purohit, Chartered Accountants as Joint Statutory Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
7	Authorize Issuance of Long-Term Bonds (Financing of Infrastructure and Affordable housing), Perpetual Debt Instruments (Part of Additional Tier I Capital) and Tier II Capital Bonds Through Private Placement Mode	Mgmt	For	For	For
8	Approve Grant of Equity Stock Options under Employees Stock Option Master Scheme - 2024	Mgmt	For	For	For

Golar LNG Limited

Meeting Date: 08/13/2024

Record Date: 06/13/2024

Primary Security ID: G9456A100

Country: Bermuda

Meeting Type: Annual

Ticker: GLNG

Shares Voted: 31,150

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Fix Number of Directors at Seven	Mgmt	For	For	For
2	Authorize Board to Fill Vacancies	Mgmt	For	For	For
3	Reelect Director Tor Olav Troim	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
4	Reelect Director Daniel W. Rabun	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
5	Reelect Director Thorleif Egeli	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
6	Reelect Director Carl E. Steen	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
7	Reelect Director Niels G. Stolt-Nielsen	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
8	Reelect Director Lori Wheeler Naess	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
9	Reelect Director Georgina E. Sousa	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
10	Approve Ernst & Young LLP of London, England as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
11	Approve Remuneration of Directors	Mgmt	For	For	For

Telecom Plus Plc

Meeting Date: 08/13/2024

Record Date: 08/09/2024

Primary Security ID: G8729H108

Country: United Kingdom

Meeting Type: Annual

Ticker: TEP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Charles Wigoder as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 4 A vote FOR the re-election of Charles Wigoder is considered warranted, although it is not without concern: * Charles Wigoder continues to serve on the Board despite his 26-year tenure. The main reasons for support are: * No other material governance concerns have been identified. * The Company has explained the reasoning for the continued appointment of the Board Chair. Items 5-10 A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i></p>					
5	Re-elect Stuart Burnett as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 4 A vote FOR the re-election of Charles Wigoder is considered warranted, although it is not without concern: * Charles Wigoder continues to serve on the Board despite his 26-year tenure. The main reasons for support are: * No other material governance concerns have been identified. * The Company has explained the reasoning for the continued appointment of the Board Chair. Items 5-10 A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i></p>					
6	Re-elect Nicholas Schoenfeld as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 4 A vote FOR the re-election of Charles Wigoder is considered warranted, although it is not without concern: * Charles Wigoder continues to serve on the Board despite his 26-year tenure. The main reasons for support are: * No other material governance concerns have been identified. * The Company has explained the reasoning for the continued appointment of the Board Chair. Items 5-10 A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i></p>					
7	Re-elect Beatrice Hollond as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 4 A vote FOR the re-election of Charles Wigoder is considered warranted, although it is not without concern: * Charles Wigoder continues to serve on the Board despite his 26-year tenure. The main reasons for support are: * No other material governance concerns have been identified. * The Company has explained the reasoning for the continued appointment of the Board Chair. Items 5-10 A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i></p>					
8	Re-elect Andrew Blowers as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 4 A vote FOR the re-election of Charles Wigoder is considered warranted, although it is not without concern: * Charles Wigoder continues to serve on the Board despite his 26-year tenure. The main reasons for support are: * No other material governance concerns have been identified. * The Company has explained the reasoning for the continued appointment of the Board Chair. Items 5-10 A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i></p>					
9	Re-elect Suzanne Williams as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 4 A vote FOR the re-election of Charles Wigoder is considered warranted, although it is not without concern: * Charles Wigoder continues to serve on the Board despite his 26-year tenure. The main reasons for support are: * No other material governance concerns have been identified. * The Company has explained the reasoning for the continued appointment of the Board Chair. Items 5-10 A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i></p>					

Telecom Plus Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Carla Stent as Director	Mgmt	For	For	For
Voting Policy Rationale: Items 4 A vote FOR the re-election of Charles Wigoder is considered warranted, although it is not without concern: * Charles Wigoder continues to serve on the Board despite his 26-year tenure. The main reasons for support are: * No other material governance concerns have been identified. * The Company has explained the reasoning for the continued appointment of the Board Chair. Items 5-10 A vote FOR these Directors is considered warranted as no significant concerns have been identified.					
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

HANWHA AEROSPACE Co., Ltd.

Meeting Date: 08/14/2024

Record Date: 06/28/2024

Primary Security ID: Y7470L102

Country: South Korea

Meeting Type: Special

Ticker: 012450

Shares Voted: 390,393

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Spin-Off Agreement	Mgmt	For	For	For
2.1	Amend Articles of Incorporation (Record Date)	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR Items 2.1-2.4 resolutions is warranted as none of the proposed amendments is contentious or problematic in nature.					

HANWHA AEROSPACE Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.2	Amend Articles of Incorporation (Amendments Relating to Changes in Legislation)	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR Items 2.1-2.4 resolutions is warranted as none of the proposed amendments is contentious or problematic in nature.					
2.3	Amend Articles of Incorporation (Record Date for Dividends)	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR Items 2.1-2.4 resolutions is warranted as none of the proposed amendments is contentious or problematic in nature.					
2.4	Amend Articles of Incorporation (Miscellaneous)	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR Items 2.1-2.4 resolutions is warranted as none of the proposed amendments is contentious or problematic in nature.					

SK Square Co. Ltd.

Meeting Date: 08/14/2024Country: South KoreaTicker: 402340

Record Date: 07/18/2024Meeting Type: Special

Primary Security ID: Y8T6X4107

Shares Voted: 1,197,462

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Han Myung-jin as Inside Director/CEO	Mgmt	For	For	For

Pacific Textiles Holdings Limited

Meeting Date: 08/15/2024Country: Cayman IslandsTicker: 1382

Record Date: 08/09/2024Meeting Type: Annual

Primary Security ID: G68612103

Shares Voted: 9,236,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Elect Masaru Okutomi as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote AGAINST the election of Michael Chan Yue Kwong is warranted for serving on more than six public company boards. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.					



Pacific Textiles Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3b	Elect Chan Yue Kwong, Michael as Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the election of Michael Chan Yue Kwong is warranted for serving on more than six public company boards. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.					
3c	Elect Ng Ching Wah as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote AGAINST the election of Michael Chan Yue Kwong is warranted for serving on more than six public company boards. In the absence of any significant issues concerning other nominees, a vote FOR their election is warranted.					
3d	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the general share issuance mandate in Item 5 is warranted given that the company has not specified the discount limit for issuance for cash and non-cash consideration. A vote AGAINST the share reissuance request in Item 7 is warranted given the reissuance of repurchase share would cause the aggregate share issuance limit to exceed 10 percent of the relevant class of shares for issuance for cash and non-cash consideration, and the company has not specified the discount limit for issuance for cash and non-cash consideration.					
6	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For
7	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the general share issuance mandate in Item 5 is warranted given that the company has not specified the discount limit for issuance for cash and non-cash consideration. A vote AGAINST the share reissuance request in Item 7 is warranted given the reissuance of repurchase share would cause the aggregate share issuance limit to exceed 10 percent of the relevant class of shares for issuance for cash and non-cash consideration, and the company has not specified the discount limit for issuance for cash and non-cash consideration.					
8	Approve Proposed Amendments to Existing Memorandum and Articles of Association and Adopt New Memorandum and Articles of Association	Mgmt	For	For	For

Aditya Birla Capital Limited

Meeting Date: 08/16/2024

Record Date: 08/09/2024

Primary Security ID: Y0R14D109

Country: India

Meeting Type: Annual

Ticker: 540691

Shares Voted: 2,452,084

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Aditya Birla Capital Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Reelect Romesh Sobti as Director	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST the following nominee is warranted because: * Romesh Sobti has failed to attend at least 75 percent of board meetings in the most recent fiscal year, without a satisfactory explanation.					
3	Approve M. M. Nissim & Co LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Approve Continuation of Directorship of Romesh Sobti as Director	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST the following nominee is warranted because: * Romesh Sobti has failed to attend at least 75 percent of board meetings in the most recent fiscal year, without a satisfactory explanation.					

Apollo Hospitals Enterprise Ltd.

Meeting Date: 08/17/2024Country: IndiaTicker: 508869

Record Date: 07/12/2024Meeting Type: Special

Primary Security ID: Y0187F138

Shares Voted: 484,571

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Approve Material Related Party Transactions Entered Into by Apollo Healthco Limited (AHL)	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted in light of the following: * The strategic rationale of the proposed transaction is compelling. * The valuation is considered reasonable and in line with market peers.					
2	Approve Dilution of Shareholding in Apollo Healthco Limited (AHL)	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted in light of the following: * The strategic rationale of the proposed transaction is compelling. * The valuation is considered reasonable and in line with market peers.					

Grupo Financiero Galicia SA

Meeting Date: 08/20/2024Country: ArgentinaTicker: GGAL

Record Date: 07/25/2024Meeting Type: Special

Primary Security ID: P49525150

Shares Voted: 1,878,571

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			

## Grupo Financiero Galicia SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary and Extraordinary Meeting Agenda - Items 3 and 5 are Extraordinary	Mgmt			
1	Designate Two Shareholders to Sign Minutes of Meeting	Mgmt	For	For	For
2	Approve Acquisition of HSBC Bank Argentina S.A., HSBC Argentina Holdings S.A., HSBC Participaciones (Argentina) S.A., HSBC Global Asset Management S.A., HSBC Seguros de Vida (Argentina) S.A. and HSBC Seguros de Retiro (Argentina) S.A.	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the key terms and a sound strategic rationale for the proposed transaction; and * There are no known concerns regarding the terms of the cash-and-stock transaction.</i>					
3	Approve Capital Increase (First Increase) up to ARS 115.58 Million via Issuance of 115.58 Million New Class B Shares without Preemptive Rights; Set Issue Premium	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the key terms and a sound strategic rationale for the proposed transaction; and * There are no known concerns regarding the terms of the cash-and-stock transaction.</i>					
4	Approve Capital Increase (Second Increase) up to Maximum Amount, Which Together with First Increase may not Exceed ARS 162.04 Million via Issuance of 162.04 Million New Class B Shares; Set Issue Premium	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the key terms and a sound strategic rationale for the proposed transaction; and * There are no known concerns regarding the terms of the cash-and-stock transaction.</i>					
5	Regarding Second Increase (Item 4), Approve Reduction of Exercise Term of Preemptive Rights and Increase up to Legal Minimum	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the key terms and a sound strategic rationale for the proposed transaction; and * There are no known concerns regarding the terms of the cash-and-stock transaction.</i>					
6	Request Authorization of Increases to Argentine Securities Commission for Public Offering in Country and/or Abroad and for Listing on Bolsas y Mercados Argentinos S.A. (BYMA), NASDAQ and/or in Additional Local and/or Foreign Markets	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the key terms and a sound strategic rationale for the proposed transaction; and * There are no known concerns regarding the terms of the cash-and-stock transaction.</i>					

Grupo Financiero Galicia SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Authorize Board to Set Number of Shares to Be Issued for Each Increase, which may Be Executed in Stages, Timing and Implementation of Increases; Subscribe to All Agreements and Perform all Acts to Implement Capital Increases	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the key terms and a sound strategic rationale for the proposed transaction; and * There are no known concerns regarding the terms of the cash-and-stock transaction.					

Prosus NV

Meeting Date: 08/21/2024		Country: Netherlands	Ticker: PRX		
Record Date: 07/24/2024		Meeting Type: Annual			
Primary Security ID: N7163R103					
Shares Voted: 258,535					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Annual Report (Non-Voting)	Mgmt			
2	Discussion on Company's Corporate Governance Structure	Mgmt			
3	Approve Remuneration Report	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted because: * The quantum of total pay package remains high, particularly the vested value of LTI awards with a portion not subject to performance conditions. * The exit arrangement with former CEO Bob van Dijk is in deviation of market practice, particularly as his pay package continued for 6 months post-mandate under an advisory capacity, including STI and LTI. * The SAR plan is not sufficiently transparent and share options are not tied to separate performance conditions. * The quantum of the overall realized package for FY 2023/2024 is considered excessive (USD 19.9 million) and represents 12.8x lead executive peer median pay package. * A substantial part of the LTI awards vest before the third anniversary in deviation of best practice recommendations. * The quantum of discount linked short term incentive awarded is considered excessive. The CEO received a USD 3.4 million bonus for reducing the perceived valuation discount to NAV, but which appears to be mainly resolved by selling off Tencent shares and repurchasing company stock, without it necessarily being linked to company performance.					
4	Adopt Financial Statements	Mgmt	For	For	For
5	Approve Allocation of Income	Mgmt	For	For	For
6	Approve Discharge of Executive Directors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the discharge of executive directors is warranted because of the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties. A vote AGAINST the discharge of the non-executive directors is warranted as an accountability measures in light of the company's unequal voting structure.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Discharge of Non-Executive Directors	Mgmt	For	Against	For
<p><i>Voting Policy Rationale: A vote FOR the discharge of executive directors is warranted because of the absence of any information about significant and compelling controversies that the board is not fulfilling its fiduciary duties. A vote AGAINST the discharge of the non-executive directors is warranted as an accountability measures in light of the company's unequal voting structure.</i></p>					
8	Approve Remuneration Policy	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * The proposed policy remains largely unchanged and continued concern is raised with the design of the policy and the lack of responsiveness to address concerns raised by shareholders; * Although one of the amendments aims to remove discretion under the STI, the board continues to use its discretion under the LTI scheme (moonshot bonus of USD 100 million granted for incoming CEO). * It is proposed to remove the shareholding requirements for the CEO, without the company giving a compelling justification. * Continued concerns relate the (i) high quantum of the total pay package and considered to be excessive (total value of entire package for entire appointment term is valued at ca. USD 163 million), (ii) significant proportion of long-term incentives that are not performance-related, (iii) absence of clear award levels under the LTI, and (iv) a substantial portion of the LTI vests before the third anniversary and start vesting after the first anniversary of the grant.</i></p>					
9	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For
10	Elect Fabricio Bloisi to Executive Director and Chief Executive Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the elections of Fabricio Bloisi, Hendrik du Toit, Angelien Kemna, Francis (Nolo) Letele and Roberto Oliveira de Lima is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST Craig Enenstein is warranted because he serves as chair of the remuneration committee and carries main responsibility for the company's remuneration practices and decisions. Concerns are particularly raised regarding significant and continued concerns regarding remuneration related decisions that are considered to be egregious and the absence of compelling responsiveness to shareholder raised concerns at past AGMs.</i></p>					
11.1	Reelect Hendrik du Toit as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the elections of Fabricio Bloisi, Hendrik du Toit, Angelien Kemna, Francis (Nolo) Letele and Roberto Oliveira de Lima is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST Craig Enenstein is warranted because he serves as chair of the remuneration committee and carries main responsibility for the company's remuneration practices and decisions. Concerns are particularly raised regarding significant and continued concerns regarding remuneration related decisions that are considered to be egregious and the absence of compelling responsiveness to shareholder raised concerns at past AGMs.</i></p>					
11.2	Reelect Craig Enenstein as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the elections of Fabricio Bloisi, Hendrik du Toit, Angelien Kemna, Francis (Nolo) Letele and Roberto Oliveira de Lima is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST Craig Enenstein is warranted because he serves as chair of the remuneration committee and carries main responsibility for the company's remuneration practices and decisions. Concerns are particularly raised regarding significant and continued concerns regarding remuneration related decisions that are considered to be egregious and the absence of compelling responsiveness to shareholder raised concerns at past AGMs.</i></p>					
11.3	Reelect Angelien Kemna as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR the elections of Fabricio Bloisi, Hendrik du Toit, Angelien Kemna, Francis (Nolo) Letele and Roberto Oliveira de Lima is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST Craig Enenstein is warranted because he serves as chair of the remuneration committee and carries main responsibility for the company's remuneration practices and decisions. Concerns are particularly raised regarding significant and continued concerns regarding remuneration related decisions that are considered to be egregious and the absence of compelling responsiveness to shareholder raised concerns at past AGMs.</i></p>					

Prosus NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.4	Reelect Nolo Letele as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the elections of Fabricio Bloisi, Hendrik du Toit, Angeliem Kemna, Francis (Nolo) Letele and Roberto Oliveira de Lima is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST Craig Enenstein is warranted because he serves as chair of the remuneration committee and carries main responsibility for the company's remuneration practices and decisions. Concerns are particularly raised regarding significant and continued concerns regarding remuneration related decisions that are considered to be egregious and the absence of compelling responsiveness to shareholder raised concerns at past AGMs.					
11.5	Reelect Roberto Oliveira de Lima as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the elections of Fabricio Bloisi, Hendrik du Toit, Angeliem Kemna, Francis (Nolo) Letele and Roberto Oliveira de Lima is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST Craig Enenstein is warranted because he serves as chair of the remuneration committee and carries main responsibility for the company's remuneration practices and decisions. Concerns are particularly raised regarding significant and continued concerns regarding remuneration related decisions that are considered to be egregious and the absence of compelling responsiveness to shareholder raised concerns at past AGMs.					
12	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
13	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	Mgmt	For	For	For
14	Authorize Repurchase of Shares	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST is warranted because the proposal is not in line with commonly used safeguards regarding volume.					
15	Approve Reduction in Share Capital Through Cancellation of Shares	Mgmt	For	For	For
16	Discuss Voting Results	Mgmt			
17	Close Meeting	Mgmt			

Alibaba Group Holding Limited

Meeting Date: 08/22/2024Country: Cayman IslandsTicker: 9988

Record Date: 07/02/2024Meeting Type: Annual

Primary Security ID: G01719114

Shares Voted: 381,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Memorandum and Articles of Association	Mgmt	For	For	For
2	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
3	Authorize Share Repurchase Program	Mgmt	For	For	For

Alibaba Group Holding Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Approve Omnibus Stock Plan	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given that the terms of the proposed plan are reasonable.					
4.2	Approve Omnibus Stock Plan	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given that the terms of the proposed plan are reasonable.					
5.1	Elect Director Joseph C. Tsai	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
5.2	Elect Director J. Michael Evans	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
5.3	Elect Director Weijian Shan	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
5.4	Elect Director Irene Yun-Lien Lee	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
6	Ratify PricewaterhouseCoopers Zhong Tian LLP and PricewaterhouseCoopers as Auditors	Mgmt	For	For	For

Alibaba Group Holding Limited

Meeting Date: 08/22/2024Country: Cayman IslandsTicker: 9988

Record Date: 07/02/2024Meeting Type: Annual

Primary Security ID: G01719114

Shares Voted: 550					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Meeting for ADR Holders	Mgmt			
	Amend Memorandum and Articles of Association	Mgmt	For	For	For
	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
3	Authorize Share Repurchase Program	Mgmt	For	For	For
4.1	Approve Omnibus Stock Plan	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given that the terms of the proposed plan are reasonable.					
4.2	Approve Omnibus Stock Plan	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given that the terms of the proposed plan are reasonable.					
5.1	Elect Director Joseph C. Tsai	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					

Alibaba Group Holding Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Elect Director J. Michael Evans	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
5.3	Elect Director Weijian Shan	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
5.4	Elect Director Irene Yun-Lien Lee	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
6	Ratify PricewaterhouseCoopers Zhong Tian LLP and PricewaterhouseCoopers as Auditors	Mgmt	For	For	For

Naspers Ltd.

Meeting Date: 08/22/2024Country: South AfricaTicker: NPN

Record Date: 08/16/2024Meeting Type: Annual

Primary Security ID: S53435111

Shares Voted: 16,747

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Resolutions	Mgmt			
	Approve Dividends for N Ordinary and A Ordinary Shares	Mgmt	For	For	For
2	Reappoint Deloitte South Africa as Auditors with James Welch as the Individual Registered Auditor	Mgmt	For	For	For
3	Elect Fabricio Bloisi as Director	Mgmt	For	For	For
Voting Policy Rationale: Items 4.1, 4.3-4.5 A vote FOR these items is warranted: * Although some governance issues have been identified, these do not justify a vote against the Directors standing for election or re-election at this AGM. Item 4.2 A vote AGAINST this Director is warranted: * Craig Enenstein serves as Chair of the Remuneration Committee and is considered ultimately responsible for the Company's remuneration practices and decisions, particularly regarding significant and continued concerns pertaining to remuneration related decisions that are considered to depart from best market practice. There is also an absence of compelling responsiveness to shareholder concerns raised at past AGMs.					
4.1	Re-elect Hendrik du Toit as Director	Mgmt	For	For	For
Voting Policy Rationale: Items 4.1, 4.3-4.5 A vote FOR these items is warranted: * Although some governance issues have been identified, these do not justify a vote against the Directors standing for election or re-election at this AGM. Item 4.2 A vote AGAINST this Director is warranted: * Craig Enenstein serves as Chair of the Remuneration Committee and is considered ultimately responsible for the Company's remuneration practices and decisions, particularly regarding significant and continued concerns pertaining to remuneration related decisions that are considered to depart from best market practice. There is also an absence of compelling responsiveness to shareholder concerns raised at past AGMs.					



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Re-elect Craig Enenstein as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Items 4.1, 4.3-4.5 A vote FOR these items is warranted: * Although some governance issues have been identified, these do not justify a vote against the Directors standing for election or re-election at this AGM. Item 4.2 A vote AGAINST this Director is warranted: * Craig Enenstein serves as Chair of the Remuneration Committee and is considered ultimately responsible for the Company's remuneration practices and decisions, particularly regarding significant and continued concerns pertaining to remuneration related decisions that are considered to depart from best market practice. There is also an absence of compelling responsiveness to shareholder concerns raised at past AGMs.</i>					
4.3	Re-elect Angelien Kemna as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 4.1, 4.3-4.5 A vote FOR these items is warranted: * Although some governance issues have been identified, these do not justify a vote against the Directors standing for election or re-election at this AGM. Item 4.2 A vote AGAINST this Director is warranted: * Craig Enenstein serves as Chair of the Remuneration Committee and is considered ultimately responsible for the Company's remuneration practices and decisions, particularly regarding significant and continued concerns pertaining to remuneration related decisions that are considered to depart from best market practice. There is also an absence of compelling responsiveness to shareholder concerns raised at past AGMs.</i>					
4.4	Re-elect Nolo Letele as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 4.1, 4.3-4.5 A vote FOR these items is warranted: * Although some governance issues have been identified, these do not justify a vote against the Directors standing for election or re-election at this AGM. Item 4.2 A vote AGAINST this Director is warranted: * Craig Enenstein serves as Chair of the Remuneration Committee and is considered ultimately responsible for the Company's remuneration practices and decisions, particularly regarding significant and continued concerns pertaining to remuneration related decisions that are considered to depart from best market practice. There is also an absence of compelling responsiveness to shareholder concerns raised at past AGMs.</i>					
4.5	Re-elect Roberto Oliveira de Lima as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 4.1, 4.3-4.5 A vote FOR these items is warranted: * Although some governance issues have been identified, these do not justify a vote against the Directors standing for election or re-election at this AGM. Item 4.2 A vote AGAINST this Director is warranted: * Craig Enenstein serves as Chair of the Remuneration Committee and is considered ultimately responsible for the Company's remuneration practices and decisions, particularly regarding significant and continued concerns pertaining to remuneration related decisions that are considered to depart from best market practice. There is also an absence of compelling responsiveness to shareholder concerns raised at past AGMs.</i>					
5.1	Re-elect Sharmistha Dubey as Member of the Audit Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 5.1-5.3 A vote FOR these items is warranted: * These members of the Audit Committee are independent, and no concerns are raised. Item 5.4 A vote AGAINST this item is warranted: * Steve Pacak is a non-independent NED who serves as Chair of Audit Committee.</i>					
5.2	Re-elect Manisha Girotra as Member of the Audit Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 5.1-5.3 A vote FOR these items is warranted: * These members of the Audit Committee are independent, and no concerns are raised. Item 5.4 A vote AGAINST this item is warranted: * Steve Pacak is a non-independent NED who serves as Chair of Audit Committee.</i>					
5.3	Re-elect Angelien Kemna as Member of the Audit Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 5.1-5.3 A vote FOR these items is warranted: * These members of the Audit Committee are independent, and no concerns are raised. Item 5.4 A vote AGAINST this item is warranted: * Steve Pacak is a non-independent NED who serves as Chair of Audit Committee.</i>					
5.4	Re-elect Steve Pacak as Chairman of the Audit Committee	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Items 5.1-5.3 A vote FOR these items is warranted: * These members of the Audit Committee are independent, and no concerns are raised. Item 5.4 A vote AGAINST this item is warranted: * Steve Pacak is a non-independent NED who serves as Chair of Audit Committee.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Remuneration Policy	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this item is warranted: * As in previous years, the remuneration policy includes elements in the long-term incentive plans which are not based on pre-determined performance targets, and which vest after only one year from grant. * The new CEO is set to receive an additional once-off award of USD 100 million, which is not supported by a compelling rationale, in addition to a high value of FY2025 LTI award for his entire four-year term.</i>				
7	Approve Implementation Report of the Remuneration Report	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this item is warranted: * Termination payments to the former CEO, comprising full-year salary and STI, compensation due to lapsed LTI awards, and a further severance payment are not considered justified; and exacerbates concerns continuing concerns on pay quantum. * A significant portion of the LTI awards made during the year is not subject to pre-determined performance conditions.</i>				
8	Place Authorised but Unissued Shares under Control of Directors	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this item is warranted: * The proposed authority could result in significant levels of dilution and would give the Board the ability to make significant decisions that ought to be presented for specific shareholder approval. * The authority could involve the issues of new A ordinary shares, which have multiple voting rights, and therefore perpetuate the Company's dual-class share structure.</i>				
9	Authorise Board to Issue Shares for Cash	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: A vote AGAINST this item is warranted: * The proposed authority could involve the issue of new A ordinary shares, which have multiple voting rights, and therefore perpetuate the Company's dual-class share structure.</i>				
10	Approve Amendments to the Trust Deed of the Naspers Restricted Stock Plan Trust and the Share Scheme Envisaged by Such Trust Deed	Mgmt	For	For	For
11	Authorise Ratification of Approved Resolutions	Mgmt	For	For	For
	Special Resolutions	Mgmt			
1.1	Approve Remuneration of Board Chairman	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be appropriate for a company of this size. No major concerns are raised.</i>				
1.2	Approve Remuneration of Board Member	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be appropriate for a company of this size. No major concerns are raised.</i>				
1.3	Approve Remuneration of Audit Committee Chairman	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be appropriate for a company of this size. No major concerns are raised.</i>				
1.4	Approve Remuneration of Audit Committee Member	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be appropriate for a company of this size. No major concerns are raised.</i>				
1.5	Approve Remuneration of Risk Committee Chairman	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be appropriate for a company of this size. No major concerns are raised.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Approve Remuneration of Risk Committee Member	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be appropriate for a company of this size. No major concerns are raised.</i>				
1.7	Approve Remuneration of Human Resources and Remuneration Committee Chairman	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be appropriate for a company of this size. No major concerns are raised.</i>				
1.8	Approve Remuneration of Human Resources and Remuneration Committee Member	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be appropriate for a company of this size. No major concerns are raised.</i>				
1.9	Approve Remuneration of Nominations Committee Chairman	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be appropriate for a company of this size. No major concerns are raised.</i>				
1.10	Approve Remuneration of Nominations Committee Member	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be appropriate for a company of this size. No major concerns are raised.</i>				
1.11	Approve Remuneration of Social, Ethics and Sustainability Committee Chairman	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be appropriate for a company of this size. No major concerns are raised.</i>				
1.12	Approve Remuneration of Social, Ethics and Sustainability Committee Member	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be appropriate for a company of this size. No major concerns are raised.</i>				
1.13	Approve Remuneration of Trustees of Group Share Schemes/Other Personnel Funds	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be appropriate for a company of this size. No major concerns are raised.</i>				
2	Approve Financial Assistance in Terms of Section 44 of the Companies Act	Mgmt	For	Against	Against
	<i>Voting Policy Rationale: Item 2 A vote AGAINST this item is considered warranted: * This resolution will facilitate the operation of equity incentive schemes which raise concerns due to the lack of performance criteria in some of the long-term incentive schemes and vesting profiles which allow for the release of awards less than three years from the grant date. Item 3 A vote FOR this item is considered warranted: * This is a routine request, proposed as a result of the implementation of the Companies Act 2008.</i>				

Naspers Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Financial Assistance in Terms of Section 45 of the Companies Act	Mgmt	For	For	For
Voting Policy Rationale: Item 2 A vote AGAINST this item is considered warranted: * This resolution will facilitate the operation of equity incentive schemes which raise concerns due to the lack of performance criteria in some of the long-term incentive schemes and vesting profiles which allow for the release of awards less than three years from the grant date. Item 3 A vote FOR this item is considered warranted: * This is a routine request, proposed as a result of the implementation of the Companies Act 2008.					
4	Authorise Repurchase of N Ordinary Shares	Mgmt	For	For	For
5	Authorise Specific Repurchase of N Ordinary Shares from Holders of N Ordinary Share	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is considered warranted: * The specific repurchase authority is in addition to the general authority to repurchase up to 20% of the issued N share capital with no obvious benefits or details of the repurchase set out for investor attention.					
6	Authorise Repurchase of A Ordinary Shares	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted: * The Company does not specify how the purchase price for A ordinary shares would be determined or whether any limit applies to repurchases. In addition, potential conflicts of interest could exist.					

Chifeng Jilong Gold Mining Co., Ltd.

Meeting Date: 08/23/2024Country: ChinaTicker: 600988

Record Date: 08/16/2024Meeting Type: Special

Primary Security ID: Y2931K108

Shares Voted: 664,800					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Issuance of H Class Shares and Listing in The Stock Exchange of Hong Kong Ltd.	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited because: * the proposal is grounded on sound rationales; * the proposed listing could enable the company to tap international capital markets to enhance its fund-raising capacity.					
	APPROVE PLAN ON ISSUANCE OF H CLASS SHARES AND LISTING IN THE STOCK EXCHANGE OF HONG KONG LTD.	Mgmt			
2.1	Approve Share Type and Par Value	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited because: * the proposal is grounded on sound rationales; * the proposed listing could enable the company to tap international capital markets to enhance its fund-raising capacity.					
2.2	Approve Issue Time	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited because: * the proposal is grounded on sound rationales; * the proposed listing could enable the company to tap international capital markets to enhance its fund-raising capacity.					

## Chifeng Jilong Gold Mining Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.3	Approve Issue Manner	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited because: * the proposal is grounded on sound rationales; * the proposed listing could enable the company to tap international capital markets to enhance its fund-raising capacity.</i>				
2.4	Approve Issue Size	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited because: * the proposal is grounded on sound rationales; * the proposed listing could enable the company to tap international capital markets to enhance its fund-raising capacity.</i>				
2.5	Approve Pricing Method	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited because: * the proposal is grounded on sound rationales; * the proposed listing could enable the company to tap international capital markets to enhance its fund-raising capacity.</i>				
2.6	Approve Issuance Principles	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited because: * the proposal is grounded on sound rationales; * the proposed listing could enable the company to tap international capital markets to enhance its fund-raising capacity.</i>				
2.7	Approve Target Subscribers	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited because: * the proposal is grounded on sound rationales; * the proposed listing could enable the company to tap international capital markets to enhance its fund-raising capacity.</i>				
3	Approve Conversion of the Company to Offshore Raising Company Limited	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited because: * the proposal is grounded on sound rationales; * the proposed listing could enable the company to tap international capital markets to enhance its fund-raising capacity.</i>				
4	Approve Resolution Validity Period of Issuance of H Class Shares and Listing	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited because: * the proposal is grounded on sound rationales; * the proposed listing could enable the company to tap international capital markets to enhance its fund-raising capacity.</i>				
5	Approve Usage Plan of Raised Funds	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited because: * the proposal is grounded on sound rationales; * the proposed listing could enable the company to tap international capital markets to enhance its fund-raising capacity.</i>				
6	Approve Report on the Usage of Previously Raised Funds	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited because: * the proposal is grounded on sound rationales; * the proposed listing could enable the company to tap international capital markets to enhance its fund-raising capacity.</i>				
7	Approve Distribution of Cumulative Earnings Before Issuance of H Class Shares	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited because: * the proposal is grounded on sound rationales; * the proposed listing could enable the company to tap international capital markets to enhance its fund-raising capacity.</i>				
8	Approve Amendments to Articles of Association and Relevant Rules of Procedure	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>				
	AMEND CORPORATE INTERNAL GOVERNANCE SYSTEMS	Mgmt			
9.1	Amend Related-Party Transaction Management System	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>				

Chifeng Jilong Gold Mining Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.2	Amend Working System for Independent Directors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.					
10	Approve Authorization of the Board and Its Authorized Persons to Handle Matters Related to Issuance of H Class Shares and Listing	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited because: * the proposal is grounded on sound rationales; * the proposed listing could enable the company to tap international capital markets to enhance its fund-raising capacity.					
11	Elect Huang Yiping (Wong Yet Ping Ambrose) as Independent Director	Mgmt	For	For	For
12	Approve Adjustment of Allowance of Independent Directors	Mgmt	For	For	For
13	Approve to Determine the Roles of Company Directors	Mgmt	For	For	For
14	Approve to Appoint Auditor	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited because: * the proposal is grounded on sound rationales; * the proposed listing could enable the company to tap international capital markets to enhance its fund-raising capacity.					

Dynatrace, Inc.

Meeting Date: 08/23/2024	Country: USA	Ticker: DT
Record Date: 06/28/2024	Meeting Type: Annual	
Primary Security ID: 268150109		

Shares Voted: 8,319

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jill Ward	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Jill Ward and Kirsten Wolberg given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.					
1b	Elect Director Kirsten O. Wolberg	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for Governance Committee members Jill Ward and Kirsten Wolberg given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For

InterGlobe Aviation Limited

Meeting Date: 08/23/2024Country: IndiaTicker: 539448

Record Date: 08/16/2024Meeting Type: Annual

Primary Security ID: Y4R97L111

Shares Voted: 234,174

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Reelect Anil Parashar as Director	Mgmt	For	For	For
Voting Policy Rationale: Item 2: Re-elect Anil Parashar as Director A vote FOR the re-election of Anil Parashar is warranted given the absence of any known issues concerning the nominee. Item 4: Re-elect Pallavi Shardul Shroff as Director A vote AGAINST the following nominee is warranted because: * Pallavi Shroff is being considered non-independent (after our reclassification) given that she is the Managing Partner of Shardul Amarchand Mangaldas & Co, a law firm that received legal fees from the company during the year. * Due to Pallavi Shroff's reclassification as non-independent, the board does not have an independent woman director on its board, and Pallavi Shroff is the chairperson of the NRC who is standing for re-election.					
3	Approve S.R. Batliboi & Co. LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Reelect Pallavi Shardul Shroff as Director	Mgmt	For	Against	Abstain
Voting Policy Rationale: Item 2: Re-elect Anil Parashar as Director A vote FOR the re-election of Anil Parashar is warranted given the absence of any known issues concerning the nominee. Item 4: Re-elect Pallavi Shardul Shroff as Director A vote AGAINST the following nominee is warranted because: * Pallavi Shroff is being considered non-independent (after our reclassification) given that she is the Managing Partner of Shardul Amarchand Mangaldas & Co, a law firm that received legal fees from the company during the year. * Due to Pallavi Shroff's reclassification as non-independent, the board does not have an independent woman director on its board, and Pallavi Shroff is the chairperson of the NRC who is standing for re-election.					
5	Approve Increase in Borrowing Limits and Creation of Charge Against Borrowings	Mgmt	For	For	For

IndusInd Bank Limited

Meeting Date: 08/27/2024Country: IndiaTicker: 532187

Record Date: 08/20/2024Meeting Type: Annual

Primary Security ID: Y3990M134

Shares Voted: 403,272

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Dividend	Mgmt	For	For	For
3	Reelect Arun Khurana as Director	Mgmt	For	For	For
4	Approve Chokshi & Chokshi LLP, Chartered Accountants as one of the Joint Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

IndusInd Bank Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Issuance of Long-Term Bonds/Debt Securities on Private Placement Basis	Mgmt	For	For	For
6	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For

Entero Healthcare Solutions Ltd.

Meeting Date: 08/28/2024	Country: India	Ticker: 544122
Record Date: 08/21/2024	Meeting Type: Annual	
Primary Security ID: Y23050100		

Shares Voted: 131,922

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Accept Standalone Financial Statements and Statutory Reports	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements.					
1b	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements.					
2	Reelect Sumona Chakraborty as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board.					
3	Approve M S K A & Associates, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Elect Kevin Rohitbhai Daftary as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board.					
5	Approve Increase in Limits to Provide Loan, Guarantee or Security in Respect of Loan Made to any Person or Body Corporate or to Make Investment in any other Body Corporate under Section 186 of the Companies Act, 2013	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST this resolution is warranted due to lack of information.					



Entero Healthcare Solutions Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Entero Employee Stock Option Plan, 2023	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The stock options may be issued with an exercise price at a discount to the current market price. * The company has not specified objective performance parameters, performance targets and thresholds for vesting. * The proposals include grant of units to employees of holding company without a compelling rationale.					
7	Approve Extension of the Benefits under the Entero Employee Stock Option Plan, 2023	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The stock options may be issued with an exercise price at a discount to the current market price. * The company has not specified objective performance parameters, performance targets and thresholds for vesting. * The proposals include grant of units to employees of holding company without a compelling rationale.					
8	Amend Articles of Association - Board Related	Mgmt	For	For	For

ICICI Bank Limited

Meeting Date: 08/29/2024	Country: India	Ticker: 532174
Record Date: 08/22/2024	Meeting Type: Annual	
Primary Security ID: Y3860Z132		

Shares Voted: 3,055,787					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Dividend	Mgmt	For	For	For
3	Reelect Rakesh Jha as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
4	Approve B S R & Co. LLP, Chartered Accountants as Joint Statutory Auditors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these proposals is warranted given the absence of any known issues concerning the auditors and their remuneration.					
5	Approve C N K & Associates LLP, Chartered Accountants as Joint Statutory Auditors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these proposals is warranted given the absence of any known issues concerning the auditors and their remuneration.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Authorize Board to Fix Remuneration of M S K A & Associates, Chartered Accountants and KKC & Associates LLP, Chartered Accountants as Joint Statutory Auditors	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these proposals is warranted given the absence of any known issues concerning the auditors and their remuneration.</i>					
7	Elect Rohit Bhasin as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>					
8	Approve Revision in Remuneration of Sandeep Bakhshi as Managing Director and Chief Executive Officer	Mgmt	For	For	For
9	Approve Revision in Remuneration of Sandeep Batra as Executive Director	Mgmt	For	For	For
10	Approve Revision in Remuneration of Rakesh Jha as Executive Director	Mgmt	For	For	For
11	Approve Revision in Remuneration of Ajay Kumar Gupta as Executive Director	Mgmt	For	For	For
12	Approve Modification of Earlier Approved Material Related Party Transactions for Acceptance of Current Account and Savings Account (CASA) Deposits by the Bank from the Related Parties for FY2025	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed transactions are within the ordinary course of the company's business and will be conducted at arm's-length.</i>					
13	Approve Modification of Earlier Approved Material Related Party Transactions for Subscription of Securities Issued by the Related Party and Purchase of Securities from the Related Party (Issued by Related or Unrelated Parties) by the Bank for FY2025	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed transactions are within the ordinary course of the company's business and will be conducted at arm's-length.</i>					
14	Approve Modification of Earlier Approved Material Related Party Transactions for Sale of Securities to the Related Party (Issued by Related or Unrelated Parties) by the Bank for FY2025	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed transactions are within the ordinary course of the company's business and will be conducted at arm's-length.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Approve Material Related Party Transactions for Rendering of Insurance Services by ICICI Prudential Life Insurance Company Limited, Subsidiary of the Bank for FY2025	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed transactions are within the ordinary course of the company's business and will be conducted at arm's-length.</i>					
16	Approve Material Related Party Transactions for Dividend Payout by ICICI Prudential Asset Management Company Limited, Subsidiary of the Bank for FY2025	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed transactions are within the ordinary course of the company's business and will be conducted at arm's-length.</i>					
17	Approve Material Related Party Transactions Pertaining to Foreign Exchange and Derivative Transactions by the Bank with the Related Parties for FY2025	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed transactions are within the ordinary course of the company's business and will be conducted at arm's-length.</i>					
18	Approve Material Related Party Transactions for Acceptance of Current Account and Savings Account (CASA) Deposits by the Bank from the Related Parties for FY2026	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed transactions are within the ordinary course of the company's business and will be conducted at arm's-length.</i>					
19	Material Related Party Transactions for Subscription of Securities Issued by the Related Parties and Purchase of Securities from the Related Parties (Issued by Related or Unrelated Parties) by the Bank for FY2026	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed transactions are within the ordinary course of the company's business and will be conducted at arm's-length.</i>					
20	Approve Material Related Party Transactions for sale of Securities to the Related Parties (Issued by Related or Unrelated Parties) by the Bank for FY2026	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed transactions are within the ordinary course of the company's business and will be conducted at arm's-length.</i>					
21	Approve Material Related Party Transactions for Granting of Fund Based and/or Non-Fund Based Credit Facilities by the Bank to the Related Parties for FY2026	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Approve Material Related Party Transactions for Purchase/Sale of Loans by the Bank from/to the Related Party for FY2026	Mgmt	For	For	For
23	Approve Material Related Party Transactions for Undertaking Repurchase (Repo) Transactions and other Permitted Short-Term Borrowing Transactions by the Bank with the Related Party for FY2026	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed transactions are within the ordinary course of the company's business and will be conducted at arm's-length.</i>					
24	Approve Material Related Party Transactions for Undertaking Reverse Repurchase (Reverse Repo) Transactions and other Permitted Shortterm Lending Transactions by the Bank with the Related Party for FY2026	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed transactions are within the ordinary course of the company's business and will be conducted at arm's-length.</i>					
25	Approve Material Related Party Transactions Pertaining to Foreign Exchange and Derivative Transactions by the Bank with the Related Parties for FY2026	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed transactions are within the ordinary course of the company's business and will be conducted at arm's-length.</i>					
26	Approve Material Related Party Transactions for Availing Insurance Services by the Bank from the Related Party for FY2026	Mgmt	For	For	For
27	Approve Material Related Party Transactions for Rendering of Insurance Services by ICICI Prudential Life Insurance Company Limited, Subsidiary of the Bank for FY2026	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed transactions are within the ordinary course of the company's business and will be conducted at arm's-length.</i>					
28	Approve Material Related Party Transactions for Dividend Payout by ICICI Prudential Asset Management Company Limited, Subsidiary of the Bank for FY2026	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed transactions are within the ordinary course of the company's business and will be conducted at arm's-length.</i>					

NTPC Limited

Meeting Date: 08/29/2024

Record Date: 08/22/2024

Primary Security ID: Y6421X116

Country: India

Meeting Type: Annual

Ticker: 532555

Shares Voted: 2,356,731

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Confirm Interim Dividend and Declare Final Dividend	Mgmt	For	For	For
3	Elect Piyush Surendrapal Singh as Government Nominee Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted because the board independence norms are not met, and Mahabir Prasad is a non-independent director nominee.					
4	Authorize Board to Fix Remuneration of Statutory Auditors	Mgmt	For	For	For
5	Elect K. Shanmugha Sundaram as Director (Projects)	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted because the board independence norms are not met, and Mahabir Prasad is a non-independent director nominee.					
6	Elect Ravindra Kumar as Director (Operations)	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted because the board independence norms are not met, and Mahabir Prasad is a non-independent director nominee.					
7	Approve Remuneration of Cost Auditors	Mgmt	For	For	For
8	Approve Issuance of Non-Convertible Debentures on a Private Placement Basis	Mgmt	For	For	For
9	Elect Mahabir Prasad as Government Nominee Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted because the board independence norms are not met, and Mahabir Prasad is a non-independent director nominee.					

Reliance Industries Ltd.

Meeting Date: 08/29/2024

Record Date: 08/22/2024

Primary Security ID: Y72596102

Country: India

Meeting Type: Annual

Ticker: 500325

Shares Voted: 1,433,697

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Accept Standalone Financial Statements and Statutory Reports	Mgmt	For	For	For

Reliance Industries Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues surrounding the company's financial statements.</i>					
1b	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues surrounding the company's financial statements.</i>					
2	Approve Dividend	Mgmt	For	For	For
3	Elect Hital R. Meswani as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the following nominees is warranted because: * The board independence norms are not met (as per our re-classification), and Hital Meswani and Panda Madhusudana Siva Prasad are non-independent director nominees. * The company does not have appropriate GHG mid-term emissions reductions targets in line with our policy; and Hital Meswani is the chair and Panda Madhusudana Siva Prasad is the member of Environmental, Social and Governance Committee that is responsible for decision making on sustainability related issues.</i>					
4	Elect P.M.S. Prasad as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the following nominees is warranted because: * The board independence norms are not met (as per our re-classification), and Hital Meswani and Panda Madhusudana Siva Prasad are non-independent director nominees. * The company does not have appropriate GHG mid-term emissions reductions targets in line with our policy; and Hital Meswani is the chair and Panda Madhusudana Siva Prasad is the member of Environmental, Social and Governance Committee that is responsible for decision making on sustainability related issues.</i>					
5	Approve Remuneration of Cost Auditors	Mgmt	For	For	For
6	Approve Material Related Party Transactions of the Company	Mgmt	For	For	For

Apollo Hospitals Enterprise Ltd.

Meeting Date: 08/30/2024Country: IndiaTicker: 508869

Record Date: 08/23/2024Meeting Type: Annual

Primary Security ID: Y0187F138

Shares Voted: 489,238

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Confirm Interim Dividend and Declare Final Dividend	Mgmt	For	For	For
3	Reelect Preetha Reddy as Director	Mgmt	For	For	For
4	Approve Reappointment and Remuneration of Prathap C Reddy as Whole-Time Director Designated as Executive Vice Chairman	Mgmt	For	For	For
5	Approve Issuance of Non-Convertible Debentures on Private Placement Basis	Mgmt	For	For	For

Apollo Hospitals Enterprise Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Apollo Hospitals Enterprise Limited Employee Stock Option Plan 2024 (Apollo ESOP 2024)	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted, although it is not without concern: * The scheme offers flexibility to grant stock options at an exercise price at a discount to the fair market price on the grant date and exact performance targets are not disclosed. The main reason for the support is: * The vesting is subject to company as well individual performance criteria for employees. * Company Performance criteria and weightage have been stated in the announcement. Further, vesting schedule is provided and below threshold level of achievement options would not vest. * Additionally, company has committed to provide the disclosure on targets at the time of vesting, retrospectively in the Annual Report.					
7	Approve Extension of Benefits of Apollo Hospitals Enterprise Limited Employee Stock Option Plan 2024 to the Eligible Employees of the Subsidiary Companies, Associate Companies, Joint Ventures and Group Companies of the Company	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted, although it is not without concern: * The scheme offers flexibility to grant stock options at an exercise price at a discount to the fair market price on the grant date and exact performance targets are not disclosed. The main reason for the support is: * The vesting is subject to company as well individual performance criteria for employees. * Company Performance criteria and weightage have been stated in the announcement. Further, vesting schedule is provided and below threshold level of achievement options would not vest. * Additionally, company has committed to provide the disclosure on targets at the time of vesting, retrospectively in the Annual Report.					
8	Approve Remuneration of Cost Auditors	Mgmt	For	For	For

Varun Beverages Limited

Meeting Date: 08/30/2024Country: IndiaTicker: 540180

Record Date: 07/26/2024Meeting Type: Special

Primary Security ID: Y9T53H143

Shares Voted: 480,476					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Postal Ballot  Approve Sub-Division/Split of Equity Shares	Mgmt  Mgmt	  For	  For	  For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the proposals may improve the marketability and liquidity of the company's shares and would have no material economic impact on shareholders.					
2	Amend Capital Clause of the Memorandum of Association Re: Sub-Division of Equity Shares	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the proposals may improve the marketability and liquidity of the company's shares and would have no material economic impact on shareholders.					

Meeting Date: 09/02/2024Country: IndiaTicker: 543529

Record Date: 08/26/2024Meeting Type: Annual

Primary Security ID: Y2R2UW201

Shares Voted: 8,155,804

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Accept Standalone Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Reelect Sahil Barua as Director	Mgmt	For	For	For
3	Approve Remuneration of Sahil Barua as Managing Director and Chief Executive Officer	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST these resolutions is warranted in view of the following concerns in the executive's remuneration: * There is scope to bring clarity under salary element, as it is used as reference on which variable pay is calculated. * There is no clarity on number of stock options that will be granted to them during the proposed tenure, and if such grants will vest based on performance. * Both the executives will be paid the proposed remuneration notwithstanding the company's financials and the regulatory limits, until their proposed tenure. * Including fair value of stock options, the proposed pay of both the executives is competitively positioned.					
4	Approve Remuneration of Kapil Bharati as Whole-time Director (Executive Director and Chief Technology Officer)	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST these resolutions is warranted in view of the following concerns in the executive's remuneration: * There is scope to bring clarity under salary element, as it is used as reference on which variable pay is calculated. * There is no clarity on number of stock options that will be granted to them during the proposed tenure, and if such grants will vest based on performance. * Both the executives will be paid the proposed remuneration notwithstanding the company's financials and the regulatory limits, until their proposed tenure. * Including fair value of stock options, the proposed pay of both the executives is competitively positioned.					
5	Approve Remuneration of Deepak Kapoor as Chairman and Non-Executive Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues.					
6	Approve Remuneration of Romesh Sobti as Non-Executive Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues.					
7	Approve Remuneration of Srivatsan Rajan as Non-Executive Independent Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues.					
8	Approve Reclassification of Authorized Share Capital and Amend Memorandum of Association	Mgmt	For	For	For



Watches of Switzerland Group Plc

Meeting Date: 09/03/2024	Country: United Kingdom	Ticker: WOSG
Record Date: 08/30/2024	Meeting Type: Annual	
Primary Security ID: G94648105		

Shares Voted: 121,760

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Ian Carter as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
4	Re-elect Brian Duffy as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
5	Re-elect Anders Romberg as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
6	Re-elect Tea Colaianne as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
7	Re-elect Rosa Monckton as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
8	Re-elect Robert Moorhead as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
9	Re-elect Chabi Nouri as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
10	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					

Watches of Switzerland Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Ashtead Group Plc

Meeting Date: 09/04/2024	Country: United Kingdom	Ticker: AHT
Record Date: 09/02/2024	Meeting Type: Annual	
Primary Security ID: G05320109		

Shares Voted: 30,388

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST the proposed remuneration policy is considered warranted: * The Company is proposing to significantly increase the PSU opportunity under the LTIP, in addition to introducing new RSU awards, primarily in order to offer higher pay packages to US-based Executives. The proposed changes to remuneration represent a significant deviation from UK market practice and a fundamental shift from the current framework. While the Company's rationale for some level of increases for its US-based executives are partly acknowledged, the extent of the proposed changes is considered excessive.					
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Paul Walker as Director	Mgmt	For	For	For
Voting Policy Rationale: Item 5 A vote FOR Paul Walker is warranted, however it is not without concern for shareholders: * As Board Chair and Nomination Committee Chair, Paul Walker is considered ultimately responsible for incorporating sufficient diversity on the Board. It is highlighted that the Board's composition does not meet one of the three primary targets set out in the FCA Listing Rules in respect of board diversity, with no female directors currently serving in a senior board position. The main reasons for support are: * The Company acknowledges the diversity target that was not met and that it will be taken into consideration during succession planning activities. * The Company meets diversity targets in respect of female composition and ethnic diversity at board level. Item 6-13 A vote FOR these Directors is warranted as no significant concerns have been identified.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Re-elect Brendan Horgan as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 5 A vote FOR Paul Walker is warranted, however it is not without concern for shareholders: * As Board Chair and Nomination Committee Chair, Paul Walker is considered ultimately responsible for incorporating sufficient diversity on the Board. It is highlighted that the Board's composition does not meet one of the three primary targets set out in the FCA Listing Rules in respect of board diversity, with no female directors currently serving in a senior board position. The main reasons for support are: * The Company acknowledges the diversity target that was not met and that it will be taken into consideration during succession planning activities. * The Company meets diversity targets in respect of female composition and ethnic diversity at board level. Item 6-13 A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					
7	Re-elect Michael Pratt as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 5 A vote FOR Paul Walker is warranted, however it is not without concern for shareholders: * As Board Chair and Nomination Committee Chair, Paul Walker is considered ultimately responsible for incorporating sufficient diversity on the Board. It is highlighted that the Board's composition does not meet one of the three primary targets set out in the FCA Listing Rules in respect of board diversity, with no female directors currently serving in a senior board position. The main reasons for support are: * The Company acknowledges the diversity target that was not met and that it will be taken into consideration during succession planning activities. * The Company meets diversity targets in respect of female composition and ethnic diversity at board level. Item 6-13 A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					
8	Re-elect Angus Cockburn as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 5 A vote FOR Paul Walker is warranted, however it is not without concern for shareholders: * As Board Chair and Nomination Committee Chair, Paul Walker is considered ultimately responsible for incorporating sufficient diversity on the Board. It is highlighted that the Board's composition does not meet one of the three primary targets set out in the FCA Listing Rules in respect of board diversity, with no female directors currently serving in a senior board position. The main reasons for support are: * The Company acknowledges the diversity target that was not met and that it will be taken into consideration during succession planning activities. * The Company meets diversity targets in respect of female composition and ethnic diversity at board level. Item 6-13 A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					
9	Re-elect Lucinda Riches as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 5 A vote FOR Paul Walker is warranted, however it is not without concern for shareholders: * As Board Chair and Nomination Committee Chair, Paul Walker is considered ultimately responsible for incorporating sufficient diversity on the Board. It is highlighted that the Board's composition does not meet one of the three primary targets set out in the FCA Listing Rules in respect of board diversity, with no female directors currently serving in a senior board position. The main reasons for support are: * The Company acknowledges the diversity target that was not met and that it will be taken into consideration during succession planning activities. * The Company meets diversity targets in respect of female composition and ethnic diversity at board level. Item 6-13 A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					
10	Re-elect Tanya Fratto as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 5 A vote FOR Paul Walker is warranted, however it is not without concern for shareholders: * As Board Chair and Nomination Committee Chair, Paul Walker is considered ultimately responsible for incorporating sufficient diversity on the Board. It is highlighted that the Board's composition does not meet one of the three primary targets set out in the FCA Listing Rules in respect of board diversity, with no female directors currently serving in a senior board position. The main reasons for support are: * The Company acknowledges the diversity target that was not met and that it will be taken into consideration during succession planning activities. * The Company meets diversity targets in respect of female composition and ethnic diversity at board level. Item 6-13 A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Jill Easterbrook as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 5 A vote FOR Paul Walker is warranted, however it is not without concern for shareholders: * As Board Chair and Nomination Committee Chair, Paul Walker is considered ultimately responsible for incorporating sufficient diversity on the Board. It is highlighted that the Board's composition does not meet one of the three primary targets set out in the FCA Listing Rules in respect of board diversity, with no female directors currently serving in a senior board position. The main reasons for support are: * The Company acknowledges the diversity target that was not met and that it will be taken into consideration during succession planning activities. * The Company meets diversity targets in respect of female composition and ethnic diversity at board level. Item 6-13 A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					
12	Re-elect Renata Ribeiro as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 5 A vote FOR Paul Walker is warranted, however it is not without concern for shareholders: * As Board Chair and Nomination Committee Chair, Paul Walker is considered ultimately responsible for incorporating sufficient diversity on the Board. It is highlighted that the Board's composition does not meet one of the three primary targets set out in the FCA Listing Rules in respect of board diversity, with no female directors currently serving in a senior board position. The main reasons for support are: * The Company acknowledges the diversity target that was not met and that it will be taken into consideration during succession planning activities. * The Company meets diversity targets in respect of female composition and ethnic diversity at board level. Item 6-13 A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					
13	Elect Roy Twite as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 5 A vote FOR Paul Walker is warranted, however it is not without concern for shareholders: * As Board Chair and Nomination Committee Chair, Paul Walker is considered ultimately responsible for incorporating sufficient diversity on the Board. It is highlighted that the Board's composition does not meet one of the three primary targets set out in the FCA Listing Rules in respect of board diversity, with no female directors currently serving in a senior board position. The main reasons for support are: * The Company acknowledges the diversity target that was not met and that it will be taken into consideration during succession planning activities. * The Company meets diversity targets in respect of female composition and ethnic diversity at board level. Item 6-13 A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Amend Long-Term Incentive Plan	Mgmt	For	Against	For
<p><i>Voting Policy Rationale: A vote AGAINST this item is considered warranted: * Under its LTIP, the Company is increasing the PSU opportunity in addition to introducing new RSU awards, in order to offer significantly increased pay packages to US-based Executives. The proposed changes to remuneration represent a significant deviation from UK market practice and a fundamental shift from the current framework. While the Company's rationale for some level of increases for its US-based executives is acknowledged, the extent of the proposed changes is considered excessive even in the light of the Company's rationale and its stated comparisons.</i></p>					
17	Authorise Issue of Equity	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i></p>					

Ashtead Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Jet2 Plc

Meeting Date: 09/05/2024	Country: United Kingdom	Ticker: JET2
Record Date: 09/03/2024	Meeting Type: Annual	
Primary Security ID: G5112P101		

Shares Voted: 37,397

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Steve Heapy as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the re-election/election of Steve Heapy, Rick Green and Rachel Kentleton is warranted because no significant concerns have been identified.					
4	Re-elect Richard Green as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the re-election/election of Steve Heapy, Rick Green and Rachel Kentleton is warranted because no significant concerns have been identified.					
5	Elect Rachel Kentleton as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the re-election/election of Steve Heapy, Rick Green and Rachel Kentleton is warranted because no significant concerns have been identified.					
6	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
7	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					

Jet2 Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Zhongji Innolight Co., Ltd.

Meeting Date: 09/06/2024	Country: China	Ticker: 300308
Record Date: 08/30/2024	Meeting Type: Special	
Primary Security ID: Y7685V101		

Shares Voted: 73,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Change in the Use of Raised Funds	Mgmt	For	For	For
2	Approve Amendments to Articles of Association	Mgmt	For	For	For

Equitas Small Finance Bank Ltd.

Meeting Date: 09/10/2024	Country: India	Ticker: 543243
Record Date: 09/03/2024	Meeting Type: Annual	
Primary Security ID: Y2R9VF103		

Shares Voted: 5,219,167

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Dividend	Mgmt	For	For	For
3	Reelect Vasudevan P N as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
4	Approve Suri & Co., Chartered Accountants as Joint Statutory Auditors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these proposals is warranted given the absence of any significant concerns.					

Equitas Small Finance Bank Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Authorize Board to Fix Remuneration of Joint Statutory Auditors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these proposals is warranted given the absence of any significant concerns.					
6	Approve Remuneration Payable to Vasudevan P N as Managing Director and CEO	Mgmt	For	For	For
7	Elect Narayanan Rajagopalan Nadadur as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
8	Elect Keezhayur Sowrirajan Sampath as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
9	Elect Ramkumar Krishnaswamy as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
10	Reelect Navin Puri as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
11	Authorize Issuance of Redeemable Unsecured Non-Convertible Debentures / Bonds / Other Debt Securities on a Private Placement Basis	Mgmt	For	For	For
12	Amend Articles of Association	Mgmt	For	For	For
13	Approve Borrowing Limits	Mgmt	For	For	For

Ion Exchange (India) Limited

Meeting Date: 09/11/2024

Record Date: 09/04/2024

Primary Security ID: Y4175H148

Country: India

Meeting Type: Annual

Ticker: 500214

Shares Voted: 151,143

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Dividend	Mgmt	For	For	For

# Ion Exchange (India) Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Reelect M.P.Patni as Director	Mgmt	For	For	Against
<p><i>Voting Policy Rationale: Items 3, 11-13: A vote FOR the nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics. Item 8: A vote AGAINST the following nominee is warranted because: * There is no absolute cap on the commission element or his overall pay. * The performance metrics, targets and thresholds for determining commission have not been disclosed. * His total pay quantum is deemed high and aggressively positioned, compared to industry peers. * The executive will be paid minimum remuneration even in the event of loss or inadequate profits of the company, this could reduce the accountability of the executive.</i></p>					
4	Approve Deloitte Haskins & Sells LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Approve Angadi & Co., Chartered Accountants as Branch Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
6	Approve Remuneration of Cost Auditors	Mgmt	For	For	For
7	Approve Change in Designation and Remuneration of Rajesh Sharma from Chairman & Managing Director to Chairman - Executive Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is warranted given the following reasons: * There is no absolute cap on the commission element or his overall pay. * The performance metrics, targets and thresholds for determining commission have not been disclosed. * There are concerns on the executive pay versus past performance of the company. * The executive will be paid minimum remuneration even in the event of loss or inadequate profits of the company, this could reduce the accountability of the executive.</i></p>					
8	Elect Indraneel Dutt as Director and Approve Appointment and Remuneration of Indraneel Dutt as Managing Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Items 3, 11-13: A vote FOR the nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics. Item 8: A vote AGAINST the following nominee is warranted because: * There is no absolute cap on the commission element or his overall pay. * The performance metrics, targets and thresholds for determining commission have not been disclosed. * His total pay quantum is deemed high and aggressively positioned, compared to industry peers. * The executive will be paid minimum remuneration even in the event of loss or inadequate profits of the company, this could reduce the accountability of the executive.</i></p>					
9	Approve Change in Designation of Dinesh Sharma from Executive Director to Non-Executive and Non Independent Director as Vice - Chairman and to Appoint Dinesh Sharma to Hold Office or Place of Profit	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The proposed quantum of remuneration is deemed high for a non-executive role and the pay structure comprises a fixed element, which is more indicative of an executive role within the company.</i></p>					



Ion Exchange (India) Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Change in Designation of Aankur Patni from Executive Director to Non - Executive and Non Independent Director as Vice Chairman and to Appoint Mr. Aankur Patni to Hold Office or Place of Profit	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The proposed quantum of remuneration is deemed high for a non-executive role and the pay structure comprises a fixed element, which is more indicative of an executive role within the company.					
11	Elect Amitava Guharoy as Director	Mgmt	For	For	For
Voting Policy Rationale: Items 3, 11-13: A vote FOR the nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics. Item 8: A vote AGAINST the following nominee is warranted because: * There is no absolute cap on the commission element or his overall pay. * The performance metrics, targets and thresholds for determining commission have not been disclosed. * His total pay quantum is deemed high and aggressively positioned, compared to industry peers. * The executive will be paid minimum remuneration even in the event of loss or inadequate profits of the company, this could reduce the accountability of the executive.					
12	Elect Gopalaraman Padmanabhan as Director	Mgmt	For	For	For
Voting Policy Rationale: Items 3, 11-13: A vote FOR the nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics. Item 8: A vote AGAINST the following nominee is warranted because: * There is no absolute cap on the commission element or his overall pay. * The performance metrics, targets and thresholds for determining commission have not been disclosed. * His total pay quantum is deemed high and aggressively positioned, compared to industry peers. * The executive will be paid minimum remuneration even in the event of loss or inadequate profits of the company, this could reduce the accountability of the executive.					
13	Elect Alka Arora Misra as Director	Mgmt	For	For	For
Voting Policy Rationale: Items 3, 11-13: A vote FOR the nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics. Item 8: A vote AGAINST the following nominee is warranted because: * There is no absolute cap on the commission element or his overall pay. * The performance metrics, targets and thresholds for determining commission have not been disclosed. * His total pay quantum is deemed high and aggressively positioned, compared to industry peers. * The executive will be paid minimum remuneration even in the event of loss or inadequate profits of the company, this could reduce the accountability of the executive.					
14	Alter and Adopt New Memorandum of Association	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted given the proposal would render the company's articles updated and ensure compliance with the prevailing laws.					
15	Alter and Adopt New Articles of Association	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted given the proposal would render the company's articles updated and ensure compliance with the prevailing laws.					
16	Approve Payment of Commission/Remuneration to Non-Executive Directors	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted as the approval will be valid till perpetuity and shareholders will not get to review the payments in the future.					

Prince Pipes & Fittings Limited

Meeting Date: 09/11/2024	Country: India	Ticker: 542907
Record Date: 09/04/2024	Meeting Type: Annual	
Primary Security ID: Y7S7AB107		

Prince Pipes & Fittings Limited

Shares Voted: 944,560

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Reelect Jayant Chheda as Director	Mgmt	For	For	For
4	Approve Remuneration of Cost Auditors	Mgmt	For	For	For
5	Approve Reappointment and Increase in the Remuneration Payable to Heena Chheda being Related Party, Holding Office or Place of Profit in the Company	Mgmt	For	For	For
<i>Voting Policy Rationale: Item 5: A vote FOR the resolution is warranted, although it is not without concern: * The company has left the nominees' bonus arrangement open ended, with uncertainty over payout under this element. The main reasons for support are: * The company has not paid any bonus in the past, it is expected that the company will remain judicious in payment of remuneration going forward. * The quantum of remuneration being paid to Heena Chheda is justified with her experience in the piping industry, in addition the approval is sought for a period of one year. Item 6: A vote AGAINST this resolution is warranted in view of the following concerns: * The proposed remuneration structures are considered open-ended, and the board retains discretion to decide pay outcomes. * Given Nihar Chheda's (Item 6) limited experience, the role and pay quantum are not in line with market practice.</i>					
6	Approve Reappointment and Increase in the Remuneration Payable to Nihar Chheda being Related Party, Holding Office or Place of Profit in the Company	Mgmt	For	Against	For
<i>Voting Policy Rationale: Item 5: A vote FOR the resolution is warranted, although it is not without concern: * The company has left the nominees' bonus arrangement open ended, with uncertainty over payout under this element. The main reasons for support are: * The company has not paid any bonus in the past, it is expected that the company will remain judicious in payment of remuneration going forward. * The quantum of remuneration being paid to Heena Chheda is justified with her experience in the piping industry, in addition the approval is sought for a period of one year. Item 6: A vote AGAINST this resolution is warranted in view of the following concerns: * The proposed remuneration structures are considered open-ended, and the board retains discretion to decide pay outcomes. * Given Nihar Chheda's (Item 6) limited experience, the role and pay quantum are not in line with market practice.</i>					
7	Approve Shifting of Registered Office of the Company and Amend Memorandum of Association	Mgmt	For	For	For

Proya Cosmetics Co., Ltd.

Meeting Date: 09/12/2024

Record Date: 09/05/2024

Primary Security ID: Y7S88X100

Country: China

Meeting Type: Special

Ticker: 603605

Shares Voted: 167,676

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles of Association	Mgmt	For	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
2.1	Elect Hou Juncheng as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.				
2.2	Elect Hou Yameng as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.				
2.3	Elect Jin Yanhua as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.				
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
3.1	Elect Ma Dongming as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.				
3.2	Elect Ge Weijun as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.				
	ELECT SUPERVISORS VIA CUMULATIVE VOTING	Mgmt			
4.1	Elect Hou Luting as Supervisor	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.				
4.2	Elect Wang Shunguo as Supervisor	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.				

Ryanair Holdings Plc

Meeting Date: 09/12/2024Country: IrelandTicker: RYA

Record Date: 09/08/2024Meeting Type: Annual

Primary Security ID: G7727C186

Shares Voted: 24,759

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4a	Elect Bertrand Grabowski as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 4a-4d, 4f,4i-4j, 4l and 4n A vote FOR these Directors is warranted in the absence of any significant concerns. Items 4e, 4g, 4h, 4k and 4m A vote FOR these Directors is warranted, although it is not without concern: * As Board Chair, Stan McCarthy is considered to be ultimately responsible for the Company's corporate governance practices, which depart from market practice in some areas. * Some of the NEDs hold outstanding performance-based share options (now vested), and as a result, they are not classified as independent by ISS. * Roisin Brennan and Emer Daly also sit on the Audit and/or Remuneration Committees, which should comprise independent NEDs only. The main reasons for support are: * There has been a strong pattern of new appointments. * The balance of the Board now meets requirements. * Share options will not be granted to NEDs in the future. * There have been fresh independent appointments.</i></p>					
4b	Elect Jinane Laghrari Laabi as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 4a-4d, 4f,4i-4j, 4l and 4n A vote FOR these Directors is warranted in the absence of any significant concerns. Items 4e, 4g, 4h, 4k and 4m A vote FOR these Directors is warranted, although it is not without concern: * As Board Chair, Stan McCarthy is considered to be ultimately responsible for the Company's corporate governance practices, which depart from market practice in some areas. * Some of the NEDs hold outstanding performance-based share options (now vested), and as a result, they are not classified as independent by ISS. * Roisin Brennan and Emer Daly also sit on the Audit and/or Remuneration Committees, which should comprise independent NEDs only. The main reasons for support are: * There has been a strong pattern of new appointments. * The balance of the Board now meets requirements. * Share options will not be granted to NEDs in the future. * There have been fresh independent appointments.</i></p>					
4c	Elect Roberta Neri as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 4a-4d, 4f,4i-4j, 4l and 4n A vote FOR these Directors is warranted in the absence of any significant concerns. Items 4e, 4g, 4h, 4k and 4m A vote FOR these Directors is warranted, although it is not without concern: * As Board Chair, Stan McCarthy is considered to be ultimately responsible for the Company's corporate governance practices, which depart from market practice in some areas. * Some of the NEDs hold outstanding performance-based share options (now vested), and as a result, they are not classified as independent by ISS. * Roisin Brennan and Emer Daly also sit on the Audit and/or Remuneration Committees, which should comprise independent NEDs only. The main reasons for support are: * There has been a strong pattern of new appointments. * The balance of the Board now meets requirements. * Share options will not be granted to NEDs in the future. * There have been fresh independent appointments.</i></p>					
4d	Elect Amber Rudd as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 4a-4d, 4f,4i-4j, 4l and 4n A vote FOR these Directors is warranted in the absence of any significant concerns. Items 4e, 4g, 4h, 4k and 4m A vote FOR these Directors is warranted, although it is not without concern: * As Board Chair, Stan McCarthy is considered to be ultimately responsible for the Company's corporate governance practices, which depart from market practice in some areas. * Some of the NEDs hold outstanding performance-based share options (now vested), and as a result, they are not classified as independent by ISS. * Roisin Brennan and Emer Daly also sit on the Audit and/or Remuneration Committees, which should comprise independent NEDs only. The main reasons for support are: * There has been a strong pattern of new appointments. * The balance of the Board now meets requirements. * Share options will not be granted to NEDs in the future. * There have been fresh independent appointments.</i></p>					
4e	Re-elect Stan McCarthy as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Items 4a-4d, 4f,4i-4j, 4l and 4n A vote FOR these Directors is warranted in the absence of any significant concerns. Items 4e, 4g, 4h, 4k and 4m A vote FOR these Directors is warranted, although it is not without concern: * As Board Chair, Stan McCarthy is considered to be ultimately responsible for the Company's corporate governance practices, which depart from market practice in some areas. * Some of the NEDs hold outstanding performance-based share options (now vested), and as a result, they are not classified as independent by ISS. * Roisin Brennan and Emer Daly also sit on the Audit and/or Remuneration Committees, which should comprise independent NEDs only. The main reasons for support are: * There has been a strong pattern of new appointments. * The balance of the Board now meets requirements. * Share options will not be granted to NEDs in the future. * There have been fresh independent appointments.</i></p>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4f	Re-elect Eamonn Brennan as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 4a-4d, 4f,4i-4j, 4l and 4n A vote FOR these Directors is warranted in the absence of any significant concerns. Items 4e, 4g, 4h, 4k and 4m A vote FOR these Directors is warranted, although it is not without concern: * As Board Chair, Stan McCarthy is considered to be ultimately responsible for the Company's corporate governance practices, which depart from market practice in some areas. * Some of the NEDs hold outstanding performance-based share options (now vested), and as a result, they are not classified as independent by ISS. * Roisin Brennan and Emer Daly also sit on the Audit and/or Remuneration Committees, which should comprise independent NEDs only. The main reasons for support are: * There has been a strong pattern of new appointments. * The balance of the Board now meets requirements. * Share options will not be granted to NEDs in the future. * There have been fresh independent appointments.</i>					
4g	Re-elect Roisin Brennan as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 4a-4d, 4f,4i-4j, 4l and 4n A vote FOR these Directors is warranted in the absence of any significant concerns. Items 4e, 4g, 4h, 4k and 4m A vote FOR these Directors is warranted, although it is not without concern: * As Board Chair, Stan McCarthy is considered to be ultimately responsible for the Company's corporate governance practices, which depart from market practice in some areas. * Some of the NEDs hold outstanding performance-based share options (now vested), and as a result, they are not classified as independent by ISS. * Roisin Brennan and Emer Daly also sit on the Audit and/or Remuneration Committees, which should comprise independent NEDs only. The main reasons for support are: * There has been a strong pattern of new appointments. * The balance of the Board now meets requirements. * Share options will not be granted to NEDs in the future. * There have been fresh independent appointments.</i>					
4h	Re-elect Emer Daly as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 4a-4d, 4f,4i-4j, 4l and 4n A vote FOR these Directors is warranted in the absence of any significant concerns. Items 4e, 4g, 4h, 4k and 4m A vote FOR these Directors is warranted, although it is not without concern: * As Board Chair, Stan McCarthy is considered to be ultimately responsible for the Company's corporate governance practices, which depart from market practice in some areas. * Some of the NEDs hold outstanding performance-based share options (now vested), and as a result, they are not classified as independent by ISS. * Roisin Brennan and Emer Daly also sit on the Audit and/or Remuneration Committees, which should comprise independent NEDs only. The main reasons for support are: * There has been a strong pattern of new appointments. * The balance of the Board now meets requirements. * Share options will not be granted to NEDs in the future. * There have been fresh independent appointments.</i>					
4i	Re-elect Geoff Doherty as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 4a-4d, 4f,4i-4j, 4l and 4n A vote FOR these Directors is warranted in the absence of any significant concerns. Items 4e, 4g, 4h, 4k and 4m A vote FOR these Directors is warranted, although it is not without concern: * As Board Chair, Stan McCarthy is considered to be ultimately responsible for the Company's corporate governance practices, which depart from market practice in some areas. * Some of the NEDs hold outstanding performance-based share options (now vested), and as a result, they are not classified as independent by ISS. * Roisin Brennan and Emer Daly also sit on the Audit and/or Remuneration Committees, which should comprise independent NEDs only. The main reasons for support are: * There has been a strong pattern of new appointments. * The balance of the Board now meets requirements. * Share options will not be granted to NEDs in the future. * There have been fresh independent appointments.</i>					
4j	Re-elect Elisabeth Kostinger as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 4a-4d, 4f,4i-4j, 4l and 4n A vote FOR these Directors is warranted in the absence of any significant concerns. Items 4e, 4g, 4h, 4k and 4m A vote FOR these Directors is warranted, although it is not without concern: * As Board Chair, Stan McCarthy is considered to be ultimately responsible for the Company's corporate governance practices, which depart from market practice in some areas. * Some of the NEDs hold outstanding performance-based share options (now vested), and as a result, they are not classified as independent by ISS. * Roisin Brennan and Emer Daly also sit on the Audit and/or Remuneration Committees, which should comprise independent NEDs only. The main reasons for support are: * There has been a strong pattern of new appointments. * The balance of the Board now meets requirements. * Share options will not be granted to NEDs in the future. * There have been fresh independent appointments.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4k	Re-elect Howard Millar as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 4a-4d, 4f,4i-4j, 4l and 4n A vote FOR these Directors is warranted in the absence of any significant concerns. Items 4e, 4g, 4h, 4k and 4m A vote FOR these Directors is warranted, although it is not without concern: * As Board Chair, Stan McCarthy is considered to be ultimately responsible for the Company's corporate governance practices, which depart from market practice in some areas. * Some of the NEDs hold outstanding performance-based share options (now vested), and as a result, they are not classified as independent by ISS. * Roisin Brennan and Emer Daly also sit on the Audit and/or Remuneration Committees, which should comprise independent NEDs only. The main reasons for support are: * There has been a strong pattern of new appointments. * The balance of the Board now meets requirements. * Share options will not be granted to NEDs in the future. * There have been fresh independent appointments.</i>					
4l	Re-elect Anne Nolan as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 4a-4d, 4f,4i-4j, 4l and 4n A vote FOR these Directors is warranted in the absence of any significant concerns. Items 4e, 4g, 4h, 4k and 4m A vote FOR these Directors is warranted, although it is not without concern: * As Board Chair, Stan McCarthy is considered to be ultimately responsible for the Company's corporate governance practices, which depart from market practice in some areas. * Some of the NEDs hold outstanding performance-based share options (now vested), and as a result, they are not classified as independent by ISS. * Roisin Brennan and Emer Daly also sit on the Audit and/or Remuneration Committees, which should comprise independent NEDs only. The main reasons for support are: * There has been a strong pattern of new appointments. * The balance of the Board now meets requirements. * Share options will not be granted to NEDs in the future. * There have been fresh independent appointments.</i>					
4m	Re-elect Michael O'Brien as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 4a-4d, 4f,4i-4j, 4l and 4n A vote FOR these Directors is warranted in the absence of any significant concerns. Items 4e, 4g, 4h, 4k and 4m A vote FOR these Directors is warranted, although it is not without concern: * As Board Chair, Stan McCarthy is considered to be ultimately responsible for the Company's corporate governance practices, which depart from market practice in some areas. * Some of the NEDs hold outstanding performance-based share options (now vested), and as a result, they are not classified as independent by ISS. * Roisin Brennan and Emer Daly also sit on the Audit and/or Remuneration Committees, which should comprise independent NEDs only. The main reasons for support are: * There has been a strong pattern of new appointments. * The balance of the Board now meets requirements. * Share options will not be granted to NEDs in the future. * There have been fresh independent appointments.</i>					
4n	Re-elect Michael O'Leary as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 4a-4d, 4f,4i-4j, 4l and 4n A vote FOR these Directors is warranted in the absence of any significant concerns. Items 4e, 4g, 4h, 4k and 4m A vote FOR these Directors is warranted, although it is not without concern: * As Board Chair, Stan McCarthy is considered to be ultimately responsible for the Company's corporate governance practices, which depart from market practice in some areas. * Some of the NEDs hold outstanding performance-based share options (now vested), and as a result, they are not classified as independent by ISS. * Roisin Brennan and Emer Daly also sit on the Audit and/or Remuneration Committees, which should comprise independent NEDs only. The main reasons for support are: * There has been a strong pattern of new appointments. * The balance of the Board now meets requirements. * Share options will not be granted to NEDs in the future. * There have been fresh independent appointments.</i>					
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Authorise Issue of Equity	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
8	Authorise Market Purchase and/or Overseas Market Purchase of Ordinary Shares	Mgmt	For	For	For

## China Tower Corporation Limited

Meeting Date: 09/13/2024

Record Date: 09/09/2024

Primary Security ID: Y15076105

Country: China

Meeting Type: Extraordinary Shareholders

Ticker: 788

Shares Voted: 55,856,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Profit Distribution and Interim Dividend Declaration and Payment	Mgmt	For	For	For
2	Elect Zhang Wei as Director and Authorize Any Director to Sign the Service Contract with Her and Authorize Board to Fix Her Remuneration	Mgmt	For	For	For

## Coca-Cola HBC AG

Meeting Date: 09/16/2024

Record Date: 09/06/2024

Primary Security ID: H1512E100

Country: Switzerland

Meeting Type: Extraordinary Shareholders

Ticker: CCH

Shares Voted: 27,252

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Elizabeth Bastoni as Director and as Member of the Remuneration Committee	Mgmt	For	For	For

## RateGain Travel Technologies Ltd.

Meeting Date: 09/16/2024

Record Date: 09/09/2024

Primary Security ID: Y719FZ104

Country: India

Meeting Type: Annual

Ticker: 543417

Shares Voted: 1,101,361

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Reelect Megha Chopra as Director	Mgmt	For	For	For
3	Approve Deloitte Haskins & Sells LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Meeting Date: 09/18/2024	Country: United Kingdom	Ticker: FRAS
Record Date: 09/16/2024	Meeting Type: Annual	
Primary Security ID: G3661L100		

Shares Voted: 60,735

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the proposed remuneration policy is considered warranted because: * The remuneration policy continues to include the Executive Share Scheme, under which Executive Directors may be granted share awards, which, if the target share price was reached, could mean an award of c. GBP 100 million for the CEO. This potential quantum is a significant concern.					
4	Re-elect David Daly as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
5	Re-elect Richard Bottomley as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
6	Re-elect Michael Murray as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
7	Re-elect Cally Price as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
8	Re-elect Nicola Frampton as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
9	Re-elect Chris Wootton as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
10	Elect David Al-Mudallal as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
11	Elect Sir Jonathan Thompson as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
12	Elect Ger Wright as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
13	Elect Helen Wright as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
14	Reappoint RSM UK Audit LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For



Frasers Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise Off-Market Purchase of Ordinary Shares from the MASH Companies	Mgmt	For	For	For

IG Group Holdings plc

Meeting Date: 09/18/2024Country: United KingdomTicker: IGG

Record Date: 09/16/2024Meeting Type: Annual

Primary Security ID: G4753Q106

Shares Voted: 95,941

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Mike McTighe as Director	Mgmt	For	For	For
Voting Policy Rationale: Item 4 A vote FOR the re-election of Mike McTighe is considered warranted: * As Nomination Committee Chair, Mike McTighe is considered responsible for incorporating sufficient diversity on the Board. It is highlighted that no woman fills a senior board position. The main reason for support is: * The Company has acknowledged the FCA Listing Rules, and the percentage of women on the Board has increased since the FYE. Items 5-13 A vote FOR these Directors is warranted as no significant concerns have been identified.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Re-elect Jonathan Moulds as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 4 A vote FOR the re-election of Mike McTighe is considered warranted: * As Nomination Committee Chair, Mike McTighe is considered responsible for incorporating sufficient diversity on the Board. It is highlighted that no woman fills a senior board position. The main reason for support is: * The Company has acknowledged the FCA Listing Rules, and the percentage of women on the Board has increased since the FYE. Items 5-13 A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					
6	Re-elect Rakesh Bhasin as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 4 A vote FOR the re-election of Mike McTighe is considered warranted: * As Nomination Committee Chair, Mike McTighe is considered responsible for incorporating sufficient diversity on the Board. It is highlighted that no woman fills a senior board position. The main reason for support is: * The Company has acknowledged the FCA Listing Rules, and the percentage of women on the Board has increased since the FYE. Items 5-13 A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					
7	Re-elect Andrew Didham as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 4 A vote FOR the re-election of Mike McTighe is considered warranted: * As Nomination Committee Chair, Mike McTighe is considered responsible for incorporating sufficient diversity on the Board. It is highlighted that no woman fills a senior board position. The main reason for support is: * The Company has acknowledged the FCA Listing Rules, and the percentage of women on the Board has increased since the FYE. Items 5-13 A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					
8	Re-elect Wu Gang as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 4 A vote FOR the re-election of Mike McTighe is considered warranted: * As Nomination Committee Chair, Mike McTighe is considered responsible for incorporating sufficient diversity on the Board. It is highlighted that no woman fills a senior board position. The main reason for support is: * The Company has acknowledged the FCA Listing Rules, and the percentage of women on the Board has increased since the FYE. Items 5-13 A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					
9	Re-elect Sally-Ann Hibberd as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 4 A vote FOR the re-election of Mike McTighe is considered warranted: * As Nomination Committee Chair, Mike McTighe is considered responsible for incorporating sufficient diversity on the Board. It is highlighted that no woman fills a senior board position. The main reason for support is: * The Company has acknowledged the FCA Listing Rules, and the percentage of women on the Board has increased since the FYE. Items 5-13 A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					
10	Re-elect Susan Skerritt as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 4 A vote FOR the re-election of Mike McTighe is considered warranted: * As Nomination Committee Chair, Mike McTighe is considered responsible for incorporating sufficient diversity on the Board. It is highlighted that no woman fills a senior board position. The main reason for support is: * The Company has acknowledged the FCA Listing Rules, and the percentage of women on the Board has increased since the FYE. Items 5-13 A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					
11	Re-elect Helen Stevenson as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 4 A vote FOR the re-election of Mike McTighe is considered warranted: * As Nomination Committee Chair, Mike McTighe is considered responsible for incorporating sufficient diversity on the Board. It is highlighted that no woman fills a senior board position. The main reason for support is: * The Company has acknowledged the FCA Listing Rules, and the percentage of women on the Board has increased since the FYE. Items 5-13 A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					
12	Elect Breon Corcoran as Director	Mgmt	For	For	For
<p><i>Voting Policy Rationale: Item 4 A vote FOR the re-election of Mike McTighe is considered warranted: * As Nomination Committee Chair, Mike McTighe is considered responsible for incorporating sufficient diversity on the Board. It is highlighted that no woman fills a senior board position. The main reason for support is: * The Company has acknowledged the FCA Listing Rules, and the percentage of women on the Board has increased since the FYE. Items 5-13 A vote FOR these Directors is warranted as no significant concerns have been identified.</i></p>					

IG Group Holdings plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Elect Marieke Flament as Director	Mgmt	For	For	For
Voting Policy Rationale: Item 4 A vote FOR the re-election of Mike McTighe is considered warranted: * As Nomination Committee Chair, Mike McTighe is considered responsible for incorporating sufficient diversity on the Board. It is highlighted that no woman fills a senior board position. The main reason for support is: * The Company has acknowledged the FCA Listing Rules, and the percentage of women on the Board has increased since the FYE. Items 5-13 A vote FOR these Directors is warranted as no significant concerns have been identified.					
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.					
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.					
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.					
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Wise Plc

Meeting Date: 09/18/2024

Record Date: 09/16/2024

Primary Security ID: G97229101

Country: United Kingdom

Meeting Type: Annual

Ticker: WISE

Shares Voted: 276,029

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST this item is considered warranted as: * The Company is proposing the introduction of restricted shares into its long-term incentive framework without making any reduction in award opportunity to offset the increased certainty of award payout. The proposed changes to the remuneration framework represent a significant deviation from UK good market practice.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Re-elect David Wells as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the re-election of David Wells, Kristo Käärman, Elizabeth Chambers, Terri Duhon, Clare Gilmartin, Alastair Rampell, Hooi Ling Tan and Ingo Uytdehaage is warranted because no significant concerns have been identified.					
7	Re-elect Kristo Kaarmann as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the re-election of David Wells, Kristo Käärman, Elizabeth Chambers, Terri Duhon, Clare Gilmartin, Alastair Rampell, Hooi Ling Tan and Ingo Uytdehaage is warranted because no significant concerns have been identified.					
8	Re-elect Elizabeth Chambers as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the re-election of David Wells, Kristo Käärman, Elizabeth Chambers, Terri Duhon, Clare Gilmartin, Alastair Rampell, Hooi Ling Tan and Ingo Uytdehaage is warranted because no significant concerns have been identified.					
9	Re-elect Terri Duhon as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the re-election of David Wells, Kristo Käärman, Elizabeth Chambers, Terri Duhon, Clare Gilmartin, Alastair Rampell, Hooi Ling Tan and Ingo Uytdehaage is warranted because no significant concerns have been identified.					
10	Re-elect Clare Gilmartin as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the re-election of David Wells, Kristo Käärman, Elizabeth Chambers, Terri Duhon, Clare Gilmartin, Alastair Rampell, Hooi Ling Tan and Ingo Uytdehaage is warranted because no significant concerns have been identified.					
11	Re-elect Alastair Rampell as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the re-election of David Wells, Kristo Käärman, Elizabeth Chambers, Terri Duhon, Clare Gilmartin, Alastair Rampell, Hooi Ling Tan and Ingo Uytdehaage is warranted because no significant concerns have been identified.					
12	Re-elect Hooi Ling Tan as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the re-election of David Wells, Kristo Käärman, Elizabeth Chambers, Terri Duhon, Clare Gilmartin, Alastair Rampell, Hooi Ling Tan and Ingo Uytdehaage is warranted because no significant concerns have been identified.					
13	Re-elect Ingo Uytdehaage as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the re-election of David Wells, Kristo Käärman, Elizabeth Chambers, Terri Duhon, Clare Gilmartin, Alastair Rampell, Hooi Ling Tan and Ingo Uytdehaage is warranted because no significant concerns have been identified.					
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					

Wise Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
18	Authorise Market Purchase of A Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

SAMHI Hotels Ltd.

Meeting Date: 09/19/2024	Country: India	Ticker: 543984
Record Date: 09/12/2024	Meeting Type: Annual	
Primary Security ID: Y7T68E113		

Shares Voted: 13,433,335

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Reelect Manav Thadani as Director	Mgmt	For	For	For
3	Approve Grant of Employee Stock Options to Ashish Jakhanwala, Rajat Mehra and Gyana Das under the Employees' Stock Option Plan 2023	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * A significant portion of their remuneration comprise of stock option, which have been granted at a discount to issue price. * The company has not disclosed the performance targets and threshold on which the stock options being granted will vest. Hence, shareholders cannot assess the appropriateness of the ultimate pay outcomes vis a vis the company performance. * Their remuneration, adjusted for market value of stock options, is aggressively positioned as compared to executives at peer companies in similar line of business.					

ReNew Energy Global Plc

Meeting Date: 09/20/2024	Country: United Kingdom	Ticker: RNW
Record Date: 08/08/2024	Meeting Type: Annual	
Primary Security ID: G7500M104		

ReNew Energy Global Plc

Shares Voted: 254,473

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Against	Abstain
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * Vesting of long-term incentive awards granted to the CEO during the year is not conditional on the achievement of performance hurdles; and * These long-term incentive awards feature a vesting period of less than three years.					
3	Reappoint KNAV Limited as Auditors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.					
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this proposal to ratify the auditor is warranted.					

Century Plyboards (India) Ltd.

Meeting Date: 09/25/2024Country: IndiaTicker: 532548

Record Date: 09/18/2024Meeting Type: Annual

Primary Security ID: Y1274H102

Shares Voted: 566,517

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Dividend	Mgmt	For	For	For
3	Reelect Vishnu Khemani as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR both the nominees is warranted given the absence of any known issues concerning the nominees.					
4	Reelect Keshav Bhajanka as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR both the nominees is warranted given the absence of any known issues concerning the nominees.					
5	Approve S. R. Batliboi & Co. LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Lemon Tree Hotels Limited

Meeting Date: 09/26/2024Country: IndiaTicker: 541233

Record Date: 09/19/2024Meeting Type: Annual

Primary Security ID: Y5S322109

Lemon Tree Hotels Limited

Shares Voted: 10,302,339

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Reelect Aditya Madhav Keswani as Director	Mgmt	For	For	For
3	Approve LTHL Stock Appreciation Rights Scheme - 2024	Mgmt	For	For	For
Voting Policy Rationale: Item 3: A vote FOR this resolution is warranted given that the overall terms of the proposed Stock Appreciation Scheme are reasonable, and no material concerns have been identified. Item 4: A vote AGAINST this resolution is warranted because: * The proposal includes grant of SARs to employees of holding and associate companies without a compelling rationale.					
4	Approve Grant of Stock Appreciation Rights to the Employees of Group Company(ies) Including Subsidiary Company, Its Associates Company and/or Holding Company(ies) under LTHL Stock Appreciation Rights Scheme - 2024	Mgmt	For	For	For

Apeejay Surrendra Park Hotels Ltd.

Meeting Date: 09/27/2024Country: IndiaTicker: 544111

Record Date: 09/20/2024Meeting Type: Annual

Primary Security ID: Y0R7ZE118

Shares Voted: 849,523

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Reelect Karan Paul as Director	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST the following nominee is warranted because: * Karan Paul has failed to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation.					
3	Approve Reappointment of Vijay Dewan as Managing Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted in although it is not without concern: * He is an executive director of the company and serves as a member of the audit committee. * There are no disclosures on the number of stock options that can be granted over the appointment tenure and on annual basis. * The company has not disclosed the objective parameters which would be used to determine the outcome under variable pay. Further, in absence of disclosure of short-term targets and their achievements, the fairness of awards cannot be clearly ascertained. * The company has failed to provide the split of salary, allowances, and other components in his remuneration. * He will be paid the proposed remuneration as minimum remuneration even in the event of loss or inadequate profits of the company. The main reason for support: * He is the company's Managing Director and removing him from the board might have an adverse impact on shareholder value. * The proposed pay including fair value of stock options is deemed reasonable as compared to executives in the peer companies and commensurate with the size and scale of company's operations. * We anticipate that the NRC will be judicious in granting of stock options in the future.					

Apeejay Surrendra Park Hotels Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Remuneration of Vijay Dewan as Managing Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted in although it is not without concern: * He is an executive director of the company and serves as a member of the audit committee. * There are no disclosures on the number of stock options that can be granted over the appointment tenure and on annual basis. * The company has not disclosed the objective parameters which would be used to determine the outcome under variable pay. Further, in absence of disclosure of short-term targets and their achievements, the fairness of awards cannot be clearly ascertained. * The company has failed to provide the split of salary, allowances, and other components in his remuneration. * He will be paid the proposed remuneration as minimum remuneration even in the event of loss or inadequate profits of the company. The main reason for support: * He is the company's Managing Director and removing him from the board might have an adverse impact on shareholder value. * The proposed pay including fair value of stock options is deemed reasonable as compared to executives in the peer companies and commensurate with the size and scale of company's operations. * We anticipate that the NRC will be judicious in granting of stock options in the future.</i>					
5	Approve Remuneration of Priya Paul as Chairperson & Whole Time Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted in view of the following concerns in the executive's remuneration: * The company has not disclosed the objective parameters which would be used to determine the outcome under variable pay. Further, in absence of disclosure of short-term targets and their achievements, the fairness of awards cannot be clearly ascertained. * The company has failed to provide the split of salary, allowances, and other components in her remuneration. * Past pay of the executive as a percentage of net profit of the company is deemed to be high compared to industry standards. * The proposed pay is aggressively positioned as compared to executives at peer companies in similar line of business. * She will be paid the proposed remuneration as minimum remuneration even in the event of loss or inadequate profits of the company.</i>					
6	Approve Payment of Fees or Compensation to Non-Executive Directors including Independent Directors	Mgmt	For	For	For
7	Approve Remuneration of Karan Paul as Non-Executive Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The proposed quantum of remuneration is deemed high for a non-executive role. * The company has not disclosed the performance metrics on which such variable pay would be based. * There is insufficient justification for Karan Paul's proposed pay, which is more than paid to the CFO of the company.</i>					
8	Approve Apeejay Surrendra Park Hotels Limited - Employees Stock Option Plan 2023	Mgmt	For	Against	For
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: The stock options may be issued with an exercise price at a discount to the current market price.</i>					
9	Approve Grant of Stock Options to Employees of Subsidiary Companies under Apeejay Surrendra Park Hotels Limited - Employees Stock Option Plan 2023	Mgmt	For	Against	For
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: The stock options may be issued with an exercise price at a discount to the current market price.</i>					

CarTrade Tech Ltd.

Meeting Date: 09/27/2024	Country: India	Ticker: 543333
Record Date: 09/18/2024	Meeting Type: Annual	
Primary Security ID: Y6191F105		



Shares Voted: 2,416,161

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Reelect Aneesha Bhandary as Director	Mgmt	For	For	For
3	Approve S.R. Batliboi & Associates LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Approve Material Related Party Transaction between Shriram Automall India Limited and Shriram Finance Limited	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * There is lack of sufficient information and relevant details, which makes it difficult for shareholders to make a fair assessment. * The transaction involves provision of financial assistance to an entity where the company does not hold 75 percent shareholding in the entity.					
5	Approve Increase in Remuneration of Aneesha Bhandary as Executive Director and Chief Financial Officer	Mgmt	For	For	For

Companhia de Saneamento Basico do Estado de Sao Paulo SABESP

Meeting Date: 09/27/2024

Country: Brazil

Ticker: SBSP3

Record Date:

Meeting Type: Extraordinary Shareholders

Primary Security ID: P2R268136

Shares Voted: 67,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Directors	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted because: * The proposed board's level of independence fails to meet the expectations of institutional investors; * At least one of the proposed nominees is considered overboarded under ISS Policy; and * The company has bundled the election of directors under a single item, preventing shareholders from voting individually on each nominee.					
2	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Mgmt	None	Against	For
	If Voting FOR on Item 3, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.	Mgmt			

# Companhia de Saneamento Basico do Estado de Sao Paulo SABESP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt	None	Abstain	Abstain
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 3, 4.1-4.9, and 8 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>					
4.1	Percentage of Votes to Be Assigned - Elect Anderson Marcio de Oliveira as Director	Mgmt	None	Abstain	Abstain
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 3, 4.1-4.9, and 8 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>					
4.2	Percentage of Votes to Be Assigned - Elect Augusto Miranda da Paz Junior as Director	Mgmt	None	Abstain	Abstain
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 3, 4.1-4.9, and 8 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>					
4.3	Percentage of Votes to Be Assigned - Elect Claudia Polto da Cunha as Director	Mgmt	None	Abstain	Abstain
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 3, 4.1-4.9, and 8 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>					
4.4	Percentage of Votes to Be Assigned - Elect Karla Bertocco Trindade as Director	Mgmt	None	Abstain	Abstain
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 3, 4.1-4.9, and 8 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>					
4.5	Percentage of Votes to Be Assigned - Elect Tiago de Almeida Noel as Director	Mgmt	None	Abstain	Abstain
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 3, 4.1-4.9, and 8 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>					

# Companhia de Saneamento Basico do Estado de Sao Paulo SABESP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.6	Percentage of Votes to Be Assigned - Elect Tinn Freire Amado as Director	Mgmt	None	Abstain	Abstain
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 3, 4.1-4.9, and 8 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>					
4.7	Percentage of Votes to Be Assigned - Elect Alexandre Goncalves Silva as Independent Director	Mgmt	None	Abstain	Abstain
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 3, 4.1-4.9, and 8 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>					
4.8	Percentage of Votes to Be Assigned - Elect Gustavo Rocha Gattass as Independent Director	Mgmt	None	Abstain	Abstain
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 3, 4.1-4.9, and 8 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>					
4.9	Percentage of Votes to Be Assigned - Elect Mateus Affonso Bandeira as Independent Director	Mgmt	None	Abstain	Abstain
<i>Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 3, 4.1-4.9, and 8 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</i>					
5	Approve Classification of Alexandre Goncalves Silva as Independent Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the biographical information of the independent directors; and * The directors do not appear to have had any relational transactions with the company and there are no known concerns regarding the independence classification.</i>					
6	Approve Classification of Gustavo Rocha Gattass as Independent Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the biographical information of the independent directors; and * The directors do not appear to have had any relational transactions with the company and there are no known concerns regarding the independence classification.</i>					
7	Approve Classification of Mateus Affonso Bandeira as Independent Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted because: * The company has disclosed the biographical information of the independent directors; and * The directors do not appear to have had any relational transactions with the company and there are no known concerns regarding the independence classification.</i>					

Companhia de Saneamento Basico do Estado de Sao Paulo SABESP

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 3, 4.1-4.9, and 8 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.					
9	Elect Fiscal Council Members	Mgmt	For	For	For
10	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	Mgmt	None	Against	For

TechnoPro Holdings, Inc.

Meeting Date: 09/27/2024	Country: Japan	Ticker: 6028
Record Date: 06/30/2024	Meeting Type: Annual	
Primary Security ID: J82251109		

Shares Voted: 94,415					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 55	Mgmt	For	For	For
2.1	Elect Director Yagi, Takeshi	Mgmt	For	For	For
2.2	Elect Director Shimaoka, Gaku	Mgmt	For	For	For
2.3	Elect Director Asai, Koichiro	Mgmt	For	For	For
2.4	Elect Director Hagiwara, Toshihiro	Mgmt	For	For	For
2.5	Elect Director Takao, Mitsutoshi	Mgmt	For	For	For
2.6	Elect Director Yamada, Kazuhiko	Mgmt	For	For	For
2.7	Elect Director Takase, Shoko	Mgmt	For	For	For
2.8	Elect Director Ito, Masahiko	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Madarama, Hitoshi	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Tanabe, Rumiko	Mgmt	For	For	For

TechnoPro Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Elect Alternate Director and Audit Committee Member Kitaarai, Yoshio	Mgmt	For	For	For

Prestige Estates Projects Limited

Meeting Date: 09/30/2024	Country: India	Ticker: 533274
Record Date: 09/23/2024	Meeting Type: Annual	
Primary Security ID: Y707AN101		

Shares Voted: 1,517,046

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Standalone Financial Statements and Statutory Reports	Mgmt	For	For	For
Voting Policy Rationale: While the auditors' report includes an emphasis of matter, their opinion remains unqualified. As such, a vote FOR these resolutions is warranted.					
2	Accept Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
Voting Policy Rationale: While the auditors' report includes an emphasis of matter, their opinion remains unqualified. As such, a vote FOR these resolutions is warranted.					
3	Approve Final Dividend	Mgmt	For	For	For
4	Reelect Noaman Razack as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR election of Noaman Razack and Thumpudi Srikanth Bhagavat is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
5	Approve Reappointment and Remuneration of Irfan Razack as Chairman and Managing Director	Mgmt	For	For	For
6	Approve Reappointment and Remuneration of Rezwan Razack as Joint Managing Director	Mgmt	For	For	For
7	Approve Reappointment and Remuneration of Noaman Razack as Whole-time Director	Mgmt	For	For	For
8	Approve Regularization of Appointment of T. Srikanth Bhagavat as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR election of Noaman Razack and Thumpudi Srikanth Bhagavat is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
9	Approve Remuneration of Cost Auditors	Mgmt	For	For	For
10	Approve Issuance of Non-Convertible Debentures on Private Placement Basis	Mgmt	For	For	For

Sunteck Realty Ltd.

Meeting Date: 09/30/2024

Record Date: 09/23/2024

Primary Security ID: Y8308R113

Country: India

Meeting Type: Annual

Ticker: 512179

Shares Voted: 490,525

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Reelect Rachana Hingarajia as Director	Mgmt	For	For	For
4	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
5	Approve Remuneration of Cost Auditors	Mgmt	For	For	For
6	Approve Transaction between Mithra Buildcon Private Limited and Chitta Finlease Private Limited	Mgmt	For	For	For

TOKAI CARBON KOREA Co., Ltd.

Meeting Date: 10/08/2024

Record Date: 09/09/2024

Primary Security ID: Y8851Q108

Country: South Korea

Meeting Type: Special

Ticker: 064760

Shares Voted: 29,112

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Oh Chang-min as Inside Director	Mgmt	For	For	For

Brainbees Solutions Ltd.

Meeting Date: 10/10/2024

Record Date: 08/30/2024

Primary Security ID: Y096B8200

Country: India

Meeting Type: Special

Ticker: 544226

Shares Voted: 225,696

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Amend Articles of Association	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Ratification of the Brainbees Employee Stock Option Plan 2011 ("BBESOP 2011")	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The scheme permits stock options to be issued with an exercise price at a discount to the current market price. * The company has not specified if vesting is subject to objective performance metrics and has not disclosed the metric, performance targets and thresholds for vesting. * The proposal includes grant of stock options to employees of group including associate and holding companies without a compelling rationale.					
3	Approve Ratification of the Extension of the Benefits under the Brainbees Employee Stock Option Plan 2011 ("BBESOP 2011") to the Employees of Subsidiary Companies and Group Companies of the Company	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The scheme permits stock options to be issued with an exercise price at a discount to the current market price. * The company has not specified if vesting is subject to objective performance metrics and has not disclosed the metric, performance targets and thresholds for vesting. * The proposal includes grant of stock options to employees of group including associate and holding companies without a compelling rationale.					
4	Approve Ratification of the Brainbees Employees Stock Option Plan 2022 ("BBESOP 2022")	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The scheme permits stock options to be issued with an exercise price at a discount to the current market price. * The company has not specified if vesting is subject to objective performance metrics and has not disclosed the metric, performance targets and thresholds for vesting. * The proposal includes grant of stock options to employees of group companies including associate and holding companies without a compelling rationale.					
5	Approve Ratification of the Extension of the Benefits under the Brainbees Employees Stock Option Plan 2022 ("BBESOP 2022") to the Employees of Subsidiary Companies and Group Companies of the Company	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The scheme permits stock options to be issued with an exercise price at a discount to the current market price. * The company has not specified if vesting is subject to objective performance metrics and has not disclosed the metric, performance targets and thresholds for vesting. * The proposal includes grant of stock options to employees of group companies including associate and holding companies without a compelling rationale.					
6	Approve Ratification of the Brainbees Employees Stock Option Plan 2023 ("BBESOP 2023")	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The scheme permits stock options to be issued with an exercise price at a discount to the current market price. * The company has not specified if vesting is subject to objective performance metrics and has not disclosed the metric, performance targets and thresholds for vesting. * The proposal includes grant of stock options to employees of group companies including associate and holding companies without a compelling rationale.					

Brainbees Solutions Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Ratification of the Extension of the Benefits under the Brainbees Employees Stock Option Plan 2023 ("BBESOP 2023") to the Employees of Subsidiary Companies and Group Companies of the Company	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The scheme permits stock options to be issued with an exercise price at a discount to the current market price. * The company has not specified if vesting is subject to objective performance metrics and has not disclosed the metric, performance targets and thresholds for vesting. * The proposal includes grant of stock options to employees of group companies including associate and holding companies without a compelling rationale.					

Nuvama Wealth Management Ltd.

Meeting Date: 10/11/2024	Country: India	Ticker: 543988
Record Date: 09/06/2024	Meeting Type: Special	
Primary Security ID: Y2R495101		

Shares Voted: 77,695

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Approve Nuvama Wealth Employee Stock Appreciation Rights Plan 2024 and Grant of Employee Stock Appreciation Rights Units under Nuvama Wealth Employee Stock Appreciation Rights Plan 2024 to the Eligible Employees of the Company	Mgmt	For	For	For
Voting Policy Rationale: Item 1 and 2 A vote FOR this resolution is warranted given that the overall terms of the proposed plan are reasonable. Item 3 A vote AGAINST this resolution is warranted because: * The proposal includes grant of stock options to employees of associate companies without a compelling rationale.					
2	Approve Extension of Nuvama Wealth Employee Stock Appreciation Rights Plan 2024 to the Eligible Employees of the Subsidiary Company(ies)	Mgmt	For	For	For
Voting Policy Rationale: Item 1 and 2 A vote FOR this resolution is warranted given that the overall terms of the proposed plan are reasonable. Item 3 A vote AGAINST this resolution is warranted because: * The proposal includes grant of stock options to employees of associate companies without a compelling rationale.					
3	Approve Extension of Nuvama Wealth Employee Stock Appreciation Rights Plan 2024 to the Eligible Employees of the Associate Company(ies)	Mgmt	For	Against	For
Voting Policy Rationale: Item 1 and 2 A vote FOR this resolution is warranted given that the overall terms of the proposed plan are reasonable. Item 3 A vote AGAINST this resolution is warranted because: * The proposal includes grant of stock options to employees of associate companies without a compelling rationale.					



Reliance Industries Ltd.

Meeting Date: 10/15/2024Country: IndiaTicker: 500325

Record Date: 09/12/2024Meeting Type: Special

Primary Security ID: Y72596102

Shares Voted: 1,394,963

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Approve Issuance of Bonus Shares	Mgmt	For	For	For
2	Increase Authorized Share Capital and Amend Capital Clause of the Memorandum of Association	Mgmt	For	For	For

IMDEX Limited

Meeting Date: 10/17/2024Country: AustraliaTicker: IMD

Record Date: 10/15/2024Meeting Type: Annual

Primary Security ID: Q4878M104

Shares Voted: 33,549

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Tracey Horton as Director	Mgmt	For	For	For
	Voting Policy Rationale: A qualified vote FOR the election of Tracey Horton and Anthony Wooles is warranted. They are member and chair of the Remuneration and Nomination Committee, respectively, and the qualification is to highlight problematic pay practices.				
2	Elect Anthony Wooles as Director	Mgmt	For	For	For
	Voting Policy Rationale: A qualified vote FOR the election of Tracey Horton and Anthony Wooles is warranted. They are member and chair of the Remuneration and Nomination Committee, respectively, and the qualification is to highlight problematic pay practices.				
3	Approve Remuneration Report	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this resolution is warranted due to the following concerns: * A high level of concern for misalignment of pay and performance has been identified in the quantitative pay for performance analysis, which appears to be largely attributed to the grant of one-off to the CEO in FY24. * The one-off incentive, which is in addition to existing STI and LTI, is excessive at 150 percent of base salary. Concerns are exacerbated as one-third of the award is subject to continued employment only. * The specific and quantified targets in the STI continues to be undisclosed.				
4	Approve Increase to Non-Executive Directors' Fee Pool	Mgmt	For	For	For
5	Approve Employee Rights Plan	Mgmt	For	For	For
6	Approve Issuance of Performance Rights to Paul House	Mgmt	For	Against	Abstain
	Voting Policy Rationale: A vote AGAINST this resolution is warranted on the basis that the award is inconsistent with accepted market practice for LTI. An excessive quantum of the LTI is attributed to undisclosed strategic milestones and it is not clear how these are objectively linked to improved shareholder outcomes. Ultimately, the case has not been made how the undisclosed strategic milestones are anything other than "day job" responsibilities for executives.				

IMDEX Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Potential Termination Benefits to Paul House in Relation to Performance Rights	Mgmt	For	For	For
8	Adopt New Constitution	Mgmt	For	For	Against

360 One Wam Limited

Meeting Date: 10/20/2024

Record Date: 09/13/2024

Primary Security ID: Y8R01R106

Country: India

Meeting Type: Special

Ticker: 542772

Shares Voted: 2,177

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For

Centamin Plc

Meeting Date: 10/28/2024

Record Date: 10/24/2024

Primary Security ID: G2055Q105

Country: Jersey

Meeting Type: Special

Ticker: CEY

Shares Voted: 222,036

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Acquisition of Centamin plc by AngloGold Ashanti plc	Mgmt	For	For	For

Centamin Plc

Meeting Date: 10/28/2024

Record Date: 10/24/2024

Primary Security ID: G2055Q105

Country: Jersey

Meeting Type: Court

Ticker: CEY

Shares Voted: 222,036

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

Centamin Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Scheme of Arrangement	Mgmt	For	For	For

Companhia de Saneamento Basico do Estado de Sao Paulo SABESP

Meeting Date: 10/28/2024	Country: Brazil	Ticker: SBSP3
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P2R268136		

Shares Voted: 54,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Article 27	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST these requests is warranted because: * The company seeks to change the composition of its statutory audit committee, currently established as 100 percent independent directors, to allow for the appointment of external non-director members; and * The company has failed to provide a compelling rationale for the proposed change in the composition of its statutory audit committee, which could have a potentially negative impact on the company's corporate governance.					
2	Consolidate Bylaws	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST these requests is warranted because: * The company seeks to change the composition of its statutory audit committee, currently established as 100 percent independent directors, to allow for the appointment of external non-director members; and * The company has failed to provide a compelling rationale for the proposed change in the composition of its statutory audit committee, which could have a potentially negative impact on the company's corporate governance.					

China Life Insurance Co. Ltd.

Meeting Date: 10/30/2024	Country: China	Ticker: 2628
Record Date: 10/24/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y1477R204		

Shares Voted: 500,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES	Mgmt			
1	Elect Cai Xiliang as Director	Mgmt	For	For	For
2	Approve Interim Profit Distribution Plan	Mgmt	For	For	For

Motus Holdings Ltd. (South Africa)

Meeting Date: 11/05/2024	Country: South Africa	Ticker: MTH
Record Date: 10/25/2024	Meeting Type: Annual	
Primary Security ID: S5252J102		

**Shares Voted: 1,660,124**

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Brenda Baijnath as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.</i>					
1.2	Elect Lesego Sennelo as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.</i>					
1.3	Re-elect Ashley Tugendhaft as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.</i>					
2.1	Re-elect Saleh Mayet as Member of the Audit and Risk Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit and Risk Committee are independent.</i>					
2.2	Re-elect Jan Potgieter as Member of the Audit and Risk Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit and Risk Committee are independent.</i>					
2.3	Re-elect Fundiswa Roji as Member of the Audit and Risk Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit and Risk Committee are independent.</i>					
2.4	Elect Lesego Sennelo as Member of the Audit and Risk Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit and Risk Committee are independent.</i>					
3	Reappoint PricewaterhouseCoopers Inc. as Auditors with Thomas Howatt as Designated Audit Partner	Mgmt	For	For	For
4	Place Authorised but Unissued Shares under Control of Directors	Mgmt	For	For	For
5	Approve Remuneration Policy	Mgmt	For	For	For
6	Approve Remuneration Implementation Report	Mgmt	For	For	For
7	Authorise Ratification of Approved Resolutions	Mgmt	For	For	For
8.1	Approve Fees of the Chairman	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.</i>					

## Motus Holdings Ltd. (South Africa)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.2	Approve Fees of the Deputy Chairman	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.</i>					
8.3	Approve Fees of the Board Member	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.</i>					
8.4	Approve Fees of the Assets and Liabilities Committee Chairman	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.</i>					
8.5	Approve Fees of the Assets and Liabilities Committee Member	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.</i>					
8.6	Approve Fees of the Audit and Risk Committee Chairman	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.</i>					
8.7	Approve Fees of the Audit and Risk Committee Member	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.</i>					
8.8	Approve Fees of the Remuneration Committee Chairman	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.</i>					
8.9	Approve Fees of the Remuneration Committee Member	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.</i>					
8.10	Approve Fees of the Nomination Committee Chairman	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.</i>					
8.11	Approve Fees of the Nomination Committee Member	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.</i>					
8.12	Approve Fees of the Social, Ethics and Sustainability Committee Chairman	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.</i>					

Motus Holdings Ltd. (South Africa)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.13	Approve Fees of the Social, Ethics and Sustainability Committee Member	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this item is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised.					
9	Approve Financial Assistance in Terms of Section 44 of the Companies Act	Mgmt	For	Against	For
Voting Policy Rationale: Item 9 A vote AGAINST this item is warranted: * The Company seeks an authority to provide financial assistance "to any legal entity" in connection with the subscription of options or securities issued or to be issued by the Company, or in relation to the purchase of securities. This is a broader authority than what many shareholders may prefer to approve in advance. Item 10 A vote FOR this item is warranted: * This is a routine request, proposed as a result of the implementation of the Companies Act 2008.					
10	Approve Financial Assistance in Terms of Section 45 of the Companies Act	Mgmt	For	For	For
Voting Policy Rationale: Item 9 A vote AGAINST this item is warranted: * The Company seeks an authority to provide financial assistance "to any legal entity" in connection with the subscription of options or securities issued or to be issued by the Company, or in relation to the purchase of securities. This is a broader authority than what many shareholders may prefer to approve in advance. Item 10 A vote FOR this item is warranted: * This is a routine request, proposed as a result of the implementation of the Companies Act 2008.					
11	Authorise Repurchase of Issued Share Capital	Mgmt	For	For	For

Varun Beverages Limited

Meeting Date: 11/08/2024	Country: India	Ticker: 540180
Record Date: 10/04/2024	Meeting Type: Special	
Primary Security ID: Y9T53H143		

Shares Voted: 1,138,721

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Postal Ballot	Mgmt			
	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For

Cadeler A/S

Meeting Date: 11/11/2024	Country: Denmark	Ticker: CADLR
Record Date: 11/04/2024	Meeting Type: Extraordinary Shareholders	
Primary Security ID: K1R4A3101		

Cadeler A/S

Shares Voted: 252,262

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Elect Chairman of Meeting	Mgmt	For	For	For
2.a	Amend Articles Re: Number of Board Members	Mgmt	For	For	For
2.b.1	Elect Thomas Thune Andersen as New Director	Mgmt	For	Abstain	For
Voting Policy Rationale: A vote ABSTAIN for this candidate is warranted as his election would result in a lack of gender diversity on the board.					

Cadeler A/S

Meeting Date: 11/11/2024  
Record Date: 11/04/2024  
Primary Security ID: K1R4A3101

Country: Denmark  
Meeting Type: Extraordinary Shareholders

Ticker: CADLR

Shares Voted: 1,025,848

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	For
2.a	Amend Articles Re: Number of Board Members	Mgmt	For	For	For
2.b.1	Elect Thomas Thune Andersen as New Director	Mgmt	For	Abstain	For
Voting Policy Rationale: A vote ABSTAIN for this candidate is warranted as his election would result in a lack of gender diversity on the board.					

Sunresin New Materials Co., Ltd.

Meeting Date: 11/12/2024  
Record Date: 11/06/2024  
Primary Security ID: Y8240K101

Country: China  
Meeting Type: Special

Ticker: 300487

Shares Voted: 184,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Profit Distribution Plan for the First Three Quarters	Mgmt	For	For	For

Embraer SA

Meeting Date: 11/14/2024

Record Date: 10/17/2024

Primary Security ID: P3700H201

Country: Brazil

Meeting Type: Extraordinary Shareholders

Ticker: EMBR3

Shares Voted: 3,227

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Ratify Forvis Mazars Auditores Independentes - Sociedade Simples as Independent Firm to Appraise Proposed Transaction	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these items is warranted because: * The company effectively owns 100 percent of its subsidiary; * The absorption will not result in any transfer of cash or shares away from the company; * The company has presented reasonable rationale for the transaction; and * The proposed transaction is neutral to shareholders.				
2	Approve Independent Firm's Appraisal	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these items is warranted because: * The company effectively owns 100 percent of its subsidiary; * The absorption will not result in any transfer of cash or shares away from the company; * The company has presented reasonable rationale for the transaction; and * The proposed transaction is neutral to shareholders.				
3	Approve Agreement to Absorb ELEB Equipamentos Ltda.	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these items is warranted because: * The company effectively owns 100 percent of its subsidiary; * The absorption will not result in any transfer of cash or shares away from the company; * The company has presented reasonable rationale for the transaction; and * The proposed transaction is neutral to shareholders.				
4	Approve Absorption of ELEB Equipamentos Ltda.	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these items is warranted because: * The company effectively owns 100 percent of its subsidiary; * The absorption will not result in any transfer of cash or shares away from the company; * The company has presented reasonable rationale for the transaction; and * The proposed transaction is neutral to shareholders.				
5	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
6	Elect Alternate Fiscal Council Members	Mgmt	For	For	For

Goodman Group

Meeting Date: 11/14/2024

Record Date: 11/12/2024

Primary Security ID: Q4229W132

Country: Australia

Meeting Type: Annual

Ticker: GMG

Shares Voted: 124,115

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Appoint KPMG as Auditor of Goodman Logistics (HK) Limited	Mgmt	For	For	For



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2a	Elect Danny Peeters as Director of Goodman Limited	Mgmt	For	Against	For
<p><i>Voting Policy Rationale: A vote AGAINST the re-election of Danny Peeters as a director of Goodman Limited and Goodman Logistics (HK) Limited (Items 2a-b) is warranted. He is one of three non-independent executive directors, being inconsistent with market, reducing the overall board independence to 67 percent. A vote FOR the re-election of David Collins as a director of Goodman Logistics (HK) Limited (Item 3) is warranted although there is concern regarding his independence given his former role as a partner at KPMG, Hong Kong, who have been the company's long standing audit firm since 1993.</i></p>					
2b	Elect Danny Peeters as Director of Goodman Logistics (HK) Limited	Mgmt	For	Against	For
<p><i>Voting Policy Rationale: A vote AGAINST the re-election of Danny Peeters as a director of Goodman Limited and Goodman Logistics (HK) Limited (Items 2a-b) is warranted. He is one of three non-independent executive directors, being inconsistent with market, reducing the overall board independence to 67 percent. A vote FOR the re-election of David Collins as a director of Goodman Logistics (HK) Limited (Item 3) is warranted although there is concern regarding his independence given his former role as a partner at KPMG, Hong Kong, who have been the company's long standing audit firm since 1993.</i></p>					
3	Elect David Collins as Director of Goodman Logistics (HK) Limited	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote AGAINST the re-election of Danny Peeters as a director of Goodman Limited and Goodman Logistics (HK) Limited (Items 2a-b) is warranted. He is one of three non-independent executive directors, being inconsistent with market, reducing the overall board independence to 67 percent. A vote FOR the re-election of David Collins as a director of Goodman Logistics (HK) Limited (Item 3) is warranted although there is concern regarding his independence given his former role as a partner at KPMG, Hong Kong, who have been the company's long standing audit firm since 1993.</i></p>					
4	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted. Corporate governance concerns are raised for the significant level of bonuses paid in FY24 when there was a fatality reported. * The board assessed a 'pass' for the 'code of conduct, behaviour, social and governance' gateway in the STI given disclosure of a zero-fatality target. * The board has not exercised any discretion to signal accountability for the fatality, with group and individual STI assessments being disclosed to have been achieved at 100 percent. * There is inconsistency with best market practice for the portion of the STI scorecard based of Safety to be reduced to zero with an overlay of board discretion for serious safety events. Concerns continue to be raised for LTI quantum (and total remuneration quantum) for the CEO being excessive relative to ASX 1-25 market cap peers and ASX-listed industry peers. The excess has been reduced from grants made in prior years. Nevertheless, an LTI grant to the CEO of \$20.5 million (and to other executive directors in excess of \$10 million) is remains significantly above the median of the market capitalisation peer group, being 5.7 times the median. In light of the significant quantum, concerns persist for rigor of the EPS growth targets, which have been in recent history set at levels which are well below reported achievements.</i></p>					
5	Approve Issuance of Performance Rights to Gregory Goodman	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the FY25 LTI grants to the CEO and executive directors is warranted on the basis of the following concerns: * The quantum remains excessive relative to ASX 1-25 market cap peers and the ASX-listed industry peer group and was increased year-on-year for the CEO (by 21.0 percent) and the other executive directors with no supporting rationale, which may indicate that the quantum of rights and the dollar value of executive directors' LTI opportunities are determined based on excessive board discretion. * The EPS target range may remain inadequate and lack rigor.</i></p>					
6	Approve Issuance of Performance Rights to Danny Peeters	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the FY25 LTI grants to the CEO and executive directors is warranted on the basis of the following concerns: * The quantum remains excessive relative to ASX 1-25 market cap peers and the ASX-listed industry peer group and was increased year-on-year for the CEO (by 21.0 percent) and the other executive directors with no supporting rationale, which may indicate that the quantum of rights and the dollar value of executive directors' LTI opportunities are determined based on excessive board discretion. * The EPS target range may remain inadequate and lack rigor.</i></p>					

Goodman Group

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Issuance of Performance Rights to Anthony Rozic	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the FY25 LTI grants to the CEO and executive directors is warranted on the basis of the following concerns: * The quantum remains excessive relative to ASX 1-25 market cap peers and the ASX-listed industry peer group and was increased year-on-year for the CEO (by 21.0 percent) and the other executive directors with no supporting rationale, which may indicate that the quantum of rights and the dollar value of executive directors' LTI opportunities are determined based on excessive board discretion. * The EPS target range may remain inadequate and lack rigor.					

CVS Group Plc

Meeting Date: 11/20/2024	Country: United Kingdom	Ticker: CVSG
Record Date: 11/18/2024	Meeting Type: Annual	
Primary Security ID: G27234106		

Shares Voted: 354,749

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect David Wilton as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the re-election/election of David Wilton, Deborah Kemp, Richard Gray, Joanne Shaw, Richard Fairman, Robin Alfonso and Paul Higgs is warranted because no significant concerns have been identified.					
5	Re-elect Deborah Kemp as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the re-election/election of David Wilton, Deborah Kemp, Richard Gray, Joanne Shaw, Richard Fairman, Robin Alfonso and Paul Higgs is warranted because no significant concerns have been identified.					
6	Re-elect Richard Gray as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the re-election/election of David Wilton, Deborah Kemp, Richard Gray, Joanne Shaw, Richard Fairman, Robin Alfonso and Paul Higgs is warranted because no significant concerns have been identified.					
7	Re-elect Joanne Shaw as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the re-election/election of David Wilton, Deborah Kemp, Richard Gray, Joanne Shaw, Richard Fairman, Robin Alfonso and Paul Higgs is warranted because no significant concerns have been identified.					
8	Re-elect Richard Fairman as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the re-election/election of David Wilton, Deborah Kemp, Richard Gray, Joanne Shaw, Richard Fairman, Robin Alfonso and Paul Higgs is warranted because no significant concerns have been identified.					
9	Re-elect Robin Alfonso as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the re-election/election of David Wilton, Deborah Kemp, Richard Gray, Joanne Shaw, Richard Fairman, Robin Alfonso and Paul Higgs is warranted because no significant concerns have been identified.					

CVS Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Elect Paul Higgs as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the re-election/election of David Wilton, Deborah Kemp, Richard Gray, Joanne Shaw, Richard Fairman, Robin Alfonso and Paul Higgs is warranted because no significant concerns have been identified.					
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Vamos Locacao de Caminhoes, Maquinas e Equipamentos SA

Meeting Date: 11/22/2024	Country: Brazil	Ticker: VAM03
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P9680U112		

Shares Voted: 1,195,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Add Article 43 Re: Independent Committee	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided a sound rationale for the transaction, highlighting the potential upside resulting from the consolidation of business operations into separate companies; * The company took reasonable steps to mitigate potential conflicts of interest inherent to related-party transactions, such as the creation of an independent committee to negotiate the terms of the deal and the disclosure of a fairness opinion; * The final terms of the transaction were established after negotiation by the independent committee with the controlling shareholder, which appeared to have resulted on improved terms for Vamos Locacao and its minority shareholders; and * The company has provided the full text of the proposed changes to the bylaws.					

## Vamos Locacao de Caminhos, Maquinas e Equipamentos SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Interim Dividends	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided a sound rationale for the transaction, highlighting the potential upside resulting from the consolidation of business operations into separate companies; * The company took reasonable steps to mitigate potential conflicts of interest inherent to related-party transactions, such as the creation of an independent committee to negotiate the terms of the deal and the disclosure of a fairness opinion; * The final terms of the transaction were established after negotiation by the independent committee with the controlling shareholder, which appeared to have resulted on improved terms for Vamos Locacao and its minority shareholders; and * The company has provided the full text of the proposed changes to the bylaws.</i></p>					
3	Approve Agreement for Partial Spin-Off of Vamos Locacao de Caminhos, Maquinas e Equipamentos S.A. and Absorption of Partial Spun-Off Assets by Vamos Comercio de Maquinas Linha Amarela S.A.	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided a sound rationale for the transaction, highlighting the potential upside resulting from the consolidation of business operations into separate companies; * The company took reasonable steps to mitigate potential conflicts of interest inherent to related-party transactions, such as the creation of an independent committee to negotiate the terms of the deal and the disclosure of a fairness opinion; * The final terms of the transaction were established after negotiation by the independent committee with the controlling shareholder, which appeared to have resulted on improved terms for Vamos Locacao and its minority shareholders; and * The company has provided the full text of the proposed changes to the bylaws.</i></p>					
4	Ratify UHY Bendoraytes & Cia. Auditores Independentes as Independent Firm to Appraise Proposed Transaction	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided a sound rationale for the transaction, highlighting the potential upside resulting from the consolidation of business operations into separate companies; * The company took reasonable steps to mitigate potential conflicts of interest inherent to related-party transactions, such as the creation of an independent committee to negotiate the terms of the deal and the disclosure of a fairness opinion; * The final terms of the transaction were established after negotiation by the independent committee with the controlling shareholder, which appeared to have resulted on improved terms for Vamos Locacao and its minority shareholders; and * The company has provided the full text of the proposed changes to the bylaws.</i></p>					
5	Approve Independent Firm's Appraisals	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided a sound rationale for the transaction, highlighting the potential upside resulting from the consolidation of business operations into separate companies; * The company took reasonable steps to mitigate potential conflicts of interest inherent to related-party transactions, such as the creation of an independent committee to negotiate the terms of the deal and the disclosure of a fairness opinion; * The final terms of the transaction were established after negotiation by the independent committee with the controlling shareholder, which appeared to have resulted on improved terms for Vamos Locacao and its minority shareholders; and * The company has provided the full text of the proposed changes to the bylaws.</i></p>					
6	Approve Partial Spin-Off of Vamos Locacao de Caminhos, Maquinas e Equipamentos S.A. and Absorption of Partial Spun-Off Assets by Vamos Comercio de Maquinas Linha Amarela S.A.	Mgmt	For	For	For
<p><i>Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided a sound rationale for the transaction, highlighting the potential upside resulting from the consolidation of business operations into separate companies; * The company took reasonable steps to mitigate potential conflicts of interest inherent to related-party transactions, such as the creation of an independent committee to negotiate the terms of the deal and the disclosure of a fairness opinion; * The final terms of the transaction were established after negotiation by the independent committee with the controlling shareholder, which appeared to have resulted on improved terms for Vamos Locacao and its minority shareholders; and * The company has provided the full text of the proposed changes to the bylaws.</i></p>					

Vamos Locacao de Caminhos, Maquinas e Equipamentos SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Reduction in Share Capital without Cancellation of Shares	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided a sound rationale for the transaction, highlighting the potential upside resulting from the consolidation of business operations into separate companies; * The company took reasonable steps to mitigate potential conflicts of interest inherent to related-party transactions, such as the creation of an independent committee to negotiate the terms of the deal and the disclosure of a fairness opinion; * The final terms of the transaction were established after negotiation by the independent committee with the controlling shareholder, which appeared to have resulted on improved terms for Vamos Locacao and its minority shareholders; and * The company has provided the full text of the proposed changes to the bylaws.					
8	Amend Article 5 to Reflect Changes in Capital	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has provided a sound rationale for the transaction, highlighting the potential upside resulting from the consolidation of business operations into separate companies; * The company took reasonable steps to mitigate potential conflicts of interest inherent to related-party transactions, such as the creation of an independent committee to negotiate the terms of the deal and the disclosure of a fairness opinion; * The final terms of the transaction were established after negotiation by the independent committee with the controlling shareholder, which appeared to have resulted on improved terms for Vamos Locacao and its minority shareholders; and * The company has provided the full text of the proposed changes to the bylaws.					
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

ICICI Bank Limited

Meeting Date: 11/29/2024	Country: India	Ticker: 532174
Record Date: 10/28/2024	Meeting Type: Special	
Primary Security ID: Y3860Z132		

Shares Voted: 1,148,295

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Elect Punit Sood as Director	Mgmt	For	For	For

Longshine Technology Group Co., Ltd.

Meeting Date: 12/04/2024	Country: China	Ticker: 300682
Record Date: 11/28/2024	Meeting Type: Special	
Primary Security ID: Y5324Y106		

Shares Voted: 365,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve to Appoint Auditor	Mgmt	For	For	For
2	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For

Longshine Technology Group Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve to Change Business Scope	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.					
4	Approve Amendments to Articles of Association	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.					

KWS SAAT SE & Co. KGaA

Meeting Date: 12/05/2024Country: GermanyTicker: KWS

Record Date: 11/13/2024Meeting Type: Annual

Primary Security ID: D39062100

Shares Voted: 87,839					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2023/24	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2023/24	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted because there is no evidence that the personally liable partner and supervisory board have not fulfilled their fiduciary duties.					
4	Approve Discharge of Supervisory Board for Fiscal Year 2023/24	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted because there is no evidence that the personally liable partner and supervisory board have not fulfilled their fiduciary duties.					
5	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2024/25	Mgmt	For	For	For
6	Elect Hagen Duenbostel to the Supervisory Board	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST Hagen Duenbostel is warranted because the board is insufficiently gender diverse.					
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9	Amend Articles Re: Proof of Entitlement	Mgmt	For	For	For

Meeting Date: 12/05/2024	Country: Saudi Arabia	Ticker: 1830
Record Date:	Meeting Type: Ordinary Shareholders	
Primary Security ID: M4319P108		

Shares Voted: 105,802

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Ordinary Business	Mgmt			
	Elect Abdullah Al Nafeei as Director	Mgmt	None	Abstain	Abstain
1.2	Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.				
	Elect Mohammed Al Qurayshah as Director	Mgmt	None	Abstain	Abstain
1.3	Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.				
	Elect Badr Al Rabeeah as Director	Mgmt	None	Abstain	Abstain
1.4	Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.				
	Elect Nada Al Harthi as Director	Mgmt	None	Abstain	Abstain
1.5	Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.				
	Elect Abdulwahab Abou Kweek as Director	Mgmt	None	Abstain	Abstain
1.6	Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.				
	Elect Majid Al Suweegh as Director	Mgmt	None	Abstain	Abstain
1.7	Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.				
	Elect Faris Al Babteen as Director	Mgmt	None	Abstain	Abstain
1.8	Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.				
	Elect Tariq Al Anqari as Director	Mgmt	None	Abstain	Abstain
1.9	Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.				
	Elect Ahmed Al Thiyabi as Director	Mgmt	None	Abstain	Abstain
1.10	Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.				
	Elect Sami Al Shuweel as Director	Mgmt	None	Abstain	Abstain

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Mohammed Qassab as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.12	Elect Nael Fayiz as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.13	Elect Sulayman Al Omeeri as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.14	Elect Khalid Al Khudheeri as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.15	Elect Ahmed Al Baqshi as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.16	Elect Abdulazeez Al Thumeeri as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.17	Elect Abdullah Al Huseeni as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.18	Elect Maan Al Qannas as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.19	Elect Ameen Al Shiddy as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.20	Elect Hissah Al Saqri as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.21	Elect Saeed Al Harthi as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.22	Elect Sultan Al Qarni as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.23	Elect Abdulrahman Al Jabreen as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.24	Elect Abdullah Al Jaryawee as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.25	Elect Isam Al Saqeer as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.26	Elect Fawaz Al Muqbil as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.27	Elect Mohammed Al Shamsan as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.28	Elect Mohammed Al Ghalbi as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.29	Elect Abdulilah Al Ahmed as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.30	Elect Mohammed Al Harbi as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.31	Elect Abdullah Al Al Sheikh as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.32	Elect Tariq Mulla Niyazi as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.33	Elect Fahd Al Dhafeeri as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.34	Elect Sami Al Babteen as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.35	Elect Musaid Al Anzi as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.36	Elect Mishaal Al Mishari as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.37	Elect Abdullah Al Nimr as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.38	Elect Mohammed Al Saqri as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.39	Elect Mohammed Al Kinani as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.40	Elect Ahmed Al Sawaf as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.41	Elect Hamad Al Saqri as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.42	Elect Salih Al Saleem as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.43	Elect Ali Al Saqri as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.44	Elect Fawaz Al Omran as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.45	Elect Huseen Al Abdulqadir as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.46	Elect Raad Al Qahtani as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
2	Approve Interim Dividends Semi Annually or Quarterly for FY 2024	Mgmt	For	For	For

Leejam Sports Co. JSC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	Mgmt	For	For	For

360 One Wam Limited

Meeting Date: 12/08/2024	Country: India	Ticker: 542772
Record Date: 11/01/2024	Meeting Type: Special	
Primary Security ID: Y8R01R106		

Shares Voted: 2,177

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Elect Pierre De Weck as Director	Mgmt	For	For	For

Nova Ljubljanska banka dd

Meeting Date: 12/09/2024	Country: Slovenia	Ticker: NLBR
Record Date: 10/31/2024	Meeting Type: Special	
Primary Security ID: X58782131		

Shares Voted: 420,565

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for GDR Holders	Mgmt			
1	Open Meeting; Verify Quorum; Elect Meeting Chairman	Mgmt	For	For	For
1.1	Counterproposals by Shareholders to Item 1	SH	Against	Against	Abstain
Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.					
2	Approve Allocation of Income and Dividends of EUR 5.5 per Share	Mgmt	For	For	For
2.1	Counterproposals by Shareholders to Item 2	SH	Against	Against	Abstain
Voting Policy Rationale: Because the content of these items is unknown, a vote AGAINST is recommended.					

Nova Ljubljanska banka dd

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Please certify as stated either in 3.1.1 or 3.1.2 by Marking YES in one of the two options below which applies to you. If none or more than one of these options is marked YES, the voting instructions will be deemed invalid. Vote FOR = Yes and AGAINST = No	Mgmt			
3.1.1	Voting Party is the Ultimate Beneficial Owner of GDRs Referred to in the Voting Instructions and Does Not Hold GDRs for the Account of any Other Person and Does Not Hold an Interest in the Company's Voting Share Capital	Mgmt	None	Refer	Against
3.1.2	Voting Party is an Intermediary who, either Holds the GDRs for the Account of the Beneficial Owner or who Holds the GDRs for the Account of Another Intermediary and has been Instructed to Give Instructions and Statements	Mgmt	None	Refer	For

Powszechna Kasa Oszczednosci Bank Polski SA

Meeting Date: 12/09/2024

Record Date: 11/23/2024

Primary Security ID: X6919X108

Country: Poland

Meeting Type: Special

Ticker: PKO

Shares Voted: 654,546

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Management Proposals	Mgmt			
	Open Meeting	Mgmt			
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.					
2	Elect Meeting Chairman	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.					
3	Acknowledge Proper Convening of Meeting	Mgmt			
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.					
4	Approve Agenda of Meeting	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.					

Powszechna Kasa Oszczednosci Bank Polski SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Shareholder Proposals Submitted by OFE PZU Zlota Jesien, Nationale-Nederlanden OFE, and Generali OFE	Mgmt			
	Amend Statute Re: Supervisory Board	SH	For	Against	For
Voting Policy Rationale: A vote AGAINST is warranted because the proposed amendment may limit the rights of shareholders.					
6.1	Recall Supervisory Board Member	SH	None	Against	Against
Voting Policy Rationale: Votes AGAINST the shareholder proposals are warranted because: * The proponent has failed to disclose the names of the directors to be recalled and the names of the nominees to be elected; * The shareholders has not provided any sound justification behind the proposed changes to the supervisory board composition.					
6.2	Elect Supervisory Board Member	SH	None	Against	Against
Voting Policy Rationale: Votes AGAINST the shareholder proposals are warranted because: * The proponent has failed to disclose the names of the directors to be recalled and the names of the nominees to be elected; * The shareholders has not provided any sound justification behind the proposed changes to the supervisory board composition.					
7	Approve Collective Suitability Assessment of Supervisory Board Members	SH	None	Against	Against
Voting Policy Rationale: Votes AGAINST the shareholder proposals are warranted because: * The proponent has failed to disclose the names of the directors to be recalled and the names of the nominees to be elected; * The shareholders has not provided any sound justification behind the proposed changes to the supervisory board composition.					
8	Approve Decision on Covering Costs of Convocation of EGM	SH	None	Against	Against
9	Management Proposals	Mgmt			
	Close Meeting	Mgmt			

Despegar.com, Corp.

Meeting Date: 12/12/2024Country: Virgin Isl (UK)Ticker: DESP

Record Date: 11/15/2024Meeting Type: Annual

Primary Security ID: G27358103

Shares Voted: 50,898

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Michael James Doyle	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST non-independent director nominee Alfonso Paredes is warranted for failing to establish a board on which a majority of the directors are independent. A vote AGAINST incumbent director nominee Michael (Mike) Doyle II is warranted for failing to establish gender diversity on the board.					
2	Elect Director Alfonso Paredes	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST non-independent director nominee Alfonso Paredes is warranted for failing to establish a board on which a majority of the directors are independent. A vote AGAINST incumbent director nominee Michael (Mike) Doyle II is warranted for failing to establish gender diversity on the board.					
3	Ratify Price Waterhouse & Co. SRL as Auditors	Mgmt	For	For	For

Despegar.com, Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

IDFC FIRST Bank Limited

Meeting Date: 12/17/2024	Country: India	Ticker: 539437
Record Date: 11/14/2024	Meeting Type: Special	
Primary Security ID: Y3R5A4107		

Shares Voted: 4,184,739

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Approve Reappointment and Remuneration of V. Vaidyanathan as Managing Director and Chief Executive Officer	Mgmt	For	For	For
2	Elect Pankajam Sridevi as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR election of Pankajam Sridevi, Uday Shirish Bhansali and Sudhir Kapadia is warranted given the absence of any known issues concerning the nominees.					
3	Elect Uday Bhansali as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR election of Pankajam Sridevi, Uday Shirish Bhansali and Sudhir Kapadia is warranted given the absence of any known issues concerning the nominees.					
4	Elect Sudhir Kapadia as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR election of Pankajam Sridevi, Uday Shirish Bhansali and Sudhir Kapadia is warranted given the absence of any known issues concerning the nominees.					

Winnebago Industries, Inc.

Meeting Date: 12/17/2024	Country: USA	Ticker: WGO
Record Date: 10/22/2024	Meeting Type: Annual	
Primary Security ID: 974637100		

Shares Voted: 52,889

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher J. Braun	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1b	Elect Director David W. Miles	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					

Winnebago Industries, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Jacqueline D. Woods	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Kerry Group Plc

Meeting Date: 12/19/2024Country: IrelandTicker: KRZ

Record Date: 12/15/2024Meeting Type: Special

Primary Security ID: G52416107

Shares Voted: 55,943

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Disposal of Kerry Dairy Holdings (Ireland) Limited to Kerry Co-Operative Creameries Limited	Mgmt	For	For	For
2	Authorise Issue of A Ordinary Shares in Connection with the Proposed Transaction	Mgmt	For	For	For
3	Amend Articles of Association	Mgmt	For	For	For
4	Approve Capital Reduction of the Share Premium Increase	Mgmt	For	For	For

Shriram Finance Limited

Meeting Date: 12/20/2024Country: IndiaTicker: 511218

Record Date: 11/15/2024Meeting Type: Special

Primary Security ID: Y7758E119

Shares Voted: 498,217

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Approve Renewal of Limit to Issue Debentures on Private Placement Basis	Mgmt	For	For	For
2	Approve Sub-Division/Split of Equity Shares	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the proposals may improve the marketability and liquidity of the company's shares and would have no material economic impact on shareholders.					

## Shriram Finance Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Amend Capital Clause (Clause V) of the Memorandum of Association	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the proposals may improve the marketability and liquidity of the company's shares and would have no material economic impact on shareholders.					

## Prestige Estates Projects Limited

Meeting Date: 12/25/2024	Country: India	Ticker: 533274
Record Date: 11/22/2024	Meeting Type: Special	
Primary Security ID: Y707AN101		

Shares Voted: 1,946,038					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Postal Ballot	Mgmt			
	Approve Material Related Party Transaction(s) between the Company and Bamboo Hotel and Global Centre (Delhi) Private Limited	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted in absence of any material concerns to shareholders.					
2	Approve Material Related Party Transaction(s) between the Company and Pinnacle Investments	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these resolutions is warranted in absence of any material concerns to shareholders.				

## Contemporary Amperex Technology Co., Ltd.

Meeting Date: 12/26/2024	Country: China	Ticker: 300750
Record Date: 12/19/2024	Meeting Type: Special	
Primary Security ID: Y1R48E105		

Shares Voted: 112,140					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
	Elect Zeng Yuqun as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.					
1.2	Elect Li Ping as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.				



Contemporary Amperex Technology Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Zhou Jia as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.				
1.4	Elect Pan Jian as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.				
1.5	Elect Ouyang Chuying as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.				
1.6	Elect Zhao Fenggang as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.				
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
2.1	Elect Wu Yuhui as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.				
2.2	Elect Lin Xiaoxiong as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.				
2.3	Elect Zhao Bei as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.				
	ELECT SUPERVISORS VIA CUMULATIVE VOTING	Mgmt			
3.1	Elect Wu Yingming as Supervisor	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.				
3.2	Elect Feng Chunyan as Supervisor	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.				
4	Approve Special Dividends Plan	Mgmt	For	For	For
5	Approve Repurchase and Cancellation of Performance Shares as well as Adjustment of Repurchase Price and Repurchase Quantity	Mgmt	For	For	For
6	Amend Articles of Association	Mgmt	For	For	For

## Swiggy Limited

Meeting Date: 01/04/2025

Record Date: 11/29/2024

Primary Security ID: Y1R0BL103

Country: India

Meeting Type: Special

Ticker: 544285

Shares Voted: 4,244,038

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Postal Ballot	Mgmt			
	Amend Articles of Association	Mgmt	For	Against	Against
2	Voting Policy Rationale: Given the concerns regarding the special rights granted to the company founders, shareholder approval is not warranted for this resolution.				
	Approve Swiggy Employee Stock Options Plan 2024	Mgmt	For	Against	Against
3	Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The Scheme permits stock options to be issued with an exercise price at a discount to the current market price. * The proposal includes grant of units to employees of associate companies without a compelling rationale. * The plan provides for accelerating the vesting period which is generally not considered a good market practice.				
	Approve Extension of Benefits of Swiggy Employee Stock Options Plan 2024 to the Employees of Subsidiary Companies and Group Companies	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The Scheme permits stock options to be issued with an exercise price at a discount to the current market price. * The proposal includes grant of units to employees of associate companies without a compelling rationale. * The plan provides for accelerating the vesting period which is generally not considered a good market practice.				

## Aditya Birla Capital Limited

Meeting Date: 01/07/2025

Record Date: 12/31/2024

Primary Security ID: Y0R14D109

Country: India

Meeting Type: Court

Ticker: 540691

Shares Voted: 9,830,683

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Court-Ordered Meeting for Equity Shareholders	Mgmt			
	Approve Scheme of Amalgamation	Mgmt	For	For	For

## Shelf Drilling Ltd.

Meeting Date: 01/07/2025

Record Date: 01/02/2025

Primary Security ID: G23627105

Country: Cayman Islands

Meeting Type: Extraordinary Shareholders

Ticker: SHLF

Shelf Drilling Ltd.

Shares Voted: 630,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Memorandum and Articles of Association	Mgmt	For	For	For
2	Approve Preparation of Remuneration Report and Remuneration Statement	Mgmt	For	For	For
3	Elect Ryan E. Schedler (Chair); Manuel Garcia and David A. Castle as Members of Nominating Committee	Mgmt	For	For	For

Luzhou Laojiao Co., Ltd.

Meeting Date: 01/10/2025Country: ChinaTicker: 000568  
Record Date: 01/07/2025Meeting Type: Special  
Primary Security ID: Y5347R104

Shares Voted: 885,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Interim Profit Distribution	Mgmt	For	For	For
2	Approve Amendments to Articles of Association and Its Attachments	Mgmt	For	For	For

Contemporary Amperex Technology Co., Ltd.

Meeting Date: 01/17/2025Country: ChinaTicker: 300750  
Record Date: 01/10/2025Meeting Type: Special  
Primary Security ID: Y1R48E105

Shares Voted: 103,440

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	AMEND ARTICLES OF ASSOCIATION AND ITS ANNEXES	Mgmt			
1.1	Approve Amendments to Articles of Association	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is warranted because no concerns have been identified.				
1.2	Amend Rules and Procedures Regarding General Meetings of Shareholders	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR is warranted because no concerns have been identified.				

## Contemporary Amperex Technology Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Amend Rules and Procedures Regarding Meetings of Board of Directors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because no concerns have been identified.</i>				
1.4	Amend Rules and Procedures Regarding Meetings of Board of Supervisors	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is warranted because no concerns have been identified.</i>				
2	Approve Issuance of Shares and Listing on the Hong Kong United Exchange Co., Ltd.	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited because: * the proposal is grounded on sound rationales; * the proposed listing could enable the company to tap international capital markets to enhance its fundraising capacity.</i>				
	APPROVE PLAN ON ISSUANCE OF SHARES AND LISTING ON THE HONG KONG UNITED EXCHANGE CO., LTD.	Mgmt			
3.1	Approve Share Type and Par Value	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited because: * the proposal is grounded on sound rationales; * the proposed listing could enable the company to tap international capital markets to enhance its fundraising capacity.</i>				
3.2	Approve Issue Time	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited because: * the proposal is grounded on sound rationales; * the proposed listing could enable the company to tap international capital markets to enhance its fundraising capacity.</i>				
3.3	Approve Issue Manner	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited because: * the proposal is grounded on sound rationales; * the proposed listing could enable the company to tap international capital markets to enhance its fundraising capacity.</i>				
3.4	Approve Issue Size	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited because: * the proposal is grounded on sound rationales; * the proposed listing could enable the company to tap international capital markets to enhance its fundraising capacity.</i>				
3.5	Approve Manner of Pricing	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited because: * the proposal is grounded on sound rationales; * the proposed listing could enable the company to tap international capital markets to enhance its fundraising capacity.</i>				
3.6	Approve Target Subscribers	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited because: * the proposal is grounded on sound rationales; * the proposed listing could enable the company to tap international capital markets to enhance its fundraising capacity.</i>				
3.7	Approve Offering Principle	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited because: * the proposal is grounded on sound rationales; * the proposed listing could enable the company to tap international capital markets to enhance its fundraising capacity.</i>				
4	Approve Conversion of Company into an Overseas Fundraising Company Limited by Shares	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited because: * the proposal is grounded on sound rationales; * the proposed listing could enable the company to tap international capital markets to enhance its fundraising capacity.</i>				
5	Approve Use of Proceeds Plan	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR is merited because: * the proposal is grounded on sound rationales; * the proposed listing could enable the company to tap international capital markets to enhance its fundraising capacity.</i>				

Contemporary Amperex Technology Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Resolution Validity Period	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited because: * the proposal is grounded on sound rationales; * the proposed listing could enable the company to tap international capital markets to enhance its fundraising capacity.					
7	Approve Authorization of Board to Handle All Related Matters	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited because: * the proposal is grounded on sound rationales; * the proposed listing could enable the company to tap international capital markets to enhance its fundraising capacity.					
8	Approve Profit Distribution Plan for Before Issuing H Shares	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited because: * the proposal is grounded on sound rationales; * the proposed listing could enable the company to tap international capital markets to enhance its fundraising capacity.					
	AMEND ARTICLES OF ASSOCIATION AND ITS ANNEXES IN RELATION TO THE ISSUANCE OF H SHARES AND LISTING OF THE COMPANY	Mgmt			
9.1	Approve Amendments to Articles of Association (Draft)	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is warranted because no concerns have been identified.					
9.2	Amend Rules and Procedures Regarding General Meetings of Shareholders (Draft)	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is warranted because no concerns have been identified.					
9.3	Amend Rules and Procedures Regarding Meetings of Board of Directors (Draft)	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is warranted because no concerns have been identified.					
10	Approve Determining the Roles of Company Directors	Mgmt	For	For	For
11	Approve Appointment of H-share Audit Firm	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR is merited because: * the proposal is grounded on sound rationales; * the proposed listing could enable the company to tap international capital markets to enhance its fundraising capacity.					

Five-Star Business Finance Ltd.

Meeting Date: 01/18/2025	Country: India	Ticker: 543663
Record Date: 12/13/2024	Meeting Type: Special	
Primary Security ID: Y2576G131		

Shares Voted: 3,697,116

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Amend Articles of Association	Mgmt	For	For	For

Five-Star Business Finance Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Reclassification of Matrix Partners India Investment Holdings II, LLC and Its Promoter Group from 'Promoter and Promoter Group' Category to 'Public' Shareholder Category	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given Matrix Partners India Investment Holdings II, LLC and Peak XV Partners Investments V's low shareholding in the company and that these entities are not involved in company's operations.					
3	Approve Reclassification of Peak XV Partners Investments V and Its Promoter Group from 'Promoter and Promoter Group' Category to 'Public' Shareholder Category	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given Matrix Partners India Investment Holdings II, LLC and Peak XV Partners Investments V's low shareholding in the company and that these entities are not involved in company's operations.					

JSW Infrastructure Ltd.

Meeting Date: 01/26/2025	Country: India	Ticker: 543994
Record Date: 12/20/2024	Meeting Type: Special	
Primary Security ID: Y4S6D5114		

Shares Voted: 4,007,588					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Postal Ballot  Elect Rinkesh Roy as Director	Mgmt  Mgmt	For	For	For
Voting Policy Rationale: Item 1 A vote FOR this resolution is warranted however it is not without concern: * The board independence norms are not met, and Rinkesh Roy is a non-independent director nominee. The main reason for support is: * He is the company's Joint Managing Director and CEO, removing him would likely have a material negative impact on shareholder value. Item 2 A vote FOR this resolution is warranted however it is not without concerns: * The company has not disclosed the performance targets and threshold for the parameters that would determine the payout under the performance linked variable pay. * There is no disclosure on the number of stock options to be granted to the executive each year or the performance conditions for vesting. * Rinkesh Roy will be paid minimum remuneration irrespective of the company's financial performance during his tenure. The main reason for support is: * His proposed pay quantum is deemed reasonable when compared to industry standards and market peers of similar size and scale of operations.					
2	Approve Appointment and Remuneration of Rinkesh Roy as Joint Managing Director & Chief Executive Officer (Key Managerial Personnel -KMP)	Mgmt	For	For	For
Voting Policy Rationale: Item 1 A vote FOR this resolution is warranted however it is not without concern: * The board independence norms are not met, and Rinkesh Roy is a non-independent director nominee. The main reason for support is: * He is the company's Joint Managing Director and CEO, removing him would likely have a material negative impact on shareholder value. Item 2 A vote FOR this resolution is warranted however it is not without concerns: * The company has not disclosed the performance targets and threshold for the parameters that would determine the payout under the performance linked variable pay. * There is no disclosure on the number of stock options to be granted to the executive each year or the performance conditions for vesting. * Rinkesh Roy will be paid minimum remuneration irrespective of the company's financial performance during his tenure. The main reason for support is: * His proposed pay quantum is deemed reasonable when compared to industry standards and market peers of similar size and scale of operations.					

JSW Infrastructure Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Material Related Party Transaction(s) with JSW Utkal Steel Limited and JSW Steel Limited	Mgmt	For	For	For

Fairfax India Holdings Corporation

Meeting Date: 01/28/2025Country: CanadaTicker: FIH.USD

Record Date: 12/13/2024Meeting Type: Special

Primary Security ID: 303897102

Shares Voted: 45,666

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for Holders of Multiple Voting and Subordinate Voting Shares	Mgmt			
1	Approve Investment Concentration Restriction	Mgmt	For	For	For

SSP Group Plc

Meeting Date: 01/28/2025Country: United KingdomTicker: SSPG

Record Date: 01/24/2025Meeting Type: Annual

Primary Security ID: G8402N125

Shares Voted: 224,851

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Mike Clasper as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the Directors is considered warranted, as no significant concerns have been identified.					
6	Re-elect Patrick Coveney as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the Directors is considered warranted, as no significant concerns have been identified.					
7	Re-elect Jonathan Davies as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the Directors is considered warranted, as no significant concerns have been identified.					

SSP Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Carolyn Bradley as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the Directors is considered warranted, as no significant concerns have been identified.					
9	Re-elect Tim Lodge as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the Directors is considered warranted, as no significant concerns have been identified.					
10	Re-elect Judy Vezmar as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the Directors is considered warranted, as no significant concerns have been identified.					
11	Re-elect Apurvi Sheth as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the Directors is considered warranted, as no significant concerns have been identified.					
12	Elect Karina Deacon as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the Directors is considered warranted, as no significant concerns have been identified.					
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Compass Group Plc

Meeting Date: 02/06/2025	Country: United Kingdom	Ticker: CPG
Record Date: 02/04/2025	Meeting Type: Annual	
Primary Security ID: G23296208		



Shares Voted: 36,221

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Liat Ben-Zur as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
6	Elect Juliana Chugg as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
7	Re-elect Ian Meakins as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
8	Re-elect Dominic Blakemore as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
9	Re-elect Petros Parras as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
10	Re-elect Palmer Brown as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
11	Re-elect Stefan Bomhard as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
12	Re-elect John Bryant as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
13	Re-elect Arlene Isaacs-Lowe as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
14	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
15	Re-elect Sundar Raman as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
16	Re-elect Leanne Wood as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>					
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For

Compass Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Amend Long Term Incentive Plan	Mgmt	For	For	For
21	Approve Restricted Share Award Plan	Mgmt	For	For	For
22	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.					
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise the Company to Call General Meeting with 14 Clear Days' Notice	Mgmt	For	For	For

PTC Inc.

Meeting Date: 02/12/2025	Country: USA	Ticker: PTC
Record Date: 12/13/2024	Meeting Type: Annual	
Primary Security ID: 69370C100		

Shares Voted: 6,328					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Neil Barua	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1.2	Elect Director Mark Benjamin	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1.3	Elect Director Robert Bernshteyn	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1.4	Elect Director Janice Chaffin	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					

PTC Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Amar Hanspal	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1.6	Elect Director Michal Katz	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1.7	Elect Director Paul Lacy	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1.8	Elect Director Corinna Lathan	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Vishal Mega Mart Ltd.

Meeting Date: 02/19/2025Country: IndiaTicker: 544307

Record Date: 01/10/2025Meeting Type: Special

Primary Security ID: Y73033105

Shares Voted: 6,199,837

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Postal Ballot	Mgmt			
1	Approve Amendment and Ratification of the Vishal Mega Mart Employees Stock Options Plan 2019	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The stock options may be issued with an exercise price at a discount to the current market price. * The company has not specified objective performance parameters, performance targets and thresholds for vesting. * The plan provides flexibility for accelerating the vesting period which is generally not considered a good market practice. * The company has not disclosed the maximum period for vesting of the options.					
2	Approve Ratification of the Extension of Benefits Under Vishal Mega Mart Employees Stock Options Plan 2019 to the Eligible Employees of Subsidiary Company(ies) of Vishal Mega Mart Limited	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The stock options may be issued with an exercise price at a discount to the current market price. * The company has not specified objective performance parameters, performance targets and thresholds for vesting. * The plan provides flexibility for accelerating the vesting period which is generally not considered a good market practice. * The company has not disclosed the maximum period for vesting of the options.					

Meeting Date: 02/20/2025	Country: Germany	Ticker: IFX
Record Date: 02/13/2025	Meeting Type: Annual	
Primary Security ID: D35415104		

Shares Voted: 113,845

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.35 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2024	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
3.2	Approve Discharge of Management Board Member Elke Reichart (from Nov. 1, 2023) for Fiscal Year 2024	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
3.3	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2024	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
3.4	Approve Discharge of Management Board Member Andreas Urschitz for Fiscal Year 2024	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
3.5	Approve Discharge of Management Board Member Rutger Wijburg for Fiscal Year 2024	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
3.6	Approve Discharge of Management Board Member Constanze Hufenbecher (until Oct. 31, 2023) for Fiscal Year 2024	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Approve Discharge of Supervisory Board Member Herbert Diess for Fiscal Year 2024	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
4.2	Approve Discharge of Supervisory Board Member Xiaoqun Clever-Steg for Fiscal Year 2024	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2024	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
4.4	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2024	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
4.5	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2024	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
4.6	Approve Discharge of Supervisory Board Member Hermann Eul (from Feb. 23, 2024) for Fiscal Year 2024	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
4.7	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2024	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
4.8	Approve Discharge of Supervisory Board Member Klaus Helmrich for Fiscal Year 2024	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
4.9	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2024	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.10	Approve Discharge of Supervisory Board Member Manfred Puffer (until Feb. 23, 2024) for Fiscal Year 2024	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
4.11	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2024	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
4.12	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2024	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
4.13	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2024	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
4.14	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2024	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
4.15	Approve Discharge of Supervisory Board Member Mirco Synde for Fiscal Year 2024	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
4.16	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2024	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
4.17	Approve Discharge of Supervisory Board Member Ute Wolf for Fiscal Year 2024	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2025	Mgmt	For	For	For

Infineon Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Ratify Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
7.1	Elect Xiaoqun Clever-Steg to the Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.					
7.2	Elect Friedrich Eichiner to the Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.					
7.3	Elect Ulrich Spiesshofer to the Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.					
7.4	Elect Margret Suckale to the Supervisory Board	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.					
8	Approve Creation of EUR 30 Million Pool of Authorized Capital 2025/I for Employee Participation Plans	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For
10	Approve Remuneration Policy	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * While overall hard to assess, proposed changes to the LTI include an increase of maximum target achievement as well as the weakening of the TSR target, both without a compelling rationale. * The STI includes a +/- 30 percent modifier. * Management board contracts include a change in control clause, which falls short of market practice in Germany. * Some shareholders may consider the derogation clause too vague because the extent to which derogations may apply is not quantified.					
11	Approve Remuneration Report	Mgmt	For	For	For

Kotak Mahindra Bank Limited

Meeting Date: 02/20/2025	Country: India	Ticker: 500247
Record Date: 01/17/2025	Meeting Type: Special	
Primary Security ID: Y4964H150		

Shares Voted: 296,046

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

# Kotak Mahindra Bank Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Appointment and Remuneration of Jaideep Hansraj as Whole-Time Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted, although it is not without concerns: * The bank has failed to disclose the number of stock options that each executive would be entitled to receive. * There is no disclosure on the threshold and target performance that will be used to evaluate the variable pay including stock options. The main reasons for support are: * The overall proposed pay for the executives is deemed reasonable given the size and scale of the bank's operations and is in line with market peers. * The variable pay (including stock options) is capped and the overall pay is subject to RBI approval.</i>					
2	Approve Revision in Remuneration of Shanti Ekambaram as Whole-time Director Designated as Deputy Managing Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted, although it is not without concerns: * The bank has failed to disclose the number of stock options that each executive would be entitled to receive. * There is no disclosure on the threshold and target performance that will be used to evaluate the variable pay including stock options. The main reasons for support are: * The overall proposed pay for the executives is deemed reasonable given the size and scale of the bank's operations and is in line with market peers. * The variable pay (including stock options) is capped and the overall pay is subject to RBI approval.</i>					
3	Authorize Issuance of Unsecured, Redeemable, Non-Convertible Debentures / Bonds / other Debt Securities on a Private Placement Basis during FY 2025-26	Mgmt	For	For	For
4	Approve Kotak Mahindra Performance Linked Restricted Stock Unit Scheme 2025 for Grant of Performance Linked Restricted Stock Units to Eligible Employees	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the overall terms of the proposed plan are reasonable.</i>					
5	Approve Kotak Mahindra Performance Linked Restricted Stock Unit Scheme 2025 for Grant of Performance Linked Restricted Stock Units to Eligible Employees of Wholly-Owned Subsidiaries	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the overall terms of the proposed plan are reasonable.</i>					
6	Approve Revision in the Approved ESOP Pool under the Kotak Mahindra Equity Option Scheme 2023 for the Implementation of the Kotak Mahindra Performance Linked Restricted Stock Unit Scheme 2025	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given that the overall terms of the proposed plan are reasonable.</i>					



Life Healthcare Group Holdings Ltd.

Meeting Date: 02/20/2025Country: South AfricaTicker: LHC

Record Date: 02/14/2025Meeting Type: Annual

Primary Security ID: S4682C100

Shares Voted: 658,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Ordinary Resolutions	Mgmt			
	Reappoint Deloitte & Touche as Auditors	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these items is warranted, as no significant concerns have been identified.					
1.2	Reappoint James Welch as the Individual Designated Auditor	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these items is warranted, as no significant concerns have been identified.				
2.1	Elect Fareed Abdullah as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.				
2.2	Elect Raymond Campbell as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.				
2.3	Re-elect Mahlape Sello as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.				
2.4	Re-elect Peter Wharton-Hood as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.				
2.5	Re-elect Marian Jacobs as Director	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.				
3.1	Re-elect Fulvio Tonelli as Chairman of the Audit and Risk Committee	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.				
3.2	Re-elect Caroline Henry as Member of the Audit and Risk Committee	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.				
3.3	Re-elect Audrey Mothupi as Member of the Audit and Risk Committee	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.				

## Life Healthcare Group Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.4	Re-elect Paul Moeketsi as Member of the Audit and Risk Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.</i>					
4.1	Elect Mahlape Sello as Chairman of the Social, Ethics and Transformation Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted as the composition of the Social and Ethics Committee aligns with the requirements of South African company law and recommendations of the King IV Report.</i>					
4.2	Elect Caroline Henry as Member of the Social, Ethics and Transformation Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted as the composition of the Social and Ethics Committee aligns with the requirements of South African company law and recommendations of the King IV Report.</i>					
4.3	Elect Audrey Mothupi as Member of the Social, Ethics and Transformation Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted as the composition of the Social and Ethics Committee aligns with the requirements of South African company law and recommendations of the King IV Report.</i>					
4.4	Elect Marian Jacobs as Member of the Social, Ethics and Transformation Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted as the composition of the Social and Ethics Committee aligns with the requirements of South African company law and recommendations of the King IV Report.</i>					
4.5	Elect Peter Wharton-Hood as Member of the Social, Ethics and Transformation Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR these items is warranted as the composition of the Social and Ethics Committee aligns with the requirements of South African company law and recommendations of the King IV Report.</i>					
5	Authorise Ratification of Approved Resolutions	Mgmt	For	For	For
6.1	Approve Remuneration Policy	Mgmt	For	For	For
6.2	Approve Remuneration Implementation Report	Mgmt	For	For	For
	Special Resolutions	Mgmt			
1.1	Approve Board Fees	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 1.2-1.2 &amp; 1.4-1.10 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised. Item 1.3 A vote FOR this item is warranted, although it is not without concern: * A significant increase is applied to the Audit and Risk Committee fees. The main reason for support is: * The Company has explained the reasoning for this fee increase and the proposed fee level is not considered excessive relative to comparable South African companies.</i>					
1.2	Approve Fees of the Lead Independent Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 1.2-1.2 &amp; 1.4-1.10 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised. Item 1.3 A vote FOR this item is warranted, although it is not without concern: * A significant increase is applied to the Audit and Risk Committee fees. The main reason for support is: * The Company has explained the reasoning for this fee increase and the proposed fee level is not considered excessive relative to comparable South African companies.</i>					

## Life Healthcare Group Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Approve Fees of the Audit and Risk Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 1.2-1.2 &amp; 1.4-1.10 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised. Item 1.3 A vote FOR this item is warranted, although it is not without concern: * A significant increase is applied to the Audit and Risk Committee fees. The main reason for support is: * The Company has explained the reasoning for this fee increase and the proposed fee level is not considered excessive relative to comparable South African companies.</i>					
1.4	Approve Fees of the Human Resources and Remuneration Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 1.2-1.2 &amp; 1.4-1.10 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised. Item 1.3 A vote FOR this item is warranted, although it is not without concern: * A significant increase is applied to the Audit and Risk Committee fees. The main reason for support is: * The Company has explained the reasoning for this fee increase and the proposed fee level is not considered excessive relative to comparable South African companies.</i>					
1.5	Approve Fees of the Nominations and Governance Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 1.2-1.2 &amp; 1.4-1.10 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised. Item 1.3 A vote FOR this item is warranted, although it is not without concern: * A significant increase is applied to the Audit and Risk Committee fees. The main reason for support is: * The Company has explained the reasoning for this fee increase and the proposed fee level is not considered excessive relative to comparable South African companies.</i>					
1.6	Approve Fees of the Investment Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 1.2-1.2 &amp; 1.4-1.10 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised. Item 1.3 A vote FOR this item is warranted, although it is not without concern: * A significant increase is applied to the Audit and Risk Committee fees. The main reason for support is: * The Company has explained the reasoning for this fee increase and the proposed fee level is not considered excessive relative to comparable South African companies.</i>					
1.7	Approve Fees of the Clinical Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 1.2-1.2 &amp; 1.4-1.10 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised. Item 1.3 A vote FOR this item is warranted, although it is not without concern: * A significant increase is applied to the Audit and Risk Committee fees. The main reason for support is: * The Company has explained the reasoning for this fee increase and the proposed fee level is not considered excessive relative to comparable South African companies.</i>					
1.8	Approve Fees of the Social, Ethics and Transformation Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 1.2-1.2 &amp; 1.4-1.10 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised. Item 1.3 A vote FOR this item is warranted, although it is not without concern: * A significant increase is applied to the Audit and Risk Committee fees. The main reason for support is: * The Company has explained the reasoning for this fee increase and the proposed fee level is not considered excessive relative to comparable South African companies.</i>					
1.9	Approve Fees of the Ad Hoc Material Board and Committee Meetings	Mgmt	For	For	For
<i>Voting Policy Rationale: Items 1.2-1.2 &amp; 1.4-1.10 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised. Item 1.3 A vote FOR this item is warranted, although it is not without concern: * A significant increase is applied to the Audit and Risk Committee fees. The main reason for support is: * The Company has explained the reasoning for this fee increase and the proposed fee level is not considered excessive relative to comparable South African companies.</i>					

Life Healthcare Group Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Approve Fees of the Committee Meeting for the International Board Member	Mgmt	For	For	For
Voting Policy Rationale: Items 1.2-1.2 & 1.4-1.10 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised. Item 1.3 A vote FOR this item is warranted, although it is not without concern: * A significant increase is applied to the Audit and Risk Committee fees. The main reason for support is: * The Company has explained the reasoning for this fee increase and the proposed fee level is not considered excessive relative to comparable South African companies.					
2	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	Mgmt	For	For	For
3	Authorise Repurchase of Issued Share Capital	Mgmt	For	For	For

ACME Solar Holdings Ltd.

Meeting Date: 02/21/2025Country: IndiaTicker: 544283

Record Date: 01/20/2025Meeting Type: Special

Primary Security ID: Y0R0YN114

Shares Voted: 1,427,073

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Postal Ballot	Mgmt			
	Approve ACME Employee Stock Option Plan 2024	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The stock options may be issued with an exercise price at a discount to the current market price. * The company has not specified objective performance parameters, performance targets and thresholds for vesting					
2	Elect Hemant Sahai as Director	Mgmt	For	For	For
3	Approve Material Related Party Transactions between ACME Sikar Solar Private Limited and ACME Cleantech Solutions Private Limited	Mgmt	For	For	For
4	Approve Material Related Party Transactions between the Company and ACME Cleantech Solutions Private Limited	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed transactions are within the ordinary course of the company's business, and will be conducted at arm's-length.					
5	Approve Material Related Party Transactions between the Company and MKU Holdings Private Limited	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed transactions are within the ordinary course of the company's business, and will be conducted at arm's-length.					
6	Approve Material Related Party Transactions between the Company and VRS Infotech Private Limited	Mgmt	For	For	For

ACME Solar Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Material Related Party Transactions between ACME Solar Energy Private Limited with ACME Cleantech Solutions Private Limited	Mgmt	For	For	For
8	Approve Material Related Party Transactions between ACME Renewtech Private Limited with the Company	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The company has not disclosed an independent valuation report for the deal value. * Due to lack of information, it is likely that the company may take disproportionate risk relative to its economic interest without compelling justification. * Given that this is a related party transaction, there exists an inherent conflict of interest.					
9	Approve Material Related Party Transactions between ACME Aklera Power Technology Private Limited with ACME Cleantech Solutions Private Limited	Mgmt	For	For	For
10	Approve Material Related Party Transactions between ACME Jaisalmer Solar Power Private Limited with ACME Cleantech Solutions Private Limited	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed transactions are within the ordinary course of the company's business and will be conducted at arm's-length.					
11	Approve Material Related Party Transactions between Niranjana Solar Energy Private Limited with ACME Cleantech Solutions Private Limited	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed transactions are within the ordinary course of the company's business and will be conducted at arm's-length.					
12	Approve Material Related Party Transactions between Dayanidhi Solar Power Private Limited with ACME Cleantech Solutions Private Limited	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed transactions are within the ordinary course of the company's business and will be conducted at arm's-length.					
13	Approve Material Related Party Transactions between Vishwatma Solar Energy Private Limited with ACME Cleantech Solutions Private Limited	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed transactions are within the ordinary course of the company's business and will be conducted at arm's-length.					
14	Approve Material Related Party Transactions between AaroHi Solar Private Limited with ACME Cleantech Solutions Private Limited	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given that the proposed transactions are within the ordinary course of the company's business and will be conducted at arm's-length.					

360 One Wam Limited

Meeting Date: 02/25/2025

Record Date: 02/18/2025

Primary Security ID: Y8R01R106

Country: India

Meeting Type: Extraordinary Shareholders

Ticker: 542772

Shares Voted: 2,177

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Sandeep Tandon as Director	Mgmt	For	For	For
2	Approve Issuance of Equity Shares on Preferential Basis	Mgmt	For	For	For
3	Approve Issuance of Warrants on Preferential Basis	Mgmt	For	For	For

Chemring Group Plc

Meeting Date: 02/26/2025

Record Date: 02/24/2025

Primary Security ID: G20860139

Country: United Kingdom

Meeting Type: Annual

Ticker: CHG

Shares Voted: 152,771

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Tony Wood as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
6	Re-elect Alpna Amar as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
7	Re-elect Laurie Bowen as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
8	Re-elect Sarah Ellard as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
9	Re-elect Stephen King as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
10	Re-elect Fiona MacAulay as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					

Chemring Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect James Mortensen as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
12	Re-elect Michael Ord as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.					
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.					
17	Approve Long Term Incentive Plan	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.					
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.					
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Tetra Tech, Inc.

Meeting Date: 02/27/2025

Record Date: 01/02/2025

Primary Security ID: 88162G103

Country: USA

Meeting Type: Annual

Ticker: TTEK

Shares Voted: 16,478					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Dan L. Batrack	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1B	Elect Director Gary R. Birkenbeuel	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					

Tetra Tech, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1C	Elect Director John M. Douglas	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1D	Elect Director Prashant Gandhi	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1E	Elect Director Christiana Obiaya	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1F	Elect Director Kimberly E. Ritrievi	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1G	Elect Director Kirsten M. Volpi	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

AECOM

Meeting Date: 02/28/2025	Country: USA	Ticker: ACM
Record Date: 01/06/2025	Meeting Type: Annual	
Primary Security ID: 00766T100		

Shares Voted: 33,501

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bradley W. Buss	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1.2	Elect Director Derek J. Kerr	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1.3	Elect Director Kristy Pipes	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1.4	Elect Director Troy Rudd	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1.5	Elect Director Douglas W. Stotlar	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				
1.6	Elect Director Daniel R. Tishman	Mgmt	For	For	For
	Voting Policy Rationale: A vote FOR the director nominees is warranted.				



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Sander van't Noordende	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
1.8	Elect Director Janet C. Wolfenbarger	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Amend Certificate of Incorporation to Update the Exculpation Provision Under the Delaware General Corporation Law	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

Vista Energy SAB de CV

Meeting Date: 03/03/2025Country: MexicoTicker: VISTAA

Record Date: 01/31/2025Meeting Type: Ordinary Shareholders

Primary Security ID: P9799N108

Shares Voted: 1,116,248

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Meeting for ADR Holders	Mgmt			
1	Approve Acquisition of Exploration, Exploitation Rights, Concessions and Licenses to Develop Unconventional Hydrocarbon Reserves and Resources (Potential Acquisition) in Excess of 20 Percent of Company's Consolidated Assets	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST these items is warranted because at this time, there is no available disclosure regarding the potential acquisitions, debt financing, and share capital increases. Such lack of timely disclosure prevents international institutional shareholders from making an informed voting decision.					
2	Approve Loan Agreement to Pay in Full or in Part for Potential Acquisition	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST these items is warranted because at this time, there is no available disclosure regarding the potential acquisitions, debt financing, and share capital increases. Such lack of timely disclosure prevents international institutional shareholders from making an informed voting decision.					

Vista Energy SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Authorize Increase in Variable Share Capital via Issuance of Series A Shares without Preemptive Rights	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST these items is warranted because at this time, there is no available disclosure regarding the potential acquisitions, debt financing, and share capital increases. Such lack of timely disclosure prevents international institutional shareholders from making an informed voting decision.					
4	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this closing formality is warranted in light of the vote recommendation for the prior items.					

Zomato Ltd.

Meeting Date: 03/09/2025Country: IndiaTicker: 543320

Record Date: 02/04/2025Meeting Type: Special

Primary Security ID: Y9899X105

Shares Voted: 7,061,449

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Postal Ballot	Mgmt			
	Change Company Name to ETERNAL LIMITED and Amend Memorandum and Articles of Association	Mgmt	For	For	For

Home First Finance Company India Ltd.

Meeting Date: 03/13/2025Country: IndiaTicker: 543259

Record Date: 02/07/2025Meeting Type: Special

Primary Security ID: Y3269P107

Shares Voted: 5,634

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Postal Ballot	Mgmt			
	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For

Elia Group SA/NV

Meeting Date: 03/14/2025Country: BelgiumTicker: ELI

Record Date: 02/28/2025Meeting Type: Extraordinary Shareholders

Primary Security ID: B35656105

Shares Voted: 15,470

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Extraordinary Shareholders' Meeting Agenda  Amend Articles 3, 4, 9, 13 and 17 of the Articles of Association in Line with the Belgian Electricity Act	Mgmt	For	For	For

PB Fintech Ltd.

Meeting Date: 03/16/2025Country: IndiaTicker: 543390  
Record Date: 02/07/2025Meeting Type: Special  
Primary Security ID: Y67616287

Shares Voted: 918,225

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Postal Ballot  Approve Alteration in the Objects of the Initial Public Offer	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted in the absence of any known concerns.					
2	Approve Extension of the Time Limit for the Utilization of Funds Raised in the Initial Public Offer	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted in the absence of any known concerns.					

Hansol Chemical Co., Ltd.

Meeting Date: 03/18/2025Country: South KoreaTicker: 014680  
Record Date: 12/31/2024Meeting Type: Annual  
Primary Security ID: Y3064E109

Shares Voted: 36,176

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2.1.1	Elect Park Won-hwan as Inside Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					

Hansol Chemical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1.2	Elect Han Jang-ahn as Inside Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					
2.2	Elect Park Jin-won as Outside Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					
3	Elect Kim Sol as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					
4	Elect Park Jin-won as a Member of Audit Committee	Mgmt	For	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.					
6	Approve Stock Option Grants	Mgmt	For	For	For

Saudi Ground Services Co.

Meeting Date: 03/18/2025

Record Date:

Primary Security ID: M8255M102

Country: Saudi Arabia

Meeting Type: Ordinary Shareholders

Ticker: 4031

Shares Voted: 388,765					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Ordinary Business Elect Khalid Al Bouayneen as Director	Mgmt	None	Abstain	For
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.2	Elect Omar Jafri as Director	Mgmt	None	Abstain	For
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.3	Elect Mansour Al Buseeli as Director	Mgmt	None	Abstain	For
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.4	Elect Fahd Sindi as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Per Utnegaard as Director	Mgmt	None	Abstain	For
	Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.				
1.6	Elect Ghadah Al Jarboua as Director	Mgmt	None	Abstain	For
	Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.				
1.7	Elect Saeed Al Hadhrami as Director	Mgmt	None	Abstain	For
	Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.				
1.8	Elect Nadir Ashour as Director	Mgmt	None	Abstain	For
	Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.				
1.9	Elect Nasir Al Qawas as Director	Mgmt	None	Abstain	Abstain
	Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.				
1.10	Elect Amir Al Khasheel as Director	Mgmt	None	Abstain	Abstain
	Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.				
1.11	Elect Khalid Al Haqeel as Director	Mgmt	None	Abstain	Abstain
	Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.				
1.12	Elect Abdullah Al Shareef as Director	Mgmt	None	Abstain	Abstain
	Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.				
1.13	Elect Mohammed Qurayshah as Director	Mgmt	None	Abstain	Abstain
	Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.				
1.14	Elect Sami Al Babteen as Director	Mgmt	None	Abstain	Abstain
	Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.				
1.15	Elect Badr Al Rabeeah as Director	Mgmt	None	Abstain	Abstain
	Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.				
1.16	Elect Mazin Al Ghuneem as Director	Mgmt	None	Abstain	Abstain
	Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.				
1.17	Elect Nael Fayiz as Director	Mgmt	None	Abstain	Abstain
	Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.18	Elect Majid Al Ismaeel as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.19	Elect Saad Al Haqeel as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.20	Elect Mohammed Qassab as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.21	Elect Reem Asaad as Director	Mgmt	None	Abstain	For
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.22	Elect Huseen Al Abdulqadir as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.23	Elect Majid Al Suweegh as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.24	Elect Abdulwahab Abou Kweek as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.25	Elect Khalid Al Amoudi as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.26	Elect Abdullah Al Al Sheikh as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.27	Elect Ahmed Khoqeer as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.28	Elect Abdulrahman Al Anqari as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.29	Elect Muath Al Zamil as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					

Saudi Ground Services Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.30	Elect Ali Abou Ali as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.31	Elect Raad Al Qahtani as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.32	Elect Musaid Al Anzi as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.33	Elect Nasir Al Oteebi as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.34	Elect Hasan Al Zahrani as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.35	Elect Majid Fattah as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.36	Elect Sulayman Al Omeeri as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.37	Elect Hashim Al Nabulsi as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.38	Elect Sami Shuweel as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.39	Elect Salih Al Saleem as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					
1.40	Elect Wael Al Bassam as Director	Mgmt	None	Abstain	Abstain
Voting Policy Rationale: In the absence of sufficient information with regards to the candidates up for election, ABSTAIN votes for these proposals are warranted.					

Samsung Electronics Co., Ltd.

Meeting Date: 03/19/2025	Country: South Korea	Ticker: 005930
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y74718100		

Shares Voted: 1,522

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2.1.1	Elect Kim Jun-seong as Outside Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					
2.1.2	Elect Heo Eun-nyeong as Outside Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					
2.1.3	Elect Yoo Myeong-hui as Outside Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					
2.1.4	Elect Lee Hyeok-jae as Outside Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					
2.2.1	Elect Jeon Young-hyeon as Inside Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					
2.2.2	Elect Noh Tae-moon as Inside Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					
2.2.3	Elect Song Jae-hyeok as Inside Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For
4.1	Elect Shin Je-yoon as a Member of Audit Committee	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.					
4.2	Elect Yoo Myeong-hui as a Member of Audit Committee	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.					



Shares Voted: 3,948

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for GDR Holders	Mgmt			
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2.1.1	Elect Kim Jun-seong as Outside Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>				
2.1.2	Elect Heo Eun-nyeong as Outside Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>				
2.1.3	Elect Yoo Myeong-hui as Outside Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>				
2.1.4	Elect Lee Hyeok-jae as Outside Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>				
2.2.1	Elect Jeon Young-hyeon as Inside Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>				
2.2.2	Elect Noh Tae-moon as Inside Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>				
2.2.3	Elect Song Jae-hyeok as Inside Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>				
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For
4.1	Elect Shin Je-yoon as a Member of Audit Committee	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.</i>				
4.2	Elect Yoo Myeong-hui as a Member of Audit Committee	Mgmt	For	For	For
	<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.</i>				

Meeting Date: 03/20/2025

Record Date: 03/13/2025

Primary Security ID: K22272114

Country: Denmark

Meeting Type: Annual

Ticker: DANSKE

Shares Voted: 36,434

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 9.35 Per Share; Approve Extraordinary Dividends of DKK 5.35 per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5	Approve Remuneration Policy	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST this item is warranted because the company is proposing to remove the cap for the discretionary bonus.					
6	Approve Remuneration of Directors in the Amount of DKK 2.6 Million for Chair, DKK 1.3 for Vice Chair and DKK 790.000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
7	Determine Number of Members and Deputy Members of Board	Mgmt	For	For	For
7.a	Reelect Martin Blessing as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all proposed candidates (Items 7.a-7.i) is warranted due to a lack of concern regarding the suitability of these individuals in particular.					
7.b	Reelect Martin Norkjaer Larsen as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all proposed candidates (Items 7.a-7.i) is warranted due to a lack of concern regarding the suitability of these individuals in particular.					
7.c	Reelect Lars-Erik Brenoe as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all proposed candidates (Items 7.a-7.i) is warranted due to a lack of concern regarding the suitability of these individuals in particular.					
7.d	Reelect Jacob Dahl as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all proposed candidates (Items 7.a-7.i) is warranted due to a lack of concern regarding the suitability of these individuals in particular.					
7.e	Reelect Lieve Mostrey as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all proposed candidates (Items 7.a-7.i) is warranted due to a lack of concern regarding the suitability of these individuals in particular.					
7.f	Reelect Allan Polack as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR all proposed candidates (Items 7.a-7.i) is warranted due to a lack of concern regarding the suitability of these individuals in particular.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.g	Reelect Helle Valentin as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all proposed candidates (Items 7.a-7.i) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>					
7.h	Elect Rafael Salinas as New Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all proposed candidates (Items 7.a-7.i) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>					
7.i	Elect Marianne Sorensen as New Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all proposed candidates (Items 7.a-7.i) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>					
8	Ratify Deloitte as Auditors	Mgmt	For	For	For
9.a	Approve DKK 271.9 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
9.b	Approve Creation of DKK 1.66 Billion Pool of Capital with Preemptive Rights; Approve Issuance of Convertible Loans	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the proposed issuance authorizations is warranted because the potential share capital increase is not excessive.</i>					
9.c	Approve Creation of DKK 830 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the proposed issuance authorizations is warranted because the potential share capital increase is not excessive.</i>					
9.d	Approve Creation of Pool of Capital without Preemptive Rights; Approve Issuance of Convertible Loans	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR the proposed issuance authorizations is warranted because the potential share capital increase is not excessive.</i>					
9.e	Authorize Share Repurchase Program	Mgmt	For	For	For
10	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	For
	Shareholder Proposals Submitted by Henrik Rosengaard Jensen	Mgmt			
11.a	Change Dividend Policy	SH	Against	Against	Against
	Management Proposals	Mgmt			
12	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
13	Other Business	Mgmt			

Meeting Date: 03/20/2025	Country: Switzerland	Ticker: GIVN
Record Date:	Meeting Type: Annual	
Primary Security ID: H3238Q102		

Shares Voted: 491

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Non-Financial Report	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 70.00 per Share	Mgmt	For	For	For
5	Approve Discharge of Board of Directors	Mgmt	For	For	For
6.1.1	Reelect Victor Balli as Director	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR all director and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.					
6.1.2	Reelect Ingrid Deltenre as Director	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR all director and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.					
6.1.3	Reelect Sophie Gasperment as Director	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR all director and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.					
6.1.4	Reelect Calvin Grieder as Director and Board Chair	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR all director and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.					
6.1.5	Reelect Roberto Guidetti as Director	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR all director and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.					
6.1.6	Reelect Tom Knutzen as Director	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR all director and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.					
6.2.1	Elect Melanie Maas-Brunner as Director	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR all director and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.					
6.2.2	Elect Louie D'Amico as Director	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR all director and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.					

Givaudan SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.3.1	Reappoint Victor Balli as Member of the Compensation Committee	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR all director and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.					
6.3.2	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR all director and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.					
6.3.3	Appoint Tom Knutzen as Member of the Compensation Committee	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR all director and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.					
6.4	Designate Manuel Isler as Independent Proxy	Mgmt	For	For	For
6.5	Ratify KPMG AG as Auditors	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For	For
7.2.1	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 7 Million	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.					
7.2.2	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 16.5 Million	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these items are warranted because the proposals appear to be in line with market practice and do not raise significant concerns.					
8	Transact Other Business (Voting)	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.					

Cera Sanitaryware Limited

Meeting Date: 03/22/2025	Country: India	Ticker: 532443
Record Date: 02/14/2025	Meeting Type: Special	
Primary Security ID: Y5370X119		

Shares Voted: 134,032

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

Cera Sanitaryware Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Reappointment and Remuneration of Deepshikha Khaitan as Vice Chairman and JointManaging Director	Mgmt	For	For	For

Akbank TAS

Meeting Date: 03/24/2025	Country: Turkey	Ticker: AKBNK.E
Record Date:	Meeting Type: Annual	
Primary Security ID: M0300L106		

Shares Voted: 42,863,998

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting and Elect Presiding Council of Meeting	Mgmt	For	For	For
2	Accept Board Report	Mgmt	For	For	For
	Voting Policy Rationale: These items warrant a vote FOR because: * These are routine requests in Turkey, * There are no specific concerns with the company's accounts or the allocation of income.				
3	Accept Audit Report	Mgmt	For	For	For
	Voting Policy Rationale: These items warrant a vote FOR because: * These are routine requests in Turkey, * There are no specific concerns with the company's accounts or the allocation of income.				
4	Accept Financial Statements	Mgmt	For	For	For
	Voting Policy Rationale: These items warrant a vote FOR because: * These are routine requests in Turkey, * There are no specific concerns with the company's accounts or the allocation of income.				
5	Approve Discharge of Board	Mgmt	For	For	For
6	Approve Allocation of Income	Mgmt	For	For	For
	Voting Policy Rationale: These items warrant a vote FOR because: * These are routine requests in Turkey, * There are no specific concerns with the company's accounts or the allocation of income.				
7	Elect Directors	Mgmt	For	Against	Against
8	Approve Director Remuneration	Mgmt	For	Against	Against
	Voting Policy Rationale: A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.				
9	Ratify External Auditors	Mgmt	For	For	For
10	Receive Information on Donations Made in 2024	Mgmt			
11	Approve Upper Limit of Donations for 2025	Mgmt	For	Against	Against
	Voting Policy Rationale: This item warrants a vote AGAINST due to a lack of disclosure on the resolution.				

Akbank TAS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	Mgmt	For	For	For
13	Receive Information on Bank Charging Policy	Mgmt			

Bridgestone Corp.

Meeting Date: 03/25/2025

Record Date: 12/31/2024

Primary Security ID: J04578126

Country: Japan

Meeting Type: Annual

Ticker: 5108

Shares Voted: 19,040

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 105	Mgmt	For	For	For
2.1	Elect Director Ishibashi, Shuichi	Mgmt	For	For	For
2.2	Elect Director Banno, Masato	Mgmt	For	For	For
2.3	Elect Director Scott Trevor Davis	Mgmt	For	For	For
2.4	Elect Director Masuda, Kenichi	Mgmt	For	For	For
2.5	Elect Director Yamamoto, Kenzo	Mgmt	For	For	For
2.6	Elect Director Suzuki, Yoko	Mgmt	For	For	For
2.7	Elect Director Kobayashi, Yukari	Mgmt	For	For	For
2.8	Elect Director Nakajima, Yasuhiro	Mgmt	For	For	For
2.9	Elect Director Morikawa, Noriko	Mgmt	For	For	For
2.10	Elect Director Itagaki, Toshiaki	Mgmt	For	For	For
2.11	Elect Director Matsuda, Akira	Mgmt	For	For	For
2.12	Elect Director Yoshimi, Tsuyoshi	Mgmt	For	For	For

# Century Plyboards (India) Limited

**Meeting Date:** 03/25/2025

**Country:** India

**Ticker:** 532548

**Record Date:** 02/14/2025

**Meeting Type:** Special

**Primary Security ID:** Y1274H102

Shares Voted: 28,817

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Postal Ballot	Mgmt			
	Elect Arup Roy Choudhury as Director	Mgmt	For	For	For

# Emaar Properties PJSC

**Meeting Date:** 03/25/2025

**Country:** United Arab Emirates

**Ticker:** EMAAR

**Record Date:** 03/24/2025

**Meeting Type:** Annual

**Primary Security ID:** M4025S107

Shares Voted: 27,860,062

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business	Mgmt			
	Approve Board Report on Company Operations and Its Financial Position for FY 2024	Mgmt	For	For	For
2	Approve Auditors' Report on Company Financial Statements for FY 2024	Mgmt	For	For	For
3	Accept Financial Statements and Statutory Reports for FY 2024	Mgmt	For	For	For
4	Approve Dividends of AED 1 per Share	Mgmt	For	For	For
5	Approve Remuneration of Directors	Mgmt	For	Against	For
Voting Policy Rationale: Due to the lack of disclosure concerning the proposed directors' remuneration for the fiscal year in review, a vote AGAINST this item is warranted.					
6	Approve Discharge of Directors for FY 2024	Mgmt	For	For	For
7	Approve Discharge of Auditors for FY 2024	Mgmt	For	For	For
8	Appoint Auditors and Fix Their Remuneration for FY 2025	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST this proposal is warranted as the company, contrary to previous years, has not published the report including information related to audit/non-audit fees. It is also an area of concerns as the company has a recurrent practice of paying non-audit fees exceeding 100 percent of standard audit-related fees without providing any information justifying the large amount of non-audit fees.					
9	Allow Directors to Carry on Activities Included in the Objects of the Company	Mgmt	For	For	For



Future Corp.

Meeting Date: 03/25/2025

Record Date: 12/31/2024

Primary Security ID: J16832107

Country: Japan

Meeting Type: Annual

Ticker: 4722

Shares Voted: 78,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 21	Mgmt	For	For	For
2.1	Elect Director Kanemaru, Yasufumi	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.					
2.2	Elect Director Ishibashi, Kunihito	Mgmt	For	For	For
2.3	Elect Director Shingu, Yuki	Mgmt	For	For	For
2.4	Elect Director Taniguchi, Tomohiko	Mgmt	For	For	For
2.5	Elect Director Saito, Yohei	Mgmt	For	For	For
2.6	Elect Director Yamaoka, Hiromi	Mgmt	For	For	For
3	Elect Director and Audit Committee Member Sakakibara, Miki	Mgmt	For	For	For

HANWHA AEROSPACE Co., Ltd.

Meeting Date: 03/25/2025

Record Date: 12/31/2024

Primary Security ID: Y7470L102

Country: South Korea

Meeting Type: Annual

Ticker: 012450

Shares Voted: 136,798

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2.1	Amend Articles of Incorporation (Number of Directors)	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR items 2.1 and 2.2 are warranted as none of the proposed amendments is contentious or problematic in nature.					
2.2	Amend Articles of Incorporation (Addendum)	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR items 2.1 and 2.2 are warranted as none of the proposed amendments is contentious or problematic in nature.					
3.1	Elect Kim Dong-gwan as Inside Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					

HANWHA AEROSPACE Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.2	Elect Ahn Byeong-cheol as Inside Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					
3.3	Elect Michael Coulter as Inside Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					
3.4	Elect Kim Hyeon-jin as Outside Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					
3.5	Elect Lee Jeong-geun as Outside Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					
4	Elect Jeon Jin-gu as Outside Director to serve as an Audit Committee Member	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					
5	Approve Terms of Retirement Pay	Mgmt	For	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted because: * The proposed remuneration limit is high relative to that of the market norm; and * The company is proposing an increase without providing any reasonable justification.					

Kalpataru Projects International Limited

Meeting Date: 03/25/2025

Record Date: 02/14/2025

Primary Security ID: Y45237131

Country: India

Meeting Type: Special

Ticker: 522287

Shares Voted: 83,014

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Postal Ballot	Mgmt			
	Approve Reappointment and Remuneration of Manish Mohnot as Managing Director & CEO	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the proposal is warranted because: * There are no disclosures on the performance metrics and (threshold and target) performance that he needs to achieve based on which payouts under commission will be made. * His remuneration is competitively positioned in comparison to businesses in a comparable industry. * The proposed pay is open ended and does not have an absolute cap.					

PT Bank Mandiri (Persero) Tbk

Meeting Date: 03/25/2025Country: IndonesiaTicker: BMRI

Record Date: 02/28/2025Meeting Type: Annual

Primary Security ID: Y7123S108

Shares Voted: 3,053,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Annual Report, Consolidated Financial Statements, Statutory Reports, Financial Statements of the Micro and Small Business Funding Program (PUMK), and Discharge of Directors and Commissioners	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Remuneration and Tantiem of Directors and Commissioners	Mgmt	For	For	Against
4	Appoint Purwanto, Sungkoro & Surja as Auditors of the Company and the Micro and Small Business Funding Program (PUMK)	Mgmt	For	For	For
5	Approve Company's Recovery Plan Update	Mgmt	For	For	For
6	Amend Articles of Association	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.					
7	Approve Share Repurchase Program and the Transfer of Buyback Shares Held as Treasury Stock	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information regarding the employee share ownership programs to assess the potential impact on shareholder value.					
8	Approve Changes in the Boards of the Company	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.					

Sika AG

Meeting Date: 03/25/2025Country: SwitzerlandTicker: SIKA

Record Date:Meeting Type: Annual

Primary Security ID: H7631K273

Shares Voted: 8,387

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.1	Approve Allocation of Income and Dividends of CHF 1.80 per Share	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR are warranted due to a lack of concerns.</i>				
2.2	Approve Dividends of CHF 1.80 per Share from Capital Contribution Reserves	Mgmt	For	For	For
	<i>Voting Policy Rationale: Votes FOR are warranted due to a lack of concerns.</i>				
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1.1	Reelect Thierry Vanlancker as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: Board elections (Items 4.1.1 – 4.2) Votes FOR all nominees to the board are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Nomination and compensation committee elections (Items 4.4.1 – 4.4.3) Votes FOR the proposed committee nominees are warranted. The election of Justin Howell to the nomination and compensation committee (Item 4.4.1) is highlighted for shareholder attention because he is the incumbent committee chair, and the board is currently considered insufficiently gender diverse. However, we note that this is due to a sudden resignation, and the company expressly intends to increase gender diversity again by the next AGM.</i>				
4.1.2	Reelect Viktor Balli as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: Board elections (Items 4.1.1 – 4.2) Votes FOR all nominees to the board are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Nomination and compensation committee elections (Items 4.4.1 – 4.4.3) Votes FOR the proposed committee nominees are warranted. The election of Justin Howell to the nomination and compensation committee (Item 4.4.1) is highlighted for shareholder attention because he is the incumbent committee chair, and the board is currently considered insufficiently gender diverse. However, we note that this is due to a sudden resignation, and the company expressly intends to increase gender diversity again by the next AGM.</i>				
4.1.3	Reelect Lucrece Foufopoulos-De Ridder as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: Board elections (Items 4.1.1 – 4.2) Votes FOR all nominees to the board are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Nomination and compensation committee elections (Items 4.4.1 – 4.4.3) Votes FOR the proposed committee nominees are warranted. The election of Justin Howell to the nomination and compensation committee (Item 4.4.1) is highlighted for shareholder attention because he is the incumbent committee chair, and the board is currently considered insufficiently gender diverse. However, we note that this is due to a sudden resignation, and the company expressly intends to increase gender diversity again by the next AGM.</i>				
4.1.4	Reelect Justin Howell as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: Board elections (Items 4.1.1 – 4.2) Votes FOR all nominees to the board are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Nomination and compensation committee elections (Items 4.4.1 – 4.4.3) Votes FOR the proposed committee nominees are warranted. The election of Justin Howell to the nomination and compensation committee (Item 4.4.1) is highlighted for shareholder attention because he is the incumbent committee chair, and the board is currently considered insufficiently gender diverse. However, we note that this is due to a sudden resignation, and the company expressly intends to increase gender diversity again by the next AGM.</i>				
4.1.5	Reelect Gordana Landen as Director	Mgmt	For	For	For
	<i>Voting Policy Rationale: Board elections (Items 4.1.1 – 4.2) Votes FOR all nominees to the board are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Nomination and compensation committee elections (Items 4.4.1 – 4.4.3) Votes FOR the proposed committee nominees are warranted. The election of Justin Howell to the nomination and compensation committee (Item 4.4.1) is highlighted for shareholder attention because he is the incumbent committee chair, and the board is currently considered insufficiently gender diverse. However, we note that this is due to a sudden resignation, and the company expressly intends to increase gender diversity again by the next AGM.</i>				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.6	Reelect Paul Schuler as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Board elections (Items 4.1.1 – 4.2) Votes FOR all nominees to the board are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Nomination and compensation committee elections (Items 4.4.1 – 4.4.3) Votes FOR the proposed committee nominees are warranted. The election of Justin Howell to the nomination and compensation committee (Item 4.4.1) is highlighted for shareholder attention because he is the incumbent committee chair, and the board is currently considered insufficiently gender diverse. However, we note that this is due to a sudden resignation, and the company expressly intends to increase gender diversity again by the next AGM.</i>					
4.1.7	Reelect Thomas Aebischer as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Board elections (Items 4.1.1 – 4.2) Votes FOR all nominees to the board are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Nomination and compensation committee elections (Items 4.4.1 – 4.4.3) Votes FOR the proposed committee nominees are warranted. The election of Justin Howell to the nomination and compensation committee (Item 4.4.1) is highlighted for shareholder attention because he is the incumbent committee chair, and the board is currently considered insufficiently gender diverse. However, we note that this is due to a sudden resignation, and the company expressly intends to increase gender diversity again by the next AGM.</i>					
4.2	Elect Kwok Wang Ng as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: Board elections (Items 4.1.1 – 4.2) Votes FOR all nominees to the board are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Nomination and compensation committee elections (Items 4.4.1 – 4.4.3) Votes FOR the proposed committee nominees are warranted. The election of Justin Howell to the nomination and compensation committee (Item 4.4.1) is highlighted for shareholder attention because he is the incumbent committee chair, and the board is currently considered insufficiently gender diverse. However, we note that this is due to a sudden resignation, and the company expressly intends to increase gender diversity again by the next AGM.</i>					
4.3	Elect Thierry Vanlancker as Board Chair	Mgmt	For	For	For
<i>Voting Policy Rationale: Board elections (Items 4.1.1 – 4.2) Votes FOR all nominees to the board are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Nomination and compensation committee elections (Items 4.4.1 – 4.4.3) Votes FOR the proposed committee nominees are warranted. The election of Justin Howell to the nomination and compensation committee (Item 4.4.1) is highlighted for shareholder attention because he is the incumbent committee chair, and the board is currently considered insufficiently gender diverse. However, we note that this is due to a sudden resignation, and the company expressly intends to increase gender diversity again by the next AGM.</i>					
4.4.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: Board elections (Items 4.1.1 – 4.2) Votes FOR all nominees to the board are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Nomination and compensation committee elections (Items 4.4.1 – 4.4.3) Votes FOR the proposed committee nominees are warranted. The election of Justin Howell to the nomination and compensation committee (Item 4.4.1) is highlighted for shareholder attention because he is the incumbent committee chair, and the board is currently considered insufficiently gender diverse. However, we note that this is due to a sudden resignation, and the company expressly intends to increase gender diversity again by the next AGM.</i>					
4.4.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
<i>Voting Policy Rationale: Board elections (Items 4.1.1 – 4.2) Votes FOR all nominees to the board are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Nomination and compensation committee elections (Items 4.4.1 – 4.4.3) Votes FOR the proposed committee nominees are warranted. The election of Justin Howell to the nomination and compensation committee (Item 4.4.1) is highlighted for shareholder attention because he is the incumbent committee chair, and the board is currently considered insufficiently gender diverse. However, we note that this is due to a sudden resignation, and the company expressly intends to increase gender diversity again by the next AGM.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.4.3	Reappoint Paul Schuler as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
Voting Policy Rationale: Board elections (Items 4.1.1 – 4.2) Votes FOR all nominees to the board are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Nomination and compensation committee elections (Items 4.4.1 – 4.4.3) Votes FOR the proposed committee nominees are warranted. The election of Justin Howell to the nomination and compensation committee (Item 4.4.1) is highlighted for shareholder attention because he is the incumbent committee chair, and the board is currently considered insufficiently gender diverse. However, we note that this is due to a sudden resignation, and the company expressly intends to increase gender diversity again by the next AGM.					
4.5	Ratify KPMG AG as Auditors	Mgmt	For	For	For
4.6	Designate Jost Windlin as Independent Proxy	Mgmt	For	For	For
5	Approve Sustainability Report	Mgmt	For	For	For
6.1	Approve Remuneration Report	Mgmt	For	For	For
6.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 26 Million	Mgmt	For	For	For
7	Amend Articles Re: Variable Remuneration of Executive Committee	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.					

Carl Zeiss Meditec AG

Meeting Date: 03/26/2025	Country: Germany	Ticker: AFX
Record Date: 03/04/2025	Meeting Type: Annual	
Primary Security ID: D14895102		

Shares Voted: 7,010					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023/24 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.60 per Share	Mgmt	For	For	For

Carl Zeiss Meditec AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Management Board for Fiscal Year 2023/24	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
4	Approve Discharge of Supervisory Board for Fiscal Year 2023/24	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.					
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024/25	Mgmt	For	For	For
6.1	Elect Andreas Pecher to the Supervisory Board	Mgmt	For	Against	Against
Voting Policy Rationale: Votes AGAINST all nominees are warranted because their proposed term of office exceeds four years. A vote AGAINST the non-independent nominee, Andreas Pecher, is further warranted because of the failure to establish a sufficiently independent board.					
6.2	Elect Isabel De Paoli to the Supervisory Board	Mgmt	For	Against	Against
Voting Policy Rationale: Votes AGAINST all nominees are warranted because their proposed term of office exceeds four years. A vote AGAINST the non-independent nominee, Andreas Pecher, is further warranted because of the failure to establish a sufficiently independent board.					
6.3	Elect Angelika Bullinger-Hoffmann to the Supervisory Board	Mgmt	For	Against	Against
Voting Policy Rationale: Votes AGAINST all nominees are warranted because their proposed term of office exceeds four years. A vote AGAINST the non-independent nominee, Andreas Pecher, is further warranted because of the failure to establish a sufficiently independent board.					
7	Approve Remuneration Report	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * Disclosure practices continue to deviate from common market practice and SRD II regarding the years assessed in the report (the company is reporting on FY 2022/23 performance instead of FY 2023/24 performance). * The report does not address significant shareholder dissent on prior compensation-related votes.					
8	Approve Supervisory Board Remuneration Policy	Mgmt	For	For	For

Global Standard Technology Co., Ltd.

Meeting Date: 03/26/2025	Country: South Korea	Ticker: 083450
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y2720W107		

Shares Voted: 51,688

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2	Amend Articles of Incorporation	Mgmt	For	For	For

Global Standard Technology Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Elect Seok Jong-wook as Inside Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					
3.2	Elect Moon Seung-bo as Inside Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					
3.3	Elect Lee Soon-chang as Outside Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted because: * The proposed remuneration limit is excessive compared to that of the market norm; and * The company is proposing an increase without providing any reasonable justification.					
5	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For
6	Approve Stock Option Grants	Mgmt	For	For	For

H. Lundbeck A/S

Meeting Date: 03/26/2025	Country: Denmark	Ticker: HLUN.B
Record Date: 03/19/2025	Meeting Type: Annual	
Primary Security ID: K4406L137		

Shares Voted: 263,760

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 0.95 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5.1	Reelect Dorothea Wenzel as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR candidates Dorothea Wenzel, Lene Skole-Sorensen, Lars Erik Holmqvist, Santiago Arroyo, Jakob Riis and Lars Green. (Items 5.1, 5.2, 5.3, 5.5, 5.6, 5.7) is warranted due to a lack of concern regarding the board or its committees. A vote ABSTAIN Jeffrey (Jeff) Berkowitz (Item 5.4) is warranted due to his position on the nomination committee combined with a lack of gender diversity on the board.					



## H. Lundbeck A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2	Reelect Lene Skole-Sorensen as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR candidates Dorothea Wenzel, Lene Skole-Sorensen, Lars Erik Holmqvist, Santiago Arroyo, Jakob Riis and Lars Green. (Items 5.1, 5.2, 5.3, 5.5, 5.6, 5.7) is warranted due to a lack of concern regarding the board or its committees. A vote ABSTAIN Jeffrey (Jeff) Berkowitz (Item 5.4) is warranted due to his position on the nomination committee combined with a lack of gender diversity on the board.</i>					
5.3	Reelect Lars Erik Holmqvist as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR candidates Dorothea Wenzel, Lene Skole-Sorensen, Lars Erik Holmqvist, Santiago Arroyo, Jakob Riis and Lars Green. (Items 5.1, 5.2, 5.3, 5.5, 5.6, 5.7) is warranted due to a lack of concern regarding the board or its committees. A vote ABSTAIN Jeffrey (Jeff) Berkowitz (Item 5.4) is warranted due to his position on the nomination committee combined with a lack of gender diversity on the board.</i>					
5.4	Reelect Jeffrey Berkowitz as Director	Mgmt	For	Abstain	For
<i>Voting Policy Rationale: A vote FOR candidates Dorothea Wenzel, Lene Skole-Sorensen, Lars Erik Holmqvist, Santiago Arroyo, Jakob Riis and Lars Green. (Items 5.1, 5.2, 5.3, 5.5, 5.6, 5.7) is warranted due to a lack of concern regarding the board or its committees. A vote ABSTAIN Jeffrey (Jeff) Berkowitz (Item 5.4) is warranted due to his position on the nomination committee combined with a lack of gender diversity on the board.</i>					
5.5	Reelect Santiago Arroyo as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR candidates Dorothea Wenzel, Lene Skole-Sorensen, Lars Erik Holmqvist, Santiago Arroyo, Jakob Riis and Lars Green. (Items 5.1, 5.2, 5.3, 5.5, 5.6, 5.7) is warranted due to a lack of concern regarding the board or its committees. A vote ABSTAIN Jeffrey (Jeff) Berkowitz (Item 5.4) is warranted due to his position on the nomination committee combined with a lack of gender diversity on the board.</i>					
5.6	Reelect Jakob Riis as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR candidates Dorothea Wenzel, Lene Skole-Sorensen, Lars Erik Holmqvist, Santiago Arroyo, Jakob Riis and Lars Green. (Items 5.1, 5.2, 5.3, 5.5, 5.6, 5.7) is warranted due to a lack of concern regarding the board or its committees. A vote ABSTAIN Jeffrey (Jeff) Berkowitz (Item 5.4) is warranted due to his position on the nomination committee combined with a lack of gender diversity on the board.</i>					
5.7	Elect Lars Green as New Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR candidates Dorothea Wenzel, Lene Skole-Sorensen, Lars Erik Holmqvist, Santiago Arroyo, Jakob Riis and Lars Green. (Items 5.1, 5.2, 5.3, 5.5, 5.6, 5.7) is warranted due to a lack of concern regarding the board or its committees. A vote ABSTAIN Jeffrey (Jeff) Berkowitz (Item 5.4) is warranted due to his position on the nomination committee combined with a lack of gender diversity on the board.</i>					
6	Approve Remuneration of Directors	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers as Auditors; Ratify PricewaterhouseCoopers as Auditors for Sustainability Reporting	Mgmt	For	For	For
8.1	Authorize Share Repurchase Program	Mgmt	For	For	For
8.2	Change Location of General Meeting to Greater Copenhagen	Mgmt	For	For	For
8.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For

H. Lundbeck A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.4	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
9	Other Business	Mgmt			

Is Yatirim Menkul Degerler AS

Meeting Date: 03/26/2025Country: TurkeyTicker: ISMEN.E

Record Date:Meeting Type: Annual

Primary Security ID: M6025C107

Shares Voted: 2,061,913					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting and Elect Presiding Council of Meeting	Mgmt	For	For	For
2	Accept Board Report	Mgmt	For	For	For
Voting Policy Rationale: These items warrant a vote FOR because: * These are routine requests in Turkey, * There are no specific concerns with the company's accounts or the allocation of income.					
3	Accept Audit Report and Financial Statements	Mgmt	For	For	For
Voting Policy Rationale: These items warrant a vote FOR because: * These are routine requests in Turkey, * There are no specific concerns with the company's accounts or the allocation of income.					
4	Ratify Director Appointment	Mgmt	For	For	For
5	Approve Discharge of Board	Mgmt	For	For	For
6	Approve Allocation of Income	Mgmt	For	For	For
Voting Policy Rationale: These items warrant a vote FOR because: * These are routine requests in Turkey, * There are no specific concerns with the company's accounts or the allocation of income.					
7	Elect Directors	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner.					
8	Approve Director Remuneration	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.					
9	Ratify External Auditors	Mgmt	For	For	For
10	Approve Upper Limit of Donations for 2025 and Receive Information on Donations Made in 2024	Mgmt	For	Against	Against

PT Bank Negara Indonesia (Persero) Tbk

Meeting Date: 03/26/2025Country: IndonesiaTicker: BBNI

Record Date: 03/03/2025Meeting Type: Annual

Primary Security ID: Y74568166

Shares Voted: 5,570,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements, Statutory Reports, Annual Report, Report of the Micro and Small Business Funding Program (PUMK), and Discharge of Directors and Commissioners	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3	Approve Remuneration and Tantiem of Directors and Commissioners	Mgmt	For	For	Against
4	Approve Auditors of the Company and the Micro and Small Business Funding Program (PUMK)	Mgmt	For	For	For
5	Approve Share Repurchase Program and the Transfer of Buyback Shares Held as Treasury Stock	Mgmt	For	Against	For
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information regarding the employee share ownership programs to assess the potential impact on shareholder value.					
6	Amend Articles of Association	SH	None	Against	Against
7	Approve Changes in the Boards of the Company	SH	None	Against	Against

Renewi Plc

Meeting Date: 03/26/2025Country: United KingdomTicker: RWI

Record Date: 03/24/2025Meeting Type: Special

Primary Security ID: G7492H113

Shares Voted: 95,092

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Final Cash Acquisition of Renewi plc by Earth Bidco BV	Mgmt	For	For	For

Renewi Plc

Meeting Date: 03/26/2025

Record Date: 03/24/2025

Primary Security ID: G7492H113

Country: United Kingdom

Meeting Type: Court

Ticker: RWI

Shares Voted: 95,092

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

TokyoTokai Co., Ltd.

Meeting Date: 03/26/2025

Record Date: 12/31/2024

Primary Security ID: J88462106

Country: Japan

Meeting Type: Annual

Ticker: 9672

Shares Voted: 10,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 73	Mgmt	For	For	For
2.1	Elect Director Tarao, Mitsuchika	Mgmt	For	For	For
2.2	Elect Director Ito, Masahiro	Mgmt	For	For	For
2.3	Elect Director Takakura, Kazuhito	Mgmt	For	For	For
2.4	Elect Director Sato, Koji	Mgmt	For	For	For
2.5	Elect Director Morisaki, Yoshinari	Mgmt	For	For	For
2.6	Elect Director Tanaka, Hideshi	Mgmt	For	For	For
2.7	Elect Director Kakehi, Etsuko	Mgmt	For	For	For
2.8	Elect Director Koyama, Tetsushi	Mgmt	For	For	For
2.9	Elect Director Murata, Junko	Mgmt	For	For	For
3	Appoint Statutory Auditor Ishijima, Shintaro	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST this nominee is warranted because: \* The outside statutory auditor nominee's affiliation with the company could compromise independence.

Credicorp Ltd.

Meeting Date: 03/27/2025

Record Date: 02/14/2025

Primary Security ID: G2519Y108

Country: Bermuda

Meeting Type: Annual

Ticker: BAP

Credicorp Ltd.

Shares Voted: 20,831

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Present Board Chairman Report of the Annual and Sustainability Report	Mgmt			
Voting Policy Rationale: These are non-voting items.					
2	Present Audited Individual and Consolidated Financial Statements of Credicorp and its Subsidiaries for FY 2024, Including External Auditors' Report	Mgmt			
Voting Policy Rationale: These are non-voting items.					
3	Approve Tanaka, Valdivia & Asociados, Member Firm of Ernst & Young, as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

DKSH Holding Ltd.

Meeting Date: 03/27/2025Country: SwitzerlandTicker: DKSH  
Record Date:Meeting Type: Annual  
Primary Security ID: H2012M121

Shares Voted: 19,065

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Sustainability Report	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 2.35 per Share	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 2.8 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 19.5 Million	Mgmt	For	For	For
5.3	Approve Remuneration Report	Mgmt	For	For	For
6.1.1	Reelect Gabriel Baertschi as Director	Mgmt	For	For	For
Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1.2	Reelect Wolfgang Baier as Director	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.				
6.1.3	Reelect Jack Clemons as Director	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.				
6.1.4	Reelect Adrian Keller as Director	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.				
6.1.5	Reelect Andreas Keller as Director	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.				
6.1.6	Reelect Annette Koehler as Director	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.				
6.1.7	Reelect Eunice Zehnder-Lai as Director	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.				
6.1.8	Reelect Marco Gadola as Director and Board Chair	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.				
6.1.9	Elect Suwannee Ratthayabandith as Director	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.				
6.2.1	Reappoint Gabriel Baertschi as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.				
6.2.2	Reappoint Adrian Keller as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.				
6.2.3	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
	Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.				
7	Ratify Ernst and Young AG as Auditors	Mgmt	For	For	For
8	Designate Ernst Widmer as Independent Proxy	Mgmt	For	For	For

DKSH Holding Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Transact Other Business (Voting)	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.					

DMG MORI CO., LTD.

Meeting Date: 03/27/2025	Country: Japan	Ticker: 6141
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J1302P107		

Shares Voted: 23,800					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For
2	Amend Articles to Change Location of Head Office	Mgmt	For	For	For
3.1	Elect Director Mori, Masahiko	Mgmt	For	For	For
3.2	Elect Director Tamai, Hiroaki	Mgmt	For	For	For
3.3	Elect Director Kobayashi, Hirotake	Mgmt	For	For	For
3.4	Elect Director Fujishima, Makoto	Mgmt	For	For	For
3.5	Elect Director James Nudo	Mgmt	For	For	For
3.6	Elect Director Alfred GeiBler	Mgmt	For	For	For
3.7	Elect Director Irene Bader	Mgmt	For	For	For
3.8	Elect Director Mitachi, Takashi	Mgmt	For	For	For
3.9	Elect Director Nakajima, Makoto	Mgmt	For	For	For
3.10	Elect Director Watanabe, Hiroko	Mgmt	For	For	For
3.11	Elect Director Mitsuishi, Mamoru	Mgmt	For	For	For
3.12	Elect Director Kawai, Eriko	Mgmt	For	For	For
4	Appoint Statutory Auditor Iwase, Takahiro	Mgmt	For	For	For

Novo Nordisk A/S

Meeting Date: 03/27/2025	Country: Denmark	Ticker: NOVO.B
Record Date: 03/20/2025	Meeting Type: Annual	
Primary Security ID: K72807140		

Shares Voted: 15,238

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 7.9 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5.1	Approve Remuneration of Directors for 2024	Mgmt	For	For	For
5.2	Approve Remuneration Level of Directors for 2025	Mgmt	For	For	For
6.1	Reelect Helge Lund (Chair) as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR candidates Helge Lund, Laurence Siouffi-Debroux, Andreas Fibig, Sylvie Gregoire, Christina Law and Martin Mackay (Items 6.1, 6.3a, 6.3b, 6.3c, 6.3e and 6.3f) is warranted due to a lack of concern regarding the suitability of these individuals. A vote ABSTAIN from candidates Henrik Poulsen (Item 6.2) and Kasim Kutay (Item 6.3d) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights.					
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	For	Abstain	For
Voting Policy Rationale: A vote FOR candidates Helge Lund, Laurence Siouffi-Debroux, Andreas Fibig, Sylvie Gregoire, Christina Law and Martin Mackay (Items 6.1, 6.3a, 6.3b, 6.3c, 6.3e and 6.3f) is warranted due to a lack of concern regarding the suitability of these individuals. A vote ABSTAIN from candidates Henrik Poulsen (Item 6.2) and Kasim Kutay (Item 6.3d) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights.					
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR candidates Helge Lund, Laurence Siouffi-Debroux, Andreas Fibig, Sylvie Gregoire, Christina Law and Martin Mackay (Items 6.1, 6.3a, 6.3b, 6.3c, 6.3e and 6.3f) is warranted due to a lack of concern regarding the suitability of these individuals. A vote ABSTAIN from candidates Henrik Poulsen (Item 6.2) and Kasim Kutay (Item 6.3d) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights.					
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR candidates Helge Lund, Laurence Siouffi-Debroux, Andreas Fibig, Sylvie Gregoire, Christina Law and Martin Mackay (Items 6.1, 6.3a, 6.3b, 6.3c, 6.3e and 6.3f) is warranted due to a lack of concern regarding the suitability of these individuals. A vote ABSTAIN from candidates Henrik Poulsen (Item 6.2) and Kasim Kutay (Item 6.3d) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights.					
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR candidates Helge Lund, Laurence Siouffi-Debroux, Andreas Fibig, Sylvie Gregoire, Christina Law and Martin Mackay (Items 6.1, 6.3a, 6.3b, 6.3c, 6.3e and 6.3f) is warranted due to a lack of concern regarding the suitability of these individuals. A vote ABSTAIN from candidates Henrik Poulsen (Item 6.2) and Kasim Kutay (Item 6.3d) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights.					



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	Abstain	For
Voting Policy Rationale: A vote FOR candidates Helge Lund, Laurence Siouffi-Debroux, Andreas Fibig, Sylvie Gregoire, Christina Law and Martin Mackay (Items 6.1, 6.3a, 6.3b, 6.3c, 6.3e and 6.3f) is warranted due to a lack of concern regarding the suitability of these individuals. A vote ABSTAIN from candidates Henrik Poulsen (Item 6.2) and Kasim Kutay (Item 6.3d) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights.					
6.3e	Reelect Christina Law as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR candidates Helge Lund, Laurence Siouffi-Debroux, Andreas Fibig, Sylvie Gregoire, Christina Law and Martin Mackay (Items 6.1, 6.3a, 6.3b, 6.3c, 6.3e and 6.3f) is warranted due to a lack of concern regarding the suitability of these individuals. A vote ABSTAIN from candidates Henrik Poulsen (Item 6.2) and Kasim Kutay (Item 6.3d) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights.					
6.3f	Reelect Martin Mackay as Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR candidates Helge Lund, Laurence Siouffi-Debroux, Andreas Fibig, Sylvie Gregoire, Christina Law and Martin Mackay (Items 6.1, 6.3a, 6.3b, 6.3c, 6.3e and 6.3f) is warranted due to a lack of concern regarding the suitability of these individuals. A vote ABSTAIN from candidates Henrik Poulsen (Item 6.2) and Kasim Kutay (Item 6.3d) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights.					
7	Ratify Deloitte as Auditors; Ratify Deloitte as Auditors for Sustainability Reporting	Mgmt	For	For	For
8.1	Authorize Share Repurchase Program	Mgmt	For	For	For
8.2	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	Mgmt	For	For	For
	Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt			
8.3	Approve Proposal Regarding Regulated Working Conditions at Construction Sites	SH	Against	Against	Against
	Management Proposals	Mgmt			
9	Other Business	Mgmt			

SK hynix, Inc.

Meeting Date: 03/27/2025	Country: South Korea	Ticker: 000660
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y8085F100		

SK hynix, Inc.

Shares Voted: 378,655

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2	Elect Gwak Noh-jeong as Inside Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					
3	Elect Han Myeong-jin as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

SK Square Co. Ltd.

Meeting Date: 03/27/2025Country: South KoreaTicker: 402340  
Record Date: 12/31/2024Meeting Type: Annual  
Primary Security ID: Y8T6X4107

Shares Voted: 1,113,336

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2.1	Elect Hong Ji-hun as Outside Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					
2.2	Elect Jeong Jae-heon as Non-Independent Non-Executive Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					
3	Elect Hong Ji-hun as a Member of Audit Committee	Mgmt	For	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

Turkiye Garanti Bankasi AS

Meeting Date: 03/27/2025Country: TurkeyTicker: GARAN.E  
Record Date:Meeting Type: Annual  
Primary Security ID: M4752S106

Shares Voted: 1,153,780

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting and Elect Presiding Council of Meeting	Mgmt	For	For	For
2	Accept Board Report	Mgmt	For	For	For
<i>Voting Policy Rationale: These items warrant a vote FOR because: These are routine requests in Turkey, The company has provided the statutory reports and financial statements in advance of the meeting. However, support for Item 4 is qualified because the auditors have provided a qualified opinion on the financial statements as the consolidated financial statements include income arising from the reversal of free provisions in the prior period. There are no concerns with the allocation of income proposal.</i>					
3	Accept Audit Report	Mgmt	For	For	For
<i>Voting Policy Rationale: These items warrant a vote FOR because: These are routine requests in Turkey, The company has provided the statutory reports and financial statements in advance of the meeting. However, support for Item 4 is qualified because the auditors have provided a qualified opinion on the financial statements as the consolidated financial statements include income arising from the reversal of free provisions in the prior period. There are no concerns with the allocation of income proposal.</i>					
4	Accept Financial Statements	Mgmt	For	For	For
<i>Voting Policy Rationale: These items warrant a vote FOR because: These are routine requests in Turkey, The company has provided the statutory reports and financial statements in advance of the meeting. However, support for Item 4 is qualified because the auditors have provided a qualified opinion on the financial statements as the consolidated financial statements include income arising from the reversal of free provisions in the prior period. There are no concerns with the allocation of income proposal.</i>					
5	Approve Discharge of Board	Mgmt	For	For	For
6	Approve Allocation of Income	Mgmt	For	For	For
<i>Voting Policy Rationale: These items warrant a vote FOR because: These are routine requests in Turkey, The company has provided the statutory reports and financial statements in advance of the meeting. However, support for Item 4 is qualified because the auditors have provided a qualified opinion on the financial statements as the consolidated financial statements include income arising from the reversal of free provisions in the prior period. There are no concerns with the allocation of income proposal.</i>					
7	Ratify Appointment of CEO	Mgmt			
8	Ratify Director Appointments	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this item is warranted, as the board and the audit committee are insufficiently independent.</i>					
9	Ratify External Auditors	Mgmt	For	For	For
10	Receive Information on Remuneration Policy	Mgmt			
11	Approve Director Remuneration	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.</i>					
12	Approve Upper Limit of Donations for 2025 and Receive Information on Donations Made in 2024	Mgmt	For	For	For

Turkiye Garanti Bankasi AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	Mgmt	For	For	For
14	Receive Information in Accordance with Article 1.3.6 of Capital Market Board Corporate Governance Principles	Mgmt			

UPM-Kymmene Oyj

Meeting Date: 03/27/2025	Country: Finland	Ticker: UPM
Record Date: 03/17/2025	Meeting Type: Annual	
Primary Security ID: X9518S108		

Shares Voted: 43,397

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
Voting Policy Rationale: These are routine meeting formalities.					
2	Call the Meeting to Order	Mgmt			
Voting Policy Rationale: These are routine meeting formalities.					
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
Voting Policy Rationale: These are routine meeting formalities.					
4	Acknowledge Proper Convening of Meeting	Mgmt			
Voting Policy Rationale: These are routine meeting formalities.					
5	Prepare and Approve List of Shareholders	Mgmt			
Voting Policy Rationale: These are routine meeting formalities.					
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.50 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For

UPM-Kymmene Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Remuneration of Directors in the Amount of EUR 240,000 for Chair, EUR 150,000 for Deputy Chair and EUR 120,000 for Other Directors; Approve Compensation for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For	For
13	Reelect Pia Aaltonen-Forsell, Henrik Ehnrooth, Jari Gustafsson, Piia-Noora Kauppi, Melanie Maas-Brunner, Topi Manner, Marjan Oudeman, Martin a Porta and Kim Wahl as Directors	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For
16	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
17	Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For	For
18	Approve Issuance of up to 25 Million Shares without Preemptive Rights	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20A	Amend Articles Re: Auditor; General Meeting	Mgmt	For	For	For
20B	Allow Shareholder Meetings to be Held by Electronic Means Only	Mgmt	For	For	For
21	Authorize Charitable Donations	Mgmt	For	For	For
22	Close Meeting	Mgmt			

Zealand Pharma A/S

Meeting Date: 03/27/2025

Record Date: 03/20/2025

Primary Security ID: K9898X127

Country: Denmark

Meeting Type: Annual

Ticker: ZEAL

Shares Voted: 11,022

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			

## Zealand Pharma A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Treatment of Net Loss	Mgmt	For	For	For
4.1	Reelect Alf Gunnar Martin Nicklasson as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all candidates (Items 4.1-4.7) is warranted due to a lack of concern regarding the suitability of these individuals.</i>					
4.2	Reelect Kirsten Aarup Drejer as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all candidates (Items 4.1-4.7) is warranted due to a lack of concern regarding the suitability of these individuals.</i>					
4.3	Reelect Jeffrey Berkowitz as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all candidates (Items 4.1-4.7) is warranted due to a lack of concern regarding the suitability of these individuals.</i>					
4.4	Reelect Leonard Kruimer as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all candidates (Items 4.1-4.7) is warranted due to a lack of concern regarding the suitability of these individuals.</i>					
4.5	Reelect Bernadette Mary Connaughton as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all candidates (Items 4.1-4.7) is warranted due to a lack of concern regarding the suitability of these individuals.</i>					
4.6	Reelect Elaine Sullivan as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all candidates (Items 4.1-4.7) is warranted due to a lack of concern regarding the suitability of these individuals.</i>					
4.7	Reelect Enrique Conterno as Director	Mgmt	For	For	For
<i>Voting Policy Rationale: A vote FOR all candidates (Items 4.1-4.7) is warranted due to a lack of concern regarding the suitability of these individuals.</i>					
5	Ratify Pricewaterhouse Coopers as Auditors; Ratify Pricewaterhouse Coopers as Auditors for Sustainability Reporting	Mgmt	For	For	For
6	Authorize Share Repurchase Program	Mgmt	For	For	For
7	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because of the insufficient vesting period attributable to the RSUs granted to the CEO.</i>					
8	Approve Remuneration of Directors in the Amount of DKK 100,000 for Each Director, and 5,000 RSU for Chair, 1,000 RSU for Vice Chair and 1,500 RSU for Other Directors; Approve Remuneration for Committee Work in RSUs	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this item is warranted, as the proposed fees are considered excessive in relation to peers.</i>					

Zealand Pharma A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Creation of DKK 7.1 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For
10	Approve Creation of DKK 14.2 Million Pool of Capital with Preemptive Rights	Mgmt	For	For	For
11	Approve Issuance of Warrants without Preemptive Rights up to Aggregate Nominal Amount of DKK 220,000	Mgmt	For	For	For
12	Other Business (non-voting)	Mgmt			

Otsuka Holdings Co., Ltd.

Meeting Date: 03/28/2025Country: JapanTicker: 4578

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J63117105

Shares Voted: 11,560

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Otsuka, Ichiro	Mgmt	For	For	For
1.2	Elect Director Inoue, Makoto	Mgmt	For	For	For
1.3	Elect Director Matsuo, Yoshiro	Mgmt	For	For	For
1.4	Elect Director Makino, Yuko	Mgmt	For	For	For
1.5	Elect Director Takagi, Shuichi	Mgmt	For	For	For
1.6	Elect Director Kobayashi, Masayuki	Mgmt	For	For	For
1.7	Elect Director Tojo, Noriko	Mgmt	For	For	For
1.8	Elect Director Higuchi, Tatsuo	Mgmt	For	For	For
1.9	Elect Director Matsutani, Yukio	Mgmt	For	For	For
1.10	Elect Director Aoki, Yoshihisa	Mgmt	For	For	For
1.11	Elect Director Mita, Mayo	Mgmt	For	For	For
1.12	Elect Director Kitachi, Tatsuaki	Mgmt	For	For	For
1.13	Elect Director Seguchi, Jiro	Mgmt	For	For	For

TOKAI CARBON KOREA Co., Ltd.

Meeting Date: 03/28/2025Country: South KoreaTicker: 064760

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y8851Q108

TOKAI CARBON KOREA Co., Ltd.

Shares Voted: 10,566

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2.1	Elect Shin Hideo as Inside Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					
2.2	Elect Oh Chang-min as Inside Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					
2.3	Elect Sato Akihiko as Inside Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					
2.4	Elect Miyazaki Atsushi as Outside Director	Mgmt	For	For	For
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					
3.1	Appoint Lee Jeong-hun as Internal Auditor	Mgmt	For	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For
5	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For

TOKYO OHKA KOGYO CO., LTD.

Meeting Date: 03/28/2025Country: JapanTicker: 4186

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J87430104

Shares Voted: 22,695

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 34	Mgmt	For	For	For
2.1	Elect Director Taneichi, Noriaki	Mgmt	For	For	For
2.2	Elect Director Sato, Harutoshi	Mgmt	For	For	For
2.3	Elect Director Doi, Kosuke	Mgmt	For	For	For
2.4	Elect Director Yamamoto, Hirotaka	Mgmt	For	For	For
2.5	Elect Director Omori, Katsumi	Mgmt	For	For	For



TOKYO OHKA KOGYO CO., LTD.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.6	Elect Director Ando, Hisashi	Mgmt	For	For	For
3.1	Elect Director and Audit Committee Member Narumi, Yusuke	Mgmt	For	For	For
3.2	Elect Director and Audit Committee Member Ichibanagi, Kazuo	Mgmt	For	For	For
3.3	Elect Director and Audit Committee Member Ikeda, Ayako	Mgmt	For	For	For
3.4	Elect Director and Audit Committee Member Nakajima, Isao	Mgmt	For	For	For

Ujjivan Small Finance Bank Limited

Meeting Date: 03/28/2025	Country: India	Ticker: 542904
Record Date: 03/21/2025	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y9037F107		

Shares Voted: 30,783,863

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Reelect Sudha Suresh as Director	Mgmt	For	Against	For
Voting Policy Rationale: Item 1 A vote AGAINST the following nominee is warranted because Sudha Suresh is being proposed to be appointed as an independent director. However, she is a former employee and adequate cool-off period was not served and therefore she has been reclassified by us as non-independent. Item 2 A vote AGAINST the following nominee is warranted because Anita Ramachandran serves on a total of more than six public company boards, which could potentially compromise her ability to commit sufficient time to her role in the company.					
2	Reelect Anita Ramachandran as Director	Mgmt	For	Against	Against
Voting Policy Rationale: Item 1 A vote AGAINST the following nominee is warranted because Sudha Suresh is being proposed to be appointed as an independent director. However, she is a former employee and adequate cool-off period was not served and therefore she has been reclassified by us as non-independent. Item 2 A vote AGAINST the following nominee is warranted because Anita Ramachandran serves on a total of more than six public company boards, which could potentially compromise her ability to commit sufficient time to her role in the company.					