



PROXY VOTING REPORT

Full Details

Robeco | 01.01.2024 - 31.03.2024

Proxy Voting Full Details Report

Wuxi AppTec Co. Ltd.		Meeting Date: 05.01.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Direct Repurchase of H Shares in relation to the 2023 H Share Award and Trust Scheme and Cancellation of H Shares	Management	For	For	
Wuxi AppTec Co. Ltd.		Meeting Date: 05.01.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Direct Repurchase of H Shares in relation to the 2023 H Share Award and Trust Scheme and Cancellation of H Shares	Management	For	For	
37 Interactive Entertainment Network Technology Gr		Meeting Date: 12.01.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Objective of the Share Repurchase	Management	For	For	
2	Share Repurchase Method and Price Range of Shares to Be Repurchased	Management	For	For	
3	Type, Purpose, Total Amount, Number and Percentage to the Total Capital of Shares to Be Repurchased	Management	For	For	
4	Source of the Funds to Be Used for the Repurchase	Management	For	For	
5	Time Limit of the Share Repurchase	Management	For	For	
6	Authorization for the Share Repurchase	Management	For	For	
China Yangtze Power Co		Meeting Date: 16.01.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Investment in Construction of a Project	Management	For	For	
2	Amendments to the Company's Articles of Association and Three Rules of Procedures	Management	For	For	
3	Elect TAN Ke	Management	For	Against	Supervisors are not sufficiently independent
Costco Wholesale Corp		Meeting Date: 18.01.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Susan L. Decker	Management	For	For	
2	Elect Kenneth D. Denman	Management	For	For	
3	Elect Helena B. Foulkes	Management	For	For	
4	Elect Richard A. Galanti	Management	For	For	
5	Elect Hamilton E. James	Management	For	For	
6	Elect W. Craig Jelinek	Management	For	For	
7	Elect Sally Jewell	Management	For	For	
8	Elect Jeffrey S. Raikes	Management	For	For	
9	Elect John W. Stanton	Management	For	For	
10	Elect Ron M. Vachris	Management	For	For	
11	Elect Mary Agnes Wilderotter	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	
14	Shareholder Proposal Regarding Audited Report on Carbon Emission Relevance	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the company's ESG efforts.
Intuit Inc		Meeting Date: 18.01.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Eve Burton	Management	For	For	
2	Elect Scott D. Cook	Management	For	For	
3	Elect Richard L. Dalzell	Management	For	For	
4	Elect Sasan Goodarzi	Management	For	For	
5	Elect Deborah Liu	Management	For	For	
6	Elect Tekedra Mawakana	Management	For	For	
7	Elect Suzanne Nora Johnson	Management	For	For	
8	Elect Ryan Roslansky	Management	For	For	
9	Elect Thomas J. Szkutak	Management	For	For	
10	Elect Raul Vazquez	Management	For	For	
11	Elect Eric Yuan	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when remuneration is deemed excessive and bears a significant cost for shareholders.
13	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	
14	Ratification of Auditor	Management	For	For	
15	Amendment to the 2005 Equity Incentive Plan	Management	For	For	

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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
16	Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Options	Shareholder	Against	Against	The spirit of the proposal is supportive. However, we consider the company's retirement plan options to fall outside the shareholders' remit.
Micron Technology Inc.		Meeting Date: 18.01.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Richard M. Beyer	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
2	Elect Lynn A. Dugle	Management	For	For	
3	Elect Steven J. Gomo	Management	For	For	
4	Elect Linnie M. Haynesworth	Management	For	For	
5	Elect Mary Pat McCarthy	Management	For	For	
6	Elect Sanjay Mehrotra	Management	For	For	
7	Elect Robert E. Switz	Management	For	For	
8	Elect MaryAnn Wright	Management	For	For	
9	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance; Remuneration - Vote Against when remuneration is deemed excessive and bears a significant cost for shareholders.
10	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	
11	Ratification of Auditor	Management	For	For	
12	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests that the company seeks shareholder approval prior to entering severance agreements which provide substantial benefits.
Becton Dickinson & Co.		Meeting Date: 23.01.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect William M. Brown	Management	For	For	
2	Elect Catherine M. Burzik	Management	For	For	
3	Elect Carrie L. Byington	Management	For	For	
4	Elect R. Andrew Eckert	Management	For	For	
5	Elect Claire M. Fraser	Management	For	For	
6	Elect Jeffrey W. Henderson	Management	For	For	
7	Elect Christopher Jones	Management	For	For	
8	Elect Thomas E. Polen	Management	For	For	
9	Elect Timothy M. Ring	Management	For	For	
10	Elect Bertram L. Scott	Management	For	For	
11	Elect Joanne Waldstreicher	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	
Visa Inc		Meeting Date: 23.01.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Lloyd A. Carney	Management	For	For	
2	Elect Kermit R. Crawford	Management	For	For	
3	Elect Francisco Javier Fernández Carbajal	Management	For	For	
4	Elect Ramon L. Laguarda	Management	For	For	
5	Elect Teri L. List	Management	For	For	
6	Elect John F. Lundgren	Management	For	For	
7	Elect Ryan McInerney	Management	For	For	
8	Elect Denise M. Morrison	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
9	Elect Pamela Murphy	Management	For	For	
10	Elect Linda J. Rendle	Management	For	For	
11	Elect Maynard G. Webb, Jr.	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
13	Ratification of Auditor	Management	For	For	
14	Exchange Offer Amendments	Management	For	For	
15	Right to Adjourn Meeting	Management	For	For	
16	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests that the company seeks shareholder approval prior to entering severance agreements which provide substantial benefits.

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Ovctek China Inc.		Meeting Date: 25.01.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Restricted Stock Incentive Plan	Management	For	For	
2	Appraisal Management Measures for the 2024 Restricted Stock Incentive Plan	Management	For	For	
3	Authorization to the Board to Handle Matters Regarding the Restricted Stock Incentive Plan	Management	For	For	
4	Adjustment of the Internal Investment Structure of Some Projects Financed with Raised Funds	Management	For	For	
Travelsky Technology		Meeting Date: 25.01.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Approval of the Phase III H Share Appreciation Rights Scheme	Management	For	Against	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP.
2	Elect SUN Yuquan	Management	For	For	
3	Elect QU Guangji	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
Walgreens Boots Alliance Inc		Meeting Date: 25.01.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Janice M. Babiak	Management	For	For	
2	Elect Inderpal S. Bhandari	Management	For	For	
3	Elect Ginger L. Graham	Management	For	For	
4	Elect Bryan C. Hanson	Management	For	For	
5	Elect Robert L. Huffines	Management	For	For	
6	Elect Valerie B. Jarrett	Management	For	For	
7	Elect John A. Lederer	Management	For	For	
8	Elect Stefano Pessina	Management	For	For	
9	Elect Thomas E. Polen	Management	For	For	
10	Elect Nancy M. Schlichting	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices
11	Elect Timothy C. Wentworth	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance.
14	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	
15	Shareholder Proposal Regarding Report on Cigarette Waste	Shareholder	Against	For	SHP - Vote For when shareholder proposal requests companies address material ESG risks
16	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	SHP Governance - Vote For when proposal requests independent Board Chairman/Separation of Chair and CEO
17	Shareholder Proposal Regarding Living Wage Policy	Shareholder	Against	Against	
18	Shareholder Proposal Regarding EEO Policy Risk Report	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companies ESG efforts.
19	Shareholder Proposal Regarding Report On Risks From State And Federal Laws Regarding Reproductive Health Medications	Shareholder	Against	For	SHP Social - Vote For when shareholder proposal requests company to Improve Labor Practices
Bharti Airtel Ltd.		Meeting Date: 28.01.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Douglas Anderson Baillie	Management	For	For	
Metro Inc		Meeting Date: 30.01.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Lori-Ann Beausoleil	Management	For	For	
2	Elect Maryse Bertrand	Management	For	For	
3	Elect Pierre Boivin	Management	For	For	
4	Elect François J. Coutu	Management	For	For	
5	Elect Michel Coutu	Management	For	For	
6	Elect Stephanie Coyles	Management	For	For	
7	Elect Geneviève Fortier	Management	For	For	
8	Elect Marc Guay	Management	For	For	
9	Elect Eric R. La Flèche	Management	For	For	
10	Elect Christine Magee	Management	For	For	
11	Elect Brian McManus	Management	For	For	
12	Elect Pietro Satriano	Management	For	For	
13	Appointment of Auditor	Management	For	For	

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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
14	Advisory Vote on Executive Compensation	Management	For	For	
15	Shareholder Proposal Regarding Cage-Free Eggs	Shareholder	Against	For	SHP - Vote For when shareholder proposal requests companies address material ESG risks
16	Shareholder Proposal Regarding In-Person Shareholder Meetings	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.
17	Shareholder Proposal Regarding Change of Auditor	Shareholder	Against	Against	
18	Shareholder Proposal Regarding Anticompetitive Practices	Shareholder	Against	For	SHP - Vote For when shareholder proposal aims to increase transparency on material ESG issues

Accenture plc

Meeting Date: 31.01.2024

Meeting Type: Annual

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

CGI Inc

Meeting Date: 31.01.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Sophie Brochu	Management	For	For	
2	Elect George A. Cope	Management	For	For	
3	Elect Jacynthe Côté	Management	For	For	
4	Elect Julie Godin	Management	For	For	
5	Elect Serge Godin	Management	For	For	
6	Elect André Imbeau	Management	For	For	
7	Elect Gilles Labbé	Management	For	For	
8	Elect Michael B. Pedersen	Management	For	For	
9	Elect Stephen S. Poloz	Management	For	For	
10	Elect Mary G. Powell	Management	For	For	
11	Elect Alison C. Reed	Management	For	For	
12	Elect Michael E. Roach	Management	For	For	
13	Elect George D. Schindler	Management	For	For	
14	Elect Kathy N. Waller	Management	For	For	
15	Elect Frank Witter	Management	For	Abstain	Less than 75% Attendance
16	Appointment of Auditor and Authority to Set Fees	Management	For	For	
17	Shareholder Proposal Regarding Linking Employee Compensation to ESG Performance	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive.
18	Shareholder Proposal Regarding In-Person Shareholder Meetings	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.

China Overseas Land & Investment Ltd.

Meeting Date: 31.01.2024

Meeting Type: Annual

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

Banco Do Brasil S.A.

Meeting Date: 02.02.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Stock Split	Management	For	For	
2	Amendments to Articles	Management	For	For	

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

Emerson Electric Co. Meeting Date: 06.02.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Mark A. Blinn	Management	For	For	
2	Elect Leticia Gonçalves Lourenco	Management	For	For	
3	Elect James M. McKelvey	Management	For	For	
4	Elect James S. Turley	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
5	Advisory Vote on Executive Compensation	Management	For	For	
6	Repeal of Classified Board	Management	For	For	
7	Approval of the 2024 Equity Incentive Plan	Management	For	For	
8	Ratification of Auditor	Management	For	For	
9	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Against	For	Supermajority vote requirements can impede shareholders' ability to approve ballot items that are in their interests

Franklin Resources, Inc. Meeting Date: 06.02.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Mariann Byerwalter	Management	For	For	
2	Elect Alexander S. Friedman	Management	For	For	
3	Elect Gregory E. Johnson	Management	For	For	
4	Elect Jennifer M. Johnson	Management	For	For	
5	Elect Rupert H. Johnson, Jr.	Management	For	For	
6	Elect John Y. Kim	Management	For	For	
7	Elect Karen M. King	Management	For	For	
8	Elect Anthony J. Noto	Management	For	For	
9	Elect John W. Thiel	Management	For	For	
10	Elect Seth H. Waugh	Management	For	For	
11	Elect Geoffrey Y. Yang	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
12	Ratification of Auditor	Management	For	For	
13	Amendment to the 2002 Universal Stock Incentive Plan	Management	For	For	

Rockwell Automation Inc Meeting Date: 06.02.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Alice L. Jolla	Management	For	For	
2	Elect Lisa A. Payne	Management	For	For	
3	Advisory Vote on Executive Compensation	Management	For	For	
4	Ratification of Auditor	Management	For	For	

Compass Group Plc Meeting Date: 08.02.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Petros Parras	Management	For	For	
5	Elect Leanne Wood	Management	For	For	
6	Elect Ian K. Meakins	Management	For	For	
7	Elect Dominic Blakemore	Management	For	For	
8	Elect Palmer Brown	Management	For	For	
9	Elect Stefan Bomhard	Management	For	For	
10	Elect John A. Bryant	Management	For	For	
11	Elect Arlene Isaacs-Lowe	Management	For	For	
12	Elect Anne-Francoise Nesmes	Management	For	For	
13	Elect Sundar Raman	Management	For	For	
14	Elect Nelson Luiz Costa Silva	Management	For	For	
15	Elect Ireena Vittal	Management	For	For	
16	Appointment of Auditor	Management	For	For	
17	Authority to Set Auditor's Fees	Management	For	For	
18	Authorisation of Political Donations	Management	For	For	
19	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
20	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	

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

PTC Inc Meeting Date: 14.02.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Neil Barua	Management	For	For	
2	Elect Mark D. Benjamin	Management	For	For	
3	Elect Janice D. Chaffin	Management	For	For	
4	Elect Amar Hanspal	Management	For	For	
5	Elect Michal Katz	Management	For	For	
6	Elect Paul A. Lacy	Management	For	For	
7	Elect Corinna Lathan	Management	For	For	
8	Elect Janesh Moorjani	Management	For	For	
9	Elect Robert P. Schechter	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the Remuneration Assessment Framework on Critical Factor.
11	Ratification of Auditor	Management	For	For	

Infosys Ltd Meeting Date: 20.02.2024 Meeting Type: Special

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

Healthpeak OP LLC Meeting Date: 21.02.2024 Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Physicians Realty Transaction	Management	For	For	
2	Increase in Authorized Common Stock	Management	For	For	
3	Right to Adjourn Meeting	Management	For	For	

Infineon Technologies AG Meeting Date: 23.02.2024 Meeting Type: Annual

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

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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
31	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For	For	
32	Remuneration Report	Management	For	For	

Apple Inc	Meeting Date: 28.02.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Wanda M. Austin	Management	For	For	
2	Elect Timothy D. Cook	Management	For	For	
3	Elect Alex Gorsky	Management	For	For	
4	Elect Andrea Jung	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
5	Elect Arthur D. Levinson	Management	For	For	
6	Elect Monica C. Lozano	Management	For	For	
7	Elect Ronald D. Sugar	Management	For	For	
8	Elect Susan L. Wagner	Management	For	Against	Board - Vote Against when the board fails to address the negative impact of long tenure on the level of board and/or committee independence.
9	Ratification of Auditor	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration – Vote Against when the remuneration assessment framework shows a lack of adequate structure.
11	Shareholder Proposal Regarding EEO Policy Risk Report	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the company's ESG efforts.
12	Shareholder Proposal Regarding Curating and Managing Disputes Concerning App Content	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the company's ESG efforts.
13	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	Against	For	SHP Remuneration - Vote For when proposal request company to increase disclosure & transparency on compensation practices.
14	Shareholder Proposal Regarding Report on Use of Artificial Intelligence	Shareholder	Against	For	SHP - Vote For when shareholder proposal aims to increase transparency on material ESG issues.
15	Shareholder Proposal Regarding Congruency Report on Privacy and Human Rights Policies	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the company's ESG efforts.

Deere & Co.	Meeting Date: 28.02.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Leanne G. Caret	Management	For	For	
2	Elect Tamra A. Erwin	Management	For	For	
3	Elect Alan C. Heuberger	Management	For	For	
4	Elect L. Neil Hunn	Management	For	For	
5	Elect Michael O. Johanns	Management	For	For	
6	Elect Clayton M. Jones	Management	For	For	
7	Elect John C. May	Management	For	For	
8	Elect Gregory R. Page	Management	For	For	
9	Elect Sherry M. Smith	Management	For	For	
10	Elect Dmitri L. Stockton	Management	For	For	
11	Elect Sheila G. Talton	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when remuneration is deemed excessive and bears a significant cost for shareholders.
13	Ratification of Auditor	Management	For	For	
14	Shareholder Proposal Regarding Sustainability Congruency Report	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companieess ESG efforts.
15	Shareholder Proposal Regarding Civil Rights Audit	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companieess ESG efforts.
16	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	For	Shareholders should be consulted before the Company enters into severance agreements that provide benefits exceeding 2.99 times salary and bonus

Offcn Education Technology Co Ltd	Meeting Date: 28.02.2024	Meeting Type: Special
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 First Phase Restricted Share Incentive Plan (Draft) and Its Summary	Management	For	For	
2	Appraisal Management Measures for the Implementation of 2024 First Phase Restricted Share Incentive Plan	Management	For	For	
3	Authorization to the Board to Handle Matters Regarding the 2024 First Phase Restricted Share Incentive Plan	Management	For	For	

Kone Corp.	Meeting Date: 29.02.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	

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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Allocation of Profits/Dividends	Management	For	For	
3	Ratification of Board and CEO Acts	Management	For	For	
4	Remuneration Report	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability.
5	Remuneration Policy	Management	For	Against	Performance metrics are not disclosed; Incentive limit not disclosed; Performance targets not disclosed
6	Directors' Fees	Management	For	For	
7	Board Size	Management	For	For	
8	Elect Matti Alahuhta	Management	For	For	
9	Elect Susan Duinhoven	Management	For	For	
10	Elect Marika Fredriksson	Management	For	For	
11	Elect Antti Herlin	Management	For	Against	No independent lead or presiding director
12	Elect Iiris Herlin	Management	For	For	
13	Elect Jussi Herlin	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
14	Elect Timo Ihmuotila	Management	For	Against	Potential overcommitment
15	Elect Ravi Kant	Management	For	For	
16	Elect Krishna Mikkilineni	Management	For	For	
17	Authority to Set Auditor's Fees	Management	For	For	
18	Number of Auditors	Management	For	For	
19	Appointment of Auditor	Management	For	For	
20	Authority to Repurchase Shares	Management	For	For	
21	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	

Bank Rakyat Indonesia (Persero) Tbk PT

Meeting Date: 01.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Partnership and Community Development Program Report	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Directors' and Commissioners' Fees	Management	For	Against	Remuneration – Vote Against when remuneration of non-executive directors includes inappropriate incentives which might compromise the independent judgment of independent directors.
4	Appointment of Auditor and Authority to Set Fees	Management	For	For	
5	Use of Proceeds	Management	For	For	
6	Amendments to Articles	Management	For	Against	Vote Against when the company has not provided sufficient information.
7	Election of Directors and/or Commissioners	Management	For	Against	Vote Against when the company has not provided sufficient information.

Novonesis AS

Meeting Date: 04.03.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles (Name)	Management	For	For	
2	Elect Jesper Brandgaard as Vice-Chair of the Board of Directors	Management	For	For	
3	Elect Lise Kaae	Management	For	For	
4	Elect Kevin Lane	Management	For	For	
5	Elect Kim Stratton	Management	For	Abstain	Board - Vote Against when there are overboarding concerns.
6	Authorization of Legal Formalities	Management	For	For	

First Abu Dhabi Bank PJSC

Meeting Date: 05.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report	Management	For	Against	Vote Against when the company has not provided sufficient information.
2	Auditor's Report	Management	For	For	
3	Internal Sharia Supervisory Committee Report	Management	For	Against	Vote Against when the company has not provided sufficient information.
4	Presentation of Payable Zakat	Management	For	For	
5	Financial Statements	Management	For	For	
6	Allocation of Profits/Dividends	Management	For	For	
7	Directors' Fees	Management	For	For	
8	Ratification of Board Acts	Management	For	For	
9	Ratification of Auditor's Acts	Management	For	For	
10	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Vote Against when the company has not provided sufficient information.
11	Election of Internal Sharia Supervisory Committee	Management	For	Against	Vote Against when the company has not provided sufficient information.

Proxy Voting Full Details Report

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
12	Bonds or Islamic Sukuk	Management	For	For	
Qualcomm, Inc.		Meeting Date: 05.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Sylvia Acevedo	Management	For	For	
2	Elect Cristiano R. Amon	Management	For	For	
3	Elect Mark Fields	Management	For	For	
4	Elect Jeffrey W. Henderson	Management	For	For	
5	Elect Gregory N. Johnson	Management	For	For	
6	Elect Ann M. Livermore	Management	For	For	
7	Elect Mark D. McLaughlin	Management	For	For	
8	Elect Jamie S. Miller	Management	For	For	
9	Elect Irene B. Rosenfeld	Management	For	For	
10	Elect Kornelis Smit	Management	For	For	
11	Elect Jean-Pascal Tricoire	Management	For	For	
12	Elect Anthony J. Vinciguerra	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote manually when remuneration is deemed excessive and bears a significant cost for shareholders.
15	Amendment to the 2023 Long-Term Incentive Plan	Management	For	For	
16	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	For	For	
17	Amendment to Bylaws to Add Federal Forum Selection Provision	Management	For	For	
HCL Technologies Ltd.		Meeting Date: 06.03.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Bhavani Balasubramanian	Management	For	For	
Abu Dhabi Commercial Bank		Meeting Date: 07.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report	Management	For	For	
2	Auditor's Report	Management	For	For	
3	Sharia Supervisory Committee Report	Management	For	For	
4	Election of Sharia Supervisory Committee	Management	For	For	
5	Financial Statements	Management	For	For	
6	Allocation of Profits/Dividends	Management	For	For	
7	Directors' Fees	Management	For	For	
8	Ratification of Board Acts	Management	For	For	
9	Ratification of Auditor's Acts	Management	For	For	
10	Appointment of Auditor and Authority to Set Fees	Management	For	For	
11	Amendments to Article 28.1 (Board Remuneration)	Management	For	For	
12	Authority to Renew Issuance Programs	Management	For	For	
13	Authority to Issue Debt Instruments	Management	For	For	
14	Authority to Issue Tier 1 or Tier 2 Capital Instruments	Management	For	For	
15	Authority to Issue Non-Convertible Securities	Management	For	For	
Applied Materials Inc.		Meeting Date: 07.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Rani Borkar	Management	For	For	
2	Elect Judy Bruner	Management	For	Against	Board - Vote Against when the board fails to address the negative impact of long tenure on the level of board and/or committee independence.
3	Elect Xun Chen	Management	For	For	
4	Elect Aart J. de Geus	Management	For	For	
5	Elect Gary E. Dickerson	Management	For	For	
6	Elect Thomas J. Iannotti	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
7	Elect Alexander A. Karsner	Management	For	For	
8	Elect Kevin P. March	Management	For	For	
9	Elect Yvonne McGill	Management	For	For	
10	Elect Scott A. McGregor	Management	For	For	

Proxy Voting Full Details Report

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when remuneration is deemed excessive and bears a significant cost for shareholders.; Remuneration – Vote Against when the remuneration assessment framework shows a lack of adequate structure.
12	Ratification of Auditor	Management	For	For	
13	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.
14	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	Against	For	SHP Remuneration - Vote For when proposal request company to increase disclosure & transparency on compensation practices.
Banco Bradesco S.A.		Meeting Date: 11.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
1	Elect Ava Cohn to the Supervisory Council Presented by Preferred Shareholders	Management	N/A	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Board Size	Management	For	For	
4	Request Cumulative Voting	Management	N/A	Against	
5	Elect Luiz Carlos Trabuco Cappi	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent; Board - Vote Against when the board fails to address the negative impact of long tenure on the level of board and/or committee independence; Board - Vote Against when the nomination committee is not sufficiently independent; Board – Vote Against when the board is not sufficiently independent according to local standards.
6	Elect Alexandre da Silva Glüher	Management	For	Against	Board - Vote Against when the chair of the audit committee is not independent; Board - Vote Against when the chair of the remuneration committee is not independent; Board - Vote Against when the audit committee is not sufficiently independent; Board – Vote Against when the remuneration committee is not sufficiently independent; Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
7	Elect Denise Aguiar Alvarez	Management	For	For	
8	Elect Milton Matsumoto	Management	For	For	
9	Elect Maurício Machado de Minas	Management	For	For	
10	Elect Samuel Monteiro dos Santos Junior	Management	For	For	
11	Elect Walter Luis Bernardes Albertoni	Management	For	For	
12	Elect Paulo Roberto Simões da Cunha	Management	For	For	
13	Elect Rubens Aguiar Alvarez	Management	For	For	
14	Elect Denise Pauli Pavarina	Management	For	For	
15	Elect Octavio de Lazari Junior	Management	For	For	
16	Proportional Allocation of Cumulative Votes	Management	N/A	For	
17	Allocate Cumulative Votes to Luiz Carlos Trabuco Cappi	Management	N/A	Abstain	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
18	Allocate Cumulative Votes to Alexandre da Silva Glüher	Management	N/A	Abstain	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting. Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices
19	Allocate Cumulative Votes to Denise Aguiar Alvarez	Management	N/A	Abstain	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
20	Allocate Cumulative Votes to Milton Matsumoto	Management	N/A	Abstain	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
21	Allocate Cumulative Votes to Maurício Machado de Minas	Management	N/A	Abstain	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
22	Allocate Cumulative Votes to Samuel Monteiro dos Santos Junior	Management	N/A	For	
23	Allocate Cumulative Votes to Walter Luis Bernardes Albertoni	Management	N/A	For	
24	Allocate Cumulative Votes to Paulo Roberto Simões da Cunha	Management	N/A	For	
25	Allocate Cumulative Votes to Rubens Aguiar Alvarez	Management	N/A	Abstain	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
26	Allocate Cumulative Votes to Denise Pauli Pavarina	Management	N/A	For	
27	Allocate Cumulative Votes to Octavio de Lazari Junior	Management	N/A	Abstain	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
28	Election of Supervisory Council	Management	For	Abstain	Minority candidate is supported over management/controller candidate/s
29	Approve Recasting of Votes for Amended Supervisory Council Slate	Management	N/A	Against	Potential unknown nominees w/o shareholder approval

Proxy Voting Full Details Report

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
30	Elect Mônica Pires da Silva to the Supervisory Council Presented by Minority Shareholders	Management	N/A	For	
31	Remuneration Policy	Management	For	Against	Remuneration – Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability; Remuneration – Vote Against when the company fails to align pay with performance; Remuneration – Vote Against when remuneration of non-executive directors includes inappropriate incentives which might compromise the independent judgment of independent directors.
32	Supervisory Council Fees	Management	For	For	

Banco Bradesco S.A.

Meeting Date: 11.03.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Merger Agreement	Management	For	For	
2	Ratification of Appointment of Appraiser	Management	For	For	
3	Merger by Absorption (BRAM)	Management	For	For	
4	Amendments to Article 5 (Corporate Purpose)	Management	For	For	
5	Increase in Authorized Capital	Management	For	Against	Potential dilution exceeds recommended threshold
6	Amendments to Article 7 (Chair's Age)	Management	For	For	
7	Amendments to Article 8 (Board Meetings)	Management	For	For	
8	Amendments to Article 9 f (Board Duties)	Management	For	For	
9	Amendments to Article 9 i (Board Duties)	Management	For	For	
10	Amendments to Article 9 j (Board Duties)	Management	For	For	
11	Amendments to Article 9 m (Board Duties)	Management	For	For	
12	Amendments to Article 9 t (Board Duties)	Management	For	For	
13	Amendments to Article 11 (Board Meetings)	Management	For	For	
14	Amendments to Article 12 (Management Board)	Management	For	For	
15	Amendments to Article 12, Paragraph 1 (Management Board)	Management	For	For	
16	Amendments to Article 12, Paragraph 2 (Management Board)	Management	For	For	
17	Amendments to Article 12, Paragraph 2 (Management Board)	Management	For	For	
18	Amendments to Article 13, Paragraph 4 (Management Board Duties)	Management	For	For	
19	Amendments to Article 13, Paragraph 4 (Management Board Duties)	Management	For	For	
20	Amendments to Article 14 (Management Board Duties)	Management	For	For	
21	Amendments to Article 15 (Management Board Meetings)	Management	For	For	
22	Amendments to Articles 18 and 19 (Director Eligibility)	Management	For	For	
23	Amendments to Article 21 (Audit Committee)	Management	For	For	
24	Amendments to Article 23 (Ombudsman)	Management	For	For	

Kotak Mahindra Bank Ltd.

Meeting Date: 12.03.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Approve Payment of Remuneration to C S Rajan (Non-executive Part-Time Chair)	Management	For	For	
2	Elect Eli Leenaars	Management	For	For	
3	Re-elect Uday Shankar	Management	For	For	
4	Authority to Issue Non-convertible Debentures/Bonds/Other Debt Instruments	Management	For	For	
5	Related Party Transactions with Uday Suresh Kotak During FY 2024-25	Management	For	For	
6	Related Party Transactions with Infina Finance Private Limited During FY 2024-25	Management	For	For	

Johnson Controls International plc

Meeting Date: 13.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Timothy M. Archer	Management	For	For	
2	Elect Jean S. Blackwell	Management	For	For	
3	Elect Pierre E. Cohade	Management	For	For	
4	Elect W. Roy Dunbar	Management	For	For	
5	Elect Gretchen R. Haggerty	Management	For	For	
6	Elect Ayesha Khanna	Management	For	For	
7	Elect Seetarama S. Kotagiri	Management	For	For	
8	Elect Simone Menne	Management	For	For	
9	Elect George R. Oliver	Management	For	For	
10	Elect Carl Jürgen Tinggren	Management	For	For	
11	Elect Mark P. Vergnano	Management	For	For	
12	Elect John D. Young	Management	For	For	
13	Ratification of Auditor	Management	For	For	

Proxy Voting Full Details Report

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
14	Authority to Set Auditor's Fees	Management	For	For	
15	Authority to Repurchase Shares	Management	For	For	
16	Authorize Price Range at which the Company Can Re-Allot Treasury Shares	Management	For	For	
17	Advisory Vote on Executive Compensation	Management	For	For	
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	

Multiply Group PJSC

Meeting Date: 13.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report	Management	For	For	
2	Auditor's Report	Management	For	For	
3	Financial Statements	Management	For	For	
4	Allocation of Profits/Dividends	Management	For	Against	No dividend payment
5	Directors' Fees	Management	For	For	
6	Ratification of Board Acts	Management	For	For	
7	Ratification of Auditor's Acts	Management	For	For	
8	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Vote Against when the company has not provided sufficient information.

TE Connectivity Ltd

Meeting Date: 13.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jean-Pierre Clamadieu	Management	For	For	
2	Elect Terrence R. Curtin	Management	For	For	
3	Elect Carol Anthony Davidson	Management	For	For	
4	Elect Lynn A. Dugle	Management	For	For	
5	Elect William A. Jeffrey	Management	For	For	
6	Elect Shirley LIN Syaru	Management	For	For	
7	Elect Heath A. Mitts	Management	For	For	
8	Elect Abhijit Y. Talwalkar	Management	For	For	
9	Elect Mark C. Trudeau	Management	For	For	
10	Elect Dawn C. Willoughby	Management	For	For	
11	Elect Laura H. Wright	Management	For	For	
12	Elect Carol Anthony Davidson as Board Chair	Management	For	For	
13	Elect Abhijit Y. Talwalkar as Management Development and Compensation Committee Member	Management	For	For	
14	Elect Mark C. Trudeau as Management Development and Compensation Committee Member	Management	For	For	
15	Elect Dawn C. Willoughby as Management Development and Compensation Committee Member	Management	For	For	
16	Appointment of Independent Proxy	Management	For	For	
17	Approval of Annual Report	Management	For	For	
18	Approval of Statutory Financial Statements	Management	For	For	
19	Approval of Consolidated Financial Statements	Management	For	For	
20	Ratification of Board and Management Acts	Management	For	For	
21	Appointment of Auditor	Management	For	For	
22	Appointment of Swiss Registered Auditor	Management	For	For	
23	Appointment of Special Auditor	Management	For	For	
24	Advisory Vote on Executive Compensation	Management	For	For	
25	Approval of Swiss Statutory Compensation Report	Management	For	For	
26	Executive Compensation (Total)	Management	For	For	
27	Board Compensation	Management	For	For	
28	Allocation of Profits	Management	For	For	
29	Dividend from Reserves	Management	For	For	
30	Approval of Capital Band	Management	For	For	
31	Cancellation of Shares and Reduction in Share Capital	Management	For	For	
32	Amendments to Articles Regarding Shareholder Rights and General Meetings	Management	For	For	
33	Amendments to Articles Regarding Virtual and Hybrid Meetings	Management	For	Against	Changes to Company Statues - Vote Against when the Company has requested the right to hold a virtual-only meeting.
34	Amendments to Articles Regarding Board and Compensation Matters	Management	For	For	
35	Authority to Repurchase Shares	Management	For	For	
36	Approval of the 2024 Stock and Incentive Plan	Management	For	For	

Proxy Voting Full Details Report

Agilent Technologies Inc.		Meeting Date: 14.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Mala Anand	Management	For	For	
2	Elect KOH Boon Hwee	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
3	Elect Michael R. McMullen	Management	For	For	
4	Elect Daniel K. Podolsky	Management	For	For	
5	Advisory Vote on Executive Compensation	Management	For	For	
6	Ratification of Auditor	Management	For	For	
7	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	N/A	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.

DSV AS		Meeting Date: 14.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Directors' Fees	Management	For	For	
4	Remuneration Report	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
5	Elect Thomas Plenborg	Management	For	For	
6	Elect Jørgen Møller	Management	For	For	
7	Elect Marie-Louise Aamund	Management	For	For	
8	Elect Beat Walti	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices
9	Elect Niels Smedegaard	Management	For	For	
10	Elect Tarek Sultan Al-Essa	Management	For	For	
11	Elect Benedikte Leroy	Management	For	For	
12	Elect Helle Østergaard Kristiansen	Management	For	For	
13	Appointment of Auditor	Management	For	For	
14	Authority to Reduce Share Capital	Management	For	For	
15	Authority to Repurchase Shares	Management	For	For	
16	Indemnification of Directors	Management	For	Against	Board - Vote Against the indemnification of directors or auditors when if there are concerns regarding the terms of the agreement.
17	Amendments to Articles	Management	For	For	
18	Shareholder Proposal Regarding Reporting on Human Rights	Shareholder	For	For	SHP Social - Vote For when shareholder proposal requests Reporting on Company's Compliance with International Human Rights Standards

F5 Inc		Meeting Date: 14.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Marianne Budnik	Management	For	For	
2	Elect Elizabeth L. Buse	Management	For	Against	Board – Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
3	Elect Michel Combes	Management	For	For	
4	Elect Michael L. Dreyer	Management	For	Against	
5	Elect Tami A. Erwin	Management	For	For	
6	Elect Alan J. Higginson	Management	For	For	
7	Elect Peter S. Klein	Management	For	For	
8	Elect François Locoh-Donou	Management	For	For	
9	Elect Nikhil Mehta	Management	For	For	
10	Elect Michael F. Montoya	Management	For	For	
11	Elect Sripada Shivananda	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when remuneration arrangements include single-trigger change-of-control provisions.
13	Ratification of Auditor	Management	For	For	

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

Proxy Voting Full Details Report

Songcheng Performance Development Co., Ltd.		Meeting Date: 18.03.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amend Some of the Company's Systems (II)	Management	For	For	
2	CHANGE OF AUDIT FIRM	Management	For	For	
Bajaj Finance Ltd		Meeting Date: 19.03.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendment to Borrowing Powers	Management	For	For	
2	Authority to Mortgage Assets	Management	For	For	
3	Elect Anami N Roy	Management	For	For	
4	Elect Naushad Darius Forbes	Management	For	For	
5	Re-designation of Anup Kumar Saha as Deputy Managing Director; Approval of Remuneration	Management	For	For	
6	Amendment to the Employee Stock Option Scheme 2009	Management	For	For	
7	Extend Employee Stock Option Scheme 2009 to Employees of Holding and/or Subsidiary Companies	Management	For	For	
Cooper Companies, Inc.		Meeting Date: 19.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Colleen E. Jay	Management	For	For	
2	Elect William A. Kozy	Management	For	For	
3	Elect Lawrence E. Kurzius	Management	For	For	
4	Elect Cynthia L. Lucchese	Management	For	For	
5	Elect Teresa S. Madden	Management	For	For	
6	Elect Maria Rivas	Management	For	For	
7	Elect Robert S. Weiss	Management	For	For	
8	Elect Albert G. White III	Management	For	For	
9	Ratification of Auditor	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
Samsung Electronics		Meeting Date: 20.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	For	
2	Elect SHIN Je Yoon	Management	For	For	
3	Election of Independent Director to Be Appointed as Audit Committee Member: CHO Hye Kyung	Management	For	For	
4	Election of Audit Committee Member: YOO Myung Hee	Management	For	For	
5	Directors' Fees	Management	For	For	
6	Amendments to Articles	Management	For	For	
Samsung SDI Co. Ltd.		Meeting Date: 20.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	Board - Vote Against the approval of accounts if there are concerns regarding the reliability of accounts or followed procedures
2	Elect KIM Jong Seong	Management	For	For	
3	Elect PARK Jin	Management	For	For	
4	Directors' Fees	Management	For	For	
Svenska Handelsbanken AB (publ)		Meeting Date: 20.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Election of Presiding Chair	Management	For	For	
2	Voting List	Management	For	For	
3	Agenda	Management	For	For	
4	Minutes	Management	For	For	
5	Compliance with the Rules of Convocation	Management	For	For	
6	Accounts and Reports	Management	For	For	
7	Allocation of Profits/Dividends	Management	For	For	
8	Remuneration Report	Management	For	Against	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP.
9	Ratification of Board and CEO Acts	Management	For	For	
10	Authority to Repurchase and Reissue Shares	Management	For	For	
11	Authority to Trade in Company Stock	Management	For	For	

Proxy Voting Full Details Report

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

CaixaBank, S.A

Meeting Date: 21.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Report on Non-Financial Information	Management	For	For	
3	Ratification of Board Acts	Management	For	For	
4	Allocation of Dividends	Management	For	For	
5	Appointment of Auditor	Management	For	For	
6	Elect María Verónica Fisas Vergés	Management	For	For	
7	First Authority to Cancel Treasury Shares and Reduce Capital	Management	For	For	
8	Second Authority to Cancel Treasury Shares and Reduce Capital	Management	For	For	
9	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
10	Authority to Issue Convertible Securities w/ or w/o Preemptive Rights	Management	For	For	
11	Amendment to the Remuneration Policy	Management	For	For	
12	Authority to Issue Share Pursuant to Equity Remuneration Plan	Management	For	For	
13	Maximum Variable Pay Ratio	Management	For	For	
14	Remuneration Report	Management	For	For	
15	Authorisation of Legal Formalities	Management	For	For	

Keysight Technologies Inc

Meeting Date: 21.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Charles J. Dockendorff	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
2	Elect Ronald S. Nersesian	Management	For	For	
3	Elect Robert A. Rango	Management	For	For	
4	Ratification of Auditor	Management	For	For	
5	Advisory Vote on Executive Compensation	Management	For	For	
6	Amendment to the 2014 Equity and Incentive Compensation Plan	Management	For	For	
7	Amendment to the Employee Stock Purchase Plan	Management	For	For	
8	Elimination of Supermajority Requirement	Management	For	For	
9	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Against	Against	

Nordea Bank Abp

Meeting Date: 21.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Ratification of Board and CEO Acts	Management	For	For	
4	Remuneration Report	Management	For	For	

Proxy Voting Full Details Report

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

Novo Nordisk

Meeting Date: 21.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Remuneration Report	Management	For	For	
4	Directors' Fees	Management	For	For	
5	Indemnification of the Board of Directors	Management	For	For	
6	Indemnification of the Executive Management	Management	For	For	
7	Amendments to Articles	Management	For	For	
8	Remuneration Policy	Management	For	For	
9	Election of Helge Lund as Chair	Management	For	For	
10	Election of Henrik Poulsen as Vice Chair	Management	For	Against	Board - Vote Against when the chair of the remuneration committee is not independent.
11	Elect Laurence Debroux	Management	For	For	
12	Elect Andreas Fibig	Management	For	For	
13	Elect Sylvie Grégoire	Management	For	For	
14	Elect Kasim Kutay	Management	For	For	
15	Elect Christina Choi Lai Law	Management	For	For	
16	Elect Martin Mackay	Management	For	Abstain	Potential overcommitment
17	Appointment of Auditor	Management	For	Against	Audit/Financials - Vote Against when issues regarding the tenure, fees, independence of the audit are not in line with market best practice.
18	Cancellation of Shares	Management	For	For	
19	Authority to Repurchase Shares	Management	For	For	
20	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	

Akbank Turk Anonim Sirketi

Meeting Date: 22.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Opening; Election of Presiding Council	Management	For	For	
2	Presentation of Directors' Report	Management	For	For	
3	Presentation of Auditor's Report	Management	For	For	
4	Financial Statements	Management	For	For	
5	Ratification of Co-Option of Sabri Hakan Binbasgil	Management	For	For	
6	Ratification of Board Acts	Management	For	For	
7	Allocation of Profits/Dividends	Management	For	Against	Vote Against when the company has not provided sufficient information.
8	Approval of Allocation of a Special Fund	Management	For	For	

Proxy Voting Full Details Report

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
9	Election of Directors; Board Term Length	Management	For	Against	Board - Vote Against when the chair of the remuneration is not independent. Board - Vote against when the audit committee is not sufficiently independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the nomination committee is not sufficiently independent.
10	Directors' Fees	Management	For	Against	
11	Appointment of Auditor	Management	For	For	
12	Presentation of Report on Charitable Donations	Management	For	For	
13	Limit on Charitable Donations	Management	For	For	
14	Authority to Carry out Competing Activities or Related Party Transactions	Management	For	For	
15	Presentation of Compensation Policy	Management	For	For	
16	Presentation of Board Diversity Policy	Management	For	For	
17	Presentation of Report on Repurchase of Shares	Management	For	For	

Kao Corporation

Meeting Date: 22.03.2024

Meeting Type: Annual

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

Svenska Cellulosa AB

Meeting Date: 22.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Opening of Meeting; Election of Presiding Chair	Management	For	For	
2	Voting List	Management	For	For	
3	Compliance with the Rules of Convocation	Management	For	For	
4	Agenda	Management	For	For	
5	Accounts and Reports	Management	For	For	
6	Allocation of Profits/Dividends	Management	For	For	
7	Ratify Åsa Bergman	Management	For	For	
8	Ratify Pär Boman	Management	For	For	
9	Ratify Lennart Evrell	Management	For	For	
10	Ratify Annemarie Gardshol	Management	For	For	
11	Ratify Carina Håkansson	Management	For	For	
12	Ratify Ulf Larsson	Management	For	For	
13	Ratify Martin Lindqvist	Management	For	For	
14	Ratify Anders Sundström	Management	For	For	
15	Ratify Barbara M. Thoralfsson	Management	For	For	
16	Ratify Karl Åberg	Management	For	For	
17	Ratify Niclas Andersson	Management	For	For	
18	Ratify Roger Boström	Management	For	For	
19	Ratify Maria Jonsson	Management	For	For	
20	Ratify Stefan Lundkvist	Management	For	For	
21	Ratify Malin Marklund	Management	For	For	
22	Ratify Peter Olsson	Management	For	For	
23	Ratify Ulf Larsson (CEO)	Management	For	For	
24	Board Size	Management	For	For	
25	Number of Auditors	Management	For	For	
26	Directors' Fees	Management	For	For	
27	Authority to Set Auditor's Fees	Management	For	For	
28	Elect Åsa Bergman	Management	For	Against	Potential overcommitment
29	Elect Lennart Evrell	Management	For	For	
30	Elect Annemarie Gardshol	Management	For	For	
31	Elect Carina Håkansson	Management	For	For	
32	Elect Ulf Larsson	Management	For	For	
33	Elect Martin Lindqvist	Management	For	For	

Proxy Voting Full Details Report

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
34	Elect Anders Sundström	Management	For	For	
35	Elect Barbara Milian Thoralfsson	Management	For	Against	Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the audit committee is not sufficiently independent.
36	Elect Helena Stjernholm	Management	For	For	
37	Elect Helena Stjernholm as Chair of the Board of Directors	Management	For	For	
38	Appointment of Auditor	Management	For	For	
39	Remuneration Report	Management	For	For	
40	Adoption of Cash based incentive programme	Management	For	For	

Page Industries Ltd.

Meeting Date: 25.03.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Christopher Carrol Smith	Management	For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards

Bridgestone Corporation

Meeting Date: 26.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Shuichi Ishibashi	Management	For	For	
3	Elect Masahiro Higashi	Management	For	For	
4	Elect Scott Trevor Davis	Management	For	For	
5	Elect Yuri Okina	Management	For	For	
6	Elect Kenichi Masuda	Management	For	For	
7	Elect Kenzo Yamamoto	Management	For	For	
8	Elect Yojiro Shiba	Management	For	For	
9	Elect Yoko Suzuki	Management	For	For	
10	Elect Yukari Kobayashi	Management	For	For	
11	Elect Yasuhiro Nakajima	Management	For	For	
12	Elect Akira Matsuda	Management	For	For	
13	Elect Tsuyoshi Yoshimi	Management	For	For	

Celltrion Inc

Meeting Date: 26.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	Board - Vote Against the approval of accounts if there are concerns regarding the reliability of accounts or followed procedures
2	Amendments to Articles	Management	For	For	
3	Elect SEO Jin Seok	Management	For	For	
4	Elect KO Young Hyeh	Management	For	For	
5	Elect KIM Keun Young	Management	For	For	
6	Elect YOO Dae Hyun	Management	For	For	
7	Elect LEE Soon Woo	Management	For	For	
8	Elect LEE Joong Jae	Management	For	For	
9	Elect CHOI Won Kyung	Management	For	For	
10	Elect CHOI Jong Mun	Management	For	For	
11	Election of Independent Director to Be Appointed as Audit Committee Member: LEE Jae Sik	Management	For	Against	Audit/Financials - Vote Against audit committee members if there are concerns on reliability of accounts or followed procedures for 2 consecutive years
12	Election of Audit Committee Member: KO Young Hyeh	Management	For	For	
13	Election of Audit Committee Member: KIM Keun Young	Management	For	For	
14	Election of Audit Committee Member: YOO Dae Hyun	Management	For	For	
15	Election of Audit Committee Member: LEE Soon Woo	Management	For	For	
16	Election of Audit Committee Member: LEE Joong Jae	Management	For	For	
17	Election of Audit Committee Member: CHOI Won Kyung	Management	For	For	
18	Election of Audit Committee Member: CHOI Jong Mun	Management	For	For	
19	Directors' Fees	Management	For	For	
20	Share Option Grant	Management	For	For	
21	Amendments to Executive Officer Retirement Allowance Policy	Management	For	For	

JYP Entertainment Corporation

Meeting Date: 26.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	Board - Vote Against the approval of accounts if there are concerns regarding the reliability of accounts or followed procedures
2	Elect LEE Ji Young	Management	For	For	

Proxy Voting Full Details Report

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
3	Elect PARK Wan	Management	For	Against	Audit committee met an insufficient number of times. Audit/Financials - Vote Against audit committee members if there are concerns on reliability of accounts or followed procedures for 2 consecutive years.
4	Elect GONG Tae Yong	Management	For	For	
5	Elect YOON Hyung Geun	Management	For	For	
6	Election of Audit Committee Member: PARK Wan	Management	For	Against	Audit committee met an insufficient number of times. Audit/Financials - Vote Against audit committee members if there are concerns on reliability of accounts or followed procedures for 2 consecutive years.
7	Election of Audit Committee Member: GONG Tae Yong	Management	For	For	
8	Election of Audit Committee Member: YOON Hyung Geun	Management	For	For	
9	Directors' Fees	Management	For	For	

Kesko Oyj

Meeting Date: 26.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Ratification of Board and CEO Acts	Management	For	For	
4	Remuneration Report	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance.
5	Remuneration Policy	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance.
6	Directors' Fees	Management	For	For	
7	Board Size	Management	For	For	
8	Election of Directors	Management	For	Against	Board - Vote Against when the chair of the remuneration is not independent.
9	Authority to Set Auditor's Fees	Management	For	For	
10	Appointment of Auditor	Management	For	For	
11	Authority to Set Sustainability Reporting Auditor's Fees	Management	For	For	
12	Appointment of Auditor for Sustainability Reporting	Management	For	For	
13	Amendments to Articles	Management	For	For	
14	Authority to Repurchase Shares	Management	For	For	
15	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
16	Charitable Donations	Management	For	For	

Naver Co Ltd

Meeting Date: 26.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	Board - Vote Against the approval of accounts if there are concerns regarding the reliability of accounts or followed procedures
2	Article 48 - Audit Committee	Management	For	For	
3	Article 56 - Dividend Record Date	Management	For	For	
4	Article 17-2 - Issuance of Bonds	Management	For	For	
5	Election of Independent Director to Be Appointed as Audit Committee Member: BYUN Jae Sang	Management	For	Against	Insufficient audit committee independence; Board is not sufficiently independent; Related party transactions
6	Elect Samuel Rhee	Management	For	Against	Insufficient audit committee independence; Board is not sufficiently independent; Related party transactions
7	Election of Audit Committee Member: Samuel Rhee	Management	For	Against	Insufficient audit committee independence; Board is not sufficiently independent; Related party transactions
8	Directors' Fees	Management	For	For	

Shinhan Financial Group Co. Ltd.

Meeting Date: 26.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	Board - Vote Against the approval of accounts if there are concerns regarding the reliability of accounts or followed procedures
2	Elect KIM Jo Seol	Management	For	For	
3	Elect BAE Hoon	Management	For	For	
4	Elect YOON Jae Won	Management	For	Against	Audit/Financials - Vote Against audit committee members if there are concerns on reliability of accounts or followed procedures for 2 consecutive years
5	Elect LEE Yong Guk	Management	For	For	
6	Elect JIN Hyun Duk	Management	For	For	
7	Elect CHOI Jae Boong	Management	For	For	
8	Elect SONG Seong Joo	Management	For	For	
9	Elect CHOI Young Gwon	Management	For	For	
10	Election of Independent Director to Be Appointed as Audit Committee Member: KWAK Su Keun	Management	For	For	
11	Election of Audit Committee Member: BAE Hoon	Management	For	For	
12	Election of Audit Committee Member: YOON Jae Won	Management	For	Against	Audit/Financials - Vote Against audit committee members if there are concerns on reliability of accounts or followed procedures for 2 consecutive years

Proxy Voting Full Details Report

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
13	Directors' Fees	Management	For	For	

SK le Technology Co. Ltd. Meeting Date: 26.03.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	For	
2	Elect RYU Jin Sook	Management	For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards.
3	Amendments to Executive Officer Retirement Allowance Policy	Management	For	For	
4	Directors' Fees	Management	For	For	

Türkiye Sise Ve Cam Fabrikalari A.S. Meeting Date: 26.03.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Opening; Election of Presiding Chair	Management	For	For	
2	Presentation of Accounts and Reports	Management	For	For	
3	Financial Statements	Management	For	For	
4	Ratification of Board Acts	Management	For	For	
5	Allocation of Profits/Dividends	Management	For	For	
6	Authority to Make Advance Payments of Dividends	Management	For	For	
7	Directors' Fees	Management	For	Against	Vote Against when the company has not provided sufficient information.
8	Election of Directors; Board Term Length	Management	For	Against	Vote Against when the company has not provided sufficient information. Board - Vote Against when the nomination committee is not sufficiently independent.
9	Appointment of Auditor	Management	For	For	
10	Charitable Donations	Management	For	For	
11	Presentation of Report on Repurchase of Shares	Management	For	For	
12	Presentation of Report on Guarantees	Management	For	For	
13	Authority to Carry out Competing Activities or Related Party Transactions	Management	For	For	
14	Presentation of Report on Competing Activities	Management	For	For	
15	WISHES	Management	For	For	

Credicorp Ltd Meeting Date: 27.03.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Appointment of Auditor and Authority to Set Fees	Management	For	For	

Nexon Co Ltd Meeting Date: 27.03.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Junghun LEE	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
2	Elect Shiro Uemura	Management	For	For	
3	Elect Patrick Söderlund	Management	For	For	
4	Elect Owen Mahoney	Management	For	For	
5	Elect Mitchell Lasky	Management	For	For	
6	Elect Alexander Iosilevich	Management	For	Against	Board - Vote Against when the chair of the audit committee is not independent.
7	Elect Satoshi Honda	Management	For	For	
8	Elect Shiro Kuniya	Management	For	For	
9	Approval of the Equity Compensation Plan	Management	For	For	

Shimano Inc. Meeting Date: 27.03.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Yozo Shimano	Management	For	For	
3	Elect Taizo Shimano	Management	For	For	
4	Elect Takashi Toyoshima	Management	For	For	
5	Elect Masahiro Tsuzaki	Management	For	For	
6	Elect Masayoshi Yoshimoto as Statutory Auditor	Management	For	Against	Statutory auditor board is not sufficiently independent
7	Elect Yukihiro Kondo as Alternate Statutory Auditor	Management	For	For	

Proxy Voting Full Details Report

SK Hynix Inc		Meeting Date: 27.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	For	
2	Amendments to Articles	Management	For	For	
3	Election of Inside Director: AHN Hyun	Management	For	For	
4	Election of Independent Director: SOHN Hyun Chul	Management	For	For	
5	Election of Non-executive Director: JANG Yong Ho	Management	For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards.
6	Election of Independent Director to Be Appointed as Audit Committee Member: YANG Dong Hoon	Management	For	For	
7	Directors' Fees	Management	For	For	
8	Amendments to Executive Officer Retirement Allowance Policy	Management	For	For	
Chugai Pharmaceutical Co Ltd		Meeting Date: 28.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Amendments to Articles	Management	For	For	
3	Elect Osamu Okuda	Management	For	For	
4	Elect Iwaaki Taniguchi	Management	For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards.
5	Elect Hitoshi Iikura	Management	For	Against	
6	Elect Mariko Momoi	Management	For	For	
7	Elect Fumio Tateishi	Management	For	For	
8	Elect Hideo Teramoto	Management	For	For	
9	Elect Christoph Franz	Management	For	For	
10	Elect James H. Sabry	Management	For	For	
11	Elect Teresa A. Graham	Management	For	For	
12	Elect Kenichi Masuda	Management	For	For	
13	Elect Mami Yunoki @ Mami Kato	Management	For	For	
14	Statutory Auditors' Fees	Management	For	For	
DBS Group Holdings Ltd		Meeting Date: 28.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Directors' Fees	Management	For	For	
4	Appointment of Auditor and Authority to Set Fees	Management	For	For	
5	Elect Piyush Gupta	Management	For	For	
6	Elect CHNG Kai Fong	Management	For	For	
7	Elect Judy Lee	Management	For	For	
8	Elect David Ho Hing-Yuen	Management	For	For	
9	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
10	AUTHORITY TO ISSUE SHARES PURSUANT TO THE DBSH SCRIP DIVIDEND SCHEME	Management	For	For	
11	Authority to Repurchase and Reissue Shares	Management	For	For	
NC Soft Corporation		Meeting Date: 28.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	Board - Vote Against the approval of accounts if there are concerns regarding the reliability of accounts or followed procedures
2	Articles (Improvement of Dividend Allocation Procedures)	Management	For	For	
3	Articles (Other Changes)	Management	For	For	
4	Elect KIM Taek Jin	Management	For	For	
5	Elect PARK Byeog Mu	Management	For	Against	Board - Vote Against when the chair of the remuneration committee is not independent.
6	Election of Independent Director to Be Appointed as Audit Committee Member: LEE Jae Ho	Management	For	For	
7	Directors' Fees	Management	For	Against	Excessive compensation.
TIM SA		Meeting Date: 28.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Ratify Co-Option of Gigliola Bonino	Management	For	For	

Proxy Voting Full Details Report

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
4	Supervisory Council Size	Management	For	For	
5	Election of Supervisory Council	Management	For	For	
6	Approve Recasting of Votes for Amended Supervisory Council Slate	Management	N/A	Against	Potential unknown nominees w/o shareholder approval
7	Request Separate Election for Supervisory Council Member (Minority/Preferred)	Management	N/A	Against	Vote Against when the company has not provided sufficient information.
8	Extension of Cooperation and Support Agreement	Management	For	For	
9	Approval of the Long-Term Incentive Plan	Management	For	For	
10	Amendments to Articles	Management	For	For	

HYBE		Meeting Date: 29.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	Board - Vote Against the approval of accounts if there are concerns regarding the reliability of accounts or followed procedures
2	Amendments to Articles	Management	For	For	
3	Elect BANG Si Hyuk	Management	For	Against	Less than 75% Attendance
4	Elect PARK Ji Won	Management	For	For	
5	Elect Scott Samuel Braun	Management	For	For	
6	Election of Independent Director to Be Appointed as Audit Committee Member: PARK Young Ho	Management	For	Against	Audit/Financials - Vote Against audit committee members if there are concerns on reliability of accounts or followed procedures for 2 consecutive years
7	Directors' Fees	Management	For	For	
8	Share Options Previously Granted by Board Resolution	Management	For	For	

PearlAbyss Corp.		Meeting Date: 29.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	Board - Vote Against the approval of accounts if there are concerns regarding the reliability of accounts or followed procedures
2	Amendments to Articles	Management	For	For	
3	Elect LEE Yu Jin	Management	For	For	
4	Election of Corporate Auditor	Management	For	For	
5	Share Option Grant	Management	For	For	
6	Directors' Fees	Management	For	For	
7	Corporate Auditors' Fees	Management	For	For	

Turkiye Is Bankasi		Meeting Date: 29.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Opening; Election of Presiding Chair	Management	For	For	
2	Accounts and Reports	Management	For	Against	Auditor issued a qualified opinion
3	Ratification of Board Acts	Management	For	Against	Auditor issued a qualified opinion
4	Allocation of Profits/Dividends	Management	For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
5	Approval of Allocation of a Special Fund	Management	For	For	
6	Directors' Fees	Management	For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
7	Appointment of Auditor	Management	For	For	
8	Authority to Carry out Competing Activities or Related Party Transactions	Management	For	For	
9	Ratification of Co-Option of Bahattin Ozarslanturk	Management	For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards.
10	Presentation of Report on Charitable Donations	Management	For	For	
11	Presentation of Report on Competing Activities	Management	For	For	
12	Presentation of Report on Decarbonization Plan	Management	For	For	

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