



PROXY VOTING REPORT

Full Details

Robeco | 01.04.2024 - 30.06.2024

Juniper Networks Inc		Meeting Date: 01.04.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Merger (Acquisition by Hewlett Packard Enterprise Company)	Management	For	For	Remuneration - Vote Against when severance packages include single trigger change of control arrangements.
2	Advisory Vote on Golden Parachutes	Management	For	Against	
3	Director & Officer Liability/Indemnification	Management	For	For	
4	Right to Adjourn Meeting	Management	For	For	

Nokia Corp		Meeting Date: 02.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Ratification of Board and CEO Acts	Management	For	For	
4	Remuneration Report	Management	For	For	
5	Remuneration Policy	Management	For	For	
6	Directors' Fees	Management	For	For	
7	Board Size	Management	For	For	
8	Elect Timo Ahopelto	Management	For	For	
9	Elect Sari Baldauf	Management	For	For	
10	Elect Elizabeth Crain	Management	For	For	
11	Elect Thomas Dannenfeldt	Management	For	For	
12	Elect Lisa Hook	Management	For	For	
13	Elect Michael E. McNamara	Management	For	For	
14	Elect Thomas Saueressig	Management	For	For	
15	Elect Søren Skou	Management	For	For	
16	Elect Carla Smits-Nusteling	Management	For	For	
17	Elect Kai Öistämö	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 Repurchase Shares	Management	For	For	
23	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
24	Amendments to Articles Regarding Company Object	Management	For	Against	Changes to Company Statues - Vote Against when the Company has requested the right to hold a virtual-only meeting.
25	Amendments to Articles Regarding Auditor	Management	For	For	Changes to Company Statues - Vote Against when the Company has requested the right to hold a virtual-only meeting.
26	Amendments to Articles Regarding Virtual Only Meetings	Management	For	Against	Changes to Company Statues - Vote Against when the Company has requested the right to hold a virtual-only meeting.
27	Amendments to Articles Regarding Matters at the AGM	Management	For	For	Changes to Company Statues - Vote Against when the Company has requested the right to hold a virtual-only meeting.

Walt Disney Co (The)		Meeting Date: 02.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Management Nominee Mary T. Barra	Management	For	For	
2	Elect Management Nominee Safra A. Catz	Management	For	For	
3	Elect Management Nominee Amy L. Chang	Management	For	For	
4	Elect Management Nominee D. Jeremy Darroch	Management	For	For	
5	Elect Management Nominee Carolyn N. Everson	Management	For	For	
6	Elect Management Nominee Michael B.G. Froman	Management	For	For	
7	Elect Management Nominee James P. Gorman	Management	For	For	
8	Elect Management Nominee Robert A. Iger	Management	For	For	
9	Elect Management Nominee Maria Elena Lagomasino	Management	For	For	
10	Elect Management Nominee Calvin R. McDonald	Management	For	For	
11	Elect Management Nominee Mark G. Parker	Management	For	For	
12	Elect Management Nominee Derica W. Rice	Management	For	For	
13	Elect Dissident Nominee Nelson Peltz	Shareholder	Withhold	Withhold	
14	Elect Dissident Nominee James A. Rasulo	Shareholder	Withhold	Withhold	
15	Elect Dissident Nominee Craig Hatkoff	Shareholder	Withhold	Withhold	
16	Elect Dissident Nominee Jessica Schell	Shareholder	Withhold	Withhold	
17	Elect Dissident Nominee Leah Solivan	Shareholder	Withhold	Withhold	
18	Ratification of Auditor	Management	For	For	
19	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment due to the excessive severance payment granted to the former CEO.
20	Amendment to the 2011 Stock Incentive Plan	Management	For	For	
21	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.
22	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
23	Shareholder Proposal Regarding Report on Compensation and Health Benefit Gaps Related to Gender Dysphoria Care	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companies' ESG efforts.
24	Shareholder Proposal Regarding Charitable Contributions Disclosure	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companies' ESG efforts.
25	Shareholder Proposal Regarding Repeal of Bylaw Amendments	Shareholder	Against	Against	SHP Governance - Vote Against when the changes requested by the proposal are not in shareholders' best interests.
26	Shareholder Advisory Proposal Regarding Board Size and Composition	Shareholder	Against	Against	SHP Governance - Vote Against when the changes requested by the proposal are not in shareholders' best interests.

ABB Ltd.	Meeting Date: 03.04.2024	Meeting Type: Special
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Gopika Pant	Management	For	For	

Canadian Imperial Bank Of Commerce	Meeting Date: 03.04.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Ammar Al-Joundi	Management	For	For	
2	Elect Charles J.G. Brindamour	Management	For	For	
3	Elect Nanci E. Caldwell	Management	For	Against	Board - Vote Against if the company has insufficient management of climate-related risks and opportunities.
4	Elect Michelle L. Collins	Management	For	For	
5	Elect Victor G. Dodig	Management	For	For	
6	Elect Kevin J. Kelly	Management	For	For	
7	Elect Christine E. Larsen	Management	For	For	
8	Elect Mary Lou Maher	Management	For	For	
9	Elect William F. Morneau	Management	For	For	
10	Elect Mark W. Podlasly	Management	For	For	
11	Elect Katharine B. Stevenson	Management	For	For	
12	Elect Martine Turcotte	Management	For	For	
13	Elect Barry L. Zubrow	Management	For	For	
14	Appointment of Auditor	Management	For	For	
15	Advisory Vote On Executive Compensation	Management	For	For	
16	Shareholder Proposal Regarding Financing of the Canadian Oil and Gas Sector	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companies ESG efforts.
17	Shareholder Proposal Regarding In-Person Shareholder Meetings	Shareholder	Against	For	SHP - Vote For when the proposal aims to improve shareholder rights
18	Shareholder Proposal Regarding Disclosure of Country-by-Country Reporting	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
19	Shareholder Proposal Regarding Say on Climate	Shareholder	Against	For	SHP Environment – Vote For the introduction of a management proposal on a company's climate strategy (Say on Climate)
20	Shareholder Proposal Regarding Pay Ratio Disclosure	Shareholder	Against	For	SHP - Vote For when sensible shareholder resolutions request company to report or enhance reporting on social and environmental topics that are material for their business

EDP Renovaveis S.A.	Meeting Date: 03.04.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Losses	Management	For	For	
3	Capitalisation of Reserves for Scrip Dividend	Management	For	For	
4	Management Report; Corporate Governance Report; Remuneration Report	Management	For	For	
5	Report on Non Financial Information	Management	For	For	
6	Ratification of Board Acts	Management	For	For	
7	Appointment of Auditor	Management	For	For	
8	Resignation of Director (Vera Pinto Pereira)	Management	For	For	
9	Resignation of Director (Ana Paula Marques)	Management	For	For	
10	Resignation of Director (Acácio Piloto)	Management	For	For	
11	Board Size	Management	For	For	
12	Elect Miguel Stilwell de Andrade	Management	For	For	
13	Elect Rui Manuel Rodrigues Lopes Teixeira	Management	For	For	
14	Elect Manuel Menéndez Menéndez	Management	For	For	
15	Elect António Sarmento Gomes Mota	Management	For	For	
16	Elect Rosa María García García	Management	For	For	
17	Elect José Manuel Félix Morgado	Management	For	For	
18	Elect Allan J Katz	Management	For	For	
19	Elect Cynthia Kay McCall	Management	For	For	
20	Elect Ana Paula de Sousa Freitas Madureira Serra	Management	For	For	
21	Amendment to Remuneration Policy	Management	For	For	
22	Authorisation of Legal Formalities	Management	For	For	

Scentre Group		Meeting Date: 03.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Re-elect Carolyn Kay	Management	For	For	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP.
2	Re-elect Guy Russo	Management	For	For	
3	Re-elect Margie Seale	Management	For	For	
4	Remuneration Report	Management	For	Against	
5	Equity Grant (MD/CEO Elliott Rusanow)	Management	For	For	
6	Amendments to Company Constitution	Management	For	For	
7	Amendments to Trust Constitution (Trust 1)	Management	For	For	
8	Amendments to Trust Constitution (Trust 2)	Management	For	For	
9	Amendments to Trust Constitution (Trust 3)	Management	For	For	

UPM-Kymmene Oyj		Meeting Date: 03.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Ratification of Board and CEO Acts	Management	For	For	
4	Remuneration Report	Management	For	For	
5	Remuneration Policy	Management	For	For	
6	Directors' Fees	Management	For	For	
7	Board Size	Management	For	For	
8	Election of Directors	Management	For	For	
9	Authority to Set Auditor's Fees	Management	For	For	
10	Appointment of Auditor	Management	For	For	
11	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
12	Authority to Repurchase Shares	Management	For	For	
13	Charitable Donations	Management	For	For	

Bank of Montreal		Meeting Date: 15.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Janice M. Babiak	Management	For	Against	Board - Vote Against if the company has insufficient management of climate-related risks and opportunities.
2	Elect Craig W. Broderick	Management	For	For	
3	Elect Hazel Claxton	Management	For	For	
4	Elect George A. Cope	Management	For	For	
5	Elect Stephen Dent	Management	For	For	
6	Elect Christine A. Edwards	Management	For	For	
7	Elect Martin S. Eichenbaum	Management	For	For	
8	Elect David Harquail	Management	For	For	
9	Elect Linda S. Huber	Management	For	For	
10	Elect Eric R. La Flèche	Management	For	For	
11	Elect Lorraine Mitchelmore	Management	For	For	
12	Elect Madhu Ranganathan	Management	For	Against	
13	Elect Darryl White	Management	For	For	
14	Appointment of Auditor	Management	For	For	
15	Advisory Vote on Executive Compensation	Management	For	For	
16	Shareholder Proposal Regarding In-Person Shareholder Meetings	Shareholder	Against	For	SHP - Vote For when the proposal aims to improve shareholder rights
17	Shareholder Proposal Regarding Disclosure of Country-by-Country Reporting	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
18	Shareholder Proposal Regarding Say on Climate	Shareholder	Against	For	SHP Environment – Vote For the introduction of a management proposal on a company's climate strategy (Say on Climate)
19	Shareholder Proposal Regarding Financing of the Canadian Oil and Gas Sector	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companies ESG efforts.
20	Shareholder Proposal Regarding Pay Ratio Disclosure	Shareholder	Against	For	SHP - Vote For when sensible shareholder resolutions request company to report or enhance reporting on social and environmental topics that are material for their business

Fifth Third Bancorp		Meeting Date: 15.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Nicholas K. Akins	Management	For	For	
2	Elect B. Evan Bayh, III	Management	For	For	
3	Elect Jorge L. Benitez	Management	For	For	
4	Elect Katherine B. Blackburn	Management	For	For	
5	Elect Emerson L. Brumback	Management	For	For	
6	Elect Linda W. Clement-Holmes	Management	For	For	
7	Elect C. Bryan Daniels	Management	For	For	
8	Elect Laurent Desmangles	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
9	Elect Mitchell S. Feiger	Management	For	For	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices
10	Elect Thomas H. Harvey	Management	For	For	
11	Elect Gary R. Heminger	Management	For	For	
12	Elect Eileen A. Mallesch	Management	For	For	
13	Elect Michael B. McCallister	Management	For	Against	
14	Elect Kathleen A. Rogers	Management	For	For	Remuneration - Vote Against when the compensation committee exercises its discretion to lower performance goals or increase awards
15	Elect Timothy N. Spence	Management	For	For	
16	Elect Marsha C. Williams	Management	For	For	
17	Ratification of Auditor	Management	For	For	
18	Advisory Vote on Executive Compensation	Management	For	Against	
19	Approval of the 2024 Incentive Compensation Plan	Management	For	For	
20	Approval of the 2024 Employee Stock Purchase Plan	Management	For	For	

IQVIA Holdings Inc	Meeting Date: 15.04.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Ari Bousbib	Management	For	For	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
2	Elect Carol J. Burt	Management	For	Against	
3	Elect Colleen A. Goggins	Management	For	For	
4	Elect John M. Leonard	Management	For	For	
5	Elect Todd B. Sisitsky	Management	For	For	
6	Elect Sheila A. Stamps	Management	For	For	Remuneration - Vote Against when remuneration is deemed excessive and bears a significant cost for shareholders; Remuneration - Vote Against when substantial one-off payments are made without performance criteria; Remuneration - Vote Against when the company fails to align pay with performance.
7	Advisory Vote on Executive Compensation	Management	For	Against	
8	Shareholder Proposal Regarding Political Contributions and Expenditures Report	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders
9	Ratification of Auditor	Management	For	For	

M & T Bank Corp	Meeting Date: 15.04.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect John P. Barnes	Management	For	For	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity ; Board - Vote Against when the board fails to address the negative impact of long tenure on the level of board and/or committee independence.
2	Elect Robert T. Brady	Management	For	Against	
3	Elect Carlton J. Charles	Management	For	For	
4	Elect Jane P. Chwick	Management	For	For	
5	Elect William F. Cruger, Jr.	Management	For	For	
6	Elect T. Jefferson Cunningham, III	Management	For	For	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
7	Elect Gary N. Geisel	Management	For	Against	
8	Elect Leslie V. Godridge	Management	For	For	
9	Elect René F. Jones	Management	For	For	
10	Elect Richard H. Ledgett, Jr.	Management	For	For	
11	Elect Melinda R. Rich	Management	For	For	Remuneration - Fails the remuneration framework assessment on Critical Factor ; Remuneration - Vote Against when there are concerns regarding the vesting provisions upon a change in control.
12	Elect Robert E. Sadler, Jr.	Management	For	For	
13	Elect Denis J. Salamone	Management	For	For	
14	Elect Rudina Seseri	Management	For	For	
15	Elect Kirk W. Walters	Management	For	For	
16	Elect Herbert L. Washington	Management	For	For	Remuneration - Fails the remuneration framework assessment on Critical Factor ; Remuneration - Vote Against when there are concerns regarding the vesting provisions upon a change in control.
17	Advisory Vote on Executive Compensation	Management	For	Against	
18	Ratification of Auditor	Management	For	For	

Moody's Corp.	Meeting Date: 15.04.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jorge A. Bermudez	Management	For	For	
2	Elect Thérèse Esperdy	Management	For	For	
3	Elect Robert Fauber	Management	For	For	
4	Elect Vincent A. Forlenza	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	Elect Kathryn M. Hill	Management	For	For	
6	Elect Lloyd W. Howell, Jr.	Management	For	For	
7	Elect Jose M. Minaya	Management	For	For	
8	Elect Leslie Seidman	Management	For	For	
9	Elect Zig Serafin	Management	For	For	
10	Elect Bruce Van Saun	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Adoption of Right to Call a Special Meeting	Management	For	Abstain	A 15% threshold for calling a special meeting is appropriate
14	Shareholder Proposal Regarding Right to Call Special Meetings	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.

Adobe Inc

Meeting Date: 16.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Cristiano R. Amon	Management	For	For	
2	Elect Amy L. Banse	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 Brett Biggs	Management	For	For	
4	Elect Melanie Boulden	Management	For	For	
5	Elect Frank A. Calderoni	Management	For	For	
6	Elect Laura B. Desmond	Management	For	For	
7	Elect Shantanu Narayen	Management	For	For	
8	Elect Spencer Neumann	Management	For	For	
9	Elect Kathleen Oberg	Management	For	For	
10	Elect Dheeraj Pandey	Management	For	For	
11	Elect David A. Ricks	Management	For	For	
12	Elect Daniel Rosensweig	Management	For	For	
13	Amendment to the 2019 Equity Incentive Plan	Management	For	For	
14	Ratification of Auditor	Management	For	For	
15	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when remuneration is deemed excessive and bears a significant cost.
16	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.
17	Shareholder Proposal Regarding Report on Hiring Practices for People with Arrest Records	Shareholder	Against	Against	SHP - Vote Against when the company sufficiently addresses the concerns raised by the topic of the proposal.

Banco Santander Chile SA

Meeting Date: 16.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Directors' Fees	Management	For	For	
4	Appointment of Auditor	Management	For	For	
5	Appointment of Risk Rating Agency	Management	For	For	
6	Presentation of Report of the Directors and Audit Committee; Director's Committee Fees; Budget	Management	For	For	

Covivio S.A

Meeting Date: 16.04.2024

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Dividends	Management	For	For	
4	Scrip Dividend	Management	For	For	
5	Special Auditors Report on Regulated Agreements	Management	For	For	
6	2023 Remuneration Report	Management	For	For	
7	2023 Remuneration of Jean-Luc Biamonti, Chair	Management	For	For	
8	2023 Remuneration of Christophe Kullmann, CEO	Management	For	For	
9	2023 Remuneration of Olivier Estève, Deputy CEO	Management	For	For	
10	2024 Remuneration Policy (Chair)	Management	For	For	
11	2024 Remuneration Policy (CEO)	Management	For	For	
12	2024 Remuneration Policy (Deputy CEO)	Management	For	For	
13	2024 Remuneration Policy (Board of Directors)	Management	For	For	
14	Elect Christophe Kullmann	Management	For	For	
15	Elect Catherine Soubie	Management	For	For	
16	Elect Patricia Savin	Management	For	For	
17	Appointment of Auditor (KPMG)	Management	For	For	
18	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Management	For	For	
19	Authority to Repurchase and Reissue Shares	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
20	Authority to Increase Capital Through Capitalisations	Management	For	For	
21	Authority to Cancel Shares and Reduce Capital	Management	For	For	
22	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	
23	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights w/ Priority Subscription	Management	For	For	
24	Authority to Increase Capital in Case of Exchange Offers	Management	For	For	
25	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	
26	Authority to Increase Capital in Case of Exchange Offers (Covivio Hotels Shares)	Management	For	For	
27	Employee Stock Purchase Plan	Management	For	For	
28	Amendments to Articles Regarding Company Purpose and Mission	Management	For	For	
29	Authorisation of Legal Formalities	Management	For	For	

Huntington Bancshares, Inc.

Meeting Date: 16.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Alanna Y. Cotton	Management	For	For	
2	Elect Ann B. Crane	Management	For	For	
3	Elect Rafael Andres Diaz-Granados	Management	For	For	
4	Elect Gina D. France	Management	For	For	
5	Elect J. Michael Hochschwender	Management	For	For	
6	Elect John C. Inglis	Management	For	For	
7	Elect Richard H. King	Management	For	For	
8	Elect Katherine M.A. Kline	Management	For	For	
9	Elect Richard W. Neu	Management	For	For	
10	Elect Kenneth J. Phelan	Management	For	For	
11	Elect David L. Porteous	Management	For	For	
12	Elect Teresa H. Shea	Management	For	For	
13	Elect Roger J. Sit	Management	For	For	
14	Elect Stephen D. Steinour	Management	For	For	
15	Elect Jeffrey L. Tate	Management	For	For	
16	Elect Gary Torgow	Management	For	For	
17	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the compensation committee exercises its discretion to lower performance goals or increase awards.
18	Ratification of Auditor	Management	For	For	
19	Approval of the 2024 Long-Term Incentive Plan	Management	For	For	

Imeik Technology Development Co Ltd

Meeting Date: 16.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Work Report for Directors	Management	For	For	
2	2023 Work Report for Supervisors	Management	For	For	
3	2023 Annual Report and Its Summary	Management	For	For	
4	2023 Accounts and Reports	Management	For	For	
5	2023 Profit Distribution Plan	Management	For	For	
6	2024 Directors' Fees	Management	For	For	
7	2024 Supervisory Fees	Management	For	For	
8	Use the Company's Idle Capital Invest in Wealth Management Products	Management	For	For	
9	Amendments to Articles and Handle the Registration of Industrial and Commercial Changes	Management	For	For	
10	Amendments to Work System for Independent Directors	Management	For	For	
11	Amendments to Management System for Raised Funds	Management	For	For	
12	Re-appointed Dahua CPA as the Company's Auditor for 2024	Management	For	For	

Koninklijke KPN NV

Meeting Date: 16.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Allocation of Dividends	Management	For	For	
4	Ratification of Management Board Acts	Management	For	For	
5	Ratification of Supervisory Board Acts	Management	For	For	
6	Appointment of Auditor	Management	For	For	
7	Management Board Remuneration Policy	Management	For	For	
8	Supervisory Board Remuneration Policy	Management	For	For	
9	Authority to Repurchase Shares	Management	For	For	
10	Cancellation of Shares	Management	For	For	
11	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
12	Authority to Suppress Preemptive Rights	Management	For	For	
Regions Financial Corp.		Meeting Date: 16.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Mark A. Crosswhite	Management	For	For	
2	Elect Noopur Davis	Management	For	For	
3	Elect Zhanna Golodryga	Management	For	For	
4	Elect J. Thomas Hill	Management	For	For	
5	Elect Joia M. Johnson	Management	For	For	
6	Elect Ruth Ann Marshall	Management	For	For	
7	Elect James T. Prokopanko	Management	For	For	
8	Elect Alison S. Rand	Management	For	For	
9	Elect William C. Rhodes, III	Management	For	For	
10	Elect Lee J. Styslinger III	Management	For	For	
11	Elect José S. Suquet	Management	For	For	
12	Elect John M. Turner, Jr.	Management	For	For	
13	Elect Timothy Vines	Management	For	For	
14	Ratification of Auditor	Management	For	For	
15	Advisory Vote on Executive Compensation	Management	For	For	
16	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	
17	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companiess ESG efforts.
CCR S.A.		Meeting Date: 17.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Board Size	Management	For	For	
4	Request Cumulative Voting	Management	N/A	For	
5	Election of Directors	Management	For	Against	Board - Vote Against when the remuneration committee is not sufficiently independent; Board - Vote Against when the nomination committee is not sufficiently independent; Board - Vote Against when the board is not sufficiently independent according to local standards.
6	Approve Recasting of Votes for Amended Slate	Management	N/A	Against	Board - Vote Against proposals requesting to cumulate common and preferred votes and/or Recasting of votes for amended slate and/or Instructions if meeting is held on second call.
7	Proportional Allocation of Cumulative Votes	Management	N/A	For	
8	Allocate Cumulative Votes to João Henrique Batista de Souza Schmidt	Management	N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
9	Allocate Cumulative Votes to Claudio Borin Guedes Palaia	Management	N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
10	Allocate Cumulative Votes to Roberto Egydio Setubal	Management	N/A	For	
11	Allocate Cumulative Votes to Ana Maria Marcondes Penido Sant'Anna	Management	N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
12	Allocate Cumulative Votes to Luiz Carlos Cavalcanti Dutra Júnior	Management	N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
13	Allocate Cumulative Votes to Vicente Furletti Assis	Management	N/A	For	
14	Allocate Cumulative Votes to Adalberto de Moraes Schettert	Management	N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
15	Allocate Cumulative Votes to Mateus Gomes Ferreira	Management	N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
16	Allocate Cumulative Votes to Eduardo Bunker Gentil	Management	N/A	For	
17	Allocate Cumulative Votes to Eliane Aleixo Lustosa de Andrade	Management	N/A	For	
18	Allocate Cumulative Votes to José Guimarães Monforte	Management	N/A	For	
19	Request Separate Election for Board Member/s	Management	N/A	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
20	Elect João Henrique Batista de Souza Schmidt as Board Chair	Management	For	For	
21	Elect Claudio Borin Guedes Palaia as Board Vice Chair	Management	For	For	
22	Remuneration Policy	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
23	Request Establishment of Supervisory Council	Management	N/A	For	
24	Election of Supervisory Council	Management	For	For	
25	Approve Recasting of Votes for Amended Supervisory Council Slate	Management	N/A	Against	Potential unknown nominees w/o shareholder approval
26	Supervisory Council Fees	Management	For	For	

CCR S.A.		Meeting Date: 17.04.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles	Management	For	For	
Humana Inc.		Meeting Date: 17.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Raquel C. Bono	Management	For	For	
2	Elect Bruce D. Broussard	Management	For	For	
3	Elect Frank A. D'Amelio	Management	For	For	
4	Elect David T. Feinberg	Management	For	For	
5	Elect Wayne A.I. Frederick	Management	For	For	
6	Elect John W. Garratt	Management	For	For	
7	Elect Kurt J. Hilzinger	Management	For	For	
8	Elect Karen W. Katz	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
9	Elect Marcy S. Klevorn	Management	For	For	
10	Elect Jorge S. Mesquita	Management	For	For	
11	Elect Brad D. Smith	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on critical factor.
14	Amendment to Articles to Limit the Liability of Certain Officers	Management	For	For	
15	Elimination of Supermajority Requirement	Management	For	For	
16	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Against	Against	
International Container Terminal Services Inc.		Meeting Date: 17.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	CALL TO ORDER	Management	For	For	
2	DETERMINATION OF EXISTENCE OF QUORUM	Management	For	For	
3	Meeting Minutes	Management	For	For	
4	Chairman's Report	Management	For	For	
5	Accounts and Reports	Management	For	For	
6	Ratification of Board Acts	Management	For	For	
7	Elect Enrique K. Razon Jr.	Management	For	Against	Incomplete attendance records disclosed
8	Elect Cesar A. Buenaventura	Management	For	Against	Serves on too many boards
9	Elect Carlos C. Ejercito	Management	For	For	
10	Elect Diosdado M. Peralta	Management	For	For	
11	Elect Jose C. Ibazeta	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the nomination committee is not sufficiently independent. Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
12	Elect Stephen George A. Paradies	Management	For	Against	Risk committee chair not independent
13	Elect Andres Soriano III	Management	For	Against	Board - Vote Against when the chair of the remuneration committee is not independent.
14	Appointment of Auditor and Authority to Set Fees	Management	For	For	
15	Transaction of Other Business	Management	For	Against	Granting unfettered discretion is unwise
16	Right to Adjourn Meeting	Management	For	For	
Jiangsu Expressway Co. Ltd.		Meeting Date: 17.04.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Acquisition (65% Stake in Jiangsu Suxichang South Expressway Co., Ltd.)	Management	For	For	
2	Amendments to the Working Rules of the Independent Directors	Management	For	For	
3	Amendments to Articles	Management	For	For	
4	Amendments to the Rules of Procedure for Shareholders Meetings	Management	For	For	
5	Amendments to the Rules of Procedure for Board Meetings	Management	For	For	
Lojas Renner S.A.		Meeting Date: 17.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Board Size	Management	For	For	
4	Request Cumulative Voting	Management	N/A	For	
5	Elect Osvaldo Burgos Schirmer	Management	For	For	
6	Elect Carlos Fernando Couto de Oliveira Souto	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Elect Fábio de Barros Pinheiro	Management	For	For	
8	Elect Juliana Rozenbaum Munemori	Management	For	For	
9	Elect Christiane Almeida Edington	Management	For	For	
10	Elect Jean Pierre Zarouk	Management	For	For	
11	Elect André Vitorio Cesar Castellini	Management	For	For	
12	Elect Andréa Cristina de Lima Rolim	Management	For	For	
13	Proportional Allocation of Cumulative Votes	Management	N/A	For	
14	Allocate Cumulative Votes to Osvaldo Burgos Schirmer	Management	N/A	For	
15	Allocate Cumulative Votes to Carlos Fernando Couto de Oliveira Souto	Management	N/A	For	
16	Allocate Cumulative Votes to Fábio de Barros Pinheiro	Management	N/A	For	
17	Allocate Cumulative Votes to Juliana Rozembaum Munemori	Management	N/A	For	
18	Allocate Cumulative Votes to Christiane Almeida Edington	Management	N/A	For	
19	Allocate Cumulative Votes to Jean Pierre Zarouk	Management	N/A	For	
20	Allocate Cumulative Votes to André Vitorio Cesar Castellini	Management	N/A	For	
21	Allocate Cumulative Votes to Andréa Cristina de Lima Rolim	Management	N/A	For	
22	Remuneration Policy	Management	For	Against	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP.
23	Supervisory Council Size	Management	For	For	
24	Elect Joarez José Piccinini to the Supervisory Council	Management	For	For	
25	Elect Roberto Frota Decourt to the Supervisory Council	Management	For	For	
26	Elect Paula Regina Goto to the Supervisory Council	Management	For	For	
27	Supervisory Council Fees	Management	For	For	

Toronto Dominion Bank		Meeting Date: 17.04.2024		Meeting Type: Mix	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Ayman Antoun	Management	For	For	
2	Elect Cherie L. Brant	Management	For	For	
3	Elect Amy W. Brinkley	Management	For	For	
4	Elect Brian C. Ferguson	Management	For	For	
5	Elect Colleen A. Goggins	Management	For	For	
6	Elect Alan N. MacGibbon	Management	For	For	
7	Elect John B. Macintyre	Management	For	For	
8	Elect Karen E. Maidment	Management	For	For	
9	Elect Keith G. Martell	Management	For	For	
10	Elect Bharat B. Masrani	Management	For	For	
11	Elect Claude Mongeau	Management	For	For	
12	Elect S. Jane Rowe	Management	For	For	
13	Elect Nancy G. Tower	Management	For	For	
14	Elect Ajay K. Virmani	Management	For	For	
15	Elect Mary A. Winston	Management	For	For	
16	Appointment of Auditor	Management	For	For	
17	Advisory Vote on Executive Compensation	Management	For	For	
18	Amendments to By-Law no.1	Management	For	For	
19	Amendments to By-Law No.1	Management	For	For	
20	Shareholder Proposal Regarding Pay Ratio Disclosure	Shareholder	Against	For	SHP Remuneration - Vote For when proposal requests company to increase disclosure & transparency on compensation practices.
21	Shareholder Proposal Regarding Disclosure of Transition Activities for Financing	Shareholder	Against	For	SHP Environment - Vote For when proposal requests sustainability or environmental reports
22	Shareholder Proposal Regarding Linking Employee Compensation to ESG Performance	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive
23	Shareholder Proposal Regarding Disclosure of Country-by-Country Reporting	Shareholder	Against	For	SHP - Vote For when shareholder proposal aims to increase transparency on material ESG issues
24	Shareholder Proposal Regarding Say on Climate	Shareholder	Against	For	SHP Environment – Vote For the introduction of a management proposal on a company's climate strategy (Say on Climate).
25	Shareholder Proposal Regarding Financing of the Canadian Oil and Gas Sector	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companies' ESG efforts.
26	Shareholder Proposal Regarding Disclosure of Out-of-Court Settlements	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive
27	Shareholder Proposal Regarding Creation of Out-of-Court Settlements Committee	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive
28	Shareholder Proposal Regarding Employee Benefit Credits	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive

United Overseas Bank Limited		Meeting Date: 17.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Directors' Fees	Management	For	For	
4	Appointment of Auditor and Authority to Set Fees	Management	For	For	
5	Elect WONG Kan Seng	Management	For	For	
6	Elect Michael LIEN Jown Leam	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Elect Dinh Ba Thanh	Management	For	For	
8	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
9	Authority to Issue Shares under the UOB Scrip Dividend Scheme	Management	For	For	
10	Authority to Repurchase and Reissue Shares	Management	For	For	

National Bank Of Canada		Meeting Date: 18.04.2024		Meeting Type: Mix	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Pierre Blouin	Management	For	For	
2	Elect Pierre Boivin	Management	For	For	
3	Elect Yvon Charest	Management	For	For	
4	Elect Patricia Curadeau-Grou	Management	For	For	
5	Elect Laurent Ferreira	Management	For	For	
6	Elect Annick Guérard	Management	For	For	
7	Elect Karen Kinsley	Management	For	For	
8	Elect Lynn Loewen	Management	For	For	
9	Elect Rebecca McKillican	Management	For	For	
10	Elect Arielle Meloul-Wechsler	Management	For	Abstain	Board - Vote Against when there are concerns that one or more nominees lack sufficient time to effectively carry out their role in light of their external commitments.
11	Elect Robert Paré	Management	For	For	
12	Elect Pierre Pomerleau	Management	For	For	
13	Elect Macky Tall	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	For	
15	Appointment of Auditor	Management	For	For	
16	Approve Increase in Aggregate Amount of Compensation of Directors	Management	For	For	
17	Increase Maximum Aggregate Consideration Limit of First Preferred Shares	Management	For	For	
18	Shareholder Proposal Regarding Disclosure of Country-by-Country Reporting	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues.
19	Shareholder Proposal Regarding Say on Climate	Shareholder	Against	For	SHP Environment - Vote For the introduction of a management proposal on the company's climate strategy (Say on Climate).

Broadcom Inc		Meeting Date: 21.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Diane M. Bryant	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices
2	Elect Gayla J. Delly	Management	For	For	
3	Elect Kenneth Y. Hao	Management	For	For	
4	Elect Eddy W. Hartenstein	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices
5	Elect Check Kian Low	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices
6	Elect Justine F. Page	Management	For	For	
7	Elect Henry S. Samuelli	Management	For	For	
8	Elect Hock E. Tan	Management	For	For	
9	Elect Harry L. You	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices
10	Ratification of Auditor	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on structure, transparency and accountability.

ING Groep N.V.		Meeting Date: 21.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Allocation of Dividends	Management	For	For	
4	Ratification of Management Board Acts	Management	For	For	
5	Ratification of Supervisory Board Acts	Management	For	For	
6	Appointment of Auditor	Management	For	For	
7	Management Board Remuneration Policy	Management	For	For	
8	Supervisory Board Remuneration Policy	Management	For	For	
9	Elect Juan Colombás to the Supervisory Board	Management	For	For	
10	Elect Herman Hulst to the Supervisory Board	Management	For	For	
11	Cancellation of Shares/Authorities to Issue Shares	Management	For	For	
12	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
13	Authority to Repurchase Shares	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
14	Elect Harold Naus to the Supervisory Board	Management	For	For	
15	Authority to Issue Shares w/ Preemptive Rights (Rights Issue)	Management	For	For	
Axa		Meeting Date: 22.04.2024		Meeting Type: Mix	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	2023 Remuneration Report	Management	For	Against	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP.
5	2023 Remuneration of Antoine Gosset-Grainville, Chair	Management	For	For	
6	2023 Remuneration of Thomas Buberl, CEO	Management	For	Against	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP.
7	2024 Remuneration Policy (Chair)	Management	For	For	
8	2024 Remuneration Policy (CEO)	Management	For	Against	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP.
9	2024 Remuneration Policy (Board of Directors)	Management	For	For	
10	Special Auditors Report on Regulated Agreements	Management	For	For	
11	Elect Antoine Gosset-Grainville	Management	For	For	
12	Elect Clotilde Delbos	Management	For	For	
13	Elect Isabel Hudson	Management	For	For	
14	Elect Angélien Kemna	Management	For	For	
15	Elect Marie-France Tschudin	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
16	Elect Helen Browne (Employee Shareholder Representatives)	Management	For	For	
17	Appointment of Auditor (KPMG)	Management	For	For	
18	Non-Renewal of Alternate Auditor (Patrice Morot)	Management	For	For	
19	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Management	For	For	
20	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For	For	
21	Authority to Repurchase and Reissue Shares	Management	For	For	
22	Employee Stock Purchase Plan	Management	For	For	
23	Stock Purchase Plan for Overseas Employees	Management	For	For	
24	Authority to Cancel Shares and Reduce Capital	Management	For	For	
25	Authorisation of Legal Formalities	Management	For	For	
26	Elect Detlef Thedieck (Employee Shareholder Representatives)	Management	Against	Against	
27	Elect Stefan Bolliger (Employee Shareholder Representatives)	Management	Against	Against	
28	Elect Olivier Eugène (Employee Shareholder Representatives)	Management	Against	Against	
29	Elect Benjamin Saunière (Employee Shareholder Representatives)	Management	Against	Against	
30	Elect Mark Sundrakes (Employee Shareholder Representatives)	Management	Against	Against	
Bio-Rad Laboratories Inc.		Meeting Date: 22.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Melinda Litherland	Management	For	Against	Board level diversity demographic information not fully disclosed; Multi-class share structure with unequal voting rights
2	Elect Arnold A. Pinkston	Management	For	Against	Board level diversity demographic information not fully disclosed; Multi-class share structure with unequal voting rights
3	Ratification of Auditor	Management	For	For	
4	Approval of the 2017 Incentive Award Plan	Management	For	For	
L'Oreal		Meeting Date: 22.04.2024		Meeting Type: Mix	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Elect Jacques Ripoll	Management	For	For	
5	Elect Beatrice Guillaume-Grabisch	Management	For	For	
6	Elect Ilham Kadri	Management	For	Against	Serves on too many boards
7	Elect Jean-Victor Meyers	Management	For	For	
8	Elect Nicolas Meyers	Management	For	For	
9	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For	For	
10	Appointment of Auditor for Sustainability Reporting (EY)	Management	For	For	
11	2023 Remuneration Report	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Transparency & Accountability
12	2023 Remuneration of Jean-Paul Agon, Chair	Management	For	For	
13	2023 Remuneration of Nicolas Hieronimus, CEO	Management	For	For	
14	2024 Remuneration Policy (Board of Directors)	Management	For	For	
15	2024 Remuneration Policy (Chair)	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
16	2024 Remuneration Policy (CEO)	Management	For	For	
17	Authority to Repurchase and Reissue Shares	Management	For	For	
18	Authority to Cancel Shares and Reduce Capital	Management	For	For	
19	Authority to Issue Performance Shares	Management	For	For	
20	Employee Stock Purchase Plan	Management	For	For	
21	Stock Purchase Plan for Overseas Employees	Management	For	For	
22	Authorisation of Legal Formalities	Management	For	For	

MSCI Inc		Meeting Date: 22.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Henry A. Fernandez	Management	For	For	
2	Elect Robert G. Ashe	Management	For	For	
3	Elect Chirantan J. Desai	Management	For	For	
4	Elect Wayne Edmunds	Management	For	For	
5	Elect Robin L. Matlock	Management	For	For	
6	Elect Jacques P. Perold	Management	For	For	
7	Elect C.D. Baer Pettit	Management	For	For	
8	Elect Sandy C. Rattray	Management	For	For	
9	Elect Linda H. Riefler	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
10	Elect Marcus L. Smith	Management	For	For	
11	Elect Rajat Taneja	Management	For	For	
12	Elect Paula Volent	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	
14	Ratification of Auditor	Management	For	For	
15	Shareholder Proposal Regarding Report on Chinese Military-Industry Companies in Indices	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the company's ESG efforts.

NatWest Group Plc		Meeting Date: 22.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
2	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
3	Accounts and Reports	Management	For	For	
4	Remuneration Report	Management	For	For	
5	Final Dividend	Management	For	For	
6	Elect Richard Haythornthwaite	Management	For	For	
7	Elect Paul Thwaite	Management	For	For	
8	Elect Katie Murray	Management	For	For	
9	Elect Frank E. Dangeard	Management	For	For	
10	Elect Roisin Donnelly	Management	For	For	
11	Elect Patrick Flynn	Management	For	For	
12	Elect Yasmin Jetha	Management	For	For	
13	Elect Stuart Lewis	Management	For	For	
14	Elect Mark Seligman	Management	For	For	
15	Elect Lena Wilson	Management	For	For	
16	Appointment of Auditor	Management	For	For	
17	Authority to Set Auditor's Fees	Management	For	For	
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
19	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
20	Authorisation of Political Donations	Management	For	For	
21	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	
22	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	
23	Authority to Repurchase Shares	Management	For	For	
24	Amendment to Authority to Repurchase Shares from HM Treasury	Management	For	For	
25	Authority to Repurchase Shares from HM Treasury	Management	For	For	
26	Authority to Repurchase Preference Shares	Management	For	For	
27	Approval of the Employee Share Plan	Management	For	For	
28	Scrip Dividend	Management	For	For	

Shanghai International Port(Group)		Meeting Date: 22.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Approval to Provide Entrusted Loans to Associated Equity Invested Companies	Management	For	For	
2	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
3	Report on the Compensation of Directors and Supervisors for 2023	Management	For	For	
4	Authority on the Adjustment of Independent Directors' Allowance	Management	For	For	
5	Amendments to Work System for Independent Directors	Management	For	For	
6	Elect XU Song	Management	For	For	
7	Appointment of Auditor for 2024	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.
8	Amendments to Articles	Management	For	For	
9	2023 Directors' Report	Management	For	For	
10	2023 Supervisors' Report	Management	For	For	
11	2023 Accounts and Reports	Management	For	For	
12	Allocation of Profits/Dividends	Management	For	For	
13	2024 Financial Budget	Management	For	For	
14	Authority on the Annual Quota for Deposit and Loan Business to be Conducted with Associated Banks in 2024	Management	For	For	
15	Approval of Providing Entrusted Loans to External Parties	Management	For	For	
16	Elect TU Xiaoping	Management	For	For	

Truist Financial Corporation

Meeting Date: 22.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companies ESG efforts.
2	Elect Steven C. Voorhees	Management	For	For	
3	Ratification of Auditor	Management	For	For	
4	Elect Laurence Stein	Management	For	For	
5	Elect Bruce L. Tanner	Management	For	For	
6	Advisory Vote on Executive Compensation	Management	For	For	
7	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
8	Elect Jennifer S. Banner	Management	For	For	
9	Elect K. David Boyer, Jr.	Management	For	For	
10	Elect Agnes Bundy Scanlan	Management	For	For	
11	Elect Dallas S. Clement	Management	For	For	
12	Elect Patrick C. Graney III	Management	For	For	
13	Elect Linnie M. Haynesworth	Management	For	For	
14	Elect Donna S. Morea	Management	For	For	
15	Elect Charles A. Patton	Management	For	For	
16	Elect William H. Rogers, Jr.	Management	For	For	
17	Elect Thomas E. Skains	Management	For	For	

Universal Scientific Industrial (Shanghai) Co. Ltd

Meeting Date: 22.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 WORK REPORT OF THE BOARD OF DIRECTORS	Management	For	For	
2	2023 Work Report of the Supervisory Board	Management	For	For	
3	2023 Annual Accounts	Management	For	For	
4	2023 Profit Distribution Plan	Management	For	For	
5	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
6	2023 Continuing Connected Transaction Results and 2024 Estimated Continuing Connected Transactions	Management	For	For	
7	APPLICATION FOR BANK CREDIT LINE	Management	For	For	
8	Financial Derivative Transaction Quota	Management	For	For	
9	MUTUAL GUARANTEE AMONG CONTROLLED SUBSIDIARIES	Management	For	For	
10	Amendments to Articles	Management	For	For	
11	Amendments to Procedural Rules: Board Meetings	Management	For	Against	Vote Against when the company has not provided sufficient information.
12	Amendments to Management System for External Guarantees	Management	For	Against	Vote Against when the company has not provided sufficient information.
13	Amendments to Management System for External Financial Aid Management	Management	For	Against	Vote Against when the company has not provided sufficient information.
14	Amendments to Work System for Independent Directors	Management	For	Against	Vote Against when the company has not provided sufficient information.
15	Amendments to Decision-Making System for Connected Transactions	Management	For	Against	Vote Against when the company has not provided sufficient information.
16	Establishment of the System for Audit Firm Appointment	Management	For	Against	Vote Against when the company has not provided sufficient information.
17	REAPPOINTMENT OF FINANCIAL AUDIT FIRM	Management	For	For	
18	REAPPOINTMENT OF 2024 INTERNAL CONTROL AUDIT FIRM	Management	For	For	
19	Elect Andrew Robert TANG	Management	For	For	
20	Elect ZHANG Li	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
21	Confirmation of 2023 Remuneration for Directors and the 2024 Remuneration Plan	Management	For	For	
22	Purchase of Liability Insurance for Directors, Supervisors and Senior Managers	Management	For	For	

West Pharmaceutical Services, Inc.

Meeting Date: 22.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.
2	Advisory Vote on Executive Compensation	Management	For	For	
3	Elimination of Supermajority Transaction Requirement	Management	For	For	
4	Elect Mark A. Buthman	Management	For	For	
5	Elect Douglas A. Michels	Management	For	For	
6	Elect Paolo Pucci	Management	For	For	
7	Elimination of Supermajority Amendment Requirement	Management	For	For	
8	Ratification of Auditor	Management	For	For	
9	Elect William F. Feehery	Management	For	For	
10	Elect Robert F. Friel	Management	For	For	
11	Elect Eric M. Green	Management	For	For	
12	Elect Thomas W. Hofmann	Management	For	For	
13	Elect Molly E. Joseph	Management	For	For	
14	Elect Deborah L. V. Keller	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
15	Elect Myla P. Lai-Goldman	Management	For	For	
16	Elect Stephen H. Lockhart	Management	For	For	

Ameriprise Financial Inc

Meeting Date: 23.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect James M. Cracchiolo	Management	For	For	
2	Elect Robert F. Sharpe, Jr.	Management	For	For	
3	Elect Dianne Neal Blixt	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
4	Elect Amy DiGeso	Management	For	Against	
5	Elect Christopher J. Williams	Management	For	For	
6	Elect Armando Pimentel, Jr.	Management	For	For	
7	Elect Brian T. Shea	Management	For	For	
8	Elect W. Edward Walter III	Management	For	For	
9	Amendment to Certificate Regarding Officer Exculpation	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability.
11	Ratification of Auditor	Management	For	For	

ASML Holding NV

Meeting Date: 23.04.2024

Meeting Type: Annual

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

Assa Abloy AB

Meeting Date: 23.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Minutes	Management	For	For	
4	Compliance with the Rules of Convocation	Management	For	For	
5	Election of Presiding Chair	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Agenda	Management	For	For	
7	Ratification of Board Acts	Management	For	For	
8	Board Size	Management	For	For	
9	Directors' Fees	Management	For	For	
10	Authority to Set Auditor's Fees	Management	For	For	
11	Election of Directors	Management	For	Against	Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
12	Appointment of Auditor	Management	For	For	
13	Remuneration Report	Management	For	Against	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP
14	Authority to Repurchase and Reissue Shares	Management	For	For	
15	Adoption of Share-Based Incentives (LTIP 2024)	Management	For	For	

Atlas Copco AB

Meeting Date: 23.04.2024

Meeting Type: Annual

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

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

Bank Of America Corp.

Meeting Date: 23.04.2024

Meeting Type: Annual

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

Canadian Pacific Kansas City Limited

Meeting Date: 23.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Appointment of Auditor	Management	For	For	
2	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria.
3	Advisory Vote on Approach to Climate Change	Management	For	Against	Plan has not overcome gaps from last SOC: Transition plan lack of short and long-term targets, as well as an insufficient decarbonization & capex plan around how they meet their medium-term targets.
4	Elect John R. Baird	Management	For	For	
5	Elect Isabelle Courville	Management	For	For	
6	Elect Keith E. Creel	Management	For	For	
7	Elect Antonio Garza	Management	For	For	
8	Elect Edward R. Hamberger	Management	For	For	
9	Elect Janet H. Kennedy	Management	For	For	
10	Elect Henry J. Maier	Management	For	For	
11	Elect Matthew H. Paull	Management	For	For	
12	Elect Jane L. Peverett	Management	For	For	
13	Elect Andrea Robertson	Management	For	For	
14	Elect Gordon T. Trafton	Management	For	For	
15	Shareholder Proposal Regarding Paid Sick Leave	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to address material ESG risks.

Cigna Group (The)		Meeting Date: 23.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect David M. Cordani	Management	For	For	
2	Elect William J. DeLaney	Management	For	For	
3	Elect Eric J. Foss	Management	For	For	
4	Elect Elder Granger	Management	For	For	
5	Elect Neesha Hathi	Management	For	For	
6	Elect George Kurian	Management	For	For	
7	Elect Kathleen M. Mazarella	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
8	Elect Mark B. McClellan	Management	For	For	
9	Elect Philip O. Ozuah	Management	For	For	
10	Elect Donna F. Zarcone	Management	For	For	Remuneration - Vote Against when remuneration is deemed excessive and bears a significant cost ; Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
11	Advisory Vote on Executive Compensation	Management	For	Against	
12	Ratification of Auditor	Management	For	For	
13	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.
14	Elect Kimberly A. Ross	Management	For	For	
15	Elect Eric C. Wiseman	Management	For	For	SHP - Vote For when shareholder proposal aims to increase transparency on material ESG issues.
16	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	Against	For	

City Developments Limited		Meeting Date: 23.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	Audit/Financials - Vote Against when the allocation of fees paid to the auditor is not in line with market best practice.
2	Allocation of Profits/Dividends	Management	For	For	
3	Directors' Fees for FY 2024	Management	For	For	
4	Appointment of Auditor and Authority to Set Fees	Management	For	Against	
5	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
6	Authority to Repurchase and Reissue Shares	Management	For	For	
7	Related Party Transactions	Management	For	For	
8	Elect KWEK Leng Beng	Management	For	For	
9	Elect Sherman KWEK Eik Tse	Management	For	For	
10	Elect Philip LEE Jee Cheng	Management	For	For	
11	Elect CHAN Swee Liang Carolina @ Carol Fong	Management	For	Against	Board - Vote Against when the chair of the remuneration committee is not independent.

Hong Kong Exchanges and Clearing Ltd.		Meeting Date: 23.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Elect Nicholas Charles Allen	Management	For	For	
3	Elect Anna CHEUNG Ming Ming	Management	For	For	
4	Elect ZHANG Yichen	Management	For	For	
5	Appointment of Auditor and Authority to Set Fees	Management	For	For	
6	Authority to Repurchase Shares	Management	For	For	
7	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	

Intesa Sanpaolo Spa		Meeting Date: 23.04.2024		Meeting Type: Mix	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Dividends	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Remuneration Report	Management	For	For	
5	2024 Annual Incentive Plan	Management	For	For	
6	Authority to Repurchase Shares	Management	For	For	
7	Authority to Repurchase and Reissue Shares to Service Incentive Plans	Management	For	For	
8	Authority to Repurchase and Reissue Shares	Management	For	For	
9	Cancellation of Shares	Management	For	For	

Moncler SPA		Meeting Date: 23.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Dividends	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
3	Remuneration Report	Management	For	For	
4	Authority to Repurchase and Reissue Shares	Management	For	For	
5	2024 Performance Shares Plan	Management	For	For	

Newmont Corp

Meeting Date: 23.04.2024

Meeting Type: Annual

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

Avery Dennison Corp.

Meeting Date: 24.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Ratification of Auditor	Management	For	For	
2	Elect Bradley A. Alford	Management	For	For	
3	Elect Mitchell R. Butier	Management	For	For	
4	Elect Ken C. Hicks	Management	For	For	
5	Elect Andres A. Lopez	Management	For	For	
6	Elect María Fernanda Mejía	Management	For	For	
7	Elect Francesca Reverberi	Management	For	For	
8	Elect Patrick T. Siewert	Management	For	For	
9	Elect Deon M. Stander	Management	For	For	
10	Elect Martha N. Sullivan	Management	For	For	
11	Elect William R. Wagner	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria
13	Adoption of Right to Call a Special Meeting	Management	For	For	

B3 S.A. - Brasil Bolsa Balcao

Meeting Date: 24.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Election of Supervisory Council	Management	For	For	
2	Approve Recasting of Votes for Amended Supervisory Council Slate	Management	N/A	Against	Potential unknown nominees w/o shareholder approval
3	Accounts and Reports	Management	For	For	
4	Allocation of Profits/Dividends	Management	For	For	
5	Remuneration Policy	Management	For	Against	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP.
6	Request Establishment of Supervisory Council	Management	N/A	For	
7	Supervisory Council Fees	Management	For	For	

B3 S.A. - Brasil Bolsa Balcao

Meeting Date: 24.04.2024

Meeting Type: Special

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

Cellnex Telecom S.A.		Meeting Date: 24.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Report on Non-Financial Information	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Ratification of Board Acts	Management	For	For	
5	Appointment of Auditor	Management	For	For	
6	Elect Alexandra Reich	Management	For	For	
7	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
8	Authority to Issue Convertible Debt Instruments	Management	For	For	
9	Authorisation of Legal Formalities	Management	For	For	
10	Remuneration Report	Management	For	Against	Potential for excessive payouts
Fastenal Co.		Meeting Date: 24.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Scott A. Satterlee	Management	For	For	
2	Elect Michael J. Ancius	Management	For	For	
3	Elect Stephen L. Eastman	Management	For	For	
4	Elect Daniel L. Florness	Management	For	For	
5	Elect Rita J. Heise	Management	For	For	
6	Elect Hsenghung Sam Hsu	Management	For	For	
7	Elect Daniel L. Johnson	Management	For	For	
8	Elect Nicholas J. Lundquist	Management	For	For	
9	Elect Sarah N. Nielsen	Management	For	For	
10	Elect Irene A. Quarshie	Management	For	For	
11	Elect Reyne K. Wisecup	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	
14	Elimination of Supermajority Requirement	Management	For	For	
15	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights
Global Payments, Inc.		Meeting Date: 24.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Shareholder Proposal Regarding Political Contributions and Expenditures Report	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders
2	Elect Joia M. Johnson	Management	For	For	
3	Elect Kirsten M. Kliphouse	Management	For	For	
4	Elect Cameron M. Bready	Management	For	For	
5	Elect John G. Bruno	Management	For	For	
6	Elect F. Thaddeus Arroyo	Management	For	For	
7	Elect Robert H.B. Baldwin, Jr.	Management	For	For	
8	Advisory Vote on Executive Compensation	Management	For	For	
9	Ratification of Auditor	Management	For	For	
10	Elect John T. Turner	Management	For	For	
11	Elect M. Troy Woods	Management	For	For	
12	Elect Joseph H. Osnoss	Management	For	For	
13	Elect William B. Plummer	Management	For	For	
14	Elect Ruth Ann Marshall	Management	For	For	
15	Elect Connie D. McDaniel	Management	For	For	
Globe Life Inc		Meeting Date: 24.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Linda L. Addison	Management	For	For	
2	Elect Marilyn A. Alexander	Management	For	For	
3	Elect Cheryl D. Alston	Management	For	For	
4	Elect Mark A. Blinn	Management	For	For	
5	Elect James P. Brannen	Management	For	For	
6	Elect Alice S. Cho	Management	For	For	
7	Elect J. Matthew Darden	Management	For	For	
8	Elect Steven P. Johnson	Management	For	For	
9	Elect David A. Rodriguez	Management	For	For	
10	Elect Frank M. Svoboda	Management	For	For	
11	Elect Mary E. Thigpen	Management	For	For	
12	Ratification of Auditor	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
13	Advisory Vote on Executive Compensation	Management	For	For	
Healthpeak OP LLC		Meeting Date: 24.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Ratification of Auditor	Management	For	For	
2	Elect Richard A. Weiss	Management	For	For	
3	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on critical factor ; Remuneration - Vote Against when substantial one-off payments are made without performance criteria.
4	Elect Scott M. Brinker	Management	For	For	
5	Elect Katherine M. Sandstrom	Management	For	For	
6	Elect John T. Thomas	Management	For	For	
7	Elect Brian G. Cartwright	Management	For	For	
8	Elect James B. Connor	Management	For	For	
9	Elect R. Kent Griffin Jr.	Management	For	For	
10	Elect Pamela J. Kessler	Management	For	For	
11	Elect Sara Grootwassink Lewis	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
12	Elect Ava E. Lias-Booker	Management	For	For	
13	Elect Tommy G. Thompson	Management	For	For	
Intuitive Surgical Inc		Meeting Date: 24.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Craig H. Barratt	Management	For	For	
2	Amendment to the 2010 Incentive Award Plan	Management	For	Against	Cost of plan is excessive.
3	Amendment to the 2000 Employee Stock Purchase Plan	Management	For	For	
4	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria.
5	Ratification of Auditor	Management	For	For	
6	Elect Monica P. Reed	Management	For	For	
7	Elect Mark J. Rubash	Management	For	For	
8	Elect Keith R. Leonard, Jr.	Management	For	For	
9	Elect Jami Dover Nachtsheim	Management	For	For	
10	Elect Sreelakshmi Kolli	Management	For	Against	Board - Vote Against when there are concerns that one or more nominees lack sufficient time to effectively carry out their role in light of their external commitments.
11	Elect Amy L. Ladd	Management	For	For	
12	Elect Gary S. Guthart	Management	For	For	
13	Elect Amal M. Johnson	Management	For	For	
14	Elect Joseph C. Beery	Management	For	For	
15	Elect Lewis Chew	Management	For	For	
16	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.
Kering		Meeting Date: 24.04.2024		Meeting Type: Mix	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Ratification of Co-Option of Maureen Chiquet	Management	For	For	
5	Election Jean-Pierre Denis	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.
6	Elect Rachel Duan	Management	For	For	
7	Elect Giovanna Melandri	Management	For	For	
8	Elect Dominique D'Hinnin	Management	For	For	
9	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For	For	
10	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For	For	
11	Related Party Transactions (Maureen Chiquet)	Management	For	For	
12	2023 Remuneration Report	Management	For	For	
13	2023 Remuneration of François-Henri Pinault, Chair and CEO	Management	For	For	
14	2023 Remuneration of Jean-François Palus, Former Deputy CEO (Until October 3, 2023)	Management	For	For	
15	2024 Remuneration Policy (Executive)	Management	For	For	
16	2024 Remuneration Policy (Board of Directors)	Management	For	For	
17	Authority to Repurchase and Reissue Shares	Management	For	For	
18	Authority to Issue Performance Shares	Management	For	For	
19	Employee Stock Purchase Plan	Management	For	For	
20	Stock Purchase Plan for Overseas Employees	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
21	Authorisation of Legal Formalities	Management	For	For	

London Stock Exchange Group

Meeting Date: 24.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Final Dividend	Management	For	For	
3	Remuneration Report	Management	For	For	
4	Remuneration Policy	Management	For	For	
5	Elect Dominic Blakemore	Management	For	For	
6	Elect Martin Brand	Management	For	For	
7	Elect Kathleen DeRose	Management	For	For	
8	Elect Tsega Gebreyes	Management	For	For	
9	Elect Scott Guthrie	Management	For	For	
10	Elect Cressida Hogg	Management	For	For	
11	Elect Val Rahmani	Management	For	For	
12	Elect Don Robert	Management	For	For	
13	Elect David Schwimmer	Management	For	For	
14	Elect William Vereker	Management	For	For	
15	Elect Michel-Alain Proch	Management	For	For	
16	Appointment of Auditor	Management	For	For	
17	Authority to Set Auditor's Fees	Management	For	For	
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
19	Authorisation of Political Donations	Management	For	For	
20	Equity Incentive Plan	Management	For	For	
21	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
22	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
23	Authority to Repurchase Shares	Management	For	For	
24	Authority to Repurchase Shares Off-Market	Management	For	For	
25	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

Muenchener Rueckversicherungs-Gesellschaft AG

Meeting Date: 24.04.2024

Meeting Type: Annual

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

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
37	Elect Roland Busch	Management	For	For	
38	Elect Julia Jaekel	Management	For	For	
39	Elect Renata Jungo Brüngger	Management	For	For	
40	Elect Carinne Knoche-Brouillon	Management	For	For	
41	Elect Victoria E. Ossadnik	Management	For	For	
42	Elect Carsten Spohr	Management	For	For	
43	Elect Jens Weidmann	Management	For	For	
44	Elect Maximilian Zimmerer	Management	For	For	
45	Supervisory Board Remuneration Policy	Management	For	For	
46	Authority to Repurchase and Reissue Shares	Management	For	For	

Pfizer Inc.

Meeting Date: 24.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Ronald E. Blaylock	Management	For	For	
2	Elect Albert Bourla	Management	For	For	
3	Elect Susan Desmond-Hellmann	Management	For	For	
4	Elect Joseph J. Echevarria	Management	For	For	
5	Elect Scott Gottlieb	Management	For	For	
6	Elect Helen H. Hobbs	Management	For	For	
7	Elect Susan Hockfield	Management	For	For	
8	Elect Suzanne Nora Johnson	Management	For	For	
9	Elect James Quincey	Management	For	For	
10	Elect Dan R. Littman	Management	For	For	
11	Elect Shantanu Narayen	Management	For	For	
12	Elect James C. Smith	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Amendment to the 2019 Stock Plan	Management	For	For	
15	Advisory Vote on Executive Compensation	Management	For	For	
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 Report on Political Expenditures and Values Congruency	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders
18	Shareholder Proposal Regarding Director Resignation Policy	Shareholder	Against	Abstain	Proposal withdrawn by proponent
19	Shareholder Proposal Regarding Corporate Contributions Disclosure	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companies ESG efforts.

RELX Plc

Meeting Date: 24.04.2024

Meeting Type: Annual

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

Sampo Plc

Meeting Date: 24.04.2024

Meeting Type: Annual

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

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	Election of Directors	Management	For	For	
9	Authority to Set Auditor's Fees	Management	For	For	
10	Appointment of Auditor	Management	For	For	
11	Authority to Repurchase Shares	Management	For	For	
12	Authority to Issue Shares (Share Split)	Management	For	For	

Suzano S.A.	Meeting Date: 24.04.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Board Size	Management	For	For	
5	Request Cumulative Voting	Management	N/A	For	
6	Election of Directors	Management	For	Against	Board - Vote Against if the company has high exposure to deforestation risk commodities while either failing to have adequate policies and processes in place to reduce the impact and/or being involved in severe deforestation-linked controversies. Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the nomination committee is not sufficiently independent. Board - Vote Against when the chair of the remuneration is not independent. Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
7	Approve Recasting of Votes for Amended Slate	Management	N/A	Against	Board - Vote Against proposals requesting to cumulate common and preferred votes and/or Recasting of votes for amended slate and/or Instructions if meeting is held on second call
8	Proportional Allocation of Cumulative Votes	Management	N/A	For	
9	Allocate Cumulative Votes to David Feffer	Management	N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
10	Allocate Cumulative Votes to Daniel Feffer	Management	N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
11	Allocate Cumulative Votes to Nildemar Secches	Management	N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
12	Allocate Cumulative Votes to Gabriela Feffer Moll	Management	N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
13	Allocate Cumulative Votes to Maria Priscila Rodini Vansetti Machado	Management	N/A	For	
14	Allocate Cumulative Votes to Paulo Rogerio Caffarelli	Management	N/A	For	
15	Allocate Cumulative Votes to Paulo Sergio Kakinoff	Management	N/A	For	
16	Allocate Cumulative Votes to Rodrigo Calvo Galindo	Management	N/A	For	
17	Allocate Cumulative Votes to Walter Schalka	Management	N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
18	Request Separate Election for Board Member/s	Management	N/A	Against	Vote Against when the company has not provided sufficient information.
19	Elect David Feffer as Board Chair	Management	For	For	
20	Elect Daniel Feffer as Board Vice Chair	Management	For	For	
21	Elect Nildemar Secches as Board Vice Chair	Management	For	Against	Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the nomination committee is not sufficiently independent. 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.
22	Ratify Director's Independence Status	Management	For	For	
23	Request Establishment of Supervisory Council	Management	N/A	For	
24	Supervisory Council Size	Management	For	For	
25	Elect Luiz Augusto Marques Paes	Management	For	Abstain	Minority candidate is supported over management/controller candidate/s
26	Elect Rubens Barletta	Management	For	Abstain	Minority candidate is supported over management/controller candidate/s
27	Elect Eraldo Soares Peçanha to the Supervisory Council Presented by Minority Shareholders	Management	N/A	For	
28	Remuneration Policy	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability

Suzano S.A.	Meeting Date: 24.04.2024	Meeting Type: Special
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Approval of the Performance Shares Plan	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Approval of the Phantom Shares Plan	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountabilit
3	Capitalization of Reserves w/o Share Issuance	Management	For	For	
4	Consolidation of Articles	Management	For	For	
5	Authorization of Legal Formalities	Management	For	For	

Texas Instruments Inc.

Meeting Date: 24.04.2024

Meeting Type: Annual

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

UCB SA

Meeting Date: 24.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Ratification of Auditor's Acts	Management	For	For	Remuneration - Fails the remuneration framework assessment on transparency and accountability.
2	Elect Pierre Gurdjian to the Board of Directors	Management	For	For	
3	Ratification of Independence of Pierre Gurdjian	Management	For	For	
4	Elect Ulf Wiinberg to the Board of Directors	Management	For	For	
5	Ratification of Independence of Ulf Wiinberg	Management	For	For	
6	Elect Charles Antoine Janssen to the Board of Directors	Management	For	For	
7	Elect Nefertiti Greene to the Board of Directors	Management	For	For	
8	Ratification of Independence of Nefertiti Greene	Management	For	For	
9	Elect Dolca Thomas to the Board of Directors	Management	For	For	
10	Ratification of Independence of Dolca Thomas	Management	For	For	
11	Elect Rodolfo J Savitzky to the Board of Directors	Management	For	For	
12	Ratification of Independence of Rodolfo J Savitzky	Management	For	For	
13	Appointment of Auditor for Annual Accounts, Sustainability Reporting, and Authority to Set Fees	Management	For	For	
14	Long Term Incentive Plan (Free Allocation of Shares)	Management	For	For	
15	Change in Control Clause (EMTN Program)	Management	For	For	
16	Change in Control Clause (Schuldschein loan agreement)	Management	For	For	
17	Remuneration Policy	Management	For	For	
18	Ratification of Board Acts	Management	For	For	
19	Accounts and Reports; Allocation of Dividends	Management	For	For	
20	Remuneration Report	Management	For	Against	

UCB SA

Meeting Date: 24.04.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Increase in Authorised Capital	Management	For	For	
2	Authority to Repurchase Shares	Management	For	For	

Agnico Eagle Mines Ltd

Meeting Date: 25.04.2024

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect J. Merfyn Roberts	Management	For	For	
2	Elect Jamie C. Sokalsky	Management	For	For	
3	Elect Deborah McCombe	Management	For	For	
4	Elect Jeffrey Parr	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	Elect Peter Grosskopf	Management	For	For	
6	Elect Elizabeth Lewis-Gray	Management	For	For	
7	Elect Martine A. Celej	Management	For	For	
8	Elect Jonathan Gill	Management	For	For	
9	Elect Ammar Al-Joundi	Management	For	For	
10	Elect Sean Boyd	Management	For	For	
11	Appointment of Auditor and Authority to Set Fees	Management	For	For	
12	Amendment to the Incentive Share Purchase Plan	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	
14	Elect Leona Aglukkaq	Management	For	For	

Banco Do Brasil S.A.

Meeting Date: 25.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Human Resources, Remuneration and Eligibility Committee Fees	Management	For	For	
2	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.
3	Accounts and Reports	Management	For	For	
4	Allocation of Profits/Dividends	Management	For	For	
5	Remuneration Policy	Management	For	For	
6	Supervisory Council Fees	Management	For	For	
7	Audit Committee Fees	Management	For	For	
8	Risk and Capital Committee Fees	Management	For	For	

Banco Do Brasil S.A.

Meeting Date: 25.04.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles	Management	For	For	
2	Technology and Innovation Committee Fees	Management	For	For	
3	Corporate Sustainability Committee Fees	Management	For	For	
4	Instructions if Meeting is Held on Second Call	Management	N/A	Against	Vote Against if the proposal would allow the voting instructions to be considered in the event of a second call.

Centrais Eletricas Brasileiras S.A.

Meeting Date: 25.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Supervisory Council Size (Five Members)	Management	N/A	Abstain	
2	Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Remuneration Policy	Management	For	For	
5	Request Establishment of Supervisory Council	Management	N/A	For	
6	Elect José Raimundo dos Santos	Management	N/A	For	
7	Elect Carlos Eduardo Teixeira Taveiros	Management	N/A	For	
8	Elect Ricardo Bertucci	Management	N/A	For	
9	Supervisory Council Size (Three Members)	Management	N/A	Abstain	
10	Supervisory Council Size (Four Members)	Management	N/A	For	

Centrais Eletricas Brasileiras S.A.

Meeting Date: 25.04.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendment to the Restricted Shares Plan	Management	For	Against	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP.
2	Elect Ana Silvia Corso Matte	Management	For	For	
3	Amendment to the Stock Option Plan	Management	For	Against	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP.

Merck KGAA

Meeting Date: 25.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Dividends	Management	For	For	
3	Ratification of Management Board Acts	Management	For	For	
4	Ratification of Supervisory Board Acts	Management	For	For	
5	Appointment of Auditor	Management	For	For	
6	Remuneration Report	Management	For	For	
7	Elect Katja Garcia Garcia Vila	Management	For	For	
8	Elect Michael Kleinemeier	Management	For	For	
9	Elect Carla Kriwet	Management	For	For	
10	Elect Barbara Lambert	Management	For	For	
11	Elect Stefan Palzer	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
12	Elect Susanne Schaffert	Management	For	For	
13	Supervisory Board Remuneration Policy	Management	For	For	
14	Amendments to Articles (Technical Amendment)	Management	For	For	

Pearson plc		Meeting Date: 25.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	FINAL DIVIDEND	Management	For	For	
3	Elect Omar P. Abbosh	Management	For	For	
4	Elect Alison Dolan	Management	For	For	
5	Elect Alexandra H. Hardiman	Management	For	For	
6	Elect Sherry Coutu	Management	For	For	
7	Elect Sally Johnson	Management	For	For	
8	Elect Omid R. Kordestani	Management	For	For	
9	Elect Esther S. Lee	Management	For	For	
10	Elect Graeme D. Pitkethly	Management	For	For	
11	Elect Annette Thomas	Management	For	For	
12	Elect Lincoln Wallen	Management	For	For	
13	Remuneration Report	Management	For	For	
14	Save for Shares Plan	Management	For	For	
15	Appointment of Auditor	Management	For	For	
16	Authority to Set Auditor's Fees	Management	For	For	
17	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
18	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
20	Authority to Repurchase Shares	Management	For	For	
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

Promotora Y Operadora De Infraestructura S.A.		Meeting Date: 25.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Statutory Reports	Management	For	For	Vote Against when the company has not provided sufficient information.
2	Report of the Board of Directors on Accounting Policies	Management	For	For	Vote Against when the company has not provided sufficient information.
3	Financial Statements	Management	For	For	Vote Against when the company has not provided sufficient information.
4	Report on Tax Compliance	Management	For	For	Vote Against when the company has not provided sufficient information.
5	Allocation of Profits/Dividends	Management	For	Against	Vote Against when the company has not provided sufficient information.
6	Election of Directors	Management	For	Against	Vote Against when the company has not provided sufficient information.
7	Election of Audit Committee Chair	Management	For	Against	Vote Against when the company has not provided sufficient information.
8	Election of Corporate Practices Committee Chair	Management	For	Against	Vote Against when the company has not provided sufficient information.
9	Election of Board Committee Members	Management	For	Against	Vote Against when the company has not provided sufficient information.
10	Election of Board Secretary	Management	For	Against	Vote Against when the company has not provided sufficient information.
11	Directors' Fees	Management	For	For	Vote Against when the company has not provided sufficient information.
12	Authority to Repurchase Shares	Management	For	Against	Vote Against when the company has not provided sufficient information.
13	Report on Share Repurchase Program	Management	For	For	Vote Against when the company has not provided sufficient information.
14	Election of Meeting Delegates	Management	For	For	

DNB Bank ASA		Meeting Date: 28.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Opening of Meeting; Election of Presiding Chair	Management	For	For	
2	Notice of Meeting; Agenda	Management	For	For	
3	Minutes	Management	For	For	
4	Accounts and Reports; Allocation of Profits and Dividends	Management	For	For	
5	Cancellation of Shares	Management	For	For	
6	Authority to Repurchase Shares (Cancellation)	Management	For	For	
7	Authority to Repurchase Shares (Hedging)	Management	For	For	
8	Authority to Issue Debt Instruments	Management	For	For	
9	Remuneration Report	Management	For	For	
10	Remuneration Policy	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Corporate Governance Report	Management	For	For	
12	Election of Directors	Management	For	For	
13	Election of Nomination Committee Members	Management	For	For	
14	Directors' and Nomination Committee Fees	Management	For	For	
15	Authority to Set Auditor's Fees	Management	For	For	
16	Shareholder Proposal Regarding Share Program, Monthly Payouts, Wind and EV Investments, and Bitcoin Use	Shareholder	Against	Against	SHP - Vote Against when the changes requested by the proposal are not in the best interests of shareholders

Grupo Financiero Banorte	Meeting Date: 28.04.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	CEO's Report and Financial Statements	Management	For	For	
2	Report of the Board on the Accounting Policies	Management	For	For	
3	Report of the Board on Operations and Activities	Management	For	For	
4	Report of the Audit and Corporate Governance Committees' Operations and Activities	Management	For	For	
5	Ratification of Board, CEO and Audit and Corporate Governance Committee's Acts	Management	For	For	
6	Allocation of Profits	Management	For	For	
7	Allocation of Dividends	Management	For	For	
8	Approve Date of Payment of Dividends	Management	For	For	
9	Elect Carlos Hank González	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent.
10	Elect Juan Antonio González Moreno	Management	For	For	
11	Elect David Villarreal Montemayor	Management	For	For	
12	Elect Jose Marcos Ramirez Miguel	Management	For	For	
13	Elect Carlos de la Isla Corry	Management	For	For	
14	Elect Alicia Alejandra Lebrija Hirschfeld	Management	For	For	
15	Elect Clemente Ismael Reyes-Retana Valdés	Management	For	For	
16	Elect Mariana Baños Reynaud	Management	For	For	
17	Elect Federico Carlos Fernández Senderos	Management	For	For	
18	Elect David Peñaloza Alanís	Management	For	For	
19	Elect José Antonio Chedraui Eguía	Management	For	Against	Serves on too many boards; Serves on too many boards
20	Elect Alfonso de Angoitia Noriega	Management	For	Against	Serves on too many boards; Serves on too many boards
21	Elect Thomas Stanley Heather Rodriguez	Management	For	For	
22	Elect Graciela González Moreno (Alternate)	Management	For	For	
23	Elect Juan Antonio González Marcos (Alternate)	Management	For	For	
24	Elect Alberto Halabe Hamui (Alternate)	Management	For	For	
25	Elect Gerardo Salazar Viezca (Alternate)	Management	For	For	
26	Elect Alberto Pérez-Jácome Friscione (Alternate)	Management	For	For	
27	Elect Roberto Kelleher Vales (Alternate)	Management	For	For	
28	Elect Cecilia Goya de Riviello Meade (Alternate)	Management	For	For	
29	Elect José María Garza Treviño (Alternate)	Management	For	For	
30	Elect Manuel Francisco Ruiz Camero (Alternate)	Management	For	For	
31	Elect Carlos Césarman Kolteniuk (Alternate)	Management	For	For	
32	Elect Humberto Tafolla Núñez (Alternate)	Management	For	For	
33	Elect Carlos Phillips Margain (Alternate)	Management	For	For	
34	Elect Diego Martínez Rueda-Chapital (Alternate)	Management	For	For	
35	Elect Héctor Ávila Flores as Board Secretary	Management	For	For	
36	Authority to Exempt Directors from Providing Own Indemnification	Management	For	For	
37	Directors' Fees	Management	For	For	
38	Election of Thomas Stanley Heather Rodríguez as Audit and Corporate Governance Committee Chair	Management	For	For	
39	Report on the Company's Repurchase Program	Management	For	For	
40	Authority to Repurchase Shares	Management	For	For	
41	Election of Meeting Delegates	Management	For	For	

Hexagon AB	Meeting Date: 28.04.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Election of Presiding Chair	Management	For	For	
2	Voting List	Management	For	For	
3	Agenda	Management	For	For	
4	Compliance with the Rules of Convocation	Management	For	For	
5	Accounts and Reports	Management	For	For	
6	Allocation of Profits/Dividends	Management	For	For	
7	Ratify Ola Rollén	Management	For	For	
8	Ratify Gun Nilsson	Management	For	For	
9	Ratify Marta Schörling	Management	For	For	
10	Ratify John Brandon	Management	For	For	
11	Ratify Sofia Schörling Högberg	Management	For	For	

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

Paycom Software Inc

Meeting Date: 28.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Robert J. Levenson	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 Frederick C. Peters II	Management	For	For	
3	Elect Felicia Williams	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
4	Ratification of Auditor	Management	For	For	
5	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when sign-on packages are awarded that exceed market best practice

Exelon Corp.

Meeting Date: 29.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect W. Paul Bowers	Management	For	For	
2	Elect Calvin G. Butler, Jr.	Management	For	For	
3	Elect Marjorie Rodgers Cheshire	Management	For	For	
4	Elect Linda P. Jojo	Management	For	For	
5	Elect Charisse Lillie	Management	For	For	
6	Elect Anna S. Richo	Management	For	For	
7	Elect Matthew Rogers	Management	For	For	
8	Elect Bryan Segedi	Management	For	For	
9	Elect John F. Young	Management	For	For	
10	Ratification of Auditor	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on a critical factor
12	Adoption of Right to Call a Special Meeting	Management	For	For	
13	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	Against	For	

Hermes International

Meeting Date: 29.04.2024

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Consolidated Accounts and Reports	Management	For	For	
3	Ratification of Management Acts	Management	For	For	
4	Allocation of Profits/Dividends	Management	For	For	
5	Special Auditors Report on Regulated Agreements	Management	For	For	
6	Authority to Repurchase and Reissue Shares	Management	For	For	
7	2023 Remuneration Report	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Structure and Transparency & Accountability factors.
8	2023 Remuneration of Axel Dumas, Executive Chair	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Structure and Transparency & Accountability factors.
9	2023 Remuneration of Émile Hermès SAS, Managing General Partner	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Structure and Transparency & Accountability factors.
10	2023 Remuneration of Éric de Seynes, Supervisory Board Chair	Management	For	For	
11	2024 Remuneration Policy (Executive Chair and General Managing Partner)	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Structure and Transparency & Accountability factors.
12	2024 Remuneration Policy (Supervisory Board)	Management	For	For	
13	Elect Matthieu Dumas	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
14	Elect Blaise Guérard	Management	For	For	
15	Elect Olympia Guérard	Management	For	For	
16	Elect Alexandre Viros	Management	For	For	
17	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For	For	
18	Authority to Cancel Shares and Reduce Capital	Management	For	For	
19	Authority to Issue Performance Shares	Management	For	For	
20	Authorisation of Legal Formalities	Management	For	For	

International Business Machines Corp.

Meeting Date: 29.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Marianne C. Brown	Management	For	For	
2	Elect Thomas Buberl	Management	For	For	
3	Elect David N. Farr	Management	For	For	
4	Elect Alex Gorsky	Management	For	For	
5	Elect Michelle Howard	Management	For	For	
6	Elect Arvind Krishna	Management	For	For	
7	Elect Andrew N. Liveris	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
8	Elect F. William McNabb, III	Management	For	For	
9	Elect Michael Miebach	Management	For	For	
10	Elect Martha E. Pollack	Management	For	For	
11	Elect Peter R. Voser	Management	For	For	
12	Elect Frederick H. Waddell	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
13	Elect Alfred W. Zollar	Management	For	For	
14	Ratification of Auditor	Management	For	For	
15	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure ; Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability.
16	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.
17	Shareholder Proposal Regarding Report on Corporate Operations with China	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the company's ESG efforts.
18	Shareholder Proposal Regarding Right to Act by Written Consent	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.
19	Shareholder Proposal Regarding Lobbying Activity Alignment with Net Zero Emissions Target	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.
20	Shareholder Proposal Regarding Adoption of Targets to Achieve Net Zero Emissions by 2050	Shareholder	Against	For	SHP Environment - Vote For when reasonable shareholder proposals request companies to prepare and plan for mitigating environmental risks.

ITAUSA INVESTIMENTOS ITAU SA, SAO PAULO

Meeting Date: 29.04.2024

Meeting Type: Annual

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

Novonesis AS		Meeting Date: 29.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Remuneration Report	Management	For	For	
4	Directors' Fees	Management	For	For	
5	Elect Cees de Jong as Chair	Management	For	For	
6	Elect Jesper Brandgaard as Vice Chair	Management	For	For	
7	Elect Heine Dalsgaard	Management	For	Against	Board - Vote Against when the chair of the audit committee is not independent.
8	Elect Sharon James	Management	For	For	
9	Elect Kasim Kutay	Management	For	For	
10	Elect Lise Kaae	Management	For	For	
11	Elect Kevin Lane	Management	For	For	
12	Elect Morten Otto Alexander Sommer	Management	For	For	Potential overcommitment
13	Elect Kim Stratton	Management	For	Abstain	
14	Appointment of Auditor	Management	For	For	
15	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
16	Authority to Repurchase Shares	Management	For	For	
17	Authority to distribute extraordinary dividend	Management	For	For	
18	Amendments to Articles (Language of Shareholder Meetings)	Management	For	For	
19	Amendments to Articles (Nominal share capital)	Management	For	For	
20	Amendments to Articles (Indemnification)	Management	For	For	
21	Amendments to Articles (Editorial Amendments)	Management	For	For	
22	Remuneration Policy	Management	For	For	
23	Authorization of Legal Formalities	Management	For	For	

Sanofi		Meeting Date: 29.04.2024		Meeting Type: Mix	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Elect Rachel Duan	Management	For	For	
5	Elect Lise Kingo	Management	For	For	
6	Elect Clotilde Delbos	Management	For	For	
7	Elect Anne-Françoise Nesmes	Management	For	For	
8	Elect John Sundy	Management	For	For	
9	2023 Remuneration Report	Management	For	For	
10	2023 Remuneration of Serge Weinberg, Chair (until May 25, 2023)	Management	For	For	
11	2023 Remuneration of Frédéric Oudéa, Chair (from May 25, 2023)	Management	For	For	
12	2023 Remuneration of Paul Hudson, CEO	Management	For	For	
13	2024 Remuneration Policy (Board of Directors)	Management	For	For	
14	2024 Remuneration Policy (Chair)	Management	For	For	
15	2023 Remuneration Policy (CEO)	Management	For	For	
16	Appointment of Auditor (Mazars)	Management	For	For	
17	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For	For	
18	Appointment of Auditor for Sustainability Reporting (Pricewaterhouse Coopers)	Management	For	For	
19	Authority to Repurchase and Reissue Shares	Management	For	For	
20	Authority to Issue Performance Shares	Management	For	For	
21	Employee Stock Purchase Plan	Management	For	For	
22	Stock Purchase Plan for Overseas Employees	Management	For	For	
23	Authorisation of Legal Formalities	Management	For	For	

Unibail-Rodamco-Westfield		Meeting Date: 29.04.2024		Meeting Type: Mix	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Losses	Management	For	For	
4	Use of Reserves (Cash Distribution)	Management	For	For	
5	Special Auditors Report on Regulated Agreements	Management	For	For	
6	2023 Remuneration of Jean-Marie Tritant, Management Board Chair	Management	For	For	
7	2023 Remuneration of Sylvain Montcouquiol, Management Board Member	Management	For	For	
8	2023 Remuneration of Fabrice Mouchel, Management Board Member	Management	For	For	
9	2023 Remuneration of Vincent Rouget, Management Board Member (since June 1, 2023)	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
10	2023 Remuneration of Anne-Sophie Sancerre, Management Board Member (since May 2, 2023)	Management	For	For	
11	2023 Remuneration of Olivier Bossard, Management Board Member (until April 21, 2023)	Management	For	For	
12	2023 Remuneration of Caroline Puechoultres, Management Board Member (until April 21, 2023)	Management	For	For	
13	2023 Remuneration of Léon Bressler, Supervisory Board Chair (until May 11, 2023)	Management	For	For	
14	2023 Remuneration of Jacques Richier, Supervisory Board Chair (since May 11, 2023)	Management	For	For	
15	2023 Remuneration Report	Management	For	For	
16	2024 Remuneration Policy (Management Board Chair)	Management	For	For	
17	2024 Remuneration Policy (Management Board Members)	Management	For	For	
18	2024 Remuneration Policy (Supervisory Board)	Management	For	For	
19	Elect Susana Gallardo Torrededia	Management	For	For	
20	Elect Sara Lucas	Management	For	For	
21	Elect Aline Sylla-Walbaum	Management	For	For	
22	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For	For	
23	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For	For	
24	Authority to Repurchase and Reissue Shares	Management	For	For	
25	Authority to Cancel Shares and Reduce Capital	Management	For	For	
26	Employee Stock Purchase Plan	Management	For	For	
27	Authorisation of Legal Formalities	Management	For	For	

Verbund AG		Meeting Date: 29.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratification of Management Board Acts	Management	For	For	
3	Ratification of Supervisory Board Acts	Management	For	For	
4	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	Management	For	For	
5	Remuneration Report	Management	For	For	
6	Elect Martin Ohneberg	Management	For	For	
7	Elect Ingrid Hengster	Management	For	For	
8	Elect Eva Eberhartinger	Management	For	For	
9	Elect Gunter Eckhardt Rümmler	Management	For	For	
10	Adoption of New Articles	Management	For	Against	Changes to Company Statues - Vote Against when the Company has requested the right to hold a virtual-only meeting.

Wal-mart de Mexico S A B de C V		Meeting Date: 29.04.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Report of the Audit and Corporate Governance Committee	Management	For	For	
2	Report of the Board on CEO's Report	Management	For	For	
3	Report of the Board of Directors	Management	For	For	
4	Report on Tax Compliance	Management	For	For	
5	Report on Employees' Share Plan	Management	For	For	
6	Accounts and Reports	Management	For	For	
7	Approve Allocation of Profits	Management	For	For	
8	Approve Ordinary Dividend	Management	For	For	
9	Approve Extraordinary Dividend	Management	For	For	
10	Authority to Repurchase Shares	Management	For	For	
11	Approve Resignation of Judith McKenna	Management	For	For	
12	Approve Resignation of Kirsten Evans	Management	For	For	
13	Elect Kathryn McLay	Management	For	For	
14	Elect Ignacio Caride	Management	For	For	
15	Elect Viridiana Ríos	Management	For	For	
16	Elect Maria Teresa Altagarcia Arnal Machado	Management	For	For	
17	Elect Ernesto Cervera Gómez	Management	For	For	
18	Elect Leigh Hopkins	Management	For	For	
19	Elect Elizabeth Kwo, M.D.	Management	For	For	
20	Elect Guilherme Loureiro	Management	For	For	
21	Elect Eric Pérez-Grovas Aréchiga	Management	For	For	
22	Elect Karthik Raghupathy	Management	For	For	
23	Elect Tom Ward	Management	For	For	
24	Elect Ernesto Cervera as Chair of the Audit and Corporate Governance Committee	Management	For	For	
25	Ratification of Board and Officers Acts	Management	For	For	
26	Discharge from Liability for Board Directors and Officers	Management	For	For	
27	Directors' Fees (Board Chair)	Management	For	For	
28	Directors' Fees (Board Member)	Management	For	For	
29	Audit and Corporate Governance Committee Chair Fees	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
30	Audit and Corporate Governance Committee Member Fees	Management	For	For	
31	Election of Meeting Delegates	Management	For	For	

Eversource Energy

Meeting Date: 30.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Cotton M. Cleveland	Management	For	For	
2	Elect Linda D. Forry	Management	For	For	
3	Elect Gregory M. Jones	Management	For	For	
4	Elect Loretta D. Keane	Management	For	For	
5	Elect John Y. Kim	Management	For	For	
6	Elect David H. Long	Management	For	For	
7	Elect Joseph R. Nolan, Jr.	Management	For	For	
8	Elect Daniel J. Nova	Management	For	For	
9	Elect Frederica M. Williams	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	N/A	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights

Pool Corporation

Meeting Date: 30.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Peter D. Arvan	Management	For	For	
2	Elect Martha S. Gervasi	Management	For	For	
3	Elect James D. Hope	Management	For	For	
4	Elect Debra S. Oler	Management	For	For	
5	Elect Manuel J. Perez de la Mesa	Management	For	For	
6	Elect Carlos A. Sabater	Management	For	For	
7	Elect John E. Stokely	Management	For	For	
8	Elect David G. Whalen	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
9	Ratification of Auditor	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the compensation committee exercises its discretion to lower performance goals or increase awards without sufficient justification.

Regency Centers Corporation

Meeting Date: 30.04.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Martin E. Stein, Jr.	Management	For	For	
2	Elect Bryce Blair	Management	For	For	
3	Elect C. Ronald Blankenship	Management	For	For	
4	Elect Kristin A. Campbell	Management	For	For	
5	Elect Deirdre J. Evens	Management	For	For	
6	Elect Thomas W. Furphy	Management	For	For	
7	Elect Karin M. Klein	Management	For	For	
8	Elect Peter L. Linneman	Management	For	For	
9	Elect David P. O'Connor	Management	For	For	
10	Elect Lisa Palmer	Management	For	For	
11	Elect James H. Simmons, III	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Ratification of Auditor	Management	For	For	

S&P Global Inc

Meeting Date: 30.04.2024

Meeting Type: Annual

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

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
15	Ratification of Auditor	Management	For	For	
Unilever plc		Meeting Date: 30.04.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	The company has committed to a range of 1.5C-aligned targets covering their scope 1,2 and 3 emissions profile, including an ambition to achieve net zero by 2039 across all 3 scopes. They have clearly broken down where these emissions savings will come from and have demonstrated positive progress on scope 1 and 2 in particular. Whilst scope 3 reductions have been harder to achieve the company has retained their existing scope 3 target and submitted two more to SBTi using the updated FLAG methodology.
2	Remuneration Report	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Advisory Vote on Climate Transition Action Plan	Management	For	For	
5	Elect Fernando Fernandez	Management	For	For	
6	Elect Adrian Hennah	Management	For	For	
7	Elect Andrea Jung	Management	For	For	
8	Elect Susan Kilsby	Management	For	For	
9	Elect Ruby Lu	Management	For	For	
10	Elect Ian K. Meakins	Management	For	For	
11	Elect Judith McKenna	Management	For	For	
12	Elect Nelson Peltz	Management	For	For	
13	Elect Hein Schumacher	Management	For	For	
14	Appointment of Auditor	Management	For	For	
15	Authority to Set Auditor's Fees	Management	For	For	
16	Authorisation of Political Donations	Management	For	For	
17	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
18	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
20	Authority to Repurchase Shares	Management	For	For	
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
22	Adoption of New Articles	Management	For	For	
Aviva Plc		Meeting Date: 01.05.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Approval of the Company's Climate-related Financial Disclosure	Management	For	For	
5	Final Dividend	Management	For	For	
6	Elect Ian E. Clark	Management	For	For	
7	Elect George Culmer	Management	For	For	
8	Elect Amanda J. Blanc	Management	For	For	
9	Elect Charlotte C. Jones	Management	For	For	
10	Elect Andrea Blance	Management	For	For	
11	Elect Michael Craston	Management	For	For	
12	Elect Patrick Flynn	Management	For	For	
13	Elect Shonaid Jemmett-Page	Management	For	For	
14	Elect Mohit Joshi	Management	For	For	
15	Elect Pippa Lambert	Management	For	For	
16	Elect Jim McConville	Management	For	For	
17	Elect Michael Mire	Management	For	For	
18	Appointment of Auditor	Management	For	For	
19	Authority to Set Auditor's Fees	Management	For	For	
20	Authorisation of Political Donations	Management	For	For	
21	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
22	Authority to Issue Solvency II Securities w/ Preemptive Rights	Management	For	For	
23	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
24	Authority to Issue Solvency II Securities w/o Preemptive Rights	Management	For	For	
25	Authority to Repurchase Shares	Management	For	For	
26	Authority to Repurchase 8^{3/4}% Preference Shares	Management	For	For	
27	Authority to Repurchase 8^{3/8}% Preference Shares	Management	For	For	
28	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
29	Adoption of New Articles	Management	For	For	

Boston Scientific Corp.		Meeting Date: 01.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Charles J. Dockendorff	Management	For	For	
2	Elect Yoshiaki Fujimori	Management	For	For	
3	Elect Edward J. Ludwig	Management	For	For	
4	Elect Michael F. Mahoney	Management	For	For	
5	Elect Jessica L. Mega	Management	For	For	
6	Elect Susan E Morano	Management	For	For	
7	Elect John E. Sununu	Management	For	For	
8	Elect David S. Wichmann	Management	For	For	
9	Elect Ellen M. Zane	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	For	
11	Amendment to Advance Notice Provisions	Management	For	For	
12	Ratification of Auditor	Management	For	For	

Cadence Design Systems, Inc.		Meeting Date: 01.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Mark W. Adams	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
2	Elect Ita M. Brennan	Management	For	For	
3	Elect Lewis Chew	Management	For	For	
4	Elect Anirudh Devgan	Management	For	For	
5	Elect Mary L. Krakauer	Management	For	For	
6	Elect Julia Liuson	Management	For	For	
7	Elect James D. Plummer	Management	For	For	
8	Elect Alberto Sangiovanni Vincentelli	Management	For	For	
9	Elect Young K. Sohn	Management	For	For	
10	Amendment to the Employee Stock Purchase Plan	Management	For	For	
11	Amendment to Articles to Limit the Liability of Certain Officers	Management	For	For	
12	Adoption of Right to Act by Written Consent	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability.
14	Ratification of Auditor	Management	For	For	
15	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.

Capital One Financial Corp.		Meeting Date: 01.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Richard D. Fairbank	Management	For	For	
2	Elect Ime Archibong	Management	For	For	
3	Elect Christine R. Detrick	Management	For	For	
4	Elect Ann Fritz Hackett	Management	For	For	
5	Elect Suni P. Harford	Management	For	For	
6	Elect Peter Thomas Killalea	Management	For	For	
7	Elect Eli Leenaars	Management	For	For	
8	Elect François Locoh-Donou	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
9	Elect Peter E. Raskind	Management	For	For	
10	Elect Eileen M. Serra	Management	For	For	
11	Elect Mayo A. Shattuck III	Management	For	For	
12	Elect Craig Anthony Williams	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Transparency & Accountability.
14	Amendment to the 2002 Associate Stock Purchase Plan	Management	For	For	
15	Ratification of Auditor	Management	For	For	
16	Shareholder Proposal Regarding GHG Targets and Alignment with the Paris Agreement	Shareholder	Against	For	SHP Environment - Vote For when reasonable shareholder proposals requests companies to prepare and plan for mitigating environmental risks.
17	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Shareholder	Against	For	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companies ESG efforts.
18	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Against	For	Adoption could promote board accountability and ensure responsiveness to shareholder concerns

Church & Dwight Co., Inc.		Meeting Date: 01.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Bradlen S. Cashaw	Management	For	For	
2	Elect Matthew T. Farrell	Management	For	For	
3	Elect Bradley C. Irwin	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
4	Elect Penry W. Price	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 Susan G. Saideman	Management	For	For	
6	Elect Ravichandra K. Saligram	Management	For	For	
7	Elect Robert K. Shearer	Management	For	For	
8	Elect Janet S. Vergis	Management	For	For	
9	Elect Arthur B. Winkleblack	Management	For	For	
10	Elect Laurie J. Yoler	Management	For	For	Remuneration - Fails the remuneration framework assessment on structure.
11	Advisory Vote on Executive Compensation	Management	For	Against	
12	Ratification of Auditor	Management	For	For	
13	Amendment to the Certificate of Incorporation to Allow for Officer Exculpation	Management	For	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 Political Contributions and Expenditures Report	Shareholder	Against	For	

Corning, Inc.

Meeting Date: 01.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Leslie A. Brun	Management	For	For	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices. Board - Vote Against when the board fails to incorporate basic considerations for gender diversity. Remuneration - Vote Against when remuneration arrangements include single-trigger change-of-control provisions.
2	Elect Stephanie A. Burns	Management	For	For	
3	Elect Pamela J. Craig	Management	For	For	
4	Elect Robert F. Cummings, Jr.	Management	For	For	
5	Elect Roger W. Ferguson, Jr.	Management	For	For	
6	Elect Thomas D. French	Management	For	For	
7	Elect Deborah Ann Henretta	Management	For	For	
8	Elect Daniel P. Huttenlocher	Management	For	For	
9	Elect Kurt M. Landgraf	Management	For	For	
10	Elect Kevin J. Martin	Management	For	For	
11	Elect Deborah D. Rieman	Management	For	Against	
12	Elect Hansel E. Tookes II	Management	For	Against	
13	Elect Wendell P. Weeks	Management	For	For	
14	Elect Mark S. Wrighton	Management	For	For	
15	Advisory Vote on Executive Compensation	Management	For	Against	
16	Ratification of Auditor	Management	For	For	

Crown Holdings, Inc.

Meeting Date: 01.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Timothy J. Donahue	Management	For	For	SHP - Vote For when the proposal requests the company to review their political spending and lobbying activities. These expenses must be consistent with their sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.
2	Elect Richard H. Fearon	Management	For	For	
3	Elect Andrea Funk	Management	For	For	
4	Elect Stephen J. Hagge	Management	For	For	
5	Elect James H. Miller	Management	For	For	
6	Elect B. Craig Owens	Management	For	For	
7	Elect Angela M. Snyder	Management	For	For	
8	Elect Caesar F. Sweitzer	Management	For	For	
9	Elect Marsha C. Williams	Management	For	For	
10	Elect Dwayne A. Wilson	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Change in Board Size	Management	For	For	
14	Shareholder Proposal Regarding Political Contributions and Expenditures Report	Shareholder	Against	For	

Groupe Bruxelles Lambert SA

Meeting Date: 01.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Ratification of Board Acts	Management	For	For	
3	Ratification of Auditor's Acts	Management	For	For	
4	Elect Ian Gallienne to the Board of Directors	Management	For	For	
5	Appointment of Auditor and Authority to Set Fees	Management	For	For	
6	Appointment of Auditor for Sustainability Reporting	Management	For	For	
7	Remuneration Report	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Remuneration Policy	Management	For	Against	Compensation policy is not in best interests of shareholders
9	Approval of Bank Guarantee for Share Acquisitions	Management	For	Against	Poor compensation structure/performance conditions
Groupe Bruxelles Lambert SA		Meeting Date: 01.05.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Cancellation of Shares	Management	For	For	
2	Authority to Coordinate Articles	Management	For	For	
KBC Groupe NV		Meeting Date: 01.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Allocation of Dividends	Management	For	For	
2	Non-Executive Remuneration Policy	Management	For	For	
3	Remuneration Report	Management	For	Against	Insufficient response to shareholder dissent ; Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
4	Remuneration Policy	Management	For	Against	Amendment is not in best interests of shareholders ; Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
5	Ratification of Board Acts	Management	For	For	
6	Ratification of Auditor's Acts	Management	For	For	
7	Statutory Auditors' Fees	Management	For	For	
8	Appointment of Auditor for Sustainability Reporting	Management	For	For	
9	Elect Johan Thijs to the Board of Directors	Management	For	For	
10	Elect Sonja De Becker to the Board of Directors	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
11	Elect Liesbet Okkerse to the Board of Directors	Management	For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards.
12	Elect Erik Clink to the Board of Directors	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
13	Elect Theodoros Roussis to the Board of Directors	Management	For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards.
14	Elect Diana Rádl Rogerová to the Board of Directors	Management	For	For	
Reckitt Benckiser Group Plc		Meeting Date: 01.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Andrew RJ Bonfield	Management	For	For	
5	Elect Olivier Bohuon	Management	For	For	
6	Elect Margherita Della Valle	Management	For	For	
7	Elect Mehmood Khan	Management	For	For	
8	Elect Elane B. Stock	Management	For	For	
9	Elect Mary Harris	Management	For	For	
10	Elect D. Jeremy Darroch	Management	For	For	
11	Elect Tamara Ingram	Management	For	For	
12	Elect Kris Licht	Management	For	For	
13	Elect Shannon Eisenhardt	Management	For	For	
14	Elect Marybeth Hays	Management	For	For	
15	Appointment of Auditor	Management	For	For	
16	Authority to Set Auditor's Fees	Management	For	For	
17	Authorisation of Political Donations	Management	For	For	
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
21	Authority to Repurchase Shares	Management	For	For	
22	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
RIO Tinto Ltd.		Meeting Date: 01.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Policy	Management	For	For	
3	Remuneration Report (UK)	Management	For	For	
4	Remuneration Report (AUS)	Management	For	For	
5	Increase in NED Fee Cap	Management	For	For	
6	Elect Dean Dalla Valle	Management	For	For	
7	Elect Susan Lloyd-Hurwitz	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Elect Martina Merz	Management	For	For	
9	Elect James C. O'Rourke	Management	For	For	
10	Re-elect Dominic Barton	Management	For	For	
11	Re-elect Peter Cunningham	Management	For	For	
12	Re-elect Simon P. Henry	Management	For	For	
13	Re-elect Kaisa Hietala	Management	For	For	
14	Re-elect Sam H. Laidlaw	Management	For	For	
15	Re-elect Jennifer Nason	Management	For	For	
16	Re-elect Jakob Stausholm	Management	For	For	
17	Re-elect Ngaire Woods	Management	For	For	
18	Re-elect Ben Wyatt	Management	For	For	
19	Appointment of Auditor	Management	For	For	
20	Authority to Set Auditor's Fees	Management	For	For	
21	Authorisation of Political Donations	Management	For	For	
22	Amendments to Articles (Class Rights Actions)	Management	For	For	
23	Amendments to Articles (General Updates)	Management	For	For	
24	Authority to Repurchase Shares	Management	For	For	

United Parcel Service, Inc.		Meeting Date: 01.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Carol B. Tomé	Management	For	For	
2	Elect Rodney C. Adkins	Management	For	For	
3	Elect Eva C. Boratto	Management	For	For	
4	Elect Michael J. Burns	Management	For	For	
5	Elect Wayne M. Hewett	Management	For	For	
6	Elect Angela Hwang	Management	For	For	
7	Elect Kate E. Johnson	Management	For	For	
8	Elect William R. Johnson	Management	For	For	
9	Elect Franck J. Moison	Management	For	For	
10	Elect Christiana Smith Shi	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
11	Elect Russell Stokes	Management	For	For	
12	Elect Kevin M. Warsh	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
14	Ratification of Auditor	Management	For	For	
15	Shareholder Proposal Regarding Recapitalization	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.
16	Shareholder Proposal Regarding Report on Carbon Reduction Commitments	Shareholder	Against	Against	
17	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues.

Abbvie Inc		Meeting Date: 02.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Roxanne S. Austin	Management	For	For	
2	Elect Richard A. Gonzalez	Management	For	For	
3	Elect Susan E. Quaggin	Management	For	For	
4	Elect Rebecca B. Roberts	Management	For	For	
5	Elect Glenn F. Tilton	Management	For	For	
6	Ratification of Auditor	Management	For	For	
7	Advisory Vote on Executive Compensation	Management	For	For	
8	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	
9	Elimination of Supermajority Requirement	Management	For	For	
10	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Against	Against	
11	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
12	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents	Shareholder	Against	For	

CNH Industrial NV		Meeting Date: 02.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Suzanne Heywood to the Board of Directors	Management	For	For	
2	Elect Scott W. Wine to the Board of Directors	Management	For	For	
3	Elect Elizabeth A. Bastoni to the Board of Directors	Management	For	For	
4	Elect Howard W. Buffett to the Board of Directors	Management	For	For	
5	Elect Richard J. Kramer to the Board of Directors	Management	For	For	

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

HSBC Holdings plc		Meeting Date: 02.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Maximum Variable Pay Ratio	Management	For	For	
4	Elect Ann F. Godbehere	Management	For	For	
5	Elect Brendan R. Nelson	Management	For	For	
6	Elect Swee Lian Teo	Management	For	For	
7	Elect Geraldine Buckingham	Management	For	For	
8	Elect Rachel Duan	Management	For	For	
9	Elect Georges Elhedery	Management	For	For	
10	Elect Dame Carolyn Fairbairn	Management	For	For	
11	Elect James A. Forese	Management	For	For	
12	Elect Steven Guggenheimer	Management	For	For	
13	Elect José Antonio Meade Kuribreña	Management	For	For	
14	Elect Kalpana Morparia	Management	For	For	
15	Elect Eileen Murray	Management	For	For	
16	Elect Noel Quinn	Management	For	For	
17	Elect Mark E. Tucker	Management	For	For	
18	Appointment of Auditor	Management	For	For	
19	Authority to Set Auditor's Fees	Management	For	For	
20	Authorisation of Political Donations	Management	For	For	
21	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
22	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
23	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
24	Authority to Issue Repurchased Shares	Management	For	For	
25	Authority to Repurchase Shares	Management	For	For	
26	Authority to Repurchase Shares Off-Market	Management	For	For	
27	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	
28	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	
29	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
30	Shareholder Proposal Regarding Pension Scheme	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive.

IGM Financial Inc.		Meeting Date: 02.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Marc A. Bibeau	Management	For	For	
2	Elect Marcel R. Coutu	Management	For	For	
3	Elect André Desmarais	Management	For	For	
4	Elect Paul Desmarais, Jr.	Management	For	For	
5	Elect Gary A. Doer	Management	For	For	
6	Elect Susan Doniz	Management	For	Against	Board - Vote Against when there are concerns that one or more nominees lack sufficient time to effectively carry out their role in light of their external commitments.
7	Elect Claude Gagnéux	Management	For	Against	Board - Vote Against when the chair of the remuneration committee is not independent.
8	Elect Sharon L. Hodgson	Management	For	For	
9	Elect Jake P. Lawrence	Management	For	For	
10	Elect Sharon MacLeod	Management	For	For	
11	Elect Susan J. McArthur	Management	For	For	
12	Elect John McCallum	Management	For	For	
13	Elect R. Jeffrey Orr	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent.
14	Elect James O' Sullivan	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
15	Elect Beth Wilson	Management	For	For	
16	Appointment of Auditor	Management	For	For	
17	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability.

Illinois Tool Works, Inc.

Meeting Date: 02.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Daniel J. Brutto	Management	For	For	
2	Elect Susan Crown	Management	For	For	
3	Elect Darrell L. Ford	Management	For	For	
4	Elect Kelly J. Grier	Management	For	For	
5	Elect James W. Griffith	Management	For	For	
6	Elect Jay L. Henderson	Management	For	For	
7	Elect Jaime Irick	Management	For	For	
8	Elect Richard H. Lenny	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
9	Elect Christopher A. O'Herlihy	Management	For	For	
10	Elect E. Scott Santi	Management	For	For	
11	Elect David H. B. Smith, Jr.	Management	For	For	
12	Elect Pamela B. Strobel	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
14	Approval of the 2024 Long Term Incentive Plan	Management	For	For	
15	Ratification of Auditor	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.

Klepierre

Meeting Date: 02.05.2024

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Special Auditors Report on Regulated Agreements	Management	For	For	
5	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For	For	
6	Appointment of Auditor for Sustainability Reporting (EY)	Management	For	For	
7	Elect David Simon	Management	For	For	
8	Elect John Carrafiell	Management	For	For	
9	Elect Steven Fivel	Management	For	For	
10	Elect Robert Fowlds	Management	For	For	
11	Elect Anne Carron	Management	For	For	
12	2024 Remuneration Policy (Supervisory Board)	Management	For	For	
13	2024 Remuneration Policy (Management Board Chair)	Management	For	For	
14	2024 Remuneration Policy (Management Board Members)	Management	For	For	
15	2023 Remuneration Report	Management	For	For	
16	2023 Remuneration of David Simon, Supervisory Board Chair	Management	For	For	
17	2023 Remuneration of Jean-Marc Jestin, Management Board Chair	Management	For	For	
18	2023 Remuneration of Stéphane Tortajada, Management Board Member	Management	For	For	
19	Authority to Repurchase and Reissue Shares	Management	For	For	
20	Amendments to Articles Regarding Share Ownership Disclosure Requirements	Management	For	For	
21	Amendments to Articles Regarding Supervisory Board Ownership Requirements	Management	For	For	
22	Amendments to Articles Regarding Alternate Auditors	Management	For	For	
23	Authorisation of Legal Formalities	Management	For	For	

Aflac Inc.

Meeting Date: 05.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Advisory Vote on Executive Compensation	Management	For	For	
2	Ratification of Auditor	Management	For	For	
3	Elect Thomas J. Kenny	Management	For	For	
4	Elect Georgette D. Kiser	Management	For	For	
5	Elect Karole F. Lloyd	Management	For	For	
6	Elect Nobuchika Mori	Management	For	For	
7	Elect Joseph L. Moskowitz	Management	For	For	
8	Elect Katherine T. Rohrer	Management	For	For	
9	Elect Daniel P. Amos	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
10	Elect W. Paul Bowers	Management	For	For	
11	Elect Arthur R. Collins	Management	For	For	
12	Elect Miwako Hosoda	Management	For	For	

American Express Co.		Meeting Date: 05.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Thomas J. Baltimore, Jr.	Management	For	Against	Serves on too many boards
2	Elect John J. Brennan	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 Walter J. Clayton III	Management	For	For	
4	Elect Theodore J. Leonsis	Management	For	For	
5	Elect Deborah P. Majoras	Management	For	For	
6	Elect Karen L. Parkhill	Management	For	For	
7	Elect Charles E. Phillips, Jr.	Management	For	For	
8	Elect Lynn A. Pike	Management	For	For	
9	Elect Stephen J. Squeri	Management	For	For	
10	Elect Daniel L. Vasella	Management	For	For	
11	Elect Lisa W. Wardell	Management	For	For	
12	Elect Christopher D. Young	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Structure, Height and Transparency & Accountability.
15	Amendment to the 2016 Incentive Compensation Plan	Management	For	For	
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
17	Shareholder Proposal Regarding Lobbying Activity Alignment with Net Zero Emissions Target	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders
18	Shareholder Proposal Regarding Report on Oversight of Merchant Category Codes	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companies ESG efforts.

Idexx Laboratories, Inc.		Meeting Date: 05.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Irene Chang Britt	Management	For	For	
2	Elect Bruce L. Clafin	Management	For	For	
3	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	N/A	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.
4	Elect Asha S. Collins	Management	For	For	
5	Elect Sam Samad	Management	For	For	
6	Ratification of Auditor	Management	For	For	
7	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure ; Remuneration - Vote Against when there are concerns regarding the vesting provisions upon a change in control.

Lilly(Eli) & Co		Meeting Date: 05.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Katherine Baicker	Management	For	For	
2	Elect J. Erik Fyrwald	Management	For	For	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
3	Elect Jamere Jackson	Management	For	For	
4	Elect Gabrielle Sulzberger	Management	For	For	
5	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
6	Ratification of Auditor	Management	For	For	
7	Repeal of Classified Board	Management	For	For	
8	Elimination of Supermajority Requirement	Management	For	For	
9	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
10	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
11	Shareholder Proposal Regarding Extended Patent Exclusivities and Application for Secondary and Tertiary Patents	Shareholder	Against	Against	SHP - While the spirit of the resolution is supportable, the requested reporting is not deemed sufficiently relevant, given the company's current approach to patent exclusivities.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
12	Shareholder Proposal Regarding Human Rights Policy	Shareholder	Against	For	SHP Social - Vote For when shareholder proposal requests Reporting on Company's Compliance with International Human Rights Standards
Albemarle Corp.		Meeting Date: 06.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Mary Lauren Brlas	Management	For	For	
2	Elect Ralf H. Cramer	Management	For	For	
3	Elect J. Kent Masters, Jr.	Management	For	For	
4	Elect Glenda J. Minor	Management	For	For	
5	Elect James J. O'Brien	Management	For	For	
6	Elect Diarmuid B. O'Connell	Management	For	For	
7	Elect Dean L. Seavers	Management	For	For	
8	Elect Gerald A. Steiner	Management	For	For	
9	Elect Holly A. Van Deursen	Management	For	For	
10	Elect Alejandro D. Wolff	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	
12	Increase in Authorized Common Stock	Management	For	For	
13	Ratification of Auditor	Management	For	For	
Baxter International Inc.		Meeting Date: 06.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect José E. Almeida	Management	For	For	
2	Elect William A Ampofo	Management	For	For	
3	Elect Patricia Morrison	Management	For	For	
4	Elect Stephen N. Oesterle	Management	For	For	
5	Elect Stephen H. Ruskowski	Management	For	For	
6	Elect Nancy M. Schlichting	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
7	Elect Brent Shafer	Management	For	For	
8	Elect Catherine R. Smith	Management	For	Against	Board - Vote Against when there are concerns that one or more nominees lack sufficient time to effectively carry out their role in light of their external commitments.
9	Elect Amy M. Wendell	Management	For	For	
10	Elect David S. Wilkes	Management	For	For	
11	Elect Peter M. Wilver	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability ; Remuneration - Vote Against when severance packages are awarded that exceed market best practice.
13	Ratification of Auditor	Management	For	For	
14	Amendment to the 2021 Incentive Plan	Management	For	For	
15	Amendment to Articles Regarding Officer Exculpation	Management	For	For	
16	Shareholder Proposal Regarding Retention of Shares	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.
Bristol-Myers Squibb Co.		Meeting Date: 06.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Peter J. Arduini	Management	For	For	
2	Elect Deepak L. Bhatt	Management	For	For	
3	Elect Christopher Boerner	Management	For	For	
4	Elect Julia A. Haller	Management	For	For	
5	Elect Karen H. Vouden	Management	For	For	
6	Elect Phyllis R. Yale	Management	For	For	
7	Elect Deric W. Rice	Management	For	For	
8	Elect Theodore R. Samuels, II	Management	For	For	
9	Elect Manuel Hidalgo Medina	Management	For	For	
10	Elect Paula A. Price	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Amendment to Articles Regarding Officer Exculpation	Management	For	For	
14	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests an independent board chairman or the separation of chair and CEO roles.
15	Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests an improvement in the remuneration practices of the company.
Danaher Corp.		Meeting Date: 06.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Rainer M. Blair	Management	For	For	

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

Darling Ingredients Inc

Meeting Date: 06.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendment to Articles Regarding Officer Exculpation	Management	For	For	
2	Technical Amendments to Charter	Management	For	For	
3	Ratification of Auditor	Management	For	For	
4	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when sign-on packages are awarded that exceed market best practice.
5	Elect Enderson Guimaraes	Management	For	For	
6	Elect Gary W. Mize	Management	For	For	
7	Elect Michael Rescoe	Management	For	For	
8	Elect Kurt Stoffel	Management	For	For	
9	Elect Randall C. Stuewe	Management	For	For	
10	Elect Charles Adair	Management	For	For	
11	Elect Celeste A. Clark	Management	For	For	
12	Elect Linda A. Goodspeed	Management	For	For	
13	Elect Beth Albright	Management	For	For	
14	Elect Larry A. Barden	Management	For	For	

DSM-Firmenich AG

Meeting Date: 06.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Appointment of Independent Proxy	Management	For	For	
2	Transaction of Other Business	Management	N/A	Against	Granting unfettered discretion is unwise
3	Compensation Report	Management	For	For	
4	Appointment of Auditor	Management	For	For	
5	Board Compensation	Management	For	For	
6	Executive Compensation (Total)	Management	For	For	
7	Accounts and Reports	Management	For	For	
8	Allocation of Profits; Dividend from Reserves	Management	For	For	
9	Elect Thomas Leysen	Management	For	For	
10	Report on Non-Financial Matters	Management	For	For	
11	Ratification of Board and Management Acts	Management	For	For	
12	Elect Patrick Firmenich	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent.
13	Elect Sze Cotte-Tan	Management	For	For	
14	Elect Antoine A. Firmenich	Management	For	For	
15	Elect Erica L. Mann	Management	For	For	
16	Elect Carla M.C. Mahieu	Management	For	For	
17	Elect Frits Dirk van Paasschen	Management	For	For	
18	Elect Richard Ridinger	Management	For	For	
19	Elect Corien M. Wortmann-Kool	Management	For	For	
20	Elect Carla M.C. Mahieu as Compensation Committee Member	Management	For	For	
21	Elect Thomas Leysen as Compensation Committee Member	Management	For	For	
22	Elect Frits Dirk van Paasschen as Compensation Committee Member	Management	For	For	
23	Elect André Pometta as Compensation Committee Member	Management	For	For	
24	Elect André Pometta	Management	For	For	
25	Elect John Ramsay	Management	For	For	

George Weston Ltd.		Meeting Date: 06.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect M. Marianne Harris	Management	For	For	Board - Vote Against if the company has high exposure to deforestation risk commodities while either failing to have adequate policies and processes in place to reduce the impact and/or being involved in severe deforestation-linked controversies. Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
2	Elect Nancy H.O. Lockhart	Management	For	For	
3	Elect Sarabjit S. Marwah	Management	For	For	
4	Elect Gordon M. Nixon	Management	For	Against	
5	Elect Barbara G. Stymiest	Management	For	For	
6	Elect Galen G. Weston	Management	For	For	Remuneration - Vote Against when substantial one-off payments are made without performance criteria
7	Elect Cornell Wright	Management	For	For	
8	Appointment of Auditor and Authority to Set Fees	Management	For	For	
9	Advisory Vote on Executive Compensation	Management	For	Against	

Getlink SE		Meeting Date: 06.05.2024		Meeting Type: Mix	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Remuneration of Jacques Gounon, Chair	Management	For	For	
2	2024 Remuneration Policy (Board of Directors)	Management	For	For	
3	Appointment of Auditor for Sustainability Reporting (MAZARS)	Management	For	For	
4	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For	For	
5	Elect Jean-Marc Janailac	Management	For	For	
6	Ratification of Co-Option of Jean Mouton	Management	For	For	
7	Special Auditors Report on Regulated Agreements	Management	For	For	
8	Elect Sharon Flood	Management	For	For	
9	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	
10	Allocation of Profits/Dividends	Management	For	For	
11	Consolidated Accounts and Reports	Management	For	For	
12	Authority to Repurchase and Reissue Shares	Management	For	For	
13	2024 Remuneration Policy (CEO)	Management	For	For	
14	2024 Remuneration Policy (Chair)	Management	For	For	
15	Authority to Issue Restricted Shares	Management	For	For	
16	Authority to Issue Performance Shares	Management	For	For	
17	Authority to Cancel Shares and Reduce Capital	Management	For	For	
18	Employee Stock Purchase Plan	Management	For	For	
19	Amendments to Articles	Management	For	For	
20	Amendments to Articles Regarding Chair Age Limits	Management	For	For	
21	2023 Remuneration Report	Management	For	For	
22	2023 Remuneration of Yann Leriche, CEO	Management	For	For	
23	Authorisation of Legal Formalities	Management	For	For	

Hubbell Inc.		Meeting Date: 06.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Gerben W. Bakker	Management	For	For	
2	Elect Carlos M. Cardoso	Management	For	For	
3	Elect Debra L. Dial	Management	For	For	
4	Elect Anthony J. Guzzi	Management	For	For	
5	Elect Rhett A. Hernandez	Management	For	For	
6	Elect Neal J. Keating	Management	For	For	
7	Elect Bonnie C. Lind	Management	For	For	
8	Elect John F. Malloy	Management	For	For	
9	Elect Jennifer M. Pollino	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	For	
11	Ratification of Auditor	Management	For	For	

Intel Corp.		Meeting Date: 06.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Patrick P. Gelsinger	Management	For	For	
2	Elect James J. Goetz	Management	For	For	
3	Elect Andrea J. Goldsmith	Management	For	For	
4	Elect Alyssa H. Henry	Management	For	For	
5	Elect S. Omar Ishrak	Management	For	For	
6	Elect Risa Lavizzo-Mourey	Management	For	Against	Adopted forum selection clause in past year w/o shareholder approval
7	Elect Tsu-Jae King Liu	Management	For	For	
8	Elect Barbara G. Novick	Management	For	For	
9	Elect Gregory D. Smith	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
10	Elect Stacy J. Smith	Management	For	For	
11	Elect Lip-Bu Tan	Management	For	For	
12	Elect Dion J. Weisler	Management	For	For	
13	Elect Frank D. Yearly	Management	For	For	
14	Ratification of Auditor	Management	For	For	
15	Advisory Vote on Executive Compensation	Management	For	For	
16	Shareholder Proposal Regarding Formation of Corporate Financial Sustainability Committee and Public Report	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
17	Shareholder Proposal Regarding Report on Company Response to State Policies Regulating Abortion	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
18	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	Against	SHP Remuneration - Vote For when the proposal requests that the company seeks shareholder approval prior to entering severance agreements which provide substantial benefits

Investor AB		Meeting Date: 06.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Ratification of Sven Nyman	Management	For	For	
2	Ratification of Grace Reksten Skaugen	Management	For	For	
3	Election of Presiding Chair	Management	For	For	
4	Agenda	Management	For	For	
5	Compliance with the Rules of Convocation	Management	For	For	
6	Accounts and Reports	Management	For	For	
7	Remuneration Report	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability.
8	Ratification of Gunnar Brock	Management	For	For	
9	Ratification of Johan Forssell	Management	For	For	
10	Ratification of Magdalena Gerger	Management	For	For	
11	Ratification of Tom Johnstone, CBE	Management	For	For	
12	Ratification of Isabelle Kocher	Management	For	For	
13	Elect Isabelle Kocher	Management	For	Against	Less than 75% Attendance
14	Elect Sven Nyman	Management	For	For	
15	Elect Grace Reksten Skaugen	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.
16	Elect Hans Stråberg	Management	For	Against	Board - Vote Against when there are concerns that the nominee lacks sufficient time to effectively carry out their role in light of external commitments
17	Elect Magdalena Gerger	Management	For	For	
18	Elect Tom Johnstone	Management	For	For	
19	Authority to Set Auditor's Fees	Management	For	For	
20	Elect Gunnar Brock	Management	For	For	
21	Number of Auditors	Management	For	For	
22	Directors' Fees	Management	For	For	
23	Ratification of Hans Straberg	Management	For	For	
24	Ratification of Jacob Wallenberg	Management	For	For	
25	Ratification of Marcus Wallenberg	Management	For	For	
26	Ratification of Sara Öhrvall	Management	For	For	
27	Allocation of Profits/Dividends	Management	For	For	
28	Board Size	Management	For	For	
29	Elect Jacob Wallenberg	Management	For	Against	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.
30	Elect Marcus Wallenberg	Management	For	For	
31	Elect Sara Öhrvall	Management	For	For	
32	Elect Katarina Berg	Management	For	For	
33	Elect Christian Cederholm	Management	For	For	
34	Elect Mats Rahmström	Management	For	For	
35	Elect Jacob Wallenberg 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 board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
36	Appointment of Auditor	Management	For	For	
37	Remuneration Policy	Management	For	For	
38	Adoption of Share-Based Incentives (Investor Program)	Management	For	For	
39	Adoption of Share-Based Incentives (Patricia Industries)	Management	For	For	
40	Authority to Repurchase Shares	Management	For	For	
41	Transfer of Shares (LTVR 2024)	Management	For	For	

Kimco Realty OP LLC.		Meeting Date: 06.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Milton Cooper	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Elect Philip E. Coviello	Management	For	For	
3	Elect Conor C. Flynn	Management	For	For	
4	Elect Frank Lourenso	Management	For	For	
5	Elect Henry Moniz	Management	For	For	
6	Elect Mary Hogan Preusse	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
7	Elect Valerie Richardson	Management	For	For	
8	Elect Richard B. Saltzman	Management	For	For	
9	Advisory Vote on Executive Compensation	Management	For	For	
10	Increase in Authorized Common Stock	Management	For	For	
11	Ratification of Auditor	Management	For	For	

LKQ Corp

Meeting Date: 06.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Ratification of Auditor	Management	For	For	
2	Advisory Vote on Executive Compensation	Management	For	For	
3	Elect Patrick Berard	Management	For	For	
4	Elect Meg A. Divitto	Management	For	For	
5	Elect Justin Jude	Management	For	For	
6	Elect Blythe J. McGarvie	Management	For	For	
7	Elect John W. Mendel	Management	For	For	
8	Elect Jody G. Miller	Management	For	For	
9	Elect Guhan Subramanian	Management	For	For	
10	Elect Xavier Urbain	Management	For	For	
11	Elect Dominick P. Zarcone	Management	For	For	
12	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	For	For	

Omnicom Group, Inc.

Meeting Date: 06.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Mark D. Gerstein	Management	For	For	
2	Elect Ronnie S. Hawkins	Management	For	For	
3	Elect Deborah J. Kissire	Management	For	For	
4	Elect Gracia C. Martore	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 Patricia Salas Pineda	Management	For	For	
6	Elect Linda Johnson Rice	Management	For	For	
7	Elect Cassandra Santos	Management	For	For	
8	Elect Valerie M. Williams	Management	For	For	
9	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Structure and Transparency & Accountability.
10	Ratification of Auditor	Management	For	For	
11	Elect Mary C. Choksi	Management	For	For	
12	Elect Leonard S. Coleman, Jr.	Management	For	For	
13	Elect John D. Wren	Management	For	For	

Public Storage.

Meeting Date: 06.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Ronald L. Havner, Jr.	Management	For	For	
2	Elect Tamara Hughes Gustavson	Management	For	For	
3	Elect Shankh Mitra	Management	For	For	
4	Elect Rebecca L. Owen	Management	For	For	
5	Elect Kristy M. Pipes	Management	For	For	
6	Elect Avedick B. Poladian	Management	For	For	
7	Elect John Reyes	Management	For	For	
8	Elect Joseph D. Russell, Jr.	Management	For	For	
9	Elect Tariq M. Shaukat	Management	For	For	
10	Elect Ronald P. Spogli	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
11	Elect Paul S. Williams	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Ratification of Auditor	Management	For	For	

RB Global Inc

Meeting Date: 06.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Change of Continuance from CBCA to OBCA	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Elect Robert Elton	Management	For	For	
3	Elect Jim Kessler	Management	For	For	
4	Elect Brian Bales	Management	For	For	
5	Elect Adam DeWitt	Management	For	For	
6	Elect Gregory B. Morrison	Management	For	For	
7	Elect Timothy O'Day	Management	For	For	
8	Elect Sarah E. Raiss	Management	For	For	
9	Elect Michael Sieger	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
10	Elect Jeffrey C. Smith	Management	For	For	
11	Elect Debbie Stein	Management	For	For	
12	Elect Carol M. Stephenson	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
13	Appointment of Auditor and Authority to Set Fees	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when severance packages are awarded that exceed market best practice.

Swire Properties Limited	Meeting Date: 06.05.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Fanny LUNG Ngan Yee	Management	For	For	
2	Elect Martin James MURRAY	Management	For	Against	Board - Vote Against when the audit committee is not sufficiently independent
3	Elect Richard Lawrence SELL	Management	For	For	
4	Elect Angela ZHU Changlai	Management	For	For	
5	Appointment of Auditor and Authority to Set Fees	Management	For	For	
6	Authority to Repurchase Shares	Management	For	For	
7	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Issue price discount not disclosed; Potential dilution exceeds recommended threshold

T. Rowe Price Assoc Inc.	Meeting Date: 06.05.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Ratification of Auditor	Management	For	For	
2	Elect Glenn R. August	Management	For	For	
3	Elect Mark S. Bartlett	Management	For	For	
4	Elect William P. Donnelly	Management	For	For	
5	Elect Dina Dublon	Management	For	For	
6	Elect Robert F. MacLellan	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 Eileen P. Rominger	Management	For	For	
8	Elect Robert W. Sharps	Management	For	For	
9	Elect Cynthia F. Smith	Management	For	For	
10	Elect Robert J. Stevens	Management	For	For	
11	Elect Sandra S. Wijnberg	Management	For	For	
12	Elect Alan D. Wilson	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure

Advanced Micro Devices Inc.	Meeting Date: 07.05.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Nora M. Denzel	Management	For	For	
2	Elect D. Mark Durcan	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
3	Elect Michael P. Gregoire	Management	For	For	
4	Elect Joseph A. Householder	Management	For	For	
5	Elect John W. Marren	Management	For	For	
6	Elect Jon A. Olson	Management	For	For	
7	Elect Lisa T. Su	Management	For	For	
8	Elect Abhijit Y. Talwalkar	Management	For	For	
9	Elect Elizabeth W. Vanderslice	Management	For	For	
10	Ratification of Auditor	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria.
12	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.

Allianz SE	Meeting Date: 07.05.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Ratify Christopher Townsend	Management	For	For	

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

Anta Sports Products

Meeting Date: 07.05.2024

Meeting Type: Annual

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

Charles River Laboratories International Inc.

Meeting Date: 07.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect James C. Foster	Management	For	For	
2	Elect Nancy C. Andrews	Management	For	For	
3	Elect Robert J. Bertolini	Management	For	For	
4	Elect Reshema Kemps-Polanco	Management	For	For	
5	Elect Deborah T. Kochevar	Management	For	For	
6	Elect George Llado, Sr.	Management	For	For	
7	Elect Martin Mackay	Management	For	For	
8	Elect George E. Massaro	Management	For	For	
9	Elect Craig B. Thompson	Management	For	For	
10	Elect Richard F. Wallman	Management	For	For	
11	Elect Virginia M. Wilson	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Shareholder Proposal Regarding Report on Nonhuman Primate Transportation	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to address material ESG risks.

CSX Corp.

Meeting Date: 07.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Donna M. Alvarado	Management	For	For	
2	Elect Thomas P. Bostick	Management	For	For	
3	Elect Anne H. Chow	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
4	Elect Steven T. Halverson	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 Paul C. Hilal	Management	For	For	
6	Elect Joseph R. Hinrichs	Management	For	For	
7	Elect David M. Moffett	Management	For	For	
8	Elect Linda H. Riefler	Management	For	For	
9	Elect Suzanne M. Vautrinot	Management	For	For	
10	Elect James L. Wainscott	Management	For	For	
11	Elect J. Steven Whisler	Management	For	For	
12	Elect John J. Zillmer	Management	For	For	Concerning pay practices; Pay for performance disconnect
13	Ratification of Auditor	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	Against	
15	Shareholder Proposal Regarding Formation of Railroad Safety Committee	Shareholder	Against	For	

First Solar Inc		Meeting Date: 07.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Adoption of Right to Call a Special Meeting	Management	For	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.
2	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	Against	For	
3	Elect Michael J. Ahearn	Management	For	For	
4	Elect Anita Marangoly George	Management	For	For	
5	Elect Molly E. Joseph	Management	For	For	
6	Elect Lisa A. Kro	Management	For	For	
7	Elect William J. Post	Management	For	For	
8	Elect Venkata Renduchintala	Management	For	For	
9	Elect Paul H. Stebbins	Management	For	For	
10	Elect Michael T. Sweeney	Management	For	For	
11	Elect Mark Widmar	Management	For	For	
12	Elect Norman L. Wright	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	For	

Gilead Sciences, Inc.		Meeting Date: 07.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	For	For	We support employee representation in the board.
2	Shareholder Proposal Regarding Non-Management Employee Representation on the Board	Shareholder	Against	For	
3	Shareholder Proposal Regarding Report on Company Response to State Policies Regulating Abortion	Shareholder	Against	Against	
4	Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age	Shareholder	Against	For	
5	Elect Jacqueline K. Barton	Management	For	For	SHP Remuneration - Vote For when the proposal requests an improvement in the remuneration practices of the company.
6	Elect Jeffrey A. Bluestone	Management	For	For	
7	Elect Sandra J. Horning	Management	For	For	
8	Elect Kelly A. Kramer	Management	For	For	
9	Elect Ted W. Love	Management	For	For	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
10	Elect Harish Manwani	Management	For	For	
11	Elect Daniel P. O'Day	Management	For	For	
12	Elect Javier J. Rodriguez	Management	For	For	
13	Elect Anthony Welters	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Structure.
14	Ratification of Auditor	Management	For	For	
15	Advisory Vote on Executive Compensation	Management	For	Against	

GPT Group		Meeting Date: 07.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Re-elect Vicki McFadden	Management	For	For	
2	Elect Louise Mason	Management	For	For	
3	Remuneration Report	Management	For	For	
4	Equity Grant (MD/CEO Russel Proutt)	Management	For	For	
5	Renew Proportional Takeover Provisions	Management	For	For	

GSK Plc		Meeting Date: 07.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Elizabeth McKee Anderson	Management	For	For	
2	Elect Charles A. Bancroft	Management	For	For	
3	Elect Hal V. Barron	Management	For	For	
4	Elect Anne Beal	Management	For	For	
5	Elect Harry Dietz	Management	For	For	
6	Elect Jesse Goodman	Management	For	For	
7	Elect Vishal Sikka	Management	For	For	
8	Appointment of Auditor	Management	For	For	
9	Authority to Set Auditor's Fees	Management	For	For	
10	Authorisation of Political Donations	Management	For	For	
11	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
12	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
13	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
14	Authority to Repurchase Shares	Management	For	For	
15	Approve Exemption from Statement of the Senior Statutory Auditor's name in published Auditors' Reports	Management	For	For	
16	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
17	Accounts and Reports	Management	For	For	
18	Remuneration Report	Management	For	For	
19	Elect Wendy Becker	Management	For	For	
20	Elect Jeannie Lee	Management	For	For	
21	Elect Sir Jonathan R. Symonds	Management	For	For	
22	Elect Emma N. Walmsley	Management	For	For	
23	Elect Julie Brown	Management	For	For	

Haleon plc		Meeting Date: 07.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Dave J. Lewis	Management	For	For	
5	Elect Brian McNamara	Management	For	For	
6	Elect Tobias Hestler	Management	For	For	
7	Elect Manvinder Singh Banga	Management	For	For	
8	Elect Marie-Anne Aymerich	Management	For	For	
9	Elect Tracy Clarke	Management	For	For	
10	Elect Vivienne Cox	Management	For	For	
11	Elect Asmita Dubey	Management	For	For	
12	Elect Deirdre Mahlan	Management	For	For	
13	Elect David Denton	Management	For	For	
14	Elect Bryan Supran	Management	For	For	
15	Appointment of Auditor	Management	For	For	
16	Authority to Set Auditor's Fees	Management	For	For	
17	Authorisation of Political Donations	Management	For	For	
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
22	Authority to Repurchase Shares	Management	For	For	
23	Authority to Repurchase Shares Off-market	Management	For	For	

Hang Seng Bank Ltd.		Meeting Date: 07.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Elect Irene LEE Yun Lien	Management	For	Against	Serves on too many boards
3	Increase in Directors' Fees	Management	For	For	
4	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Audit/Financials - Vote Against when the allocation of fees paid to the auditor is not in line with market best practice.
5	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
6	Authority to Repurchase Shares	Management	For	For	

Rentokil Initial plc		Meeting Date: 07.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Sarosh Mistry	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Elect John Pettigrew	Management	For	For	
3	Elect Andy Ransom	Management	For	For	
4	Elect Richard Solomons	Management	For	For	
5	Elect Cathy Turner	Management	For	For	
6	Elect Linda Yueh	Management	For	For	
7	Appointment of Auditor	Management	For	For	
8	Authority to Set Auditor's Fees	Management	For	For	
9	Authorisation of Political Donations	Management	For	For	
10	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
11	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
12	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
13	Authority to Repurchase Shares	Management	For	For	
14	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
15	Accounts and Reports	Management	For	For	
16	Remuneration Report	Management	For	For	
17	Remuneration Policy	Management	For	For	
18	Final Dividend	Management	For	For	
19	Elect David J. Frear	Management	For	For	
20	Elect Stuart Ingall-Tombs	Management	For	For	
21	Elect Sally Johnson	Management	For	For	

Simon Property Group, Inc.

Meeting Date: 07.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Glyn F. Aeppel	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
2	Elect Larry C. Glasscock	Management	For	For	
3	Elect Allan B. Hubbard	Management	For	For	
4	Elect Nina P. Jones	Management	For	For	
5	Elect Reuben S. Leibowitz	Management	For	For	
6	Elect Randall J. Lewis	Management	For	For	
7	Elect Gary M. Rodkin	Management	For	For	
8	Elect Peggy Fang Roe	Management	For	For	
9	Elect Stefan M. Selig	Management	For	For	
10	Elect Daniel C. Smith	Management	For	For	
11	Elect Marta R. Stewart	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance.
13	Ratification of Auditor	Management	For	For	

Vonovia SE

Meeting Date: 07.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratification of Management Board Acts	Management	For	For	
3	Ratification of Supervisory Board Acts	Management	For	For	
4	Appointment of Auditor	Management	For	For	
5	Remuneration Report	Management	For	For	
6	Management Board Remuneration Policy	Management	For	Against	Change to outstanding LTI grants
7	Elect Birgit M. Bohle	Management	For	For	

Wolters Kluwers NV

Meeting Date: 07.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Allocation of Dividends	Management	For	For	
4	Ratification of Management Board Acts	Management	For	For	
5	Ratification of Supervisory Board Acts	Management	For	For	
6	Elect David W. Sides to the Supervisory Board	Management	For	For	
7	Elect Jack P. de Kreijl to the Supervisory Board	Management	For	For	
8	Elect Sophie V. Vandebroek to the Supervisory Board	Management	For	For	
9	Supervisory Board Remuneration Policy	Management	For	For	
10	Supervisory Board Fees (FY2024)	Management	For	For	
11	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
12	Authority to Suppress Preemptive Rights	Management	For	For	
13	Authority to Repurchase Shares	Management	For	For	
14	Cancellation of Shares	Management	For	For	
15	Amendments to Articles	Management	For	For	

WPP Plc		Meeting Date: 07.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Keith Weed	Management	For	For	
2	Elect Jasmine Whittbread	Management	For	For	
3	Elect Joanne Wilson	Management	For	For	
4	Elect ZHANG Ya-Qin	Management	For	For	
5	Appointment of Auditor	Management	For	For	
6	Authority to Set Auditor's Fees	Management	For	For	
7	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
8	Authority to Repurchase Shares	Management	For	For	
9	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
10	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
11	Elect Mark Read	Management	For	For	
12	Elect Cindy Rose	Management	For	For	
13	Accounts and Reports	Management	For	For	
14	Final Dividend	Management	For	For	
15	Remuneration Report	Management	For	For	
16	Elect Andrew Scott	Management	For	For	
17	Elect Angela Ahrendts	Management	For	For	
18	Elect Simon Dingemans	Management	For	For	
19	Elect Sandrine Dufour	Management	For	For	
20	Elect Tom Ilube	Management	For	For	
21	Elect Roberto Quarta	Management	For	For	

Zhejiang Expressway Co		Meeting Date: 07.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report	Management	For	For	
2	Supervisors' Report	Management	For	For	
3	Accounts and Reports	Management	For	For	
4	Allocation of Profits/Dividends	Management	For	For	
5	Final Accounts and 2023 Financial Budget	Management	For	For	
6	Appointment of Hong Kong Auditor and Authority to Set Fees	Management	For	Against	Audit/Financials - Vote Against when the allocation of fees paid to the auditor is not in line with market best practice.
7	Appointment of PRC Auditor and Authority to Set Fees	Management	For	Against	Audit/Financials - Vote Against when the allocation of fees paid to the auditor is not in line with market best practice.
8	Authority to Issue H Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold
9	Amendments to Articles of Association	Management	For	For	

Arch Capital Group Ltd		Meeting Date: 08.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Chris Hovey	Management	For	For	
2	Elect François Morin	Management	For	For	
3	Elect David J. Mulholland	Management	For	For	
4	Elect Chiara Nannini	Management	For	Against	Related party transactions.
5	Elect Maamoun Rajeh	Management	For	For	
6	Elect Christine Todd	Management	For	For	
7	Elect William Soares	Management	For	For	
8	Elect Alan Tiernan	Management	For	For	
9	Elect Laurie S. Goodman	Management	For	For	
10	Elect John M. Pasquesi	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Elect Brian Chen	Management	For	For	
14	Elect Crystal Doughty	Management	For	For	
15	Elect Matthew Dragonetti	Management	For	For	
16	Elect Seamus Fearon	Management	For	For	
17	Elect Jerome Halgan	Management	For	For	

Avantor Inc.		Meeting Date: 08.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Ratification of Auditor	Management	For	For	
2	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when sign-on packages are awarded that exceed market best practice
3	Elect Gregory L. Summe	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
4	Amendment Regarding Officer Exculpation	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	Elect Michael Severino	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
6	Elect Michael Stubblefield	Management	For	For	
7	Elect Mala Murthy	Management	For	For	
8	Elect Jonathan M. Peacock	Management	For	For	
9	Elect Juan Andres	Management	For	For	
10	Elect John Carethers, M.D.	Management	For	For	
11	Elect Lan Kang	Management	For	For	
12	Elect Joseph Massaro	Management	For	For	

CME Group Inc

Meeting Date: 08.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Terrence A. Duffy	Management	For	For	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
2	Elect Larry G. Gerdes	Management	For	For	
3	Elect Daniel R. Glickman	Management	For	For	
4	Elect Kathryn Benesh	Management	For	For	
5	Elect Timothy S. Bitsberger	Management	For	For	
6	Elect Charles P. Carey	Management	For	Against	
7	Elect Bryan T. Durkin	Management	For	For	
8	Elect Harold Ford, Jr.	Management	For	For	
9	Elect Martin J. Gepsman	Management	For	For	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
10	Elect Daniel G. Kaye	Management	For	For	
11	Elect Phyllis M. Lockett	Management	For	Against	
12	Elect Deborah J. Lucas	Management	For	For	
13	Elect Terry L. Savage	Management	For	For	
14	Elect Rahael Seifu	Management	For	For	
15	Elect William R. Shepard	Management	For	For	
16	Elect Howard J. Siegel	Management	For	For	
17	Elect Dennis A. Suskind	Management	For	For	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
18	Ratification of Auditor	Management	For	For	
19	Advisory Vote on Executive Compensation	Management	For	Against	

Discover Financial Services

Meeting Date: 08.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect J. Michael Shepherd	Management	For	For	Proposal withdrawn
2	Elect Beverley A. Sibbles	Management	For	For	
3	Elect Jennifer L. Wong	Management	For	For	
4	Advisory Vote on Executive Compensation	Management	For	For	
5	Elect Candace H. Duncan	Management	For	For	
6	Elect Joseph F. Eazor	Management	For	For	
7	Elect Kathy L. Lonowski	Management	For	For	
8	Elect Thomas G. Maheras	Management	For	For	
9	Elect Daniela O'Leary-Gill	Management	For	For	
10	Elect John B. Owen	Management	For	For	
11	Elect David L. Rawlinson II	Management	For	For	
12	Elect Michael G. Rhodes	Management	For	Abstain	
13	Ratification of Auditor	Management	For	For	

LPL Financial Holdings Inc

Meeting Date: 08.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Dan H. Arnold	Management	For	For	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
2	Elect Edward C. Bernard	Management	For	For	
3	Elect H. Paulett Eberhart	Management	For	For	
4	Elect William F. Glavin, Jr.	Management	For	For	
5	Elect Albert J. Ko	Management	For	For	
6	Elect Allison H. Mnookin	Management	For	For	
7	Elect Anne M. Mulcahy	Management	For	For	
8	Elect James S. Putnam	Management	For	For	
9	Elect Richard P. Schiffer	Management	For	For	
10	Elect Corey E. Thomas	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	

Manulife Financial Corp.		Meeting Date: 08.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Nicole S. Arnaboldi	Management	For	For	
2	Elect Guy L.T. Bainbridge	Management	For	For	
3	Elect Susan F. Dabarno	Management	For	For	
4	Elect Julie E. Dickson	Management	For	For	
5	Elect J. Michael Durland	Management	For	For	
6	Elect Roy Gori	Management	For	For	
7	Elect Donald P. Kanak	Management	For	For	
8	Elect Vanessa Kanu	Management	For	For	
9	Elect Donald R. Lindsay	Management	For	For	
10	Elect Anna Manning	Management	For	For	
11	Elect C. James Prieur	Management	For	For	
12	Elect May Tan	Management	For	For	
13	Elect Leigh E. Turner	Management	For	For	
14	Elect John Wong	Management	For	For	
15	Appointment of Auditor	Management	For	For	
16	Advisory Vote on Executive Compensation	Management	For	For	

Norfolk Southern Corp.		Meeting Date: 08.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Shareholder Proposal Regarding Repeal of Bylaw Amendments	Shareholder	Do Not Vote	For	Vote For as the proposal is intended to support the dissident
2	Elect Dissident Nominee Betsy Atkins	Shareholder	Do Not Vote	For	Board - Vote For when the nominee is preferred over management candidates
3	Elect Dissident Nominee James Barber, Jr.	Shareholder	Do Not Vote	For	Board - Vote For when the nominee is preferred over management candidates
4	Elect Dissident Nominee William Clyburn, Jr.	Shareholder	Do Not Vote	For	Board - Vote For when the nominee is preferred over management candidates
5	Elect Dissident Nominee Sameh Fahmy	Shareholder	Do Not Vote	For	Board - Vote For when the nominee is preferred over management candidates
6	Elect Dissident Nominee John Kasich	Shareholder	Do Not Vote	For	Board - Vote For when the nominee is preferred over management candidates
7	Elect Dissident Nominee Gilbert Lamphere	Shareholder	Do Not Vote	For	Board - Vote For when the nominee is preferred over management candidates
8	Elect Dissident Nominee Allison Landry	Shareholder	Do Not Vote	For	Board - Vote For when the nominee is preferred over management candidates
9	Elect Management Nominee Mary Kathryn Heitkamp	Management	Do Not Vote	Withhold	Board - Abstain when a more suitable director is available for election and the nominee is a supportable candidate
10	Elect Management Nominee John C. Huffard, Jr.	Management	Do Not Vote	Withhold	Board - Abstain when a more suitable director is available for election and the nominee is a supportable candidate
11	Elect Management Nominee Claude Mongeau	Management	Do Not Vote	Withhold	Board - Abstain when a more suitable director is available for election and the nominee is a supportable candidate
12	Elect Management Nominee Amy E. Miles	Management	Do Not Vote	Withhold	Board - Abstain when a more suitable director is available for election and the nominee is a supportable candidate
13	Elect Management Nominee Jennifer F. Scanlon	Management	Do Not Vote	Withhold	Board - Abstain when a more suitable director is available for election and the nominee is a supportable candidate
14	Elect Management Nominee Alan H. Shaw	Management	Do Not Vote	Withhold	Board - Abstain when a more suitable director is available for election and the nominee is a supportable candidate
15	Elect Management Nominee John R. Thompson	Management	Do Not Vote	Withhold	Board - Abstain when a more suitable director is available for election and the nominee is a supportable candidate
16	Elect Management Nominee Richard H. Anderson	Management	Do Not Vote	For	
17	Elect Management Nominee Philip S. Davidson	Management	Do Not Vote	For	
18	Elect Management Nominee Francesca DeBiase	Management	Do Not Vote	For	
19	Elect Management Nominee Marcela E. Donadio	Management	Do Not Vote	For	
20	Elect Management Nominee Christopher T. Jones	Management	Do Not Vote	For	
21	Elect Management Nominee Thomas Colm Kelleher	Management	Do Not Vote	For	
22	Ratification of Auditor	Management	Do Not Vote	For	
23	Advisory Vote on Executive Compensation	Management	Do Not Vote	Against	Remuneration - Vote Against when the compensation committee exercises its discretion to lower performance goals or increase awards
24	Shareholder Proposal Regarding Lobbying Report	Shareholder	Do Not Vote	For	SHP - Vote For when the proposal requests the company to review their political spending and lobbying activities. These expenses must be consistent with their sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.

Power Corp. Of Canada		Meeting Date: 08.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Pierre Beaudoin	Management	For	For	
2	Elect Paul Desmarais, Jr.	Management	For	For	
3	Elect Gary A. Doer	Management	For	For	
4	Elect Ségolène Gallienne-Frère	Management	For	For	
5	Elect Anthony R. Graham	Management	For	For	
6	Elect Sharon MacLeod	Management	For	For	
7	Elect Paula B. Madoff	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Elect Isabelle Marcoux	Management	For	For	
9	Elect R. Jeffrey Orr	Management	For	For	
10	Elect T. Timothy Ryan, Jr.	Management	For	For	
11	Elect Siim A. Vanaselja	Management	For	For	
12	Elect Elizabeth D. Wilson	Management	For	For	
13	Appointment of Auditor	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	For	
15	Shareholder Proposal Regarding Disclosure of Financed Emissions	Shareholder	Against	For	SHP Environment - Vote For when proposal requests sustainability or environmental reports.
16	Shareholder Proposal Regarding Linking Employee Compensation to ESG Performance	Shareholder	Against	Against	Shareholder Proposal Regarding Linking Employee Compensation to ESG Performance.
17	Shareholder Proposal Regarding In-Person Shareholder Meetings	Shareholder	Against	For	SHP - Vote For when the proposal aims to improve shareholder rights.
18	Shareholder Proposal Regarding Disclosure of Executives' Language Fluency	Shareholder	Against	For	SHP Governance - Vote For when shareholder proposal aims to increase transparency on board performance and/or skills.
19	Shareholder Proposal Regarding Say on Climate	Shareholder	Against	For	SHP Environment – Vote For the introduction of a management proposal on a company's climate strategy (Say on Climate).
20	Elect Marcel R. Coutu	Management	For	For	
21	Elect André Desmarais	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent.

Prologis Inc

Meeting Date: 08.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Lydia H. Kennard	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
2	Elect Irving F. Lyons, III	Management	For	For	
3	Elect Guy Metcalfe	Management	For	For	
4	Elect Avid Modjtabai	Management	For	For	
5	Elect Hamid R. Moghadam	Management	For	For	
6	Elect Cristina G. Bitá	Management	For	For	
7	Elect James B. Connor	Management	For	For	
8	Elect George L. Fotiades	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
9	Elect Carl B. Webb	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria.
11	Elect David P. O'Connor	Management	For	For	
12	Elect Olivier Piani	Management	For	For	
13	Amendment to By-Laws to Reduce Voting Threshold	Management	For	For	
14	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Against	Against	SHP - Vote Against when the company sufficiently addresses the concerns raised by the topic of the proposal.
15	Ratification of Auditor	Management	For	For	
16	Elimination of Supermajority Requirement	Management	For	For	

Stantec Inc

Meeting Date: 08.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Douglas K. Ammerman	Management	For	For	
2	Elect Martin A. à Porta	Management	For	For	
3	Elect Shelley A.M. Brown	Management	For	For	
4	Elect Angeline G. Chen	Management	For	For	
5	Elect Patricia D. Galloway	Management	For	For	
6	Elect Gordon A. Johnston	Management	For	For	
7	Elect Donald J. Lowry	Management	For	For	
8	Elect Marie-Lucie Morin	Management	For	For	
9	Elect Celina J. Wang Doka	Management	For	For	
10	Appointment of Auditor and Authority to Set Fees	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	

Sun Life Financial, Inc.

Meeting Date: 08.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Stephanie L. Coyles	Management	For	For	
2	Elect Ashok K. Gupta	Management	For	For	
3	Elect M. Marianne Harris	Management	For	For	
4	Elect David H. Y. Ho	Management	For	For	
5	Elect Laurie G. Hylton	Management	For	For	
6	Elect Helen Malloy Hicks	Management	For	For	
7	Elect Marie-Lucie Morin	Management	For	For	
8	Elect Joseph M. Natale	Management	For	For	
9	Elect Scott F. Powers	Management	For	For	
10	Elect Kevin D. Strain	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Appointment of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Elect Deepak Chopra	Management	For	For	

Telus Corp.

Meeting Date: 08.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendment to the Deferred Share Unit Plan	Management	For	For	
2	Elect Raymond T. Chan	Management	For	For	
3	Elect Hazel Claxton	Management	For	For	
4	Elect Lisa de Wilde	Management	For	For	
5	Elect Victor G. Dodig	Management	For	For	
6	Elect Darren Entwistle	Management	For	For	
7	Elect Martha Hall Findlay	Management	For	For	
8	Elect Thomas E. Flynn	Management	For	For	
9	Elect Mary Jo Haddad	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
10	Elect Christine Magee	Management	For	For	
11	Elect John P. Manley	Management	For	For	
12	Elect David Mowat	Management	For	For	
13	Elect Marc Parent	Management	For	For	
14	Elect Denise Pickett	Management	For	For	
15	Elect W. Sean Willy	Management	For	For	
16	Appointment of Auditor and Authority to Set Fees	Management	For	For	
17	Advisory Vote on Executive Compensation	Management	For	Against	Pay for performance disconnect ; Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability.

Tractor Supply Co.

Meeting Date: 08.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Joy Brown	Management	For	For	
2	Elect Ricardo Cardenas	Management	For	For	
3	Elect Meg Ham	Management	For	For	
4	Elect André J. Hawaux	Management	For	For	
5	Elect Denise L. Jackson	Management	For	For	
6	Elect Ramkumar Krishnan	Management	For	For	
7	Elect Edna K. Morris	Management	For	For	
8	Elect Mark J. Weikel	Management	For	For	
9	Elect Harry A. Lawton III	Management	For	For	
10	Ratification of Auditor	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	

Union Pacific Corp.

Meeting Date: 08.05.2024

Meeting Type: Annual

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

United Rentals, Inc.

Meeting Date: 08.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Marc A. Bruno	Management	For	For	
2	Shareholder Proposal Regarding Director Resignation Policy	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
3	Elect Larry D. De Shon	Management	For	For	
4	Elect Matthew J. Flannery	Management	For	For	
5	Elect Bobby J. Griffin	Management	For	For	
6	Elect Kim Harris Jones	Management	For	For	
7	Elect Terri L. Kelly	Management	For	For	
8	Elect Michael J. Kneeland	Management	For	For	
9	Elect Francisco J. Lopez-Balboa	Management	For	For	
10	Elect Gracia C. Martore	Management	For	For	
11	Elect Shiv Singh	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	
14	Amendment Regarding Officer Exculpation	Management	For	For	

Verizon Communications Inc
Meeting Date: 08.05.2024
Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Shellye L. Archambeau	Management	For	For	
2	Elect Roxanne S. Austin	Management	For	For	
3	Elect Mark T. Bertolini	Management	For	For	
4	Elect Vittorio Colao	Management	For	For	
5	Elect Laxman Narasimhan	Management	For	For	
6	Elect Clarence Otis, Jr.	Management	For	For	
7	Elect Daniel H. Schulman	Management	For	For	
8	Elect Rodney E. Slater	Management	For	For	
9	Elect Carol B. Tomé	Management	For	For	
10	Elect Hans E. Vestberg	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Shareholder Proposal Regarding Third-Party Study of Policy to Prohibit Political Contributions	Shareholder	Against	Against	SHP - vote Against when the phrasing of the proposal is deemed to be too ambiguous
14	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
15	Shareholder Proposal Regarding Amendment to Clawback Policy	Shareholder	Against	For	SHP Remuneration - Vote For when shareholder proposal asks for the introduction or improvement of clawback
16	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	SHP Governance - Vote For when proposal requests independent Board Chairman/Separation of Chair and CEO
17	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companies ESG efforts.
18	Shareholder Proposal Regarding Independent Report on Potential Liabilities of Lead-Sheathed Cables	Shareholder	Against	For	SHP - Vote For when sensible shareholder resolutions request company to report or enhance reporting on social and environmental topics that are material for their business
19	Shareholder Proposal Regarding Political Expenditures and Values Congruency	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders

WSP Global Inc
Meeting Date: 08.05.2024
Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Louis-Philippe Carrière	Management	For	For	
2	Elect Christopher Cole	Management	For	For	
3	Elect Alexandre L'Heureux	Management	For	For	
4	Elect Birgit W. Nørgaard	Management	For	For	
5	Elect Suzanne Rancourt	Management	For	For	
6	Elect Linda Smith-Galipeau	Management	For	For	
7	Elect Macky Tall	Management	For	For	
8	Elect Claude Tessier	Management	For	For	
9	Appointment of Auditor and Authority to Set Fees	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	For	
11	Increasing the Maximum Board Size	Management	For	For	
12	Amendments to By-Laws	Management	For	For	

Zebra Technologies Corp.
Meeting Date: 08.05.2024
Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Ratification of Auditor	Management	For	For	
2	Elect Satish Dhanasekaran	Management	For	Withhold	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
3	Elect Ross W. Manire	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
4	Elect Kenneth B. Miller	Management	For	For	
5	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria

37 Interactive Entertainment Network Technology Gr Meeting Date: 09.05.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Directors' Report	Management	For	For	
2	2023 Supervisors' Report	Management	For	For	
3	2023 Annual Report and Its Summary	Management	For	For	
4	2023 Accounts and Reports	Management	For	For	
5	2023 Allocation of Profits/Dividends	Management	For	For	
6	Appointment of Auditor	Management	For	For	
7	2024 Authority to Give Guarantees	Management	For	For	
8	Approval of Line of Credit	Management	For	For	
9	Adjustment on Independent Directors' Fees	Management	For	For	
10	Amendments to Articles	Management	For	Against	Vote Against when the company has not provided sufficient information.
11	Amendments of Procedural Rules: Shareholder Meetings	Management	For	For	
12	Amendments of Procedural Rules: Board Meetings	Management	For	For	
13	Amendments of Independent Directors Work System	Management	For	For	
14	Amendments of Management System of Raised Funds	Management	For	For	
15	Amendments to Procedural Rules: Supervisory Meetings	Management	For	For	
16	Board Authorization to Allow Board of Directors to Decide 2024 Interim Profit Distribution	Management	For	For	

Akamai Technologies Inc Meeting Date: 09.05.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Sharon Y. Bowen	Management	For	For	
2	Elect Marianne C. Brown	Management	For	For	
3	Elect Monte E. Ford	Management	For	For	
4	Elect Daniel R. Hesse	Management	For	For	
5	Elect Peter Thomas Killalea	Management	For	For	
6	Elect F. Thomson Leighton	Management	For	For	
7	Elect Jonathan F. Miller	Management	For	For	
8	Elect Madhu Ranganathan	Management	For	Against	Board - Vote Against when there are concerns that the nominee lacks sufficient time to effectively carry out their role in light of their external commitments
9	Elect Bernardus Verwaayen	Management	For	For	
10	Elect William R. Wagner	Management	For	For	
11	Amendment to Articles to Limit the Liability of Certain Officers	Management	For	For	
12	Right to Adjourn Meeting	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	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
15	Amendment to the 2013 Stock Incentive Plan	Management	For	For	
16	Advisory Vote on Executive Compensation	Management	For	For	

Colgate-Palmolive Co. Meeting Date: 09.05.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect John P. Bilbrey	Management	For	For	
2	Elect John T. Cahill	Management	For	For	
3	Elect Steve A. Cahillane	Management	For	For	
4	Elect Lisa M. Edwards	Management	For	For	
5	Elect C. Martin Harris	Management	For	For	
6	Elect Martina Hund-Mejean	Management	For	For	
7	Elect Kimberly A. Nelson	Management	For	For	
8	Elect Brian Newman	Management	For	For	
9	Elect Lorrie M. Norrington	Management	For	For	
10	Elect Noel R. Wallace	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	SHP Governance - Vote For when proposal requests independent Board Chairman/Separation of Chair and CEO

Marriott International, Inc. Meeting Date: 09.05.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Anthony G. Capuano	Management	For	For	
2	Elect Isabella D. Goren	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
3	Elect Deborah Marriott Harrison	Management	For	For	Adopted forum selection clause in past year w/o shareholder approval
4	Elect Frederick A. Henderson	Management	For	Against	
5	Elect Lauren R. Hobart	Management	For	For	
6	Elect Debra L. Lee	Management	For	For	
7	Elect Aylwin B. Lewis	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
8	Elect David S. Marriott	Management	For	For	
9	Elect Margaret M. McCarthy	Management	For	For	
10	Elect Grant F. Reid	Management	For	For	
11	Elect Horacio D. Rozanski	Management	For	For	Remuneration - Fails the remuneration framework assessment on Structure and Height.
12	Elect Susan C. Schwab	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	Against	
15	Shareholder Proposal Regarding Civil Rights Audit	Shareholder	Against	For	SHP - Vote For when reasonable shareholder proposals requests companies to prepare and plan for mitigating environmental risks.
16	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests the company to increase disclosure & transparency on compensation practices.

Progressive Corp.

Meeting Date: 09.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Danelle M. Barrett	Management	For	For	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
2	Elect Philip F. Bleser	Management	For	For	
3	Elect Stuart B. Burgdoerfer	Management	For	For	
4	Elect Pamela J. Craig	Management	For	For	
5	Elect Charles A. Davis	Management	For	For	
6	Elect Roger N. Farah	Management	For	For	
7	Elect Lawton W. Fitt	Management	For	For	
8	Elect Susan Patricia Griffith	Management	For	For	
9	Elect Devin C. Johnson	Management	For	For	
10	Elect Jeffrey D. Kelly	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	Against	Against	
13	Elect Barbara R. Snyder	Management	For	For	
14	Elect Kahina Van Dyke	Management	For	For	
15	Approval of the 2024 Equity Incentive Plan	Management	For	For	
16	Advisory Vote on Executive Compensation	Management	For	For	

Terna - Trasmissione Elettrica Rete Nazionale

Meeting Date: 09.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	Remuneration - Vote Against when severance packages are awarded that exceed market best practice.
2	Allocation of Dividends	Management	For	For	
3	Approval of the 2024-2028 Performance Share Plan	Management	For	For	
4	Authority to Repurchase and Reissue Shares to Service 2024-2028 Performance Share Plan	Management	For	For	
5	Remuneration Policy	Management	For	For	
6	Remuneration Report	Management	For	Against	

Western Digital Corp.

Meeting Date: 09.05.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Right to Adjourn Meeting	Management	For	For	Granting unfettered discretion is unwise
2	Increase in Authorized Common Stock	Management	For	For	
3	Amendment to Articles to Limit the Liability of Certain Officers	Management	For	For	
4	Amendment to Articles Regarding Removal of Provisions	Management	For	For	
5	Amendment to Articles to Limit the Liability of Certain Western Digital Technologies Officers	Management	For	For	

Wheaton Precious Metals Corp

Meeting Date: 09.05.2024

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect George L. Brack	Management	For	For	Granting unfettered discretion is unwise
2	Elect Jaimie Donovan	Management	For	For	
3	Elect R. Peter Gillin	Management	For	For	
4	Advisory Vote on Executive Compensation	Management	For	For	
5	Transaction of Other Business	Management	For	Against	
6	Elect Chantal Gosselin	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Elect Jeane Hull	Management	For	For	
8	Elect Glenn A. Ives	Management	For	For	
9	Elect Charles A. Jeannes	Management	For	For	
10	Elect Marilyn Schonberner	Management	For	For	
11	Elect Randy V.J. Smallwood	Management	For	For	
12	Elect Srinivasan Venkatakrishnan	Management	For	For	
13	Appointment of Auditor and Authority to Set Fees	Management	For	For	

Zimmer Biomet Holdings Inc	Meeting Date: 09.05.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Christopher B. Begley	Management	For	For	
2	Elect Betsy J. Bernard	Management	For	For	
3	Elect Michael J. Farrell	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
4	Elect Robert A. Hagemann	Management	For	For	
5	Elect Arthur J. Higgins	Management	For	For	
6	Elect Maria Teresa Hilado	Management	For	For	
7	Elect Syed Jafry	Management	For	For	
8	Elect Sreelakshmi Kolli	Management	For	Against	Serves on too many boards
9	Elect Louis Shapiro	Management	For	For	
10	Elect Ivan Tornos	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on a critical factor.
13	Amendment to the Employee Stock Purchase Plan	Management	For	For	

ABB Ltd.	Meeting Date: 10.05.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect Adrian Guggisberg	Management	For	Against	Beneficial owner on audit committee
4	Approve Payment of Fees to Cost Auditors	Management	For	For	

ASM International NV	Meeting Date: 12.05.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	REMUNERATION REPORT	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Allocation of Dividends	Management	For	For	
4	Ratification of Management Board Acts	Management	For	For	
5	Ratification of Supervisory Board Acts	Management	For	For	
6	Supervisory Board Remuneration Policy	Management	For	For	
7	Supervisory Board Fees (FY2024)	Management	For	For	
8	Elect Didier Lamouche to the Supervisory Board	Management	For	For	
9	Elect Tania Micki to the Supervisory Board	Management	For	For	
10	Elect Martin A. van den Brink to the Supervisory Board	Management	For	For	
11	Appointment of Auditor	Management	For	For	
12	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
13	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
14	Authority to Repurchase Shares	Management	For	For	
15	Cancellation of Shares	Management	For	For	
16	Amendments to Articles	Management	For	For	

Alexandria Real Estate Equities Inc.	Meeting Date: 13.05.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Joel S. Marcus	Management	For	For	
2	Elect Steven R. Hash	Management	For	For	
3	Elect James P. Cain	Management	For	For	
4	Elect Cynthia L. Feldmann	Management	For	For	
5	Elect Maria C. Freire	Management	For	For	
6	Elect Richard H. Klein	Management	For	For	
7	Elect Sheila K. McGrath	Management	For	For	
8	Elect Michael A. Woronoff	Management	For	For	
9	Amendment to the 1997 Stock Award and Incentive Plan	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	For	
11	Ratification of Auditor	Management	For	For	

Allstate Corp (The)		Meeting Date: 13.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Donald E. Brown	Management	For	For	
2	Elect Kermit R. Crawford	Management	For	For	
3	Elect Richard T. Hume	Management	For	For	
4	Elect Margaret M. Keane	Management	For	For	
5	Elect Siddharth N. Mehta	Management	For	For	
6	Elect Maria R. Morris	Management	For	For	
7	Elect Jacques P. Perold	Management	For	For	
8	Elect Andrea Redmond	Management	For	For	
9	Elect Gregg M. Sherrill	Management	For	For	
10	Elect Judith A. Sprieser	Management	For	For	
11	Elect Perry M. Traquina	Management	For	For	
12	Elect Monica Turner	Management	For	For	
13	Elect Thomas J. Wilson	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria.
15	Ratification of Auditor	Management	For	For	
16	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests an independent board chairman or the separation of chair and CEO roles.

Centene Corp.		Meeting Date: 13.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jessica L. Blume	Management	For	For	
2	Elect Kenneth A. Burdick	Management	For	For	
3	Elect Christopher J. Coughlin	Management	For	For	
4	Elect H. James Dallas	Management	For	For	
5	Elect Wayne S. DeVeydt	Management	For	For	
6	Elect Frederick H. Eppinger	Management	For	For	
7	Elect Monte E. Ford	Management	For	For	
8	Elect Sarah M. London	Management	For	For	
9	Elect Lori J. Robinson	Management	For	For	
10	Elect Theodore R. Samuels, II	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Shareholder Proposal Regarding GHG Targets and Alignment with the Paris Agreement	Shareholder	Against	For	SHP Environment - Vote For when reasonable shareholder proposals request companies to prepare and plan for mitigating environmental risks.

Deutsche Boerse AG		Meeting Date: 13.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratification of Management Board Acts	Management	For	Abstain	Ongoing investigations
3	Ratification of Supervisory Board Acts	Management	For	For	
4	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For	For	
5	Authority to Repurchase and Reissue Shares	Management	For	For	
6	Authority to Repurchase Shares Using Equity Derivatives	Management	For	For	
7	Elect Andreas Gottschling	Management	For	For	
8	Elect Martin Jetter	Management	For	For	
9	Elect Shannon Anastasia Johnston	Management	For	For	
10	Elect Sigrid Kozmiensky	Management	For	For	
11	Elect Barbara Lambert	Management	For	For	
12	Elect Charles G.T. Stonehill	Management	For	For	
13	Elect Clara-Christina Streit	Management	For	For	
14	Elect Chong Lee Tan	Management	For	For	
15	Supervisory Board Remuneration Policy	Management	For	For	
16	Remuneration Report	Management	For	For	
17	Appointment of Auditor	Management	For	For	
18	Appointment of Sustainability Auditor	Management	For	For	

Epiroc AB		Meeting Date: 13.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Opening of Meeting; Election of Presiding Chair	Management	For	For	
2	Agenda	Management	For	For	
3	Compliance with the Rules of Convocation	Management	For	For	
4	Accounts and Reports	Management	For	For	
5	Ratification of Anthea Bath	Management	For	For	
6	Ratification of Lennart Evrell	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Ratification of Johan Forssell	Management	For	For	
8	Ratification of Helena Hedblom	Management	For	For	
9	Ratification of Jeane Hull	Management	For	For	
10	Ratification of Ronnie Leten	Management	For	For	
11	Ratification of Ulla Litzén	Management	For	For	
12	Ratification of Sigurd Mareels	Management	For	For	
13	Ratification of Astrid Skarheim Onsum	Management	For	For	
14	Ratification of Kristina Kanestad	Management	For	For	
15	Ratification of Daniel Rundgren	Management	For	For	
16	Ratification of Helena Hedblom (as CEO)	Management	For	For	
17	Allocation of Profits/Dividends	Management	For	For	
18	Remuneration Report	Management	For	Against	Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP.
19	Board Size	Management	For	For	
20	Number of Auditors	Management	For	For	
21	Elect Anthea Bath	Management	For	For	
22	Elect Lennart Evrell	Management	For	For	
23	Elect Johan Forssell	Management	For	For	
24	Elect Helena Hedblom	Management	For	For	
25	Elect Jeane Hull	Management	For	For	
26	Elect Ronnie Leten	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
27	Elect Ulla Litzén	Management	For	For	
28	Elect Sigurd Mareels	Management	For	For	
29	Elect Astrid Skarheim Onsum	Management	For	For	
30	Elect Ronnie Leten as Chair	Management	For	Against	No vote results; Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
31	Appointment of Auditor	Management	For	For	
32	Directors' Fees	Management	For	For	
33	Authority to Set Auditor's Fees	Management	For	For	
34	Remuneration Policy	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability.
35	Adoption of Share-Based Incentives (Personnel Option Plan 2024)	Management	For	For	
36	Authority to Repurchase Shares (Personnel Option Plan 2024)	Management	For	For	
37	Authority to Repurchase Shares (Directors' Fees)	Management	For	For	
38	Authority to Transfer Treasury Shares (Personnel Option Plan 2024)	Management	For	For	
39	Authority to Issue Treasury Shares (Directors' Fees)	Management	For	For	
40	Authority to Issue Treasury Shares (Option Plans 2018-2021)	Management	For	For	

Essex Property Trust, Inc.

Meeting Date: 13.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect John V. Arabia	Management	For	For	
2	Elect Keith R. Guericke	Management	For	For	
3	Elect Anne B. Gust	Management	For	For	
4	Elect Maria R. Hawthorne	Management	For	For	
5	Elect Amal M. Johnson	Management	For	For	
6	Elect Mary Kasaris	Management	For	For	
7	Elect Angela L. Kleiman	Management	For	For	
8	Elect Irving F. Lyons, III	Management	For	For	
9	Elect George M. Marcus	Management	For	For	
10	Ratification of Auditor	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	

Laboratory Corp. Of America Holdings

Meeting Date: 13.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Kerrii B. Anderson	Management	For	For	
2	Elect Jeffrey A. Davis	Management	For	For	
3	Elect D. Gary Gilliland	Management	For	For	
4	Elect Kirsten M. Kliphouse	Management	For	For	
5	Elect Garheng Kong	Management	For	For	
6	Elect Peter M. Neupert	Management	For	For	
7	Elect Richelle P. Parham	Management	For	For	
8	Elect Paul B. Rothman	Management	For	For	
9	Elect Adam H. Schechter	Management	For	For	
10	Elect Kathryn E. Wengel	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	
12	Ratification of Auditor	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
13	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests that the company seek shareholder approval prior to entering severance agreements which provide substantial benefits.
14	Shareholder Proposal Regarding Report on Nonhuman Primate Transportation	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues.
15	Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Requests	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to address material ESG risks.

Motorola Solutions Inc

Meeting Date: 13.05.2024

Meeting Type: Annual

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

Prudential Financial Inc.

Meeting Date: 13.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Gilbert F. Casellas	Management	For	For	
2	Elect Robert M. Falzon	Management	For	For	
3	Elect Martina Hund-Mejean	Management	For	For	
4	Elect Wendy E. Jones	Management	For	For	
5	Elect Charles F. Lowrey	Management	For	For	
6	Elect Kathleen A. Murphy	Management	For	For	
7	Elect Sandra Pianalto	Management	For	For	
8	Elect Christine A. Poon	Management	For	For	
9	Elect Douglas A. Scovanner	Management	For	For	
10	Elect Michael A. Todman	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the compensation committee exercises its discretion to lower performance goals or increase awards without sufficient justification.
13	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests an independent board chairman or the separation of chair and CEO roles.

Ventas Inc

Meeting Date: 13.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Melody C. Barnes	Management	For	For	
2	Elect Theodore R. Bigman	Management	For	For	
3	Elect Debra A. Cafaro	Management	For	For	
4	Elect Michael J. Embler	Management	For	For	
5	Elect Matthew J. Lustig	Management	For	For	
6	Elect Roxanne M. Martino	Management	For	For	
7	Elect Marguerite M. Nader	Management	For	For	
8	Elect Sean Nolan	Management	For	For	
9	Elect Walter C. Rakowich	Management	For	For	
10	Elect Joe V. Rodriguez	Management	For	For	
11	Elect Sumit Roy	Management	For	For	
12	Elect Maurice Smith	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	
14	Ratification of Auditor	Management	For	For	

American Water Works Co. Inc.

Meeting Date: 14.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jeffrey N. Edwards	Management	For	For	
2	Elect Martha Clark Goss	Management	For	For	
3	Elect M. Susan Hardwick	Management	For	For	
4	Elect Kimberly J. Harris	Management	For	For	
5	Elect Laurie P. Havanec	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Elect Julia L. Johnson	Management	For	For	
7	Elect Patricia L. Kampling	Management	For	For	
8	Elect Karl F. Kurz	Management	For	For	
9	Elect Michael L. Marberry	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	For	
11	Ratification of Auditor	Management	For	For	

Annaly Capital Management Inc

Meeting Date: 14.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Francine J. Bovich	Management	For	For	
2	Elect David L. Finkelstein	Management	For	For	
3	Elect Thomas Hamilton	Management	For	For	
4	Elect Kathy Hopinkah Hannan	Management	For	For	
5	Elect Michael Haylon	Management	For	For	
6	Elect Martin Laguerre	Management	For	For	
7	Elect Manon Laroche	Management	For	For	
8	Elect Eric A. Reeves	Management	For	For	
9	Elect John H. Schaefer	Management	For	For	
10	Elect Glenn A. Votek	Management	For	For	
11	Elect Scott Wede	Management	For	For	
12	Elect Vicki Williams	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	
14	Ratification of Auditor	Management	For	For	

Blackrock Inc.

Meeting Date: 14.05.2024

Meeting Type: Annual

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

Bunge Global SA

Meeting Date: 14.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits	Management	For	For	
3	Allocation of Dividends	Management	For	For	
4	Discharge of Board Members and of the Executive Management Team of Liability	Management	For	For	
5	Elect Eliane Aleixo Lustosa de Andrade	Management	For	For	
6	Elect Sheila C. Bair	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Elect Carol M. Browner	Management	For	Against	Board - Vote Against when the company has either high exposure to deforestation risk commodities while failing to have adequate policies to mitigate this risk or it has been involved in severe deforestation-linked controversies.
8	Elect Gregory A. Heckman	Management	For	For	
9	Elect Bernardo Hees	Management	For	For	
10	Elect Michael Kobori	Management	For	For	
11	Elect Monica McGurk	Management	For	For	
12	Elect Kenneth M. Simril	Management	For	For	
13	Elect Henry (Jay) W. Winship	Management	For	For	
14	Elect Mark N. Zenuk	Management	For	For	
15	Elect Adrian Isman	Management	For	For	
16	Elect Anne Jensen	Management	For	For	
17	Elect Christopher Mahoney	Management	For	For	
18	Elect Markus Walt	Management	For	For	
19	Election of Mark Zenuk as Chair of the Board	Management	For	For	
20	Elect Bernardo Hees as a Member of the Human Resources and Compensation Committee	Management	For	For	
21	Elect Kenneth M. Simril as a Member of the Human Resources and Compensation Committee	Management	For	For	
22	Elect Henry (Jay) W. Winship as a Member of the Human Resources and Compensation Committee	Management	For	For	
23	Approval of the 2024 Long-Term Incentive Plan	Management	For	For	
24	Advisory Vote on Executive Compensation	Management	For	For	
25	Board Compensation	Management	For	For	
26	Executive Compensation (Total)	Management	For	For	
27	Approval of Swiss Authority Compensation Report	Management	For	For	
28	Report on Non-Financial Matters	Management	For	For	Granting unfettered discretion is unwise
29	Appointment of Independent Proxy	Management	For	For	
30	Ratification of Auditor	Management	For	For	
31	Transaction of Other Business	Management	N/A	Against	

Elevance Health Inc

Meeting Date: 14.05.2024

Meeting Type: Annual

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

Everest Group Ltd

Meeting Date: 14.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect John J. Amore	Management	For	For	
2	Elect Juan C. Andrade	Management	For	For	
3	Elect William F. Galtney, Jr.	Management	For	For	
4	Elect John A. Graf	Management	For	For	
5	Elect Meryl D. Hartzband	Management	For	For	
6	Elect Gerri Losquadro	Management	For	For	
7	Elect Hazel M. McNeillage	Management	For	For	
8	Elect Roger M. Singer	Management	For	For	
9	Elect Joseph V. Taranto	Management	For	For	
10	Appointment of Auditor and Authority to Set Fees	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	

Fiserv, Inc.

Meeting Date: 14.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Frank J. Bisignano	Management	For	For	
2	Elect Henrique de Castro	Management	For	For	
3	Elect Harry F. DiSimone	Management	For	For	
4	Elect Lance M. Fritz	Management	For	For	
5	Elect Ajei S. Gopal	Management	For	For	
6	Elect Wafaa Mamilli	Management	For	For	
7	Elect Heidi G. Miller	Management	For	For	
8	Elect Doyle R. Simons	Management	For	For	
9	Elect Kevin M. Warren	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
10	Elect Charlotte B. Yarkoni	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
12	Ratification of Auditor	Management	For	For	

Hartford Financial Services Group Inc.

Meeting Date: 14.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Larry D. De Shon	Management	For	For	
2	Elect Carlos Dominguez	Management	For	For	
3	Elect Trevor Fetter	Management	For	For	
4	Elect Donna A. James	Management	For	For	
5	Elect Edmund Reese	Management	For	For	
6	Elect Teresa W. Roseborough	Management	For	For	
7	Elect Virginia P. Rueterholz	Management	For	For	
8	Elect Christopher J. Swift	Management	For	For	
9	Elect Matthew E. Winter	Management	For	For	
10	Elect Greig Woodring	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Amendment Regarding Officer Exculpation	Management	For	For	

Hilton Worldwide Holdings Inc

Meeting Date: 14.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Christopher J. Nassetta	Management	For	For	
2	Elect Jonathan D. Gray	Management	For	For	
3	Elect Charlene T. Begley	Management	For	For	
4	Elect Chris Carr	Management	For	For	
5	Elect Melanie L. Healey	Management	For	For	
6	Elect Raymond E. Mabus, Jr.	Management	For	For	
7	Elect Judith A. McHale	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
8	Elect Elizabeth A. Smith	Management	For	For	
9	Elect Douglas M. Steenland	Management	For	For	
10	Ratification of Auditor	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote manually 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.

Host Hotels & Resorts Inc

Meeting Date: 14.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Mary L. Baglivo	Management	For	For	
2	Elect Herman E. Bulls	Management	For	For	
3	Elect Diana M. Laing	Management	For	For	
4	Elect Richard E. Marriott	Management	For	For	
5	Elect Mary Hogan Preusse	Management	For	For	
6	Elect Walter C. Rakowich	Management	For	For	
7	Elect James F. Risoleo	Management	For	For	
8	Elect Gordon H. Smith	Management	For	For	
9	Elect A. William Stein	Management	For	For	
10	Ratification of Auditor	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	
12	Approval of the 2024 Comprehensive Stock and Cash Incentive Plan	Management	For	For	

Old Dominion Freight Line, Inc.

Meeting Date: 14.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Sherry A. Aaholm	Management	For	For	
2	Elect David S. Congdon	Management	For	For	
3	Elect John R. Congdon, Jr.	Management	For	For	
4	Elect Andrew S. Davis	Management	For	For	
5	Elect Kevin M. Freeman	Management	For	For	
6	Elect Bradley R. Gabosch	Management	For	For	
7	Elect Greg C. Gantt	Management	For	For	
8	Elect John D. Kasarda	Management	For	Withhold	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
9	Elect Cheryl S. Miller	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
10	Elect Wendy T. Stallings	Management	For	For	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices
11	Elect Thomas A. Stith, III	Management	For	For	
12	Elect Leo H. Suggs	Management	For	Withhold	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration structure places excessive focus on short term performance
14	Increase in Authorized Common Stock	Management	For	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
15	Ratification of Auditor	Management	For	For	
16	Shareholder Proposal Regarding Adoption of GHG Targets and Alignment with the Paris Agreement	Shareholder	Against	For	

Reliance Inc.

Meeting Date: 14.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Lisa L. Baldwin	Management	For	For	
2	Elect Karen W. Colonias	Management	For	For	
3	Elect Frank J. Dellaquila	Management	For	For	
4	Elect Mark V. Kaminski	Management	For	For	
5	Elect Karla R. Lewis	Management	For	For	
6	Elect Robert A. McEvoy	Management	For	For	
7	Elect David W. Seeger	Management	For	For	
8	Elect Douglas W. Stotlar	Management	For	For	
9	Advisory Vote on Executive Compensation	Management	For	For	
10	Ratification of Auditor	Management	For	For	
11	Amendment to the 2015 Incentive Award Plan	Management	For	For	

Robert Half Inc

Meeting Date: 14.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jana L. Barsten	Management	For	For	
2	Elect Julia L. Coronado	Management	For	For	
3	Elect Dirk A. Kempthorne	Management	For	For	
4	Elect Harold M. Messmer, Jr.	Management	For	For	
5	Elect Marc H. Morial	Management	For	For	
6	Elect Robert J. Pace	Management	For	For	
7	Elect Fredrick A. Richman	Management	For	For	
8	Elect M. Keith Waddell	Management	For	For	
9	Elect Marnie H. Wilking	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	For	
11	Ratification of Auditor	Management	For	For	

Sap SE

Meeting Date: 14.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratification of Management Board Acts	Management	For	For	
3	Ratification of Supervisory Board Acts	Management	For	For	
4	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	Management	For	For	Remuneration - Vote Against when the compensation committee exercises its discretion to lower performance goals or increase awards without sufficient justification
5	Remuneration Report	Management	For	Against	
6	Elect Aicha Evans	Management	For	For	
7	Elect Gerhard Oswald	Management	For	For	Significant concerns regarding decision to exclude the expenses related to compliance matters from the Executive Board's variable compensation for 2023 and 2024 without providing a reasonable justification
8	Elect Friederike Rotsch	Management	For	Against	
9	Elect Ralf Herbrich	Management	For	For	
10	Elect Pekka Ala-Pietilä	Management	For	For	
11	Supervisory Board Remuneration Policy	Management	For	For	
12	Amendments to Articles	Management	For	For	

State Street Corp.

Meeting Date: 14.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Patrick de Saint-Aignan	Management	For	For	
2	Elect Marie A. Chandoha	Management	For	For	
3	Elect Donna DeMaio	Management	For	For	
4	Elect Amelia C. Fawcett	Management	For	For	
5	Elect William C. Freda	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Elect Sara Mathew	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 William L. Meaney	Management	For	For	
8	Elect Ronald P. O'Hanley	Management	For	For	
9	Elect Sean O'Sullivan	Management	For	For	
10	Elect Julio A. Portalatin	Management	For	For	
11	Elect John B. Rhea	Management	For	For	
12	Elect Gregory L. Summe	Management	For	For	Remuneration - Vote Against when sign-on packages are awarded that exceed market best practice
13	Advisory Vote on Executive Compensation	Management	For	Against	
14	Ratification of Auditor	Management	For	For	

Travelers Companies Inc.		Meeting Date: 14.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Russell G. Golden	Management	For	For	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity. Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
2	Elect William J. Kane	Management	For	For	
3	Elect Thomas B. Leonardi	Management	For	For	
4	Elect Clarence Otis, Jr.	Management	For	Against	
5	Elect Elizabeth E. Robinson	Management	For	For	
6	Elect Rafael Santana	Management	For	For	
7	Elect Todd C. Schermerhorn	Management	For	For	
8	Elect Alan D. Schnitzer	Management	For	For	
9	Elect Laurie J. Thomsen	Management	For	For	
10	Elect Bridget A. van Kralingen	Management	For	For	
11	Elect David S. Williams	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure; Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability
14	Shareholder Proposal Regarding Methane Report	Shareholder	Against	For	SHP Environment - Vote For when the proposal requests sustainability or environmental reports.
15	Shareholder Proposal Regarding Disclosure of GHG Emissions	Shareholder	Against	For	SHP Environment - Vote For when the proposal requests sustainability or environmental reports.
16	Shareholder Proposal Regarding Human Rights Risks and Underwriting Process	Shareholder	Against	For	SHP Social - Vote For when the proposal requests the company to report on their compliance with international human rights standards.
17	Shareholder Proposal Regarding Including Pay Ratio in Executive Compensation	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive

Verisk Analytics Inc		Meeting Date: 14.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Vincent K. Brooks	Management	For	For	Board - Vote Against when the chair of the remuneration committee is not independent.
2	Elect Jeffrey Dailey	Management	For	Against	
3	Elect Bruce E. Hansen	Management	For	For	
4	Elect Gregory Hendrick	Management	For	For	
5	Elect Kathleen A. Hogenson	Management	For	For	
6	Elect Wendy E. Lane	Management	For	For	
7	Elect Samuel G. Liss	Management	For	For	
8	Elect Lee M. Shavel	Management	For	For	
9	Elect Olumide Soroye	Management	For	For	
10	Elect Kimberly S. Stevenson	Management	For	For	
11	Elect Therese M. Vaughan	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Ratification of Auditor	Management	For	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.
14	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	N/A	For	

Vertex Pharmaceuticals, Inc.		Meeting Date: 14.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Sangeeta N. Bhatia	Management	For	For	
2	Elect Lloyd A. Carney	Management	For	For	
3	Elect Alan M. Garber	Management	For	For	
4	Elect Reshma Kewalramani	Management	For	For	
5	Elect Michel Lagarde	Management	For	For	
6	Elect Jeffrey M. Leiden	Management	For	For	
7	Elect Diana L. McKenzie	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Elect Bruce I. Sachs	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
9	Elect Jennifer Schneider	Management	For	For	
10	Elect Nancy A. Thornberry	Management	For	For	
11	Elect Suketu Upadhyay	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when remuneration is deemed excessive and bears a significant cost; Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
14	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.
15	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests the company to increase disclosure & transparency on compensation practices.

Repligen Corp.

Meeting Date: 15.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Tony J. Hunt	Management	For	For	Remuneration - Vote Against when sign-on packages are awarded that exceed market best practice.
2	Elect Karen Dawes	Management	For	For	
3	Elect Nicolas M. Barthelemy	Management	For	For	
4	Elect Carrie Eglinton Manner	Management	For	For	
5	Elect Konstantin Konstantinov	Management	For	For	
6	Elect Martin D. Madaus	Management	For	For	
7	Elect Rohin Mhatre	Management	For	For	
8	Elect Glenn P. Muir	Management	For	For	
9	Elect Margaret A. Pax	Management	For	For	
10	Ratification of Auditor	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	Against	

AT&T, Inc.

Meeting Date: 15.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Scott T. Ford	Management	For	For	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
2	Elect Glenn H. Hutchins	Management	For	Against	
3	Elect William E. Kennard	Management	For	For	
4	Elect Stephen J. Luczo	Management	For	For	
5	Elect Marissa A. Mayer	Management	For	For	
6	Elect Michael B. McCallister	Management	For	For	
7	Elect Beth E. Mooney	Management	For	Against	
8	Elect Matthew K. Rose	Management	For	For	
9	Elect John T. Stankey	Management	For	For	
10	Elect Cynthia B. Taylor	Management	For	For	
11	Elect Luis A. Ubiñas	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote manually when remuneration is deemed excessive and bears a significant cost.
14	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests an independent board chairman or the separation of chair and CEO roles.
15	Shareholder Proposal Regarding Amendment to Clawback Policy	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal asks for the introduction or improvement of clawback provisions.
16	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company

Avalonbay Communities Inc.

Meeting Date: 15.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Glyn F. Aeppel	Management	For	For	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
2	Elect Terry S. Brown	Management	For	For	
3	Elect Ronald L. Havner, Jr.	Management	For	For	
4	Elect Stephen P. Hills	Management	For	For	
5	Elect Christopher B. Howard	Management	For	For	
6	Elect Richard J. Lieb	Management	For	For	
7	Elect Nnenna Lynch	Management	For	For	
8	Elect Charles E. Mueller, Jr.	Management	For	For	
9	Elect Timothy J. Naughton	Management	For	For	
10	Elect Benjamin W. Schall	Management	For	For	
11	Elect Susan Swanezy	Management	For	Against	
12	Advisory Vote on Executive Compensation	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
13	Ratification of Auditor	Management	For	For	
Capgemini		Meeting Date: 15.05.2024		Meeting Type: Mix	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Special Auditors Report on Regulated Agreements	Management	For	For	
5	2023 Remuneration Report	Management	For	For	
6	2023 Remuneration of Paul Hermelin, Chair	Management	For	For	
7	2023 Remuneration of Aiman Ezzat, CEO	Management	For	For	
8	2024 Remuneration Policy (Chair)	Management	For	For	
9	2024 Remuneration Policy (CEO)	Management	For	For	
10	2024 Remuneration Policy (Board of Directors)	Management	For	For	
11	Elect Siân Herbert-Jones	Management	For	For	
12	Elect Belen Moscoso del Prado	Management	For	For	
13	Elect Aiman Ezzat	Management	For	For	
14	Elect Christophe Merveilleux du Vignaux	Management	For	For	
15	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For	For	
16	Authority to Repurchase and Reissue Shares	Management	For	For	
17	Authority to Cancel Shares and Reduce Capital	Management	For	For	
18	Authority to Increase Capital Through Capitalisations	Management	For	For	
19	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	
20	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and to Increase Capital In Case of Exchange Offer	Management	For	For	
21	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	For	
22	Authority to Set Offering Price of Shares	Management	For	For	
23	Greenshoe	Management	For	For	
24	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	
25	Authority to Issue Performance Shares	Management	For	For	
26	Employee Stock Purchase Plan	Management	For	For	
27	Stock Purchase Plan for Overseas Employees	Management	For	For	
28	Authorisation of Legal Formalities	Management	For	For	
29	Elect Laurence Metzke	Management	Against	Against	Alternate nominee preferred
Chubb Limited		Meeting Date: 15.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits	Management	For	For	
3	Dividends from Reserves	Management	For	For	
4	Ratification of Board Acts	Management	For	For	
5	Election of Statutory Auditors	Management	For	For	
6	Ratification of Auditor	Management	For	For	
7	Appointment of Special Auditor	Management	For	For	
8	Elect Evan G. Greenberg	Management	For	For	
9	Elect Michael P. Connors	Management	For	For	
10	Elect Michael G. Atieh	Management	For	For	
11	Elect Nancy K. Buese	Management	For	For	
12	Elect Sheila P. Burke	Management	For	For	
13	Elect Nelson J. Chai	Management	For	For	
14	Elect Michael L. Corbat	Management	For	For	
15	Elect Robert J. Hugin	Management	For	For	
16	Elect Robert W. Scully	Management	For	For	
17	Elect Theodore E. Shasta	Management	For	For	
18	Elect David H. Sidwell	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
19	Elect Olivier Steimer	Management	For	For	
20	Elect Frances F. Townsend	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
21	Elect Evan G. Greenberg as Chair	Management	For	For	
22	Election of Michael P. Connors	Management	For	For	
23	Election of David H. Sidwell	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
24	Election of Frances F. Townsend	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
25	Appointment of Independent Proxy (Switzerland)	Management	For	For	
26	Cancellation of Shares	Management	For	For	
27	Approval of Capital Band	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
28	Amendment to the Employee Stock Purchase Plan	Management	For	For	
29	Board Compensation	Management	For	For	
30	Executive Compensation (Total)	Management	For	For	
31	Compensation Report (Switzerland)	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
32	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
33	Report on Non-Financial Matters	Management	For	For	
34	Shareholder Proposal Regarding Disclosure of GHG Emissions	Shareholder	Against	For	SHP Environment - Vote For when the proposal requests sustainability or environmental reports.
35	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests the company to increase disclosure & transparency on compensation practices.
36	Additional or Amended Proposals	Management	For	Against	Granting unfettered discretion is unwise

CVS Health Corp

Meeting Date: 15.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Fernando Aguirre	Management	For	For	
2	Elect Jeffrey R. Balser	Management	For	For	
3	Elect C. David Brown II	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
4	Elect Alecia A. DeCoudreaux	Management	For	For	
5	Elect Nancy-Ann DeParle	Management	For	For	
6	Elect Roger N. Farah	Management	For	For	
7	Elect Anne M. Finucane	Management	For	For	
8	Elect J. Scott Kirby	Management	For	For	
9	Elect Karen S. Lynch	Management	For	For	
10	Elect Michael F. Mahoney	Management	For	For	
11	Elect Jean-Pierre Millon	Management	For	For	
12	Elect Mary L. Schapiro	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
15	Amendment to the 2017 Incentive Compensation Plan	Management	For	For	
16	Shareholder Proposal Regarding Third-Party Assessment of Freedom of Association	Shareholder	Against	For	SHP Social - Vote For when the proposal requests the company to report on their compliance with international human rights standards.
17	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.
18	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests that the company seek shareholder approval prior to entering severance agreements which provide substantial benefits.
19	Shareholder Proposal Regarding Disclosure of Allocation of Hours For All Formal Director Commitments	Shareholder	Against	Against	SHP - Vote Against when the company sufficiently addresses the concerns raised by the topic of the proposal.

Dropbox Inc

Meeting Date: 15.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Donald W. Blair	Management	For	For	
2	Elect Lisa Campbell	Management	For	For	
3	Elect Andrew W. Houston	Management	For	For	
4	Elect Paul E. Jacobs	Management	For	Withhold	Board – Vote Against when the board repeatedly shows unwillingness to implement good governance, such as the adoption of the one share, one vote principle.
5	Elect Sara Mathew	Management	For	Withhold	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
6	Elect Andrew Moore	Management	For	For	
7	Elect Abhay Parasnis	Management	For	For	
8	Elect Karen Peacock	Management	For	For	
9	Elect Michael Seibel	Management	For	For	
10	Ratification of Auditor	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on structure.

Fresenius Medical Care AG

Meeting Date: 15.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratification of General Partner Acts (until the Effective Date of Legal Form Change)	Management	For	For	
3	Ratification of Management Board Acts (after the Effective Date of Legal Form Change)	Management	For	For	
4	Ratification of Supervisory Board Acts (until the Effective Date of Legal Form Change)	Management	For	For	
5	Ratification of Supervisory Board Acts (after the Effective Date of Legal Form Change)	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	Management	For	For	
7	Remuneration Report	Management	For	For	
8	Management Board Remuneration Policy	Management	For	For	
9	Supervisory Board Remuneration Policy	Management	For	For	
10	Amendments to Articles (Record Date)	Management	For	For	

Global Unichip Corp

Meeting Date: 15.05.2024

Meeting Type: Annual

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

Hasbro, Inc.

Meeting Date: 15.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Hope F. Cochran	Management	For	For	
2	Elect Christian P. Cocks	Management	For	For	
3	Elect Lisa Gersh	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
4	Elect Frank D. Gibeau	Management	For	For	
5	Elect Elizabeth Hamren	Management	For	For	
6	Elect Darin S. Harris	Management	For	For	
7	Elect Blake Jorgensen	Management	For	For	
8	Elect Owen Mahoney	Management	For	For	
9	Elect Laurel J. Richie	Management	For	For	
10	Elect Richard S. Stoddart	Management	For	For	
11	Elect Mary Elizabeth West	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria
13	Ratification of Auditor	Management	For	For	
14	Amendment to the 2003 Stock Incentive Performance Plan	Management	For	For	

Home Depot, Inc.

Meeting Date: 15.05.2024

Meeting Type: Annual

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

Illumina Inc

Meeting Date: 15.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Frances Arnold	Management	For	For	
2	Elect Caroline D. Dorsa	Management	For	For	
3	Elect Robert S. Epstein	Management	For	For	
4	Elect Scott Gottlieb	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	Elect Gary S. Guthart	Management	For	For	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
6	Elect Stephen P. MacMillan	Management	For	For	
7	Elect Anna S. Richo	Management	For	For	
8	Elect Philip W. Schiller	Management	For	For	
9	Elect Susan E. Siegel	Management	For	Against	
10	Elect Jacob Thaysen	Management	For	For	
11	Elect Scott B. Ullem	Management	For	For	
12	Ratification of Auditor	Management	For	For	Remuneration - Vote Against when the company fails to align pay with performance ; Remuneration - Vote Against when sign-on packages are awarded that exceed market best practice.
13	Advisory Vote on Executive Compensation	Management	For	Against	

Marsh & McLennan Cos., Inc.

Meeting Date: 15.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Anthony K. Anderson	Management	For	For	Shareholder action by written consent enables shareholders to take action on important issues that arise between annual meetings
2	Elect John Q. Doyle	Management	For	For	
3	Elect Óscar Fanjul Martín	Management	For	For	
4	Elect H. Edward Hanway	Management	For	For	
5	Elect Judith Hartmann	Management	For	For	
6	Elect Deborah C. Hopkins	Management	For	For	
7	Elect Tamara Ingram	Management	For	For	
8	Elect Jane Holl Lute	Management	For	For	
9	Elect Steven A. Mills	Management	For	For	
10	Elect Morton O. Schapiro	Management	For	For	
11	Elect Lloyd M. Yates	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Shareholder Proposal Regarding Right to Act by Written Consent	Shareholder	Against	For	

O'Reilly Automotive, Inc.

Meeting Date: 15.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Greg Henslee	Management	For	For	Board - Vote Against when the board is not sufficiently independent according to local standards
2	Elect David E. O'Reilly	Management	For	For	
3	Elect Larry P. O'Reilly	Management	For	Against	
4	Elect Gregory D. Johnson	Management	For	For	
5	Elect Thomas T. Hendrickson	Management	For	For	
6	Elect John R. Murphy	Management	For	For	
7	Elect Dana M. Perlman	Management	For	For	
8	Elect Maria A. Sastre	Management	For	For	
9	Elect Andrea M. Weiss	Management	For	For	
10	Elect Fred Whitfield	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria
12	Ratification of Auditor	Management	For	For	SHP Governance - Vote For when the proposal requests an independent board chairman or the separation of chair and CEO roles.
13	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	

Otis Worldwide Corp

Meeting Date: 15.05.2024

Meeting Type: Annual

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

Quest Diagnostics, Inc.		Meeting Date: 15.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect James E. Davis	Management	For	For	
2	Elect Luis Diaz, Jr.	Management	For	For	
3	Elect Tracey C. Doi	Management	For	For	
4	Elect Vicky B. Gregg	Management	For	For	
5	Elect Wright L. Lassiter III	Management	For	For	
6	Elect Timothy L. Main	Management	For	For	
7	Elect Denise M. Morrison	Management	For	For	
8	Elect Gary M. Pfeiffer	Management	For	For	
9	Elect Timothy M. Ring	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Amendment Regarding Officer Exculpation	Management	For	For	
13	Shareholder Proposal Regarding GHG Targets and Alignment with the Paris Agreement	Shareholder	Against	For	SHP Environment - Vote For when reasonable shareholder proposals request companies to prepare and plan for mitigating environmental risks

Universal Music Group N.V.		Meeting Date: 15.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria; Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure; Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability
2	Accounts and Reports	Management	For	For	
3	Allocation of Dividends	Management	For	For	
4	Ratification of Executives' Acts	Management	For	For	
5	Ratification of Non-Executives' Acts	Management	For	For	
6	Elect Vincent Vallejo to the Board of Directors	Management	For	For	
7	Elect William A. Ackman to the Board of Directors	Management	For	For	
8	Elect Cathia Lawson-Hall to the Board of Directors	Management	For	Against	Board - Vote Against when the audit committee is not sufficiently independent
9	Elect Cyrille Bolloré to the Board of Directors	Management	For	For	
10	Elect James G. Mitchell to the Board of Directors	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices; Board - Vote Against when the remuneration committee is not sufficiently independent
11	Elect Manning Doherty to the Board of Directors	Management	For	For	
12	Elect Margaret Frerejean-Taittinger to the Board of Directors	Management	For	For	
13	Elect Nicole Avant to the Board of Directors	Management	For	For	
14	Elect Eric Sprunk to the Board of Directors	Management	For	For	
15	Elect Amanda Ginsberg to the Board of Directors	Management	For	For	
16	Non-Executive Remuneration Policy	Management	For	For	
17	Authority to Grant Shares to NEDs	Management	For	For	
18	Authority to Repurchase Shares	Management	For	For	
19	Cancellation of Shares	Management	For	For	

Westinghouse Air Brake Technologies Corp		Meeting Date: 15.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Linda A. Harty	Management	For	For	
2	Elect Brian P. Hehir	Management	For	For	
3	Elect Beverley A. Babcock	Management	For	For	
4	Advisory Vote on Executive Compensation	Management	For	For	
5	Ratification of Auditor	Management	For	For	

Xylem Inc		Meeting Date: 15.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jeanne Beliveau Dunn	Management	For	For	
2	Elect Earl R. Ellis	Management	For	For	
3	Elect Robert F. Friel	Management	For	For	
4	Elect Lisa Glatch	Management	For	For	
5	Elect Victoria D. Harker	Management	For	For	
6	Elect Mark D. Morelli	Management	For	For	
7	Elect Jerome A. Peribere	Management	For	For	
8	Elect Matthew F. Pine	Management	For	For	
9	Elect Lila Tretikov	Management	For	For	
10	Elect Uday Yadav	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	

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

Yum Brands Inc.

Meeting Date: 15.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Paget L. Alves	Management	For	For	
2	Elect Keith Barr	Management	For	For	
3	Elect M. Brett Biggs	Management	For	For	
4	Elect Christopher M. Connor	Management	For	For	
5	Elect Brian C. Cornell	Management	For	For	
6	Elect Tanya L. Domier	Management	For	For	
7	Elect Susan Doniz	Management	For	Against	Serves on too many boards
8	Elect David W. Gibbs	Management	For	For	
9	Elect Mirian M. Graddick-Weir	Management	For	For	
10	Elect Thomas C. Nelson	Management	For	For	
11	Elect P. Justin Skala	Management	For	For	
12	Elect Annie A. Young-Scrivner	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	For	
15	Shareholder Proposal Regarding Policy on Use of Medically Important Antimicrobials in the Supply Chain	Shareholder	Against	For	SHP Environment - Vote For when the proposal requests reporting on the use of antibiotics in animal agriculture.
16	Shareholder Proposal	Shareholder	Against	Against	SHP Governance - Vote Against when the changes requested by the proposal are not in shareholders' best interests.

Iberdrola S.A.

Meeting Date: 16.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts	Management	For	For	
2	Management Reports	Management	For	For	
3	Report on Non-Financial Information	Management	For	For	
4	Ratification of Board Acts	Management	For	For	
5	Appointment of Auditor	Management	For	For	
6	Amendments to Articles (Company vs Group)	Management	For	For	
7	Amendments to Articles (Shareholders)	Management	For	For	
8	Amendments to General Shareholders' Meeting Regulations	Management	For	For	
9	Remuneration Policy	Management	For	For	
10	Special Dividend (Engagement Dividend)	Management	For	For	
11	Allocation of Profits/Dividends	Management	For	For	
12	First Scrip Dividend	Management	For	For	
13	Second Scrip Dividend	Management	For	For	
14	Authority to Cancel Treasury Shares and Reduce Capital	Management	For	For	
15	Remuneration Report	Management	For	For	
16	Elect Dame Nicola Mary Brewer	Management	For	For	
17	Elect Regina Helena Jorge Nunes	Management	For	For	
18	Elect Íñigo Víctor de Oriol Ibarra	Management	For	For	
19	Board Size	Management	For	For	
20	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
21	Authority to Issue Convertible Debt Instruments	Management	For	For	
22	Authorisation of Legal Formalities	Management	For	For	

Intercontinental Exchange Inc

Meeting Date: 16.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Sharon Y. Bowen	Management	For	For	
2	Elect Shantella E. Cooper	Management	For	For	
3	Elect Duriya M. Farooqui	Management	For	For	
4	Elect Lord Hague of Richmond	Management	For	For	
5	Elect Mark F. Mulhern	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
6	Elect Thomas E. Noonan	Management	For	For	
7	Elect Caroline L. Silver	Management	For	For	
8	Elect Jeffrey C. Sprecher	Management	For	For	
9	Elect Judith A. Sprieser	Management	For	For	
10	Elect Martha A. Tirinnanzi	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
12	Ratification of Auditor	Management	For	For	
13	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests an independent board chairman or the separation of chair and CEO roles.

CDW Corp.		Meeting Date: 20.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Virginia Addicott	Management	For	For	
2	Elect James A. Bell	Management	For	For	
3	Elect Lynda M. Clarizio	Management	For	For	
4	Elect Anthony R. Foxx	Management	For	For	
5	Elect Kelly J. Grier	Management	For	For	
6	Elect Marc E. Jones	Management	For	For	
7	Elect Christine A. Leahy	Management	For	For	
8	Elect Sanjay Mehrotra	Management	For	For	
9	Elect David W. Nelms	Management	For	For	
10	Elect Joseph R. Swedish	Management	For	For	
11	Elect Donna F. Zarcone	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Shareholder Proposal Regarding Political Contributions and Expenditures Report	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to review their political spending and lobbying activities. These expenses must be consistent with their sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.

Elia Group SA/NV		Meeting Date: 20.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Allocation of Dividends	Management	For	For	
2	Remuneration Policy	Management	For	For	
3	Remuneration Report	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
4	Ratification of Board Acts	Management	For	For	
5	Ratification of Auditor's Acts	Management	For	For	
6	Appointment of Auditor for Sustainability Reporting	Management	For	For	

Elia Group SA/NV		Meeting Date: 20.05.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles	Management	For	For	
2	Increase in Authorised Capital	Management	For	For	

Henry Schein Inc.		Meeting Date: 20.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Mohamad Ali	Management	For	For	
2	Elect Stanley M. Bergman	Management	For	For	
3	Elect Deborah M. Derby	Management	For	For	
4	Elect Carole T. Faig	Management	For	For	
5	Elect Joseph L. Herring	Management	For	For	
6	Elect Kurt P. Kuehn	Management	For	For	
7	Elect Philip A. Laskawy	Management	For	For	
8	Elect Anne H. Margulies	Management	For	For	
9	Elect Mark E. Mlotek	Management	For	For	
10	Elect Carol Raphael	Management	For	For	
11	Elect Scott Serota	Management	For	For	
12	Elect Bradley T. Sheares	Management	For	For	
13	Elect Reed V. Tuckson	Management	For	For	
14	Amendment to the 2020 Stock Incentive Plan	Management	For	For	
15	Advisory Vote on Executive Compensation	Management	For	For	
16	Ratification of Auditor	Management	For	For	

JPMorgan Chase & Co.		Meeting Date: 20.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Linda B. Bammann	Management	For	For	
2	Elect Stephen B. Burke	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
3	Elect Todd A. Combs	Management	For	For	
4	Elect Alicia Boler Davis	Management	For	For	
5	Elect James Dimon	Management	For	For	
6	Elect Alex Gorsky	Management	For	For	
7	Elect Mellody Hobson	Management	For	Against	Board - Vote Against if the company has insufficient management of climate-related risks and opportunities.
8	Elect Phebe N. Novakovic	Management	For	For	
9	Elect Virginia M. Rometty	Management	For	For	
10	Elect Mark A. Weinberger	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
12	Amendment to the Long-Term Incentive Plan	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests an independent board chairman or the separation of chair and CEO roles.
15	Shareholder Proposal Regarding Audit of Climate Transition Policies	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
16	Shareholder Proposal Regarding Report on Human Rights Standards for Indigenous Peoples	Shareholder	Against	For	SHP Social - Vote For when the proposal requests the company to report on their compliance with international human rights standards.
17	Shareholder Proposal Regarding Proxy Voting Review	Shareholder	Against	Against	SHP - Vote Against when there are concerns regarding the objective of the proposal. JPMorgan Asset Management's existing disclosures provide relevant insights into its stewardship practices. In addition, the shareholder proposal requests that the board of directors provide recommendations for strengthening voting guidelines on diversity and climate-related issues. We believe that the main stakeholders to which such a review should be presented are the beneficial owners of the investment vehicles.
18	Shareholder Proposal Regarding Third-Party Report on Due Diligence in Conflict-Affected and High-Risk Areas	Shareholder	Against	For	SHP Social - Vote For when the proposal requests the company to report on their compliance with international human rights standards.
19	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests an improvement in the remuneration practices of the company
20	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.

Principal Financial Group Inc	Meeting Date: 20.05.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Roger C. Hochschild	Management	For	For	
2	Elect Daniel J. Houston	Management	For	For	
3	Elect Diane C. Nordin	Management	For	For	
4	Elect Alfredo Rivera	Management	For	For	
5	Advisory Vote on Executive Compensation	Management	For	For	
6	Ratification of Auditor	Management	For	For	

Songcheng Performance Development Co., Ltd.	Meeting Date: 20.05.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
2	2023 WORK REPORT OF THE BOARD OF DIRECTORS	Management	For	For	
3	2023 WORK REPORT OF THE SUPERVISORY COMMITTEE	Management	For	For	
4	2023 Annual Accounts	Management	For	For	
5	2023 Profit Distribution Plan	Management	For	For	
6	Reappointment of 2024 Auditor	Management	For	For	
7	Confirmation of 2023 Remuneration for Directors and Determination of 2024 Remuneration Plan	Management	For	For	
8	Confirmation of 2023 Remuneration for Directors and Determination of 2024 Remuneration Plan	Management	For	For	
9	2024 ESTIMATED CONTINUING CONNECTED TRANSACTIONS	Management	For	For	

Veralto Corp	Meeting Date: 20.05.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Françoise Colpron	Management	For	Against	IPO governance concerns
2	Elect Shyam P. Kambeyanda	Management	For	Against	IPO governance concerns
3	Elect William H. King	Management	For	Against	IPO governance concerns
4	Ratification of Auditor	Management	For	For	
5	Advisory Vote on Executive Compensation	Management	For	For	
6	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	

Align Technology, Inc.	Meeting Date: 21.05.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Kevin T. Conroy	Management	For	For	
2	Elect Kevin J. Dallas	Management	For	For	
3	Elect Joseph M. Hogan	Management	For	For	
4	Elect Joseph Lacob	Management	For	For	
5	Elect C. Raymond Larkin, Jr.	Management	For	For	
6	Elect George J. Morrow	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
7	Elect Anne M. Myong	Management	For	For	
8	Elect Mojdeh Poul	Management	For	For	
9	Elect Andrea L. Saia	Management	For	For	
10	Elect Susan E. Siegel	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
13	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.

Amazon.com Inc.

Meeting Date: 21.05.2024

Meeting Type: Annual

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

American Tower Corp.

Meeting Date: 21.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Steven O. Vondran	Management	For	For	
2	Elect Kelly C. Chambliss	Management	For	For	
3	Elect Teresa H. Clarke	Management	For	For	
4	Elect Kenneth R. Frank	Management	For	For	
5	Elect Robert D. Hormats	Management	For	For	
6	Elect Grace D. Lieblein	Management	For	For	
7	Elect Craig Macnab	Management	For	For	
8	Elect Neville Ray	Management	For	For	
9	Elect JoAnn A. Reed	Management	For	For	
10	Elect Pamela D.A. Reeve	Management	For	For	
11	Elect Bruce L. Tanner	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	
14	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
15	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests the company to increase disclosure & transparency on compensation practices.
Ansys Inc.		Meeting Date: 21.05.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Merger with Synopsys, Inc.	Management	For	For	
2	Advisory Vote on Golden Parachutes	Management	For	For	
3	Right to Adjourn Meeting	Management	For	For	
Boston Properties, Inc.		Meeting Date: 21.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Bruce W. Duncan	Management	For	For	
2	Elect Carol B. Einiger	Management	For	For	
3	Elect Diane J. Hoskins	Management	For	For	
4	Elect Mary E. Kipp	Management	For	For	
5	Elect Joel I. Klein	Management	For	For	
6	Elect Douglas T. Linde	Management	For	For	
7	Elect Matthew J. Lustig	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
8	Elect Timothy J. Naughton	Management	For	For	
9	Elect Owen D. Thomas	Management	For	For	
10	Elect William H. Walton, III	Management	For	For	
11	Elect Derek Anthony West	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Approval of the Employee Stock Purchase Plan	Management	For	For	
14	Ratification of Auditor	Management	For	For	
CBRE Group Inc		Meeting Date: 21.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Brandon B. Boze	Management	For	For	
2	Elect Beth F. Cobert	Management	For	For	
3	Elect Reginald H. Gilyard	Management	For	For	
4	Elect Shira D. Goodman	Management	For	For	
5	Elect E.M. Blake Hutcheson	Management	For	For	
6	Elect Christopher T. Jenny	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
7	Elect Gerardo I. Lopez	Management	For	For	
8	Elect Guy Metcalfe	Management	For	For	
9	Elect Oscar Munoz	Management	For	For	
10	Elect Robert E. Sulentic	Management	For	For	
11	Elect Sanjiv Yajnik	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	
Chalease Holding Company Limited		Meeting Date: 21.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Accounts and Reports	Management	For	For	
2	2023 Allocation of Profits/Dividends	Management	For	For	
3	Capitalization of Profits and Issuance of New Shares	Management	For	For	
4	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Discount exceeds reasonable limits
5	Amendments to Procedural Rules: Shareholder Meetings	Management	For	For	
Crown Castle International Corp.		Meeting Date: 21.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Management Nominee P. Robert Bartolo	Management	For	For	
2	Elect Management Nominee Cindy Christy	Management	For	For	
3	Elect Management Nominee Ari Q. Fitzgerald	Management	For	For	
4	Elect Management Nominee Jason Genrich	Management	For	For	
5	Elect Management Nominee Andrea J. Goldsmith	Management	For	For	
6	Elect Management Nominee Tammy K. Jones	Management	For	For	
7	Elect Management Nominee Kevin T. Kabat	Management	For	For	
8	Elect Management Nominee Anthony J. Melone	Management	For	For	
9	Elect Management Nominee Sunit S. Patel	Management	For	For	
10	Elect Management Nominee Bradley E. Singer	Management	For	For	
11	Elect Management Nominee Kevin A. Stephens	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
12	Elect Management Nominee Matthew Thornton III	Management	For	For	
13	Elect Dissident Nominee Charles C. Green III	Shareholder	Withhold	Withhold	In favor of management nominees
14	Elect Dissident Nominee Theodore B. Miller, Jr.	Shareholder	Withhold	Withhold	In favor of management nominees
15	Elect Dissident Nominee Tripp H. Rice	Shareholder	Withhold	Withhold	In favor of management nominees
16	Elect Dissident Nominee David P. Wheeler	Shareholder	Withhold	Withhold	In favor of management nominees
17	Ratification of Auditor	Management	For	For	
18	Advisory Vote on Executive Compensation	Management	For	For	
19	Shareholder Proposal Regarding Repeal of Bylaw Amendments	Shareholder	Against	Against	

Equitable Holdings Inc	Meeting Date: 21.05.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Francis A. Hondal	Management	For	For	
2	Elect Arlene Isaacs-Lowe	Management	For	For	
3	Elect Daniel G. Kaye	Management	For	For	
4	Elect Joan Lamm-Tennant	Management	For	For	
5	Elect Craig C. Mackay	Management	For	For	
6	Elect Mark Pearson	Management	For	For	
7	Elect Bertram L. Scott	Management	For	For	
8	Elect George Stansfield	Management	For	For	
9	Elect Charles G.T. Stonehill	Management	For	For	
10	Ratification of Auditor	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	

Erste Group Bank AG	Meeting Date: 21.05.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratification of Management Board Acts	Management	For	For	
3	Ratification of Supervisory Board Acts	Management	For	For	
4	Appointment of Auditor for Sustainability Reporting	Management	For	For	
5	Appointment of Auditor	Management	For	For	
6	Supervisory Board Remuneration Policy	Management	For	For	
7	Remuneration Report	Management	For	For	
8	Supervisory Board Size	Management	For	For	
9	Elect Caroline Kuhnert	Management	For	For	
10	Elect Elisabeth Krainer Senger-Weiss	Management	For	For	
11	Elect Michael Schuster	Management	For	For	
12	Elect Walter Schuster	Management	For	For	
13	Amendments to Articles	Management	For	Against	Changes to Company Statutes - Vote Against when the Company has requested the right to hold a virtual-only meeting.
14	Authority to Repurchase Shares	Management	For	For	
15	Authority to Reissue Shares	Management	For	For	

MTR Corporation Ltd.	Meeting Date: 21.05.2024	Meeting Type: Annual
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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	Re-elect Christopher HUI Ching-yu	Management	For	Against	Less than 75% Attendance
4	Re-elect HUI Siu-wai	Management	For	For	
5	Re-elect Adrian WONG Koon-man	Management	For	For	
6	Elect Ayesha Macpherson LAU	Management	For	For	
7	Appointment of Auditor and Authority to Set Fees	Management	For	For	
8	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
9	Authority to Repurchase Shares	Management	For	For	

Neurocrine Biosciences, Inc.	Meeting Date: 21.05.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect William H. Rastetter	Management	For	For	
2	Elect George J. Morrow	Management	For	Withhold	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
3	Elect Leslie V. Norwalk	Management	For	For	
4	Elect Christine A. Poon	Management	For	For	
5	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
6	Amendment to the 2020 Equity Incentive Plan	Management	For	For	
7	Ratification of Auditor	Management	For	For	

PayPal Holdings Inc		Meeting Date: 21.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Rodney C. Adkins	Management	For	For	
2	Elect Alex Chriss	Management	For	For	
3	Elect Jonathan Christodoro	Management	For	For	
4	Elect John J. Donahoe II	Management	For	For	
5	Elect David W. Dorman	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
6	Elect Enrique Lores	Management	For	For	
7	Elect Gail J. McGovern	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
8	Elect Deborah M. Messemer	Management	For	For	
9	Elect David M. Moffett	Management	For	For	
10	Elect Ann M. Sarnoff	Management	For	For	
11	Elect Frank D. Yeary	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria
13	Amendment to the 2015 Equity Incentive Award Plan	Management	For	For	
14	Ratification of Auditor	Management	For	For	
15	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company
16	Shareholder Proposal Regarding Shareholder Vote on Director Compensation	Shareholder	Against	Against	

Ross Stores, Inc.		Meeting Date: 21.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Michael Balmuth	Management	For	For	
2	Elect K. Gunnar Bjorklund	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
3	Elect Michael J. Bush	Management	For	For	
4	Elect Edward G. Cannizzaro	Management	For	For	
5	Elect Sharon D. Garrett	Management	For	For	
6	Elect Michael J. Hartshorn	Management	For	For	
7	Elect Stephen D. Milligan	Management	For	For	
8	Elect Patricia H. Mueller	Management	For	For	
9	Elect George P. Orban	Management	For	For	
10	Elect Barbara Rentler	Management	For	For	
11	Elect Doniel N. Sutton	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria
13	Ratification of Auditor	Management	For	For	
14	Shareholder Proposal Regarding Value Chain GHG Emissions Disclosure	Shareholder	Against	For	SHP Environment - Vote For when the proposal requests sustainability or environmental reports.

Thermo Fisher Scientific Inc.		Meeting Date: 21.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Marc N. Casper	Management	For	For	
2	Elect Nelson J. Chai	Management	For	For	
3	Elect Ruby R. Chandy	Management	For	For	
4	Elect C. Martin Harris	Management	For	For	
5	Elect Tyler Jacks	Management	For	For	
6	Elect Jennifer M. Johnson	Management	For	For	
7	Elect R. Alexandra Keith	Management	For	For	
8	Elect James C. Mullen	Management	For	For	
9	Elect Debora L. Spar	Management	For	For	
10	Elect Scott M. Sperling	Management	For	For	
11	Elect Dion J. Weisler	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Against	Against	

Willis Towers Watson Public Limited Co		Meeting Date: 21.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Inga K. Beale	Management	For	For	
2	Elect Fumbi Chima	Management	For	For	
3	Elect Stephen M. Chipman	Management	For	For	
4	Elect Michael Hammond	Management	For	For	
5	Elect Carl Hess	Management	For	For	
6	Elect Jacqueline Hunt	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Elect Paul C. Reilly	Management	For	For	
8	Elect Michelle Swanback	Management	For	For	
9	Elect Paul D. Thomas	Management	For	For	
10	Elect Fredric J. Tomczyk	Management	For	For	
11	Appointment of Auditor and Authority to Set Fees	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
14	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	

Zoetis Inc	Meeting Date: 21.05.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Paul M. Bisaro	Management	For	For	
2	Elect Vanessa Broadhurst	Management	For	For	
3	Elect Frank A. D'Amelio	Management	For	For	
4	Elect Gavin D. K. Hattersley	Management	For	For	
5	Elect Sanjay Khosla	Management	For	For	
6	Elect Antoinette R. Leatherberry	Management	For	For	
7	Elect Michael B. McCallister	Management	For	For	
8	Elect Gregory Norden	Management	For	For	
9	Elect Louise M. Parent	Management	For	For	
10	Elect Kristin C. Peck	Management	For	For	
11	Elect Willie M. Reed	Management	For	For	
12	Elect Robert W. Scully	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	
14	Ratification of Auditor	Management	For	For	
15	Amendment Regarding Officer Exculpation	Management	For	For	
16	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Against	For	Adoption could promote board accountability and ensure responsiveness to shareholder concerns ; SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.

Bank of Ireland Group Plc	Meeting Date: 22.05.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Final Dividend	Management	For	For	
3	Elect Akshaya Bhargava	Management	For	For	
4	Elect Margaret Sweeney	Management	For	For	
5	Elect Giles Andrews	Management	For	For	
6	Elect Evelyn Bourke	Management	For	For	
7	Elect Ian Buchanan	Management	For	For	
8	Elect Eileen Fitzpatrick	Management	For	For	
9	Elect Richard Goulding	Management	For	For	
10	Elect Michele Greene	Management	For	For	
11	Elect Patrick Kennedy	Management	For	For	
12	Elect Myles O'Grady	Management	For	For	
13	Elect Steve Pateman	Management	For	For	
14	Elect Mark Spain	Management	For	For	
15	Appointment of Auditor	Management	For	For	
16	Authority to Set Auditor's Fees	Management	For	For	
17	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
18	Remuneration Report	Management	For	For	
19	Authority to Repurchase Shares	Management	For	For	
20	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
21	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
22	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
23	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	
24	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	

Bentley Systems Inc	Meeting Date: 22.05.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Barry J. Bentley	Management	For	For	
2	Elect Gregory S. Bentley	Management	For	For	
3	Elect Keith A. Bentley	Management	For	For	
4	Elect Raymond B. Bentley	Management	For	For	
5	Elect Kirk B. Griswold	Management	For	Withhold	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
6	Elect Janet B. Haugen	Management	For	Withhold	Multi-class share structure with unequal voting rights

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Elect Brian F. Hughes	Management	For	For	
8	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Structure, Transparency & Accountability and Critical Factor.
9	Ratification of Auditor	Management	For	For	

Charles Schwab Corp.

Meeting Date: 22.05.2024

Meeting Type: Annual

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

China Yangtze Power Co

Meeting Date: 22.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Directors' Report	Management	For	For	
2	2023 Supervisors' Report	Management	For	For	
3	2023 Allocation of Profits/Dividends	Management	For	For	
4	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
5	2023 Annual Account and 2024 Financial Budget	Management	For	For	
6	Appointment of Internal Auditor	Management	For	For	
7	Investment in Reverse Repurchase of T-Bonds	Management	For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
8	2024 Investment Plan	Management	For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
9	Authority to Issue Debt Instruments in Interbank Market	Management	For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.

Equinix, Inc.

Meeting Date: 22.05.2024

Meeting Type: Annual

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

Extra Space Storage Inc.

Meeting Date: 22.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Mark G. Barberio	Management	For	For	
2	Elect Joseph J. Bonner	Management	For	For	
3	Elect Gary L. Crittenden	Management	For	For	
4	Elect Susan S. Harnett	Management	For	For	
5	Elect Spencer F. Kirk	Management	For	For	
6	Elect Joseph D. Margolis	Management	For	For	
7	Elect Diane Olmstead	Management	For	For	
8	Elect Joseph V. Saffire	Management	For	For	
9	Elect Julia Vander Ploeg	Management	For	For	
10	Elect Kenneth M. Woolley	Management	For	For	
11	Ratification of Auditor	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when remuneration arrangements include single-trigger change-of-control provisions.
Interpublic Group Of Cos., Inc.		Meeting Date: 22.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jorge L. Benitez	Management	For	For	
2	Elect Jocelyn E. Carter-Miller	Management	For	For	
3	Elect Mary J. Steele Guilfoile	Management	For	For	
4	Elect Dawn Hudson	Management	For	For	
5	Elect Philippe Krakowsky	Management	For	For	
6	Elect Jonathan F. Miller	Management	For	For	
7	Elect Patrick Q. Moore	Management	For	For	
8	Elect Linda S. Sanford	Management	For	For	
9	Elect David M. Thomas	Management	For	For	
10	Elect E. Lee Wyatt Jr.	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests an independent board chairman or the separation of chair and CEO roles.
LEG Immobilien SE		Meeting Date: 22.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratification of Management Board Acts	Management	For	For	
3	Ratification of Supervisory Board Acts	Management	For	For	
4	Appointment of Auditor	Management	For	For	
5	Elect Christoph Beumer as Supervisory Board Member	Management	For	For	
6	Supervisory Board Remuneration Policy	Management	For	For	
7	Remuneration Report	Management	For	For	
Morgan Stanley		Meeting Date: 22.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Megan Butler	Management	For	For	
2	Elect Thomas H. Glocer	Management	For	For	
3	Elect James P. Gorman	Management	For	For	
4	Elect Robert H. Herz	Management	For	For	
5	Elect Erika H. James	Management	For	For	
6	Elect Hironori Kamezawa	Management	For	For	
7	Elect Shelley B. Leibowitz	Management	For	For	
8	Elect Stephen J. Luczo	Management	For	For	
9	Elect Judith A. Miscik	Management	For	For	
10	Elect Masato Miyachi	Management	For	For	
11	Elect Dennis M. Nally	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
12	Elect Edward Pick	Management	For	For	
13	Elect Mary L. Schapiro	Management	For	For	
14	Elect Perry M. Traquina	Management	For	For	
15	Elect Rayford Wilkins Jr.	Management	For	Against	Board - Vote Against if the company has insufficient management of climate-related risks and opportunities; Adopted forum selection clause in past year w/o shareholder approval.
16	Ratification of Auditor	Management	For	For	
17	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance.
18	Approval of the Employee Stock Purchase Plan	Management	For	For	
19	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
20	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to review their political spending and lobbying activities. These expenses must be consistent with their sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.
21	Shareholder Proposal Regarding Clean Energy Supply Financing Ratio	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues.
NextEra Energy Inc		Meeting Date: 22.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Nicole S. Arnaboldi	Management	For	For	
2	Elect James L. Camaren	Management	For	For	
3	Elect Naren K. Gursahaney	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
4	Elect Kirk S. Hachigian	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
5	Elect Maria G. Henry	Management	For	For	
6	Elect John W. Ketchum	Management	For	For	
7	Elect Amy B. Lane	Management	For	For	
8	Elect David L. Porges	Management	For	For	
9	Elect Deborah Stahlkopf	Management	For	For	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
10	Elect John Arthur Stall	Management	For	For	
11	Elect Darryl L. Wilson	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	
14	Shareholder Proposal Regarding Disclosure of a Board Diversity and Skills Matrix	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
15	Shareholder Proposal Regarding Lobbying Alignment with Climate Commitments	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to review their political spending and lobbying activities. These expenses must be consistent with their sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.

Prudential plc

Meeting Date: 22.05.2024

Meeting Type: Annual

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

SBA Communications Corp.

Meeting Date: 22.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Brendan T. Cavanagh	Management	For	For	
2	Elect Mary S. Chan	Management	For	For	
3	Elect Jay L. Johnson	Management	For	For	
4	Elect George R. Krouse, Jr.	Management	For	For	
5	Ratification of Auditor	Management	For	For	
6	Advisory Vote on Executive Compensation	Management	For	For	

Schneider Electric SE

Meeting Date: 22.05.2024

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Special Auditors Report on Regulated Agreements	Management	For	For	
5	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For	For	
6	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For	For	
7	2023 Remuneration Report	Management	For	For	
8	2023 Remuneration of Jean-Pascal Tricoire, Chair and Former CEO (Until May 3, 2023)	Management	For	For	
9	2023 Remuneration of Peter Herweck, CEO (Since May 4, 2023)	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
10	2023 Remuneration of Jean-Pascal Tricoire, Chair (Since May 4, 2023)	Management	For	For	
11	2024 Remuneration Policy (CEO)	Management	For	For	
12	2024 Remuneration Policy (Chair)	Management	For	For	
13	2024 Remuneration Policy (Board of Directors)	Management	For	For	
14	Elect Fred Kindle	Management	For	For	
15	Elect Cécile Cabanis	Management	For	For	
16	Elect Jill Lee	Management	For	For	
17	Elect Philippe Knoche	Management	For	For	
18	Authority to Repurchase and Reissue Shares	Management	For	For	
19	Employee Stock Purchase Plan	Management	For	For	
20	Stock Purchase Plan for Overseas Employees	Management	For	For	
21	Authorisation of Legal Formalities	Management	For	For	

ServiceNow Inc

Meeting Date: 22.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Deborah Black	Management	For	For	
2	Elect Susan L. Bostrom	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
3	Elect Teresa Briggs	Management	For	For	
4	Elect Jonathan C. Chadwick	Management	For	For	
5	Elect Paul E. Chamberlain	Management	For	For	
6	Elect Lawrence J. Jackson, Jr.	Management	For	For	
7	Elect Frederic B. Luddy	Management	For	For	
8	Elect William R. McDermott	Management	For	For	
9	Elect Jeffrey A. Miller	Management	For	For	
10	Elect Joseph Quinlan	Management	For	For	
11	Elect Anita M. Sands	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 ; Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
13	Ratification of Auditor	Management	For	For	
14	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	N/A	For	Supermajority vote requirements can impede shareholders' ability to approve ballot items that are in their interests

Taiwan High Speed Rail Corp.

Meeting Date: 22.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Accounts and Reports	Management	For	For	
2	2023 Allocation of Profits/Dividends	Management	For	For	
3	Amendments to Articles	Management	For	For	
4	Amendments to Procedural Rules for Corporate Governance	Management	For	For	

Teleperformance

Meeting Date: 22.05.2024

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Special Auditors Report on Regulated Agreements	Management	For	For	
5	2023 Remuneration Report	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance
6	2023 Remuneration of Daniel Julien, Chair and CEO	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance
7	2023 Remuneration of Olivier Rigaudy, Deputy CEO and CFO	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance
8	2023 Remuneration of Bhupender Singh, Deputy CEO (Since July 1, 2023)	Management	For	For	
9	2024 Remuneration Policy (Board of Directors)	Management	For	For	
10	2024 Remuneration Policy (Chair and co-CEO)	Management	For	For	
11	2024 Remuneration Policy (Deputy CEO and co-CEO, Bhupender Singh)	Management	For	For	
12	2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy)	Management	For	For	
13	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For	For	
14	Ratification of the Co-option of Kevin Niu	Management	For	For	
15	Ratification of the Co-option of Moulay Hafid Elalamy	Management	For	For	
16	Elect Moulay Hafid Elalamy	Management	For	For	
17	Ratification of the Co-option of Brigitte Daubry	Management	For	For	
18	Elect Brigitte Daubry	Management	For	For	
19	Elect Daniel Julien	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
20	Elect Alain Boulet	Management	For	For	
21	Authority to Repurchase and Reissue Shares	Management	For	For	
22	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	
23	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and/or to Increase Capital in Case of Exchange Offers	Management	For	For	
24	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	For	
25	Greenshoe	Management	For	For	
26	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	
27	Employee Stock Purchase Plan	Management	For	For	
28	Authority to Issue Performance Shares	Management	For	For	
29	Authorisation of Legal Formalities	Management	For	For	

Waters Corp.

Meeting Date: 22.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Flemming Ørnskov	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
2	Elect Linda Baddour	Management	For	For	
3	Elect Udit Batra	Management	For	For	
4	Elect Daniel Brennan	Management	For	For	
5	Elect Richard H. Fearon	Management	For	For	
6	Elect Pearl S. Huang	Management	For	For	
7	Elect Wei Jiang	Management	For	For	
8	Elect Christopher A. Kuebler	Management	For	For	
9	Elect Mark P. Vergnano	Management	For	For	
10	Ratification of Auditor	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	
12	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	For	For	

Welltower OP LLC

Meeting Date: 22.05.2024

Meeting Type: Annual

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

AIA Group Limited

Meeting Date: 23.05.2024

Meeting Type: Annual

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

Cosco Shipping Ports Limited

Meeting Date: 23.05.2024

Meeting Type: Annual

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

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Elect ZHANG Wei	Management	For	For	
3	Elect CHEN Dong	Management	For	Against	Board is not sufficiently independent; Less than 75% Attendance
4	Elect LAM Yiu Kin	Management	For	For	
5	Directors' Fees	Management	For	For	
6	Appointment of Auditor and Authority to Set Fees	Management	For	For	
7	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
8	Authority to Repurchase Shares	Management	For	For	
9	Authority to Issue Repurchased Shares	Management	For	Against	Issue price discount not disclosed

China Merchants Port Holdings Company Ltd	Meeting Date: 26.05.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect XU Song	Management	For	For	
4	Elect YANG Guolin	Management	For	For	
5	Elect Nicholas CHAN Hiu Fung	Management	For	Against	Serves on too many boards
6	Elect WONG Pui Wah	Management	For	For	
7	Elect FENG Boming	Management	For	For	
8	Elect WONG Chi Wing	Management	For	For	Vote For if Glass Lewis is recommending against due to a lack of board-oversight of climate issues.
9	Directors' Fees	Management	For	For	
10	Appointment of Auditor and Authority to Set Fees	Management	For	For	
11	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
12	Authority to Repurchase Shares	Management	For	For	
13	Authority to Issue Repurchased Shares	Management	For	Against	Issue price discount not disclosed

Exor N.V.	Meeting Date: 27.05.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report	Management	For	Against	Discretionary awards
2	Accounts and Reports	Management	For	For	
3	Allocation of Dividends	Management	For	For	
4	Appointment of Auditor	Management	For	For	
5	Remuneration Policy	Management	For	For	
6	Amendments to Long-Term Incentive Plan	Management	For	For	
7	Ratification of Executive Directors' Acts	Management	For	For	
8	Ratification of Non-Executives' Acts	Management	For	For	
9	Authority to Repurchase Shares	Management	For	For	
10	Cancellation of Shares	Management	For	For	

Gildan Activewear Inc	Meeting Date: 27.05.2024	Meeting Type: Mix
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Appointment of Auditor	Management	Do Not Vote	For	
2	Elect Karen Stuckey	Management	Do Not Vote	For	Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal.
3	Elect J.P. Towner	Management	Do Not Vote	For	Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal.
4	Elect Michael Kneeland	Management	Do Not Vote	For	Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal.
5	Elect Michener Chandlee	Management	Do Not Vote	For	Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal.
6	Elect Ghislain Houle	Management	Do Not Vote	For	Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal.
7	Elect Mélanie Kau	Management	Do Not Vote	For	Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal.
8	Elect Peter Lee	Management	Do Not Vote	For	Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal.
9	Elect Glenn J. Chamandy	Management	Do Not Vote	For	Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal.
10	Elect Management Nominee Timothy Hodgson	Management	Do Not Vote	Against	Shareholder support not warranted
11	Elect Management Nominee Lewis L. (Lee) Bird III	Management	Do Not Vote	Against	Shareholder support not warranted
12	Elect Management Nominee Dhaval Buch	Management	Do Not Vote	Against	Shareholder support not warranted
13	Elect Management Nominee Marc Caira	Management	Do Not Vote	Against	Shareholder support not warranted

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
14	Elect Management Nominee Jane Craighead	Management	Do Not Vote	Do Not Vote	Shareholder support not warranted
15	Elect Management Nominee Sharon Driscoll	Management	Do Not Vote	Do Not Vote	Shareholder support not warranted
16	Elect Management Nominee Lynn Loewen	Management	Do Not Vote	Do Not Vote	Shareholder support not warranted
17	Elect Management Nominee Anne Martin-Vachon	Management	Do Not Vote	Do Not Vote	Shareholder support not warranted
18	Elect Management Nominee Vincent J. Tyra	Management	Do Not Vote	Do Not Vote	Shareholder support not warranted
19	Elect Management Nominee Les Viner	Management	Do Not Vote	Do Not Vote	Shareholder support not warranted
20	Advisory Vote on Executive Compensation	Management	Do Not Vote	Against	Remuneration - Vote Against when remuneration arrangements include single-trigger change-of-control provisions.
21	Shareholder Proposal Regarding Report on Human Rights Infrastructure	Shareholder	Do Not Vote	For	SHP Social - Vote For when the proposal requests the company to report on their compliance with international human rights standards.

Merck & Co Inc

Meeting Date: 27.05.2024

Meeting Type: Annual

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

Shenzhou International Group Hldgs

Meeting Date: 27.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect MA Renhe	Management	For	Against	Insider on compensation committee
4	Elect HU Jijun	Management	For	For	
5	Elect LIU Xinggao	Management	For	For	
6	Elect LIU Chunhong	Management	For	For	
7	Elect WANG Feirong	Management	For	For	
8	Directors' Fees	Management	For	For	
9	Appointment of Auditor and Authority to Set Fees	Management	For	For	
10	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Issue price discount not disclosed
11	Authority to Repurchase Shares	Management	For	For	
12	Authority to Issue Repurchased Shares	Management	For	Against	Issue price discount not disclosed
13	Amendments to Articles	Management	For	For	

Dollar General Corp.

Meeting Date: 28.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Warren F. Bryant	Management	For	For	
2	Elect Michael M. Calbert	Management	For	For	
3	Elect Ana M. Chadwick	Management	For	For	
4	Elect Patricia D. Fili-Krushel	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
5	Elect Timothy I. McGuire	Management	For	For	
6	Elect David P. Rowland	Management	For	For	
7	Elect Debra A. Sandler	Management	For	For	
8	Elect Ralph E. Santana	Management	For	For	
9	Elect Todd J. Vasos	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Critical Factor. Concerns regarding compensation package granted to returning CEO.
11	Ratification of Auditor	Management	For	For	
12	Shareholder Proposal Regarding Amendment to Clawback Policy	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal asks for the introduction or improvement of clawback provisions.

E Ink Holdings Inc		Meeting Date: 28.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Accounts and Reports	Management	For	For	
2	2023 Profit Distribution Plan	Management	For	For	

Legrand SA		Meeting Date: 28.05.2024		Meeting Type: Mix	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For	For	
5	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For	For	
6	2023 Remuneration Report	Management	For	For	
7	2023 Remuneration of Angeles Garcia-Poveda, Chair	Management	For	For	
8	2023 Remuneration of Benoît Coquart, CEO	Management	For	For	
9	2024 Remuneration Policy (Chair)	Management	For	For	
10	2024 Remuneration Policy (CEO)	Management	For	For	
11	2024 Remuneration Policy (Board of Directors)	Management	For	For	
12	2024 Directors' Fees	Management	For	For	
13	Elect Rekha Mehrotra Menon	Management	For	For	
14	Elect Jean-Marc Chéry	Management	For	For	
15	Authority to Repurchase and Reissue Shares	Management	For	For	
16	Authority to Cancel Shares and Reduce Capital	Management	For	For	
17	Authority to Issue Performance Shares	Management	For	For	
18	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	
19	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	
20	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	For	
21	Greenshoe	Management	For	For	
22	Authority to Increase Capital Through Capitalisations	Management	For	For	
23	Employee Stock Purchase Plan	Management	For	For	
24	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	
25	Global Ceiling on Capital Increases and Debt Issuances	Management	For	For	
26	Amendments to Articles Regarding Staggered Board	Management	For	For	
27	Amendments to Articles	Management	For	For	
28	Authorisation of Legal Formalities	Management	For	For	

Meta Platforms Inc		Meeting Date: 28.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Peggy Alford	Management	For	Withhold	Board - Vote Against when the chair of the nominating committee is not independent; Board - Vote Against when the chair of the remuneration committee is not independent; Board - Vote Against when the audit committee is not sufficiently independent; Did not implement SHP passed by a majority of unaffiliated shareholders
2	Elect Marc L. Andreessen	Management	For	For	
3	Elect John Arnold	Management	For	For	
4	Elect Andrew W. Houston	Management	For	For	
5	Elect Nancy Killefer	Management	For	For	
6	Elect Robert M. Kimmitt	Management	For	For	Serves on too many boards
7	Elect Hock E. Tan	Management	For	For	
8	Elect Tracey T. Travis	Management	For	Withhold	
9	Elect Tony Xu	Management	For	For	
10	Elect Mark Zuckerberg	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Amendment to Certificate of Incorporation to Limit the Liability of Certain Officers	Management	For	For	
13	Amendment to the 2012 Equity Incentive Plan	Management	For	Against	Plan allows for repricing; Contains Evergreen Provisions
14	Shareholder Proposal Regarding Recapitalization	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights
15	Shareholder Proposal Regarding Report on AI Misinformation and Disinformation	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
16	Shareholder Proposal Regarding Disclosure of Vote Results by Share Class	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights
17	Shareholder Proposal Regarding Report on Human Rights Risks in Non-U.S. Markets	Shareholder	Against	For	SHP Social - Vote For when the proposal requests the company to report on their compliance with international human rights standards
18	Shareholder Proposal Regarding Allowing Lead Independent Director to Set Agenda	Shareholder	Against	For	Adding agenda items is an important role of a lead director
19	Shareholder Proposal Regarding Human Rights Impact Assessment of AI Used in Targeted Advertising	Shareholder	Against	For	SHP Social - Vote For when the proposal requests the company to report on their compliance with international human rights standards

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
20	Shareholder Proposal Regarding Targets and Report on Child Safety Impacts	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
21	Shareholder Proposal Regarding Report and Advisory Vote on Minimum Age for Social Media	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company
22	Shareholder Proposal Regarding Report on Prohibiting Political Advertising and Restoring Enhanced Actions	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
23	Shareholder Proposal Regarding Lobbying Activity Alignment with Net Zero Emissions Commitment	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to review their political spending and lobbying activities. These expenses must be consistent with their sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders

Publicis Groupe SA

Meeting Date: 28.05.2024

Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Special Auditors Report on Regulated Agreements	Management	For	For	
5	Appointment of Auditor for Sustainability Reporting (Grant Thornton)	Management	For	For	
6	2023 Remuneration Report	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria
7	2023 Remuneration of Maurice Lévy, Supervisory Board Chair	Management	For	Against	Remuneration - Vote Against when the remuneration of non-executive directors is excessive relative to country or industry standards
8	2023 Remuneration of Arthur Sadoun, Management Board Chair	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria
9	2023 Remuneration of Anne-Gabrielle Heilbronner, Management Board Member	Management	For	For	
10	2023 Remuneration of Michel-Alain Proch, Management Board Member	Management	For	For	
11	2024 Remuneration Policy (Supervisory Board Chair)	Management	For	Against	Remuneration - Vote Against when the remuneration of non-executive directors is excessive relative to country or industry standards
12	2024 Remuneration Policy (Supervisory Board Members)	Management	For	For	
13	2024 Remuneration Policy (Management Board Chair)	Management	For	For	
14	2024 Remuneration Policy (Management Board Members)	Management	For	For	
15	Authority to Repurchase and Reissue Shares	Management	For	For	
16	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	
17	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	
18	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	For	
19	Greenshoe	Management	For	For	
20	Authority to Set Offering Price of Shares	Management	For	For	
21	Authority to Increase Capital Through Capitalisations	Management	For	For	
22	Authority to Increase Capital in Case of Exchange Offers	Management	For	For	
23	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	
24	Authority to issue performance shares	Management	For	For	
25	Employee Stock Purchase Plan (Domestic and Overseas)	Management	For	For	
26	Employee Stock Purchase Plan (Specific Categories)	Management	For	For	
27	Amendment to Articles Regarding the Corporate Purpose	Management	For	For	
28	Amendment Regarding the Company's Duration	Management	For	For	
29	Amendment to Governing Structure (Two-tier to One-tier) and Adoption of New Articles	Management	For	For	
30	Elect Arthur Sadoun	Management	For	For	
31	Elect Elisabeth Badinter	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent.
32	Elect Simon Badinter	Management	For	For	
33	Elect Jean Charest	Management	For	For	
34	Elect Sophie Dulac	Management	For	For	
35	Elect Thomas H. Glocer	Management	For	For	
36	Elect Marie-Josée Kravis	Management	For	For	
37	Elect André Kudelski	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
38	Elect Suzan LeVine	Management	For	For	
39	Elect Antonella Mei-Pochtler	Management	For	For	
40	Elect Tidjane Thiam	Management	For	For	
41	2024 Remuneration Policy (Chair and CEO)	Management	For	For	
42	2024 Remuneration Policy (Board of Directors)	Management	For	For	
43	Elect Sophie Dulac	Management	For	For	
44	Elect Thomas H. Glocer	Management	For	For	
45	Elect Marie-Josée Kravis	Management	For	For	
46	Elect André Kudelski	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
47	Authorisation of Legal Formalities	Management	For	For	

Wipro Ltd.		Meeting Date: 28.05.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect and Appoint Srinivas Pallia (CEO and Managing Director); Approval of Remuneration	Management	For	For	
2	Payment of Remuneration to Thierry Delaporte (Former CEO and Managing Director)	Management	For	Against	Remuneration - Vote Against when severance packages are awarded that exceed market best practice
Delta Electronic		Meeting Date: 29.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Accounts and Reports	Management	For	For	
2	2023 Allocation of Profits/Dividends	Management	For	For	
3	Amendments to Articles	Management	For	For	
4	Amendments to the Company's Operating Procedures of Acquisition or Disposal of Assets, Operating Procedures of Fund Lending, and Operating Procedures of Endorsement and Guarantee	Management	For	For	
5	Elect Yancey HAI	Management	For	For	
6	Elect Bruce C.H. CHENG	Management	For	For	
7	Elect CHENG Ping	Management	For	For	
8	Elect Mark KO	Management	For	For	
9	Elect Simon CHANG	Management	For	For	
10	Elect Victor CHENG	Management	For	Against	Serves on too many boards
11	Elect GUO Shan-Shan	Management	For	For	
12	Elect Audrey TSENG	Management	For	Against	Serves on too many boards
13	Elect LU Shyue-Ching	Management	For	For	
14	Elect Jack J.T. HUANG	Management	For	For	
15	Elect Rose TSOU	Management	For	For	
16	Elect Doris HSU	Management	For	Against	Serves on too many boards
17	Release from Non-competition Restrictions on the Company's Directors	Management	For	For	
Hotai Motor		Meeting Date: 29.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Business Report and Financial Statements	Management	For	For	
2	2023 Profits Distribution Plan	Management	For	For	
3	Amendments to Articles	Management	For	For	
4	Release of Restrictions of Competitive Activities of Directors	Management	For	For	
Iron Mountain Inc.		Meeting Date: 29.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jennifer Allerton	Management	For	For	
2	Elect Pamela M. Arway	Management	For	For	
3	Elect Clarke H. Bailey	Management	For	For	
4	Elect Kent P. Dauten	Management	For	For	
5	Elect Monte E. Ford	Management	For	For	
6	Elect Robin L. Matlock	Management	For	For	
7	Elect William L. Meaney	Management	For	For	
8	Elect Wendy J. Murdock	Management	For	For	
9	Elect Walter C. Rakowich	Management	For	For	
10	Elect Theodore R. Samuels, II	Management	For	For	
11	Elect Doyle R. Simons	Management	For	For	
12	Amendment to Articles to Limit the Liability of Certain Officers	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	
14	Ratification of Auditor	Management	For	For	
Mowi ASA		Meeting Date: 29.05.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Election of Presiding Chair	Management	For	For	
2	Minutes	Management	For	For	
3	Notice of Meeting; Agenda	Management	For	For	
4	Accounts and Reports; Allocation of Profits and Dividends	Management	For	For	
5	Allocation of Options to Executive Management	Management	For	For	
6	Remuneration Report	Management	For	Against	Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP.
7	Directors' Fees	Management	For	For	
8	Nomination Committee Fees	Management	For	For	
9	Authority to Set Auditor's Fees	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
10	Elect Kathrine Fredriksen	Management	For	For	
11	Elect Peder Strand	Management	For	For	
12	Elect Kjersti Hobøl	Management	For	For	
13	Elect Leif Teksum	Management	For	For	
14	Elect Anne Lise Ellingsen Gryte to the Nomination Committee	Management	For	For	
15	Elect Peder Weidemann Egseth to the Nomination Committee	Management	For	For	
16	Authority to Distribute Dividends	Management	For	For	
17	Authority to Repurchase Shares	Management	For	For	
18	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
19	Authority to Issue Convertible Debt Instruments	Management	For	For	

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

Meeting Date: 29.05.2024

Meeting Type: Annual

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

Realty Income Corp.

Meeting Date: 29.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Priscilla Almodovar	Management	For	For	
2	Elect Jacqueline Brady	Management	For	For	
3	Elect A. Larry Chapman	Management	For	For	
4	Elect Reginald H. Gilyard	Management	For	Against	Adopted forum selection clause in past year w/o shareholder approval
5	Elect Mary Hogan Preusse	Management	For	For	
6	Elect Priya Huskins	Management	For	For	
7	Elect Jeff A. Jacobson	Management	For	For	
8	Elect Gerardo I. Lopez	Management	For	For	
9	Elect Michael D. McKee	Management	For	For	
10	Elect Gregory T. McLaughlin	Management	For	For	
11	Elect Sumit Roy	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	

AMGEN Inc.

Meeting Date: 30.05.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Wanda M. Austin	Management	For	For	
2	Elect Robert A. Bradway	Management	For	For	
3	Elect Michael V. Drake	Management	For	For	
4	Elect Brian J. Druker	Management	For	For	
5	Elect Robert A. Eckert	Management	For	For	
6	Elect Greg C. Garland	Management	For	For	
7	Elect Charles M. Holley, Jr.	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Elect S. Omar Ishrak	Management	For	For	
9	Elect Tyler Jacks	Management	For	For	
10	Elect Mary E. Klotman	Management	For	For	
11	Elect Ellen J. Kullman	Management	For	For	
12	Elect Amy E. Miles	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	
14	Amendment to the 2009 Equity Incentive Plan	Management	For	For	
15	Ratification of Auditor	Management	For	For	

China Merchants Expressway Network & Technology Ho	Meeting Date: 30.05.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Directors' Report	Management	For	For	
2	2023 Supervisors' Report	Management	For	For	
3	2023 Accounts and Reports	Management	For	For	
4	2024 Financial Budget	Management	For	For	
5	2023 Allocation of Profits/Dividends	Management	For	For	
6	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
7	A Wholly-Owned Subsidiary's Provision of Guarantee for the Bank Comprehensive Credit Line Applied for by Its Controlled Subsidiary	Management	For	For	

Chunghwa Telecom	Meeting Date: 30.05.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Accounts and Reports	Management	For	For	
2	2023 Profit Distribution Plan	Management	For	For	
3	Amendments to Articles	Management	For	For	
4	Non-Compete Restrictions for Directors	Management	For	Against	Potential conflict of interests

Lowe`s Cos., Inc.	Meeting Date: 30.05.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Raul Alvarez	Management	For	For	
2	Elect David H. Batchelder	Management	For	For	
3	Elect Scott H. Baxter	Management	For	For	
4	Elect Sandra B. Cochran	Management	For	For	
5	Elect Laurie Z. Douglas	Management	For	For	
6	Elect Richard W. Dreiling	Management	For	For	
7	Elect Marvin R. Ellison	Management	For	For	
8	Elect Navdeep Gupta	Management	For	For	
9	Elect Brian C. Rogers	Management	For	For	
10	Elect Bertram L. Scott	Management	For	For	
11	Elect Lawrence Simkins	Management	For	For	
12	Elect Colleen Taylor	Management	For	For	
13	Elect Mary Elizabeth West	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	For	
15	Ratification of Auditor	Management	For	For	

Redeia Corporacion S.A.	Meeting Date: 02.06.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Individual Accounts and Reports	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Report on Non-Financial Information	Management	For	For	
5	Ratification of Board Acts	Management	For	For	
6	Elect Beatriz Corredor Sierra	Management	For	For	
7	Elect Roberto García Merino	Management	For	For	
8	Elect Guadalupe de la Mata Muñoz	Management	For	For	
9	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
10	Authority to Issue Debt Instruments	Management	For	For	
11	Authority to Repurchase and Reissue Shares	Management	For	For	
12	Employee Share Purchase Plan	Management	For	For	
13	Revocation of Authorities to Repurchase Shares and for Employee Purchase Plan	Management	For	For	
14	Remuneration Report	Management	For	For	
15	Directors' Fees	Management	For	For	
16	Remuneration Policy	Management	For	For	
17	Authorisation of Legal Formalities	Management	For	For	

Unitedhealth Group Inc		Meeting Date: 02.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Charles Baker	Management	For	For	
2	Elect Timothy P. Flynn	Management	For	For	
3	Elect Paul R. Garcia	Management	For	Against	Cybersecurity concerns
4	Elect Kristen Gil	Management	For	Against	Cybersecurity concerns
5	Elect Stephen J. Hemsley	Management	For	For	
6	Elect Michele J. Hooper	Management	For	For	
7	Elect F. William McNabb, III	Management	For	Against	Cybersecurity concerns
8	Elect Valerie C. Montgomery Rice	Management	For	For	
9	Elect John H. Noseworthy	Management	For	For	
10	Elect Andrew Witty	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to review their political spending and lobbying activities. These expenses must be consistent with their sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.

Warner Bros. Discovery Inc		Meeting Date: 02.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Li Haslett Chen	Management	For	For	
2	Elect Richard W. Fisher	Management	For	For	
3	Elect Paul A. Gould	Management	For	Withhold	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
4	Elect Kenneth W. Lowe	Management	For	For	
5	Elect John C. Malone	Management	For	Withhold	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity; Board - Vote Against when the chair of the nominating committee is not independent; Board - Vote Against when the nomination committee is not sufficiently independent.
6	Elect Fazal Merchant	Management	For	For	
7	Elect Paula A. Price	Management	For	For	
8	Elect David M. Zaslav	Management	For	For	
9	Ratification of Auditor	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure; Remuneration - Vote Against when the compensation committee exercises its discretion to lower performance goals or increase awards without sufficient justification; Remuneration - Vote Against when substantial one-off payments are made without performance criteria; Remuneration - Vote Against when there are concerns regarding the vesting provisions upon a change in control.
11	Amendment to the Stock Incentive Plan	Management	For	For	
12	Shareholder Proposal Regarding Report on Use of Artificial Intelligence	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues.
13	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.
14	Shareholder Proposal Regarding Formation of Corporate Sustainability Committee and Public Report	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.

Booking Holdings Inc		Meeting Date: 03.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Glenn D. Fogel	Management	For	For	
2	Elect Mirian M. Graddick-Weir	Management	For	Withhold	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
3	Elect Kelly J. Grier	Management	For	For	
4	Elect Wei Hopeman	Management	For	For	
5	Elect Robert J. Mylod Jr.	Management	For	For	
6	Elect Charles H. Noski	Management	For	Withhold	Adopted forum selection clause in past year w/o shareholder approval
7	Elect Joseph Quinlan	Management	For	For	
8	Elect Nicholas J. Read	Management	For	For	
9	Elect Thomas E. Rothman	Management	For	For	
10	Elect Sumit Singh	Management	For	For	
11	Elect Lynn M. Vojvodich Radakovich	Management	For	For	
12	Elect Vanessa A. Wittman	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
14	Ratification of Auditor	Management	For	For	
15	Shareholder Proposal Regarding Amendment to Clawback Policy	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal asks for the introduction or improvement of clawback provisions.
16	Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Requests	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues

Cognizant Technology Solutions Corp.		Meeting Date: 03.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Zein Abdalla	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
2	Elect Vinita K. Bali	Management	For	For	
3	Elect Eric Branderiz	Management	For	For	
4	Elect Archana Deskus	Management	For	For	
5	Elect John M. Dineen	Management	For	For	
6	Elect Ravi Kumar Singiseti	Management	For	For	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
7	Elect Leo S. Mackay, Jr.	Management	For	Against	
8	Elect Michael Patsalos-Fox	Management	For	For	
9	Elect Stephen J. Rohleder	Management	For	For	
10	Elect Abraham Schot	Management	For	For	
11	Elect Joseph M. Velli	Management	For	For	Remuneration - Vote Against when the compensation committee exercises its discretion to lower performance goals or increase awards without sufficient justification.
12	Elect Sandra S. Wijnberg	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	
14	Amendment to Articles to Limit the Liability of Certain Officers	Management	For	For	
15	Ratification of Auditor	Management	For	For	
16	Shareholder Proposal Regarding Equitable Treatment of Shareholder-Nominated Directors	Shareholder	Against	Against	SHP - Vote Against when the company sufficiently addresses the concerns raised by the topic of the proposal.

Juniper Networks Inc		Meeting Date: 03.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Anne DeSanto	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
2	Elect Kevin A. DeNuccio	Management	For	For	
3	Elect James Dolce	Management	For	For	
4	Elect Steven Fernandez	Management	For	For	
5	Elect Christine M. Gorjanc	Management	For	For	
6	Elect Janet B. Haugen	Management	For	For	Remuneration - Vote Against when the compensation committee exercises its discretion to lower performance goals or increase awards without sufficient justification.
7	Elect Scott Kriens	Management	For	For	
8	Elect Rahul Merchant	Management	For	For	
9	Elect Rami Rahim	Management	For	For	
10	Elect William Stensrud	Management	For	For	
11	Ratification of Auditor	Management	For	For	Remuneration - Vote Against when the compensation committee exercises its discretion to lower performance goals or increase awards without sufficient justification.
12	Advisory Vote on Executive Compensation	Management	For	Against	
13	Amendment to the 2015 Equity Incentive Plan	Management	For	For	
14	Amendment to the 2008 Employee Stock Purchase Plan	Management	For	For	

Taiwan Semiconductor Manufacturing		Meeting Date: 03.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Accounts and Reports	Management	For	For	Less than 75% Attendance
2	Amendments to Articles of Association	Management	For	For	
3	2024 Employee Restricted Stock Plan	Management	For	For	
4	Elect WEI Che-Chia	Management	For	For	
5	Elect TSENG Fan-Cheng	Management	For	For	
6	Elect KUNG Ming-Hsin	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.
7	Elect Sir Peter L. Bonfield	Management	For	Against	
8	Elect Michael R. Splinter	Management	For	For	
9	Elect Moshe N.Gavrielov	Management	For	For	
10	Elect L. Rafael Reif	Management	For	For	
11	Elect Ursula M. Burns	Management	For	For	
12	Elect Lynn L. Elsenhans	Management	For	For	
13	Elect LIN Chuan	Management	For	For	

TJX Companies, Inc.		Meeting Date: 03.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect José B. Alvarez	Management	For	For	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
2	Elect Alan M. Bennett	Management	For	For	
3	Elect Rosemary T. Berkery	Management	For	Against	
4	Elect David T. Ching	Management	For	For	
5	Elect C. Kim Goodwin	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Elect Ernie Herrman	Management	For	For	
7	Elect Amy B. Lane	Management	For	For	
8	Elect Carol Meyrowitz	Management	For	For	
9	Elect Jackwyn L. Nemerov	Management	For	Against	Board - Vote Against when the company has either high exposure to deforestation risk commodities while failing to have adequate policies to mitigate this risk or it has been involved in severe deforestation-linked controversies.
10	Elect Charles F. Wagner, Jr.	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
13	Shareholder Proposal Regarding Report on Supply Chain Due Diligence	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues.

Airbnb Inc

Meeting Date: 04.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Brian Chesky	Management	For	For	
2	Elect Angela Ahrendts	Management	For	Withhold	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices; Less than 75% Attendance
3	Elect Kenneth I. Chenault	Management	For	Withhold	
4	Ratification of Auditor	Management	For	For	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
5	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
6	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	For	For	
7	Shareholder Proposal Regarding Political Contributions and Expenditures Report	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to review their political spending and lobbying activities. These expenses must be consistent with their sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.

Fidelity National Information Services, Inc.

Meeting Date: 04.06.2024

Meeting Type: Annual

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

Hydro One Ltd

Meeting Date: 04.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Cherie L. Brant	Management	For	For	
2	Elect David Hay	Management	For	For	
3	Elect Timothy E. Hodgson	Management	For	For	
4	Elect David Lebeter	Management	For	For	
5	Elect Stacey Mowbray	Management	For	For	
6	Elect Mitch Panciuk	Management	For	For	
7	Elect Mark W. Podlasly	Management	For	For	
8	Elect Helga Reidel	Management	For	For	
9	Elect Melissa Sonberg	Management	For	For	
10	Elect Brian Vaasjo	Management	For	For	
11	Elect Susan Wolburgh Jenah	Management	For	For	
12	Appointment of Auditor and Authority to Set Fees	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	

MercadoLibre Inc

Meeting Date: 04.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Nicolás Galperin	Management	For	For	
2	Elect Henrique Dubugras	Management	For	For	
3	Elect Richard Sanders	Management	For	Withhold	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
4	Advisory Vote on Executive Compensation	Management	For	Against	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	Ratification of Auditor	Management	For	For	
Scout24 SE		Meeting Date: 04.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratification of Management Board Acts	Management	For	For	
3	Ratification of Supervisory Board Acts	Management	For	For	
4	Appointment of Auditor	Management	For	For	
5	Remuneration Report	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Transparency & Accountability.
6	Elect Hans-Holger Albrecht	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
7	Elect Andrea Euenheim	Management	For	For	
8	Elect Frank H. Lutz	Management	For	For	
9	Elect Maya Miteva	Management	For	For	
10	Elect Sohalia Ouffata	Management	For	For	
11	Elect André Schwämmlein	Management	For	For	
12	Authority to Repurchase and Reissue Shares	Management	For	For	
Thomson-Reuters Corp		Meeting Date: 04.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect David K.R. Thomson	Management	For	For	
2	Elect Steve Hasker	Management	For	For	
3	Elect Kirk E. Arnold	Management	For	For	
4	Elect W. Edmund Clark	Management	For	Abstain	Board - Vote Against when the chair of the remuneration committee is not independent.
5	Elect LaVerne Council	Management	For	For	
6	Elect Michael E. Daniels	Management	For	Abstain	Board - Vote Against when the company has either high exposure to deforestation risk commodities while failing to have adequate policies to mitigate this risk or it has been involved in severe deforestation-linked controversies.
7	Elect Kirk Koenigsbauer	Management	For	For	
8	Elect Deanna W. Oppenheimer	Management	For	For	
9	Elect Simon Paris	Management	For	For	
10	Elect Kim M. Rivera	Management	For	For	
11	Elect Barry Salzberg	Management	For	For	
12	Elect Peter J. Thomson	Management	For	For	
13	Elect Elizabeth D. Wilson	Management	For	For	
14	Appointment of Auditor and Authority to Set Fees	Management	For	For	
15	Advisory Vote on Executive Compensation	Management	For	For	
Lululemon Athletica inc.		Meeting Date: 05.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Calvin R. McDonald	Management	For	For	
2	Elect Isabel Ge Mahe	Management	For	For	
3	Elect Martha A. Morfitt	Management	For	For	
4	Elect Emily White	Management	For	For	
5	Elect Shane Grant	Management	For	For	
6	Elect Teri L. List	Management	For	For	
7	Ratification of Auditor	Management	For	For	
8	Advisory Vote on Executive Compensation	Management	For	For	
9	Shareholder Proposal Regarding Report on Animal-Derived Materials	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to address material ESG risks.
Netflix Inc.		Meeting Date: 05.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Richard N. Barton	Management	For	Against	Serves on too many boards
2	Elect Mathias Döpfner	Management	For	For	
3	Elect Reed Hastings	Management	For	For	
4	Elect Jay Hoag	Management	For	For	
5	Elect Greg Peters	Management	For	For	
6	Elect Susan Rice	Management	For	For	
7	Elect Theodore A. Sarandos	Management	For	For	
8	Elect Bradford L. Smith	Management	For	For	
9	Elect Anne M. Sweeney	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
10	Ratification of Auditor	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance
12	Shareholder Proposal Regarding Report on Use of Artificial Intelligence	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues.
13	Shareholder Proposal Regarding Formation of Corporate Sustainability Committee	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
14	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights
15	Shareholder Proposal Regarding Amending Code of Ethics and Reporting	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests the adoption and/or disclosure of business ethics and conduct guidelines.
16	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights

Trane Technologies plc

Meeting Date: 05.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Kirk E. Arnold	Management	For	For	
2	Elect Ana P. Assis	Management	For	For	
3	Elect Ann C. Berzin	Management	For	For	
4	Elect April Miller Boise	Management	For	For	
5	Elect Gary D. Forsee	Management	For	For	
6	Elect Mark R. George	Management	For	For	
7	Elect John A. Hayes	Management	For	For	
8	Elect Linda P. Hudson	Management	For	For	
9	Elect Myles P. Lee	Management	For	For	
10	Elect David S. Regnery	Management	For	For	
11	Elect Melissa N. Schaeffer	Management	For	For	
12	Elect John P. Surma	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
14	Ratification of Auditor	Management	For	For	
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
17	Set the Price Range at which the Company can Re-Allot Treasury Shares	Management	For	For	

Allegion plc

Meeting Date: 05.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Kirk S. Hachigian	Management	For	For	
2	Elect Susan L. Main	Management	For	For	
3	Elect Steven C. Mizell	Management	For	For	
4	Elect Nicole Parent Haughey	Management	For	For	
5	Elect Lauren B. Peters	Management	For	For	
6	Elect Ellen Rubin	Management	For	For	
7	Elect John H. Stone	Management	For	For	
8	Elect Dev Vardhan	Management	For	For	
9	Advisory Vote on Executive Compensation	Management	For	For	
10	Appointment of Auditor and Authority to Set Fees	Management	For	For	
11	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
12	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	

Corpay Inc.

Meeting Date: 05.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Annabelle G. Bexiga	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
2	Elect Ronald F. Clarke	Management	For	For	
3	Elect Joseph W. Farrelly	Management	For	For	
4	Elect Rahul Gupta	Management	For	For	
5	Elect Thomas M. Hagerty	Management	For	For	
6	Elect Archie L. Jones Jr.	Management	For	For	
7	Elect Richard Macchia	Management	For	For	
8	Elect Hala G. Modellmog	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
9	Elect Jeffrey S. Sloan	Management	For	For	
10	Elect Steven T. Stull	Management	For	For	
11	Elect Gerald C. Throop	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria
14	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests an independent board chairman or the separation of chair and CEO roles.

Alphabet Inc		Meeting Date: 06.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Larry Page	Management	For	For	
2	Elect Sergey Brin	Management	For	For	
3	Elect Sundar Pichai	Management	For	For	
4	Elect John L. Hennessy	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
5	Elect Frances H. Arnold	Management	For	For	
6	Elect R. Martin Chavez	Management	For	For	
7	Elect L. John Doerr	Management	For	Against	Board - Vote Against when the remuneration committee is not sufficiently independent
8	Elect Roger W. Ferguson, Jr.	Management	For	For	
9	Elect K. Ram Shriram	Management	For	For	
10	Elect Robin L. Washington	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices
11	Ratification of Auditor	Management	For	For	
12	Shareholder Proposal Regarding Shareholder Vote on Director Compensation	Shareholder	Against	Against	
13	Shareholder Proposal Regarding EEO Policy Risk Report	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company
14	Shareholder Proposal Regarding Report on Electromagnetic Radiation and Wireless Technologies	Shareholder	Against	Against	SHP - Vote Against when the company is not in a position to address the underlying concerns raised by the proposal
15	Shareholder Proposal Regarding Disclosure of Director Donations	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company
16	Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Options	Shareholder	Against	Against	SHP - Vote Against when the topic addressed by the proposal is considered to fall outside the remit of the shareholders
17	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to review their political spending and lobbying activities. These expenses must be consistent with their sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders
18	Shareholder Proposal Regarding Recapitalization	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights
19	Shareholder Proposal Regarding Report on Reducing Misleading Content on Reproductive Health Care	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
20	Shareholder Proposal Regarding Amendment to Committee Charter to Require Oversight of AI	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which enhance the company's governance
21	Shareholder Proposal Regarding Report on AI Misinformation and Disinformation	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
22	Shareholder Proposal Regarding Human Rights Impact Assessment of AI-Driven Targeted Advertising	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
23	Shareholder Proposal Regarding Targets and Report on Child Safety Impacts	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
Ansys Inc.		Meeting Date: 06.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jim Frankola	Management	For	For	
2	Elect Alec D. Gallimore	Management	For	For	
3	Elect Ronald W. Hovsepian	Management	For	For	
4	Ratification of Auditor	Management	For	For	
5	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when remuneration is deemed excessive and bears a significant cost; Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
6	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights
Arista Networks Inc		Meeting Date: 06.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Kelly Battles	Management	For	For	
2	Elect Kenneth Duda	Management	For	For	
3	Elect Jaysree V. Ullal	Management	For	For	
4	Advisory Vote on Executive Compensation	Management	For	For	
5	Ratification of Auditor	Management	For	For	
6	Amendment to the 2014 Equity Incentive Plan	Management	For	For	
China Resources Mixc Lifestyle Services Limited.		Meeting Date: 06.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect LI Xin	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent.
4	Elect YU Linkang	Management	For	For	
5	Elect WANG Lei	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Elect GUO Reifeng	Management	For	For	
7	Elect NIE Zhizhang	Management	For	For	
8	Elect Kaizer LAU Ping-Cheung	Management	For	For	
9	Elect LO Wing Sze	Management	For	For	
10	Directors' Fees	Management	For	For	
11	Appointment of Auditor and Authority to Set Fees	Management	For	For	
12	Authority to Repurchase Shares	Management	For	For	
13	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
14	Authority to Issue Repurchased Shares	Management	For	Against	Issue price discount not disclosed
15	Amendments to Articles	Management	For	For	

Garmin Ltd

Meeting Date: 06.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits	Management	For	For	
3	Dividend from Reserves	Management	For	For	
4	Ratification of Board Acts	Management	For	For	
5	Elect Jonathan C. Burrell	Management	For	For	
6	Elect Joseph J. Hartnett	Management	For	For	
7	Elect Min H. Kao	Management	For	For	
8	Elect Catherine A. Lewis	Management	For	For	
9	Elect Clifton A. Pemble	Management	For	For	
10	Elect Susan M. Ball	Management	For	For	
11	Elect Min H. Kao as Chair	Management	For	For	
12	Elect Jonathan C. Burrell	Management	For	For	
13	Elect Joseph J. Hartnett	Management	For	For	
14	Elect Catherine A. Lewis	Management	For	For	
15	Elect Susan M. Ball	Management	For	For	
16	Appointment of Independent Proxy (Switzerland)	Management	For	For	
17	Ratification of Auditor	Management	For	For	
18	Advisory Vote on Executive Compensation	Management	For	For	
19	Swiss Statutory Compensation Report	Management	For	For	
20	Approval of Non Financial Statement Reports	Management	For	For	
21	Executive Compensation (Total)	Management	For	For	
22	Board Compensation	Management	For	For	
23	Amendment to the 2005 Equity Incentive Plan	Management	For	For	
24	Approval of a Capital Band	Management	For	For	

Yuanta Financial Holding Co Ltd

Meeting Date: 06.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Business Report and Financial Statements	Management	For	For	
2	2023 Profits Distribution Plan	Management	For	For	
3	Issuance of New Shares by Capitalization of Profit	Management	For	For	
4	Amendments to Articles	Management	For	For	

Nasdaq Inc

Meeting Date: 10.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Melissa M. Arnoldi	Management	For	For	
2	Elect Charlene T. Begley	Management	For	For	
3	Elect Adena T. Friedman	Management	For	For	
4	Elect Essa Kazim	Management	For	For	
5	Elect Thomas A. Kloet	Management	For	For	
6	Elect Kathryn Koch	Management	For	For	
7	Elect Paul Holden Spaht, Jr.	Management	For	For	
8	Elect Michael R. Splinter	Management	For	For	
9	Elect Johan Torgeby	Management	For	For	
10	Elect Toni Townes-Whitley	Management	For	For	
11	Elect Jeffery W. Yabuki	Management	For	For	
12	Elect Alfred W. Zollar	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when sign-on packages are awarded that exceed market best practice
14	Ratification of Auditor	Management	For	For	
15	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	Against	Against	

Synchrony Financial		Meeting Date: 10.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Brian D. Doubles	Management	For	For	
2	Elect Fernando Aguirre	Management	For	For	
3	Elect Paget L. Alves	Management	For	For	
4	Elect Kamila Chytil	Management	For	For	
5	Elect Arthur W. Coviello, Jr.	Management	For	For	
6	Elect Roy A. Guthrie	Management	For	For	
7	Elect Jeffrey G. Naylor	Management	For	For	
8	Elect P.W. Parker	Management	For	For	
9	Elect Laurel J. Richie	Management	For	For	
10	Elect Ellen M. Zane	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Approval of the 2024 Long-Term Incentive Plan	Management	For	For	
14	Amendment Regarding Officer Exculpation	Management	For	For	

Ulta Salon Cosmetics & Fragrance Inc		Meeting Date: 10.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Michelle L. Collins	Management	For	For	
2	Elect Catherine Halligan	Management	For	For	
3	Elect David C. Kimbell	Management	For	For	
4	Elect Patricia Little	Management	For	For	
5	Elect George R. Mrkonjic, Jr.	Management	For	For	
6	Elect Lorna E. Nagler	Management	For	For	
7	Elect Heidi G. Petz	Management	For	For	
8	Elect Michael C. Smith	Management	For	For	
9	Ratification of Auditor	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when remuneration arrangements include single-trigger change-of-control provisions

Aegon Ltd.		Meeting Date: 11.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report	Management	For	For	
2	Allocation of Dividends	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Appointment of Auditor	Management	For	For	
5	Amendments to Bye-Laws Regarding Capital Proposals, Dividends	Management	For	For	
6	Elect Lard Friesse to the Board of Directors	Management	For	For	
7	Elect Corien M. Wortmann-Kool to the Board of Directors	Management	For	For	
8	Elect Caroline Ramsay to the Board of Directors	Management	For	For	
9	Elect Thomas Wellauer to the Board of Directors	Management	For	For	
10	Elect Albert A. Benchimol to the Board of Directors	Management	For	For	
11	Authority to Suppress Preemptive Rights	Management	For	For	
12	Authority to Suppress Preemptive Rights (Rights Issue)	Management	For	For	
13	Authority to Repurchase Shares	Management	For	For	

Dollarama Inc		Meeting Date: 11.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Joshua Bekenstein	Management	For	For	
2	Elect Gregory David	Management	For	For	
3	Elect Elisa D. Garcia	Management	For	For	
4	Elect Stephen K. Gunn	Management	For	For	
5	Elect Kristin Mugford	Management	For	For	
6	Elect Nicholas Nomicos	Management	For	For	
7	Elect Neil Rossy	Management	For	For	
8	Elect Samira Sakhia	Management	For	For	
9	Elect Thecla Sweeney	Management	For	For	
10	Elect Huw Thomas	Management	For	For	
11	Appointment of Auditor and Authority to Set Fees	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	

Target Corp		Meeting Date: 11.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect David P. Abney	Management	For	For	
2	Elect Douglas M. Baker, Jr.	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
3	Elect George S. Barrett	Management	For	For	
4	Elect Gail K. Boudreaux	Management	For	For	
5	Elect Brian C. Cornell	Management	For	For	
6	Elect Robert L. Edwards	Management	For	For	
7	Elect Donald R. Knauss	Management	For	For	
8	Elect Christine A. Leahy	Management	For	For	
9	Elect Monica C. Lozano	Management	For	For	
10	Elect Grace Puma	Management	For	For	
11	Elect Derica W. Rice	Management	For	For	
12	Elect Dmitri L. Stockton	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	For	
15	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests an independent board chairman or the separation of chair and CEO roles.
16	Shareholder Proposal Regarding Progress on Animal Pain Management Commitment	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
17	Shareholder Proposal Regarding Living Wage Policy	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to address material ESG risks.
18	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to review their political spending and lobbying activities. These expenses must be consistent with their sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.
19	Shareholder Proposal Regarding Charitable Contributions Disclosure	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.

TE Connectivity Ltd

Meeting Date: 11.06.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Reincorporation	Management	For	For	
2	Reduction in Share Premium Account	Management	For	For	

Unibail-Rodamco-Westfield

Meeting Date: 11.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report	Management	For	For	
2	Remuneration Policy	Management	For	For	
3	Accounts and Reports	Management	For	For	
4	Ratification of Management Board Acts	Management	For	For	
5	Ratification of Supervisory Board Acts	Management	For	For	
6	Appointment of Auditor	Management	For	Against	Audit/Financials - Vote Against when the allocation of fees paid to the auditor is not in line with market best practice.
7	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
8	Additional Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
9	Authority to Suppress Preemptive Rights	Management	For	For	
10	Additional Authority to Suppress Preemptive Rights	Management	For	For	
11	Authority to Repurchase Shares	Management	For	For	
12	Amendments to Articles	Management	For	For	
13	Authority to Issue Class B Shares	Management	For	For	
14	Cancellation of Shares	Management	For	For	

Veeva Systems Inc

Meeting Date: 11.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Tim Cabral	Management	For	For	
2	Elect Mark Carges	Management	For	For	
3	Elect Peter P. Gassner	Management	For	For	
4	Elect Mary Lynne Hedley	Management	For	For	
5	Elect Priscilla Hung	Management	For	For	
6	Elect Tina Hunt	Management	For	For	
7	Elect Marshall Mohr	Management	For	Against	Serves on too many boards
8	Elect Gordon Ritter	Management	For	For	
9	Elect Paul Sekhri	Management	For	For	
10	Elect Matthew J. Wallach	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	For	Against	Amendment is not in best interests of shareholders
13	Advisory Vote on Executive Compensation	Management	For	For	

Wuxi AppTec Co. Ltd.

Meeting Date: 11.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report	Management	For	For	

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

Wuxi AppTec Co. Ltd.

Meeting Date: 11.06.2024

Meeting Type: Special

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

Ingersoll-Rand Inc

Meeting Date: 12.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Vicente Reynal	Management	For	For	
2	Elect William P. Donnelly	Management	For	For	
3	Elect Kirk E. Arnold	Management	For	For	
4	Elect Gary D. Forsee	Management	For	For	
5	Elect Jennifer Hartsock	Management	For	For	
6	Elect John Humphrey	Management	For	For	
7	Elect Marc E. Jones	Management	For	For	
8	Elect Julie A. Schertell	Management	For	For	
9	Elect JoAnna Sohovich	Management	For	For	
10	Elect Mark Stevenson	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	

Li Ning Co., Ltd.

Meeting Date: 12.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect LI Ning	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the nomination committee is not sufficiently independent. Board - Vote Against when the remuneration committee is not sufficiently independent.
4	Elect KOSAKA Takeshi	Management	For	For	
5	Elect LI Qilin	Management	For	Against	Insider on compensation committee; Insufficient compensation committee independence requirement; Board is not sufficiently independent
6	Directors' Fees	Management	For	For	
7	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Audit/Financials - Vote Against when the allocation of fees paid to the auditor is not in line with market best practice.
8	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
9	Authority to Repurchase Shares	Management	For	For	

Li Ning Co., Ltd.

Meeting Date: 12.06.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Approval of 2024 Share Option Scheme	Management	For	For	
2	Approval of 2024 Share Award Scheme	Management	For	For	

Tesla Inc		Meeting Date: 12.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect James Murdoch	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
2	Elect Kimbal Musk	Management	For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards
3	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance; Remuneration - Vote Against when substantial one-off payments are made without performance criteria
4	Redomestication from Delaware to Texas	Management	For	Against	The proposed reincorporation is not in the best interest of minority shareholders
5	Approval of Stock Option Award to Elon Musk	Management	For	Against	Significant concerns regarding the quantum of the award and potential dilution to shareholders
6	Ratification of Auditor	Management	For	For	
7	Shareholder Proposal Regarding Board Declassification	Shareholder	Against	For	SHP Governance - Vote For the declassification of the board
8	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights
9	Shareholder Proposal Regarding Report on Effectiveness of Workplace Harassment and Discrimination Policies	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
10	Shareholder Proposal Regarding Freedom of Association Policy	Shareholder	Against	For	SHP Social - Vote For when the proposal requests the company to improve labor practices
11	Shareholder Proposal Regarding Report on Electromagnetic Radiation	Shareholder	Against	Against	SHP - Vote Against when the company is not in a position to address the underlying concerns raised by the proposal
12	Shareholder Proposal Regarding Linking Executive Compensation to Sustainability Metrics	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests the company to link pay to ESG criteria. We support the inclusion of material, measurable, and clearly disclosed ESG performance metrics in executive remuneration.
13	Shareholder Proposal Regarding Deep-Sea Mined Minerals in the Supply Chain	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to address material ESG risks.

W. P. Carey Inc		Meeting Date: 12.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Mark A. Alexander	Management	For	For	
2	Elect Constantin H. Beier	Management	For	For	
3	Elect Tonit M. Calaway	Management	For	Against	Serves on too many boards
4	Elect Peter J. Farrell	Management	For	For	
5	Elect Robert Flanagan	Management	For	For	
6	Elect Jason Fox	Management	For	For	
7	Elect Rhonda Gass	Management	For	For	
8	Elect Margaret G. Lewis	Management	For	For	
9	Elect Christopher J. Niehaus	Management	For	For	
10	Elect Elisabeth Stheeman	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	
12	Amendment to the 2017 Share Incentive Plan	Management	For	For	
13	Ratification of Auditor	Management	For	For	

Cathay Financial Holding Co.		Meeting Date: 13.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Acknowledgement of Business Operations Report and Financial Statements for 2023	Management	For	For	
2	Acknowledgement of Earnings Distribution for 2023	Management	For	For	
3	Discussion on the Amendment to the Articles of Incorporation	Management	For	For	
4	Discussion on the Corporation's Proposal to Raise Long Term Capital	Management	For	For	

E Sun Financial Hldgs		Meeting Date: 13.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Business Reports and Financial Statements for Fiscal Year 2023	Management	For	For	
2	Proposal of Profit Distribution for Fiscal Year 2023	Management	For	For	
3	Proposal of Capital Increase from Retained Earnings and Employees Remuneration	Management	For	For	
4	Amendment to the Company's Procedure of Acquiring or Disposing Assets	Management	For	For	

Fortinet Inc		Meeting Date: 13.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Ken Xie	Management	For	For	
2	Elect Michael Xie	Management	For	For	
3	Elect Kenneth A. Goldman	Management	For	For	
4	Elect Ming Hsieh	Management	For	For	
5	Elect Jean Hu	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Elect William H. Neukom	Management	For	For	
7	Elect Judith Sim	Management	For	For	
8	Elect James G. Stavridis	Management	For	For	
9	Elect Mary Agnes Wilderotter	Management	For	For	
10	Ratification of Auditor	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	

Fubon Financial Holding Co. Ltd.
Meeting Date: 13.06.2024
Meeting Type: Annual

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

Keyence Corporation
Meeting Date: 13.06.2024
Meeting Type: Annual

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

Meituan
Meeting Date: 13.06.2024
Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Elect WANG Xing	Management	For	For	
3	Elect MU Rongjun	Management	For	For	
4	Directors' Fees	Management	For	For	
5	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
6	Authority to Repurchase Shares	Management	For	For	
7	Appointment of Auditor and Authority to Set Fees	Management	For	For	
8	Amendments to Articles	Management	For	For	

Regeneron Pharmaceuticals, Inc.
Meeting Date: 13.06.2024
Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect N. Anthony Coles	Management	For	For	
2	Elect Kathryn Guarini	Management	For	For	
3	Elect Arthur F. Ryan	Management	For	Against	Multi-class share structure with unequal voting rights.
4	Elect David P. Schenkein	Management	For	For	
5	Elect George L. Sing	Management	For	For	
6	Ratification of Auditor	Management	For	For	
7	Advisory Vote on Executive Compensation	Management	For	For	
8	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 ; SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.

Titan Co. Ltd
Meeting Date: 14.06.2024
Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Anil Chaudhry	Management	For	For	
2	Elect Mohanasankar Sivaprakasam	Management	For	For	

Daiichi Sankyo Co., Ltd.		Meeting Date: 16.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Sunao Manabe	Management	For	For	
3	Elect Hiroyuki Okuzawa	Management	For	For	
4	Elect Shoji Hirashima	Management	For	For	
5	Elect Takashi Fukuoka	Management	For	For	
6	Elect Kazuaki Kama	Management	For	For	
7	Elect Sawako Nohara	Management	For	For	
8	Elect Yasuhiro Komatsu	Management	For	For	
9	Elect Takaaki Nishii	Management	For	For	
10	Elect Takashi Matsumoto	Management	For	For	
11	Elect Yo Honma	Management	For	For	
Crowdstrike Holdings Inc		Meeting Date: 17.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Roxanne S. Austin	Management	For	For	
2	Elect Sameer K. Gandhi	Management	For	For	
3	Elect Gerhard Watzinger	Management	For	Withhold	Multi-class share structure with unequal voting rights
4	Ratification of Auditor	Management	For	For	
5	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria
Japan Post Bank Co Ltd.		Meeting Date: 17.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Takayuki Kasama	Management	For	For	
2	Elect Susumu Tanaka	Management	For	For	
3	Elect Harumi Yano	Management	For	For	
4	Elect Hiroya Masuda	Management	For	For	
5	Elect Katsuyo Yamazaki	Management	For	For	
6	Elect Keisuke Takeuchi	Management	For	For	
7	Elect Makoto Kaiwa	Management	For	For	
8	Elect Risa Aihara @ Risa Shiraishi	Management	For	For	
9	Elect Hiroshi Kawamura	Management	For	For	
10	Elect Kenzo Yamamoto	Management	For	For	
11	Elect Keiji Nakazawa	Management	For	For	
12	Elect Atsuko Sato	Management	For	For	
13	Elect Reiko Amano	Management	For	For	
14	Elect Akane Kato	Management	For	For	
LY Corporation		Meeting Date: 17.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Kentaro Kawabe	Management	For	Against	Other governance issue
2	Elect Takeshi Idezawa	Management	For	For	
3	Elect Maiko Hasumi	Management	For	For	
4	Elect Tadashi Kunihiro	Management	For	For	
5	Elect Yuko Takahashi	Management	For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards.
Mastercard Incorporated		Meeting Date: 17.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Merit E. Janow	Management	For	For	
2	Elect Candido Botelho Bracher	Management	For	For	
3	Elect Richard K. Davis	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
4	Elect Julius Genachowski	Management	For	For	
5	Elect Goh Choon Phong	Management	For	For	
6	Elect Oki Matsumoto	Management	For	For	
7	Elect Michael Miebach	Management	For	For	
8	Elect Youngme E. Moon	Management	For	For	
9	Elect Rima Qureshi	Management	For	For	
10	Elect Gabrielle Sulzberger	Management	For	For	
11	Elect Harit Talwar	Management	For	For	
12	Elect Lance Uggla	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
14	Ratification of Auditor	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
15	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to review their political spending and lobbying activities. These expenses must be consistent with their sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.
16	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.
17	Shareholder Proposal Regarding Congruency Report on Human Rights Policies	Shareholder	Against	Against	SHP - Vote Against when the changes requested by the proposal are not in the best interests of shareholders.
18	Shareholder Proposal Regarding Charitable Contributions and Human Rights Congruency Report	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
19	Shareholder Proposal Regarding Report on Median Compensation and Benefits Related to Reproductive and Gender Dysphoria Care	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.

Metlife Inc	Meeting Date: 17.06.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Cheryl W. Grisé	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
2	Elect Carlos M. Gutierrez	Management	For	For	
3	Elect Carla A. Harris	Management	For	For	
4	Elect Laura J. Hay	Management	For	For	
5	Elect David L. Herzog	Management	For	For	
6	Elect R. Glenn Hubbard	Management	For	For	
7	Elect Jeh C. Johnson	Management	For	For	
8	Elect Edward J. Kelly, III	Management	For	For	
9	Elect William E. Kennard	Management	For	For	
10	Elect Michel A. Khalaf	Management	For	For	
11	Elect Diana L. McKenzie	Management	For	For	
12	Elect Denise M. Morrison	Management	For	For	
13	Elect Mark A. Weinberger	Management	For	For	
14	Ratification of Auditor	Management	For	For	
15	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance ; Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
16	Approval of the 2025 Stock and Incentive Compensation Plan	Management	For	For	
17	Shareholder Proposal Regarding Racial Equity Audit	Shareholder	Against	For	SHP - Vote For when shareholder proposal aims to increase transparency on material ESG issues.

Tokyo Electron Ltd	Meeting Date: 17.06.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Toshiaki Kawai	Management	For	For	
2	Elect Sadao Sasaki	Management	For	For	
3	Elect Yoshikazu Nunokawa	Management	For	For	
4	Elect Michio Sasaki	Management	For	For	
5	Elect Sachiko Ichikawa	Management	For	For	
6	Elect Joseph A. Kraft Jr.	Management	For	For	
7	Elect Yukari Suzuki	Management	For	For	
8	Elect Ryota Miura	Management	For	For	
9	Elect Yutaka Endo	Management	For	For	
10	Bonus	Management	For	For	
11	Equity Compensation Plan	Management	For	For	

Whitbread plc	Meeting Date: 17.06.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Shelley Roberts	Management	For	For	
5	Elect Kal Atwal	Management	For	For	
6	Elect Horst Baier	Management	For	For	
7	Elect Adam Crozier	Management	For	For	
8	Elect Frank Fiskers	Management	For	For	
9	Elect Richard Gillingwater	Management	For	For	
10	Elect Karen Jones	Management	For	For	
11	Elect Chris Kennedy	Management	For	For	
12	Elect Hemant Patel	Management	For	For	
13	Elect Dominic Paul	Management	For	For	
14	Elect Cilla Snowball	Management	For	For	
15	Appointment of Auditor	Management	For	For	
16	Authority to Set Auditor's Fees	Management	For	For	

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

Workday Inc	Meeting Date: 17.06.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Aneel Bhusri	Management	For	For	
2	Elect Thomas F. Bogan	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
3	Elect Lynne M. Doughtie	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
4	Ratification of Auditor	Management	For	For	
5	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance; Remuneration - Vote Against when substantial one-off payments are made without performance criteria.
6	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	For	For	

Yokogawa Electric Corporation	Meeting Date: 17.06.2024	Meeting Type: Annual
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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 Hitoshi Nara	Management	For	For	
4	Elect Hikaru Kikkawa	Management	For	For	
5	Elect Michiko Nakajima	Management	For	For	
6	Elect Akira Uchida	Management	For	For	
7	Elect Kuniko Urano	Management	For	For	
8	Elect Takuya Hirano	Management	For	For	
9	Elect Yujiro Goto	Management	For	For	
10	Elect Yasuko Takayama	Management	For	For	
11	Elect Makoto Osawa	Management	For	For	
12	Elect Masaru Ono	Management	For	For	
13	Elect Hisashi Maruyama	Management	For	For	

Acciona	Meeting Date: 18.06.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts	Management	For	For	
2	Management Reports	Management	For	For	
3	Ratification of Board Acts	Management	For	For	
4	Report on Non-Financial Information	Management	For	For	
5	Allocation of Profits/Dividends	Management	For	For	
6	Appointment of Auditor	Management	For	For	
7	Elect José Manuel Entrecanales Domecq	Management	For	For	
8	Elect Juan Ignacio Entrecanales Franco	Management	For	For	
9	Elect Daniel Entrecanales Domecq	Management	For	For	
10	Elect Javier Entrecanales Franco	Management	For	For	
11	Elect Javier Sendagorta Gómez del Campillo	Management	For	For	
12	Elect Maria Dolores Dancausa Treviño	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
13	Board Size	Management	For	For	
14	Remuneration Report	Management	For	Against	Insufficient response to shareholder dissent; Poor overall compensation disclosure.
15	Authority to Set General Meeting Notice Period at 15 days	Management	For	Against	Shortened notice period could disenfranchise shareholders.
16	Authorisation of Legal Formalities	Management	For	For	

Japan Post Holdings Co Ltd	Meeting Date: 18.06.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Hiroya Masuda	Management	For	For	
2	Elect Atsushi Iizuka	Management	For	For	
3	Elect Tetsuya Senda	Management	For	For	
4	Elect Kunio Tanigaki	Management	For	For	
5	Elect Takayuki Kasama	Management	For	For	
6	Elect Tsuyoshi Okamoto	Management	For	For	
7	Elect Mihar Koezuka	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Elect Makoto Kaiami	Management	For	For	
9	Elect Akira Satake	Management	For	For	
10	Elect Takako Suwa	Management	For	For	
11	Elect Yayoi Ito	Management	For	For	
12	Elect Hiroshi Oeda	Management	For	For	
13	Elect Miyoko Kimura @ Miyoko Sakagawa	Management	For	Against	Serves on too many boards
14	Elect Kosei Shindo	Management	For	For	
15	Elect Noriko Shiono	Management	For	For	

KDDI Corp.	Meeting Date: 18.06.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Takashi Tanaka	Management	For	For	
3	Elect Makoto Takahashi	Management	For	For	
4	Elect Yasuaki Kuwahara	Management	For	For	
5	Elect Hiromichi Matsuda	Management	For	For	
6	Elect Nanae Saishoji	Management	For	For	
7	Elect Hiroshi Takezawa	Management	For	For	
8	Elect Goro Yamaguchi	Management	For	For	
9	Elect Keiji Yamamoto	Management	For	For	
10	Elect Tsutomu Tannowa	Management	For	For	
11	Elect Junko Okawa	Management	For	For	
12	Elect Kyoko Okumiya	Management	For	For	
13	Elect Makoto Ando	Management	For	For	
14	Elect Kazuyasu Yamashita	Management	For	For	
15	Elect Naoki Fukushima	Management	For	For	
16	Elect Kazutoshi Kogure	Management	For	For	
17	Elect Koji Arima	Management	For	For	

Wuxi Biologics (Cayman) Inc.	Meeting Date: 18.06.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Elect WEICHANG Zhou	Management	For	For	
3	Elect Yibing WU	Management	For	For	
4	Elect William Robert Keller	Management	For	For	
5	Elect JUE Chen	Management	For	For	
6	Directors' Fees	Management	For	For	
7	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Audit/Financials - Vote Against when the allocation of fees paid to the auditor is not in line with market best practice.
8	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
9	Authority to Repurchase Shares	Management	For	For	
10	Amendments to Articles	Management	For	For	

Astellas Pharma Inc.	Meeting Date: 19.06.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Kenji Yasukawa	Management	For	For	
2	Elect Naoki Okamura	Management	For	For	
3	Elect Katsuyoshi Sugita	Management	For	For	
4	Elect Takashi Tanaka	Management	For	For	
5	Elect Eriko Sakurai	Management	For	For	
6	Elect Masahiro Miyazaki	Management	For	For	
7	Elect Yoichi Ono	Management	For	For	
8	Elect Rika Hirota	Management	For	Against	Board - Vote Against when the chair of the audit committee is not independent.
9	Elect Mika Nakayama	Management	For	For	
10	Elect Tomoko Aramaki	Management	For	For	

Biogen Inc	Meeting Date: 19.06.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Caroline D. Dorsa	Management	For	For	
2	Elect Maria C. Freire	Management	For	For	
3	Elect William A. Hawkins	Management	For	For	
4	Elect Susan K. Langer	Management	For	For	
5	Elect Jesus B. Mantas	Management	For	For	
6	Elect Monish Patolawala	Management	For	For	
7	Elect Eric K. Rowinsky	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Elect Stephen A. Sherwin	Management	For	For	
9	Elect Christopher A. Viehbacher	Management	For	For	
10	Ratification of Auditor	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	
12	Amendment Regarding Officer Exculpation	Management	For	For	
13	Approval of the 2024 Omnibus Equity Plan	Management	For	For	
14	Approval of the 2024 Employee Stock Purchase Plan	Management	For	For	

Bureau Veritas		Meeting Date: 19.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Special Auditors Report on Regulated Agreements	Management	For	For	
5	Ratification of Co-Option of Geoffroy Roux de Bézieux	Management	For	For	
6	Elect Bpifrance Investissement (Karine Lenglard)	Management	For	Against	Nominee not named
7	Elect Christine Anglade	Management	For	For	
8	Elect Claude Pierre Ehlinger	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
9	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Management	For	For	
10	2023 Remuneration Report	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability.
11	2023 Remuneration of Aldo Cardoso, Chair (until June 22, 2023)	Management	For	For	
12	2023 Remuneration of Laurent Mignon, Chair (from June 22, 2023)	Management	For	For	
13	2023 Remuneration of Hinda Gharbi, CEO (from June 22, 2023)	Management	For	For	
14	2024 Directors' Fees	Management	For	For	
15	2024 Remuneration Policy (Board of Directors)	Management	For	For	
16	2024 Remuneration Policy (Chair)	Management	For	For	
17	2024 Remuneration Policy (CEO)	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability.
18	Authority to Repurchase and Reissue Shares	Management	For	For	
19	Authorisation of Legal Formalities	Management	For	For	

China Merchants Port Holdings Company Ltd		Meeting Date: 19.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect XU Song	Management	For	For	
4	Elect YANG Guolin	Management	For	For	
5	Elect Nicholas CHAN Hiu Fung	Management	For	Against	Serves on too many boards
6	Elect WONG Pui Wah	Management	For	For	
7	Elect FENG Boming	Management	For	For	Vote For if Glass Lewis is recommending against due to a lack of board-oversight of climate issues.
8	Elect WONG Chi Wing	Management	For	For	
9	Directors' Fees	Management	For	For	
10	Appointment of Auditor and Authority to Set Fees	Management	For	For	
11	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
12	Authority to Repurchase Shares	Management	For	For	
13	Authority to Issue Repurchased Shares	Management	For	Against	Issue price discount not disclosed

China Yangtze Power Co		Meeting Date: 19.06.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect LIU Weiping	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.

Dollar Tree Inc		Meeting Date: 19.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Richard W. Dreiling	Management	For	For	
2	Elect Cheryl W. Grisé	Management	For	For	
3	Elect Daniel J. Heinrich	Management	For	For	
4	Elect Paul C. Hilal	Management	For	For	
5	Elect Edward J. Kelly, III	Management	For	For	
6	Elect Mary A. Laschinger	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Elect Jeffrey G. Naylor	Management	For	For	
8	Elect Winnie Y. Park	Management	For	For	
9	Elect Diane Randolph	Management	For	For	
10	Elect Bertram L. Scott	Management	For	For	
11	Elect Stephanie P. Stahl	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests an independent board chairman or the separation of chair and CEO roles.

EBay Inc.		Meeting Date: 19.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Adriane M. Brown	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
2	Elect Aparna Chennapragda	Management	For	For	
3	Elect Logan D. Green	Management	For	For	
4	Elect E. Carol Hayles	Management	For	For	
5	Elect Jamie Iannone	Management	For	For	
6	Elect Shripriya Mahesh	Management	For	For	
7	Elect Paul S. Pressler	Management	For	For	
8	Elect Zane Rowe	Management	For	For	
9	Elect Mohak Shroff	Management	For	For	
10	Elect Perry M. Traquina	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure; Remuneration - Vote Against when substantial sign-on packages are awarded and there is insufficient disclosure to determine the value of make-whole awards

Equity Residential Properties Trust		Meeting Date: 19.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Angela M. Aman	Management	For	For	
2	Elect Linda Walker Bynoe	Management	For	For	
3	Elect Mary Kay Haben	Management	For	For	
4	Elect Ann C. Hoff	Management	For	For	
5	Elect Tahsinul Zia Huque	Management	For	For	
6	Elect Nina P. Jones	Management	For	For	
7	Elect John E. Neal	Management	For	For	
8	Elect David J. Neithercut	Management	For	For	
9	Elect Mark J. Parrell	Management	For	For	
10	Elect Mark S. Shapiro	Management	For	For	
11	Elect Stephen E. Sterrett	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	

Marvell Technology Inc		Meeting Date: 19.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Sara C. Andrews	Management	For	For	
2	Elect William Tudor Brown	Management	For	For	
3	Elect Brad W. Buss	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
4	Elect Daniel Durn	Management	For	For	
5	Elect Rebecca House	Management	For	For	
6	Elect Marachel L. Knight	Management	For	For	
7	Elect Matthew J. Murphy	Management	For	For	
8	Elect Michael G. Strachan	Management	For	For	
9	Elect Robert E. Switz	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
10	Elect Ford Tamer	Management	For	For	
11	Elect Richard P. Wallace	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance ; Remuneration - Vote Against when substantial one-off payments are made without performance criteria; Remuneration - Vote Against when remuneration is deemed excessive and bears a significant cost.
13	Ratification of Auditor	Management	For	For	

MINISO Group Holding Ltd		Meeting Date: 19.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	Board - Vote Against when the nomination committee is not sufficiently independent; Board - Vote Against when the remuneration committee is not sufficiently independent.
2	Elect Guofu Ye	Management	For	Against	
3	Elect WANG Yongping	Management	For	For	
4	Directors' Fees	Management	For	For	
5	Appointment of Auditor and Authority to Set Fees	Management	For	For	Issue price discount not disclosed
6	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	
7	Authority to Repurchase Shares	Management	For	For	
8	Authority to Issue Repurchased Shares	Management	For	Against	Issue price discount not disclosed

Nippon Telegraph & Telephone Corp.		Meeting Date: 19.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Jun Sawada	Management	For	For	
3	Elect Akira Shimada	Management	For	For	
4	Elect Katsuhiko Kawazoe	Management	For	For	
5	Elect Takashi Hiroi	Management	For	For	
6	Elect Sachiko Onishi @ Sachiko Iijima	Management	For	For	
7	Elect Ken Sakamura	Management	For	For	
8	Elect Yukako Uchinaga	Management	For	For	
9	Elect Koichiro Watanabe	Management	For	For	
10	Elect Noriko Endo @ Noriko Tsujihiro	Management	For	For	
11	Elect Natsuko Takei	Management	For	For	
12	Shareholder Proposal Regarding Election of Tomoki Maeda as Director	Shareholder	Against	Against	

Recruit Holdings Co. Ltd.		Meeting Date: 19.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Masumi Minegishi	Management	For	For	Statutory auditor board is not sufficiently independent
2	Elect Hisayuki Idekoba	Management	For	For	
3	Elect Ayano Senaha	Management	For	For	
4	Elect Rony Kahan	Management	For	For	
5	Elect Naoki Izumiya	Management	For	For	
6	Elect Hiroki Totoki	Management	For	For	
7	Elect Keiko Honda	Management	For	For	
8	Elect Katrina Lake	Management	For	For	
9	Elect Yukiko Nagashima @ Yukiko Watanabe	Management	For	Against	
10	Elect Yoichiro Ogawa	Management	For	For	
11	Elect Katsuya Natori	Management	For	For	
12	Elect Miho Tanaka @ Miho Takahashi as Alternate Statutory Auditor	Management	For	For	
13	Statutory Auditors' Fees	Management	For	For	

SoftBank Corp.		Meeting Date: 19.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Increase in Authorized Capital	Management	For	For	Board - Vote Against when there are concerns that one or more nominees lack sufficient time to effectively carry out their role in light of their external commitments.
2	Elect Yasuyuki Imai	Management	For	For	
3	Elect Junichi Miyakawa	Management	For	For	
4	Elect Jun Shimba	Management	For	For	
5	Elect Kazuhiko Fujihara	Management	For	For	
6	Elect Masayoshi Son	Management	For	For	
7	Elect Atsushi Horiba	Management	For	Against	
8	Elect Takehiro Kamigama	Management	For	For	
9	Elect Kazuaki Oki	Management	For	For	
10	Elect Naomi Koshi	Management	For	For	
11	Elect Maki Sakamoto	Management	For	For	
12	Elect Hiroko Sasaki	Management	For	For	
13	Elect Yasuhiro Nakajima as Alternate Statutory Auditor	Management	For	For	

Sumitomo Mitsui Trust Holdings Inc.		Meeting Date: 19.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	Against	Capital Management - Vote Against when the company has a history of poor capital management.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Amendments to Articles - Change of the Company Name	Management	For	For	
3	Increase in Authorized Capital	Management	For	For	
4	Elect Toru Takakura	Management	For	For	
5	Elect Atsushi Kaibara	Management	For	For	
6	Elect Yasuyuki Suzuki	Management	For	For	
7	Elect Kazuya Oyama	Management	For	For	
8	Elect Tetsuo Ohkubo	Management	For	For	
9	Elect Masaru Hashimoto	Management	For	For	
10	Elect Toshiaki Nakano	Management	For	For	
11	Elect Koichi Kato	Management	For	For	
12	Elect Isao Matsushita	Management	For	For	
13	Elect Hiroko Kawamoto	Management	For	For	
14	Elect Nobuaki Katoh	Management	For	For	
15	Elect Kaoru Kashima @ Kaoru Taya	Management	For	For	
16	Elect Tomonori Ito	Management	For	For	
17	Elect Hajime Watanabe	Management	For	For	
18	Elect Hirokazu Fujita	Management	For	For	
19	Elect Kazuo Sakakibara	Management	For	For	

Travelsky Technology

Meeting Date: 19.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report	Management	For	For	
2	Supervisors' Report	Management	For	For	
3	Accounts and Reports	Management	For	For	
4	Allocation of Profits/Dividends	Management	For	For	
5	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Audit/Financials - Vote Against when the allocation of fees paid to the auditor is not in line with market best practice.
6	Amendments to Articles	Management	For	Against	Changes to Company Statutes - Vote Against when the Company has requested the right to hold a virtual-only meeting.

Unilever Indonesia Tbk PT

Meeting Date: 19.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Appointment of Auditor and Authority to Set Fees	Management	For	For	
4	Board of Commissioners Composition	Management	For	For	
5	Board of Directors Composition	Management	For	For	
6	Directors' and Commissioners' Fees Analysis	Management	For	For	

Aon plc

Meeting Date: 20.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Lester B. Knight	Management	For	For	
2	Elect Gregory C. Case	Management	For	For	
3	Elect Jose Antonio Álvarez	Management	For	For	
4	Elect CAI Jinyong	Management	For	For	
5	Elect Jeffrey C. Campbell	Management	For	For	
6	Elect Fulvio Conti	Management	For	For	
7	Elect Cheryl A. Francis	Management	For	For	
8	Elect Adriana Karaboutis	Management	For	For	
9	Elect Richard C. Notebaert	Management	For	For	
10	Elect Gloria Santona	Management	For	For	
11	Elect Sarah E. Smith	Management	For	For	
12	Elect Byron O. Spruell	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Structure and Transparency & Accountability factors.
14	Ratification of Auditor	Management	For	For	
15	Appointment of Statutory Auditor	Management	For	For	
16	Authority to Set Statutory Auditor's Fees	Management	For	For	
17	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
18	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	

Autohome Inc		Meeting Date: 20.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Quan Long	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the nomination committee is not sufficiently independent. Board - Vote Against when the board fails to incorporate basic considerations for gender diversity. Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the chair of the remuneration committee is not independent.
2	Elect Tao Wu	Management	For	For	
3	Elect Keke Ding	Management	For	For	
4	Elect Fan Lu	Management	For	For	

China Overseas Land & Investment Ltd.		Meeting Date: 20.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect YAN Janguo	Management	For	For	
4	Elect ZHAO Wenhai	Management	For	For	
5	Elect Ceajer CHAN Ka Keung	Management	For	For	
6	Elect Eliza CHAN Ching Har	Management	For	For	
7	Directors' Fees	Management	For	For	
8	Appointment of Auditor and Authority to Set Fees	Management	For	For	
9	Authority to Repurchase Shares	Management	For	For	
10	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Issue price discount not disclosed

Daiwa Securities Group Inc		Meeting Date: 20.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Seiji Nakata	Management	For	For	
2	Elect Akihiko Ogino	Management	For	For	
3	Elect Shinsuke Niizuma	Management	For	For	
4	Elect Keiko Tashiro	Management	For	For	
5	Elect Eiji Sato	Management	For	For	
6	Elect Sachiko Hanaoka	Management	For	For	
7	Elect Eriko Kawai	Management	For	For	
8	Elect Katsuyuki Nishikawa	Management	For	For	
9	Elect Toshio Iwamoto	Management	For	For	
10	Elect Yumiko Murakami	Management	For	For	
11	Elect Noriko Iki	Management	For	For	
12	Elect Mami Yunoki @ Mami Kato	Management	For	For	

Elia Group SA/NV		Meeting Date: 20.06.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Increase in Authorised Capital	Management	For	For	

Hindustan Unilever Ltd.		Meeting Date: 20.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect Nitin Paranjpe	Management	For	For	
4	Elect Devopam Narendra Bajpai	Management	For	For	
5	Elect Ritesh Tiwari	Management	For	For	
6	Appointment of Auditor and Authority to Set Fees	Management	For	For	
7	Related Party Transactions	Management	For	For	
8	Elect and Appoint Biddappa Bittianda Ponnappa (Whole-time Director); Approval of Remuneration	Management	For	For	
9	Revision of Non-executive Directors' Commission	Management	For	For	
10	Approve Payment of Fees to Cost Auditors for FY2024	Management	For	For	
11	Approve Payment of Fees to Cost Auditors for FY2025	Management	For	For	

Informa Plc		Meeting Date: 20.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect John Rishton	Management	For	For	
2	Elect Stephen A. Carter	Management	For	For	
3	Elect Mary T. McDowell	Management	For	For	
4	Elect Gareth Wright	Management	For	For	
5	Elect Gill Whitehead	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Elect Louise Smalley	Management	For	For	
7	Elect Patrick Martell	Management	For	For	
8	Elect Joanne Wilson	Management	For	For	
9	Elect Zheng Yin	Management	For	For	
10	Elect Andrew Ransom	Management	For	For	
11	Accounts and Reports	Management	For	For	
12	Remuneration Report	Management	For	For	
13	Remuneration Policy	Management	For	For	
14	Final Dividend	Management	For	For	
15	Appointment of Auditor	Management	For	For	
16	Authority to Set Auditor's Fees	Management	For	For	
17	Authorisation of Political Donations	Management	For	For	
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
21	Authority to Repurchase Shares	Management	For	For	
22	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

JD Health International Inc.

Meeting Date: 20.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Elect LING Li	Management	For	For	
3	Elect ZHANG Jiyu	Management	For	For	
4	Elect CHEN Xingyao	Management	For	Against	Audit committee met an insufficient number of times
5	Directors' Fees	Management	For	For	
6	Appointment of Auditor and Authority to Set Fees	Management	For	For	
7	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
8	Authority to Repurchase Shares	Management	For	For	
9	Authority to Issue Repurchased Shares	Management	For	Against	Issue price discount not disclosed
10	Amendments to Articles	Management	For	For	

Match Group Inc.

Meeting Date: 20.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Wendi Murdoch	Management	For	Abstain	Proposal withdrawn
2	Elect Spencer M. Rascoff	Management	For	For	
3	Elect Glenn H. Schiffman	Management	For	For	
4	Elect Pamela S. Seymon	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices
5	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
6	Approval of the 2024 Stock and Annual Incentive Plan	Management	For	For	
7	Ratification of Auditor	Management	For	For	

NEC Corporation

Meeting Date: 20.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Christina L. Ahmadjian	Management	For	For	
2	Elect Masashi Oka	Management	For	For	
3	Elect Kyoko Okada	Management	For	For	
4	Elect Harufumi Mochizuki	Management	For	For	
5	Elect Joji Okada	Management	For	For	
6	Elect Yoshihito Yamada	Management	For	For	
7	Elect Shinjiro Sato	Management	For	For	
8	Elect Shiori Nagata	Management	For	For	
9	Elect Takashi Niino	Management	For	For	
10	Elect Takayuki Morita	Management	For	For	
11	Elect Osamu Fujikawa	Management	For	For	
12	Elect Hajime Matsukura	Management	For	For	
13	Elect Shinobu Obata	Management	For	For	

Qiagen NV

Meeting Date: 20.06.2024

Meeting Type: Annual

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

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	Elect Metin Colpan	Management	For	For	
6	Elect Toralf Haag	Management	For	For	
7	Elect Ross L. Levine	Management	For	For	
8	Elect Elaine Mardis	Management	For	For	
9	Elect Eva Pisa	Management	For	For	
10	Elect Lawrence A. Rosen	Management	For	Against	Board - Vote Against when the company fails to provide sufficient disclosure on board diversity policies and considerations regarding nominations from underrepresented communities
11	Elect Stephen H. Rusckowski	Management	For	For	
12	Elect Elizabeth E. Tallett	Management	For	For	
13	Elect Bert van Meurs	Management	For	For	
14	Elect Eva van Pelt	Management	For	For	
15	Elect Thierry Bernard	Management	For	For	
16	Elect Roland Sackers	Management	For	For	
17	Supervisory board Remuneration Policy	Management	For	Against	Remuneration - Vote Against when the remuneration of non-executive directors includes inappropriate incentives which might compromise the independent judgment of independent directors
18	Directors' Fees	Management	For	Against	Remuneration - Vote Against when the remuneration of non-executive directors includes inappropriate incentives which might compromise the independent judgment of independent directors
19	Appointment of Auditor for 2024	Management	For	For	
20	Appointment of Auditor for 2025	Management	For	For	
21	Authority to Issue Shares w/ Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold
22	Authority to Suppress Preemptive Rights	Management	For	For	
23	Authority to Repurchase Shares	Management	For	For	
24	Capitalisation of Reserves	Management	For	For	
25	Cancellation of Fractional Shares	Management	For	For	

The Shanghai Commercial & Saving Bank

Meeting Date: 20.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Adoption of the 2023 Business Report and Financial Statements	Management	For	For	
2	Adoption of the Proposal for Distribution of 2023 Profits	Management	For	For	
3	Amendment to the Company's Articles of Incorporation.	Management	For	For	
4	Amendment to the Operational Procedures for Procedures Governing the Acquisition and Disposal of Assets.	Management	For	For	
5	Elect Stephen LEE Ching Yen	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the nomination committee is not sufficiently independent.
6	Elect YUNG Chu-Kuen	Management	For	For	
7	Elect John YUNG Con-Sing	Management	For	For	
8	Elect CHIOU Yi-Jen	Management	For	For	
9	Elect KUO Ching-Yi	Management	For	For	
10	Elect HUANG Hui-Chu	Management	For	For	
11	Elect CHEN Mu-Tsai	Management	For	Against	Non-audit fees exceed audit fees
12	Elect TSENG Kuo-Lieh	Management	For	For	
13	Elect FANG Yen-Ling	Management	For	For	

Bandai Namco Holdings Inc

Meeting Date: 23.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Masaru Kawaguchi	Management	For	For	
3	Elect Yuji Asako	Management	For	For	
4	Elect Nobuhiko Momoi	Management	For	For	
5	Elect Nao Udagawa @ Nao Ochiai	Management	For	For	
6	Elect Kazuhiro Takenaka	Management	For	For	
7	Elect Makoto Asanuma	Management	For	For	
8	Elect Hiroshi Kawasaki	Management	For	For	
9	Elect Shuji Otsu	Management	For	For	
10	Elect Toshio Shimada	Management	For	For	
11	Elect Koichi Kawana	Management	For	For	
12	Elect Takashi Kaneko	Management	For	Against	Board - Vote Against when the chair of the audit committee is not independent.
13	Elect Toru Shinoda	Management	For	For	
14	Elect Satoko Kuwabara @ Satoko Ota	Management	For	For	
15	Elect Takayuki Komiya	Management	For	For	

Brookfield Renewable Corporation

Meeting Date: 23.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jeffrey M. Blidner	Management	For	Against	Multi-class share structure with unequal voting rights

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Elect Scott R. Cutler	Management	For	For	
3	Elect Sarah Deasley	Management	For	For	
4	Elect Nancy Dorn	Management	For	For	
5	Elect Eleazar de Carvalho Filho	Management	For	For	
6	Elect Randy MacEwen	Management	For	For	
7	Elect Louis J. Maroun	Management	For	For	
8	Elect Stephen Westwell	Management	For	For	
9	Elect Patricia Zuccotti	Management	For	For	
10	Appointment of Auditor and Authority to Set Fees	Management	For	For	

Fujitsu Limited	Meeting Date: 23.06.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Hidenori Furuta	Management	For	For	
2	Elect Takahito Tokita	Management	For	For	
3	Elect Takeshi Isobe	Management	For	For	
4	Elect Hiroki Hiramatsu	Management	For	For	
5	Elect Chiaki Mukai	Management	For	For	
6	Elect Yoshiko Kojo	Management	For	For	
7	Elect Kenichiro Sasae	Management	For	For	
8	Elect Byron Gill	Management	For	For	
9	Elect Takuya Hirano	Management	For	For	
10	Elect Yuichi Koseki	Management	For	For	
11	Elect Hideo Makuta	Management	For	For	
12	Amendment to the Equity Compensation Plan	Management	For	For	
13	Amendment to the Restricted Share Unit Plan	Management	For	For	

Tokio Marine Holdings Inc	Meeting Date: 23.06.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Tsuyoshi Nagano	Management	For	For	
3	Elect Satoru Komiya	Management	For	For	
4	Elect Kenji Okada	Management	For	For	
5	Elect Yoichi Moriwaki	Management	For	For	
6	Elect Kichiichiro Yamamoto	Management	For	For	
7	Elect Kiyoshi Wada	Management	For	For	
8	Elect Takashi Mitachi	Management	For	For	
9	Elect Nobuhiro Endo	Management	For	For	
10	Elect Shinya Katanozaka	Management	For	For	
11	Elect Emi Osono	Management	For	For	
12	Elect Kosei Shindo	Management	For	For	
13	Elect Robert Alan Feldman	Management	For	For	
14	Elect Haruka Matsuyama @ Haruka Kato	Management	For	For	
15	Elect Keiko Fujita	Management	For	For	
16	Elect Hiroaki Shirota	Management	For	For	
17	Elect Akira Harashima as Statutory Auditor	Management	For	For	
18	Amendment to Trust Type Equity Plan	Management	For	For	

Yamaha Corporation	Meeting Date: 23.06.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Takuya Nakata	Management	For	For	
3	Elect Atsushi Yamaura	Management	For	For	
4	Elect Yoshihiro Hidaka	Management	For	For	
5	Elect Mikio Fujitsuka	Management	For	For	
6	Elect Paul Candland	Management	For	For	
7	Elect Hiromichi Shinohara	Management	For	For	
8	Elect Naoko Yoshizawa	Management	For	For	
9	Elect Naho Ebata @ Naho Kida	Management	For	For	

Azbil Corporation	Meeting Date: 24.06.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Hirozumi Sone	Management	For	For	
3	Elect Kiyohiro Yamamoto	Management	For	For	
4	Elect Takayuki Yokota	Management	For	For	
5	Elect Hisaya Katsuta	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Elect Waka Fujiso	Management	For	For	
7	Elect Mitsuhiro Nagahama	Management	For	For	
8	Elect Anne Ka Tse Hung	Management	For	For	
9	Elect Fumitoshi Sato	Management	For	For	
10	Elect Shigeaki Yoshikawa	Management	For	For	
11	Elect Tomoyasu Miura	Management	For	For	
12	Elect Sachiko Ichikawa	Management	For	For	
13	Elect Hiroshi Yoshida	Management	For	For	

Nomura Holdings	Meeting Date: 24.06.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Koji Nagai	Management	For	For	
2	Elect Kentaro Okuda	Management	For	For	
3	Elect Yutaka Nakajima	Management	For	For	
4	Elect Shoji Ogawa	Management	For	For	
5	Elect Laura Simone Unger	Management	For	For	
6	Elect Victor Chu Lap Lik	Management	For	For	
7	Elect J. Christopher Giancarlo	Management	For	For	
8	Elect Patricia Mosser	Management	For	For	
9	Elect Takahisa Takahara	Management	For	Against	Serves on too many boards
10	Elect Miyuki Ishiguro	Management	For	For	
11	Elect Masahiro Ishizuka	Management	For	For	
12	Elect Taku Oshima	Management	For	For	

Secom Co. Ltd.	Meeting Date: 24.06.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Amendments to Articles – Change in Size of Board of Directors	Management	For	For	
3	Elect Yasuyuki Yoshida	Management	For	For	
4	Elect Tatsuro Fuse	Management	For	For	
5	Elect Yoshinori Yamanaka	Management	For	For	
6	Elect Seiya Nagao	Management	For	For	
7	Elect Takashi Nakada	Management	For	For	
8	Elect Makoto Inaba	Management	For	For	
9	Elect Takaharu Hirose	Management	For	For	
10	Elect Hajime Watanabe	Management	For	For	
11	Elect Miri Hara	Management	For	For	
12	Elect Kosuke Matsuzaki	Management	For	For	
13	Elect Yukari Suzuki	Management	For	For	
14	Statutory Auditors' Fees	Management	For	For	

Sony Group Corporation	Meeting Date: 24.06.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Kenichiro Yoshida	Management	For	For	
2	Elect Hiroki Totoki	Management	For	For	
3	Elect Yoshihiko Hatanaka	Management	For	For	
4	Elect Wendy Becker	Management	For	For	
5	Elect Sakie Akiyama	Management	For	For	
6	Elect Keiko Kishigami	Management	For	For	
7	Elect Joseph A. Kraft Jr.	Management	For	For	
8	Elect Neil Hunt	Management	For	For	
9	Elect William Morrow	Management	For	For	
10	Elect Shingo Konomoto	Management	For	For	

Toto Ltd	Meeting Date: 24.06.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Madoka Kitamura	Management	For	For	
2	Elect Noriaki Kiyota	Management	For	For	
3	Elect Satoshi Shirakawa	Management	For	For	
4	Elect Ryosuke Hayashi	Management	For	For	
5	Elect Shinya Tamura	Management	For	For	
6	Elect Tomoyuki Taguchi	Management	For	For	
7	Elect Yojiro Taketomi	Management	For	For	
8	Elect Takehiko Kitazaki	Management	For	For	
9	Elect Junji Tsuda	Management	For	For	
10	Elect Shigenori Yamauchi	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Elect Masayuki Yoshioka	Management	For	Against	Board - Vote Against when the chair of the audit committee is not independent.
12	Elect Yasushi Marumori	Management	For	For	
13	Elect Yukari Ienaga	Management	For	For	
14	Elect Chiho Naganuma	Management	For	For	

USS Co.,Ltd.		Meeting Date: 24.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Yukihiro Ando	Management	For	For	
3	Elect Dai Seta	Management	For	For	
4	Elect Masafumi Yamanaka	Management	For	For	
5	Elect Hiromitsu Ikeda	Management	For	For	
6	Elect Nobuko Takagi @ Nobuko Teraoka	Management	For	For	
7	Elect Shinji Honda	Management	For	For	
8	Elect Yoshiko Sasao	Management	For	For	

Infosys Ltd		Meeting Date: 25.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect Nandan Nilekani	Management	For	Against	Less than 75% Attendance.

Jiangsu Expressway Co. Ltd.		Meeting Date: 25.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report	Management	For	For	
2	Supervisors' Report	Management	For	For	
3	Accounts and Reports	Management	For	For	
4	Final Accounting Report	Management	For	For	
5	2024 Financial Budget Report	Management	For	For	
6	Allocation of Profits/Dividends	Management	For	For	
7	Appointment of Auditor and Authority to Set Fees	Management	For	For	
8	Authority to Issue Medium-Term Notes	Management	For	For	
9	Authority to Issue Ultra-Short-Term Notes	Management	For	For	
10	Renewal of Liability Insurance	Management	For	For	
11	Remuneration Standards for Directors and Supervisors	Management	For	For	
12	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
13	Elect CHEN Yunjiang	Management	For	For	
14	Elect WANG Yingjian	Management	For	For	
15	Elect ZHOU Hong	Management	For	For	
16	Elect WANG Feng	Management	For	For	
17	Elect ZHANG Xinyu	Management	For	For	
18	Elect WU Xinhua	Management	For	For	
19	Elect ZHOU Wei	Management	For	For	
20	Elect Lawrence MA Chung Lai	Management	For	For	
21	Elect XU Guanghua	Management	For	For	
22	Elect GE Yang	Management	For	For	
23	Elect GU Zhaoyang	Management	For	For	
24	Elect TAN Shijun	Management	For	For	
25	Elect SUN Lijun	Management	For	For	
26	Elect YANG Shiwei as Supervisor	Management	For	For	
27	Elect ZHOU Lili as Supervisor	Management	For	Against	Supervisors are not sufficiently independent
28	Elect PAN Ye as Supervisor	Management	For	Against	Supervisors are not sufficiently independent

NetEase Inc		Meeting Date: 25.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect William DING Lei	Management	For	For	
2	Elect Alice Yu-Fen Cheng	Management	For	For	
3	Elect Grace Hui Tang	Management	For	Against	Board - Vote Against when there are concerns that one or more nominees lack sufficient time to effectively carry out their role in light of their external commitments; Vote results not disclosed.
4	Elect Joseph Tong	Management	For	For	
5	Elect Michael LEUNG Man Kit	Management	For	For	
6	Appointment of Auditor	Management	For	For	

NVIDIA Corp		Meeting Date: 25.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Robert K. Burgess	Management	For	For	
2	Elect Tench Coxé	Management	For	For	
3	Elect John O. Dabiri	Management	For	For	
4	Elect Persis S. Drell	Management	For	For	
5	Elect Jen-Hsun Huang	Management	For	For	
6	Elect Dawn Hudson	Management	For	For	
7	Elect Harvey C. Jones	Management	For	For	
8	Elect Melissa B. Lora	Management	For	For	
9	Elect Stephen C. Neal	Management	For	For	
10	Elect A. Brooke Seawell	Management	For	For	
11	Elect Aarti Shah	Management	For	Against	Board - Vote Against when the audit committee is not sufficiently independent; Board - Vote Against when the remuneration committee is not sufficiently independent.
12	Elect Mark A. Stevens	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when remuneration is deemed excessive and the remuneration assessment framework shows a lack of adequate structure.
14	Ratification of Auditor	Management	For	For	
15	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	N/A	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights

Resona Holdings, Inc.		Meeting Date: 25.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles	Management	For	For	
2	Elect Masahiro Minami	Management	For	For	
3	Elect Shigeki Ishida	Management	For	For	
4	Elect Mikio Noguchi	Management	For	For	
5	Elect Hisahiko Oikawa	Management	For	For	
6	Elect Chiharu Baba	Management	For	For	
7	Elect Kimie Iwata	Management	For	For	
8	Elect Setsuko Egami @ Setsuko Kusumoto	Management	For	For	
9	Elect Fumihiko Ike	Management	For	For	
10	Elect Sawako Nohara	Management	For	For	
11	Elect Masaki Yamauchi	Management	For	For	
12	Elect Katsuyuki Tanaka	Management	For	For	
13	Elect Ryuji Yasuda	Management	For	For	

Shimadzu Corporation		Meeting Date: 25.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Teruhisa Ueda	Management	For	For	
3	Elect Yasunori Yamamoto	Management	For	For	
4	Elect Akira Watanabe	Management	For	For	
5	Elect Shuzo Maruyama	Management	For	For	
6	Elect Nobuo Hanai	Management	For	For	
7	Elect Yoshiyuki Nakanishi	Management	For	For	
8	Elect Nami Hamada	Management	For	For	
9	Elect Mie Kitano	Management	For	For	
10	Elect Tsuyoshi Nishimoto as Statutory Auditor	Management	For	For	
11	Elect Fumio Iwamoto as Alternate Statutory Auditor	Management	For	For	
12	Amendment to the Equity Compensation Plan	Management	For	For	

Takeda Pharmaceutical Co		Meeting Date: 25.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Christophe Weber	Management	For	For	
3	Elect Andrew Plump	Management	For	For	
4	Elect Milano Furuta	Management	For	For	
5	Elect Masami Iijima	Management	For	For	
6	Elect Ian T. Clark	Management	For	For	
7	Elect Steven Gillis	Management	For	For	
8	Elect John M. Maraganore	Management	For	For	
9	Elect Michel Orsinger	Management	For	For	
10	Elect Miki Tsusaka	Management	For	For	
11	Elect Emiko Higashi	Management	For	For	
12	Elect Koji Hatsukawa	Management	For	For	
13	Elect Yoshiaki Fujimori	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
14	Elect Kimberly A. Reed	Management	For	For	
15	Elect Jean-Luc Butel	Management	For	For	
16	Bonus	Management	For	For	

United Therapeutics Corp	Meeting Date: 25.06.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Christopher Causey	Management	For	For	
2	Elect Raymond Dwek	Management	For	For	
3	Elect Richard Giltner	Management	For	For	
4	Elect Raymond Kurzweil	Management	For	For	
5	Elect Jan Malcolm	Management	For	For	
6	Elect Linda Maxwell	Management	For	For	
7	Elect Nilda Mesa	Management	For	For	
8	Elect Judy Olian	Management	For	For	
9	Elect Christopher Patusky	Management	For	For	
10	Elect Martine Rothblatt	Management	For	For	
11	Elect Louis Sullivan	Management	For	For	
12	Elect Thomas G. Thompson	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	
14	Amendment to the 2015 Stock Incentive Plan	Management	For	For	
15	Ratification of Auditor	Management	For	For	

3i Group plc	Meeting Date: 26.06.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Simon A. Borrows	Management	For	For	
5	Elect Stephen Daintith	Management	For	For	
6	Elect Jasi Halai	Management	For	For	
7	Elect James Hatchley	Management	For	For	
8	Elect David Hutchison	Management	For	Against	Poor chair succession planning
9	Elect Lesley Knox	Management	For	For	
10	Elect Coline McConville	Management	For	For	
11	Elect Peter McKellar	Management	For	For	
12	Elect Alexandra Schaapveld	Management	For	For	
13	Appointment of Auditor	Management	For	For	
14	Authority to Set Auditor's Fees	Management	For	For	
15	Authorisation of Political Donations	Management	For	For	
16	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
19	Authority to Repurchase Shares	Management	For	For	
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

BOC Hong Kong(Hldgs)	Meeting Date: 26.06.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect LIN Jingzhen	Management	For	For	
4	Elect CHOI Koon Shum	Management	For	For	
5	Elect Quinn LAW Yee Kwan	Management	For	For	
6	Elect LIP Sai Wo	Management	For	For	
7	Elect Frederick MA Si-hang	Management	For	For	
8	Appointment of Auditor and Authority to Set Fees	Management	For	For	
9	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
10	Authority to Repurchase Shares	Management	For	For	

Hoya Corporation	Meeting Date: 26.06.2024	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Hiroaki Yoshihara	Management	For	For	
2	Elect Yasuyuki Abe	Management	For	For	
3	Elect Takayo Hasegawa	Management	For	For	
4	Elect Mika Nishimura	Management	For	For	
5	Elect Mototsugu Sato	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Elect Eiichiro Ikeda	Management	For	For	
7	Elect Ryo Hirooka	Management	For	For	
Mitsubishi UFJ Financial Group, Inc.		Meeting Date: 26.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Mariko Fujii	Management	For	For	
3	Elect Keiko Honda	Management	For	For	
4	Elect Kaoru Kato	Management	For	For	
5	Elect Satoko Kuwabara @ Satoko Ota	Management	For	For	
6	Elect Hirofumi Nomoto	Management	For	Against	Board - Vote Against when there are concerns that one or more nominees lack sufficient time to effectively carry out their role in light of their external commitments
7	Elect Mari Elka Pangestu	Management	For	For	
8	Elect Hiroshi Shimizu	Management	For	For	
9	Elect David Sneider	Management	For	For	
10	Elect Koichi Tsuji	Management	For	Against	Board - Vote Against if the company has insufficient management of climate-related risks and opportunities.
11	Elect Kenichi Miyanaga	Management	For	For	
12	Elect Ryoichi Shinke	Management	For	For	
13	Elect Kanetsugu Mike	Management	For	For	
14	Elect Hironori Kamezawa	Management	For	For	
15	Elect Iwao Nagashima	Management	For	For	
16	Elect Junichi Hanzawa	Management	For	For	
17	Elect Makoto Kobayashi	Management	For	For	
18	Shareholder Proposal Regarding Directors' Climate Change-Related Competencies	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests trained and qualified directors on board committees.
19	Shareholder Proposal Regarding Customers’ Climate Change Transition Plans	Shareholder	Against	For	SHP Environment - Vote For when the proposal requests sustainability or environmental reports.
Murata Manufacturing Co. Ltd.		Meeting Date: 26.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Amendments to Articles	Management	For	For	
3	Elect Norio Nakajima	Management	For	For	
4	Elect Hiroshi Iwatsubo	Management	For	For	
5	Elect Masanori Minamide	Management	For	For	
6	Elect Hiroshi Izumitani	Management	For	For	
7	Elect Takaki Murata	Management	For	For	
8	Elect Yuko Yasuda	Management	For	For	
9	Elect Takashi Nishijima	Management	For	For	
10	Elect Hiroyuki Ina	Management	For	For	
11	Elect Yoshiro Ozawa	Management	For	Against	Board - Vote Against when the chair of the audit committee is not independent.
12	Elect Takatoshi Yamamoto	Management	For	For	
13	Elect Naoko Munakata @ Naoko Doi	Management	For	For	
14	Elect Seiichi Enomoto	Management	For	For	
Nintendo Co. Ltd		Meeting Date: 26.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Shuntaro Furukawa	Management	For	For	
3	Elect Shigeru Miyamoto	Management	For	For	
4	Elect Shinya Takahashi	Management	For	For	
5	Elect Satoru Shibata	Management	For	For	
6	Elect Ko Shiota	Management	For	For	
7	Elect Yusuke Beppu	Management	For	For	
8	Elect Chris Meledandri	Management	For	For	
9	Elect Miyoko Demay	Management	For	For	
10	Elect Takuya Yoshimura	Management	For	Against	Board - Vote Against when the chair of the audit committee is not independent.
11	Elect Katsuhiro Umeyama	Management	For	For	
12	Elect Asa Shinkawa	Management	For	For	
13	Elect Eiko Osawa	Management	For	For	
14	Elect Keiko Akashi	Management	For	For	
15	Non-Audit Committee Directors’ Fees	Management	For	For	

People`s Daily Online Co		Meeting Date: 26.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
2	2023 Annual Accounts Report	Management	For	For	
3	2023 Profit Distribution Plan	Management	For	For	
4	2023 WORK REPORT OF THE BOARD OF DIRECTORS	Management	For	For	
5	2023 Work Report Of The Supervisory Committee	Management	For	For	
6	2023 Remuneration For Directors	Management	For	For	
7	2023 Remuneration For Supervisors	Management	For	For	
8	Reappointment Of Audit Firm	Management	For	For	
9	2024 Estimated Continuing Connected Transactions	Management	For	For	
10	Amendments to Articles	Management	For	For	
11	AMENDMENTS TO THE SYSTEM FOR INDEPENDENT DIRECTORS	Management	For	For	

Salesforce Inc		Meeting Date: 26.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Marc R. Benioff	Management	For	For	
2	Elect Laura Alber	Management	For	For	
3	Elect Craig A. Conway	Management	For	For	
4	Elect Arnold W. Donald	Management	For	For	
5	Elect Parker Harris	Management	For	For	
6	Elect Neelie Kroes	Management	For	For	
7	Elect Sachin Mehra	Management	For	For	
8	Elect G. Mason Morfit	Management	For	For	
9	Elect Oscar Munoz	Management	For	For	
10	Elect John V. Roos	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
11	Elect Robin L. Washington	Management	For	For	
12	Elect Maynard G. Webb, Jr.	Management	For	For	
13	Elect Susan D. Wojcicki	Management	For	For	
14	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	For	For	
15	Amendment to the 2013 Equity Incentive Plan	Management	For	For	
16	Ratification of Auditor	Management	For	For	
17	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria.
18	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
19	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	Against	SHP Remuneration - Vote For when the proposal requests that the company seek shareholder approval prior to entering severance agreements which provide substantial benefits.
20	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.

Sumitomo Mitsui Financial Group Inc		Meeting Date: 26.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Amendments to Articles	Management	For	For	
3	Elect Takeshi Kunibe	Management	For	For	
4	Elect Toru Nakashima	Management	For	For	
5	Elect Teiko Kudo	Management	For	For	
6	Elect Fumihiko Ito	Management	For	For	
7	Elect Toshihiro Isshiki	Management	For	For	
8	Elect Yoshiyuki Gono	Management	For	For	
9	Elect Shozo Yamazaki	Management	For	For	
10	Elect Sonosuke Kadonaga	Management	For	For	
11	Elect Yoshinobu Tsutsui	Management	For	For	
12	Elect Katsuyoshi Shimbo	Management	For	For	
13	Elect Eriko Sakurai	Management	For	For	
14	Elect Charles D. Lake II	Management	For	For	
15	Elect Jenifer S. Rogers	Management	For	For	
16	Shareholder Proposal Regarding Directors' Climate Change-Related Competencies	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests trained and qualified directors on board committees.
17	Shareholder Proposal Regarding Customers' Climate Change Transition Plans	Shareholder	Against	For	SHP Environment - Vote For when the proposal requests sustainability or environmental reports.

Avantest Corporation		Meeting Date: 27.06.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Douglas Lefever	Management	For	For	
2	Elect Koichi Tsukui	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
3	Elect Yoshiaki Yoshida	Management	For	For	
4	Elect Toshimitsu Urabe	Management	For	For	
5	Elect Nicholas E. Benes	Management	For	For	
6	Elect Naoto Nishida	Management	For	For	
7	Elect Sayaka Sumida as Audit Committee Director	Management	For	For	
8	Elect Naoto Nishida as Alternate Audit Committee Director	Management	For	For	
9	Non-Audit Committee Directors' Fees	Management	For	For	
10	Amendment to the Restricted Stock Plan for Internal Non-Audit Committee Directors	Management	For	For	
11	Amendment to the Performance-Linked Equity Compensation Plan for Internal Non-Audit Committee Directors	Management	For	For	
12	Approval of the Restricted Stock Plan for External Non-Audit Committee Directors	Management	For	For	
13	Approval of the Restricted Stock Plan for Audit Committee Directors	Management	For	For	

Sona BLW Precision Forgings Ltd.

Meeting Date: 27.06.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect Vivek Vikram Singh	Management	For	For	
4	Elect Sunjay Kapur	Management	For	For	
5	Approve Payment of Fees to Cost Auditors	Management	For	For	

Zhejiang Expressway Co

Meeting Date: 27.06.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect YUAN Yingjie	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the nomination committee is not sufficiently independent.
2	Elect WU Wei	Management	For	For	
3	Elect LI Wei	Management	For	For	
4	Elect YANG Xudong	Management	For	For	
5	Elect FAN Ye	Management	For	Against	Board - Vote Against when the audit committee is not sufficiently independent. Board - Vote Against when the remuneration committee is not sufficiently independent.
6	Elect HUANG Jianzhang	Management	For	Against	Board - Vote Against when the audit committee is not sufficiently independent. Board - Vote Against when the remuneration committee is not sufficiently independent.
7	Elect PEI Kerwei	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.
8	Elect Rosa LEE Wai Tsang	Management	For	For	
9	Elect YU Mingyuan	Management	For	For	
10	Directors' Fees	Management	For	For	
11	Elect LU Wenwei as Supervisor	Management	For	For	
12	Elect HE Meiyun as Supervisor	Management	For	For	
13	Elect WU Qingwang as Supervisor	Management	For	For	
14	Director and Supervisor Service Contracts	Management	For	For	

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Neither Robeco nor the Funds have been registered with the Comisión para el Mercado Financiero pursuant to Law no. 18.045, the Ley de Mercado de Valores and regulations thereunder. This document does not constitute an offer of or an invitation to subscribe for or purchase shares of the Funds in the Republic of Chile, other than to the specific person who individually requested this information on their own initiative. This may therefore be treated as a "private offering" within the meaning of Article 4 of the Ley de Mercado de Valores (an offer that is not addressed to the public at large or to a certain sector or specific group of the public).

Additional Information for investors with residence or seat in Colombia

This document does not constitute a public offer in the Republic of Colombia. The offer of the fund is addressed to less than one hundred specifically identified investors. The fund may not be promoted or marketed in Colombia or to Colombian residents, unless such promotion and marketing is made in compliance with Decree 2555 of 2010 and other applicable rules and regulations related to the promotion of foreign funds in Colombia. The distribution of this Prospectus and the offering of Shares may be restricted in certain jurisdictions. The information contained in this Prospectus is for general guidance only, and it is the responsibility of any person or persons in possession of this Prospectus and wishing to make application for Shares to inform themselves of, and to observe, all applicable laws and regulations of any relevant jurisdiction. Prospective applicants for Shares should inform themselves of any applicable legal requirements, exchange control regulations and applicable taxes in the countries of their respective citizenship, residence or domicile.

Additional Information for investors with residence or seat in the Dubai International Financial Centre (DIFC), United Arab Emirates

This material is distributed by Robeco Institutional Asset Management B.V. (DIFC Branch) located at Office 209, Level 2, Gate Village Building 7, Dubai International Financial Centre, Dubai, PO Box 482060, UAE. Robeco Institutional Asset Management B.V. (DIFC Branch) is regulated by the Dubai Financial

Services Authority ("DFSA") and only deals with Professional Clients or Market Counterparties and does not deal with Retail Clients as defined by the DFSA.

Additional Information for investors with residence or seat in France

Robeco Institutional Asset Management B.V. is at liberty to provide services in France. Robeco France is a subsidiary of Robeco whose business is based on the promotion and distribution of the group's funds to professional investors in France.

Additional Information for investors with residence or seat in Germany

This information is solely intended for professional investors or eligible counterparties in the meaning of the German Securities Trading Act.

Additional Information for investors with residence or seat in Hong Kong

The contents of this document have not been reviewed by the Securities and Futures Commission ("SFC") in Hong Kong. If there is any doubt about any of the contents of this document, independent professional advice should be obtained. This document has been distributed by Robeco Hong Kong Limited ("Robeco"). Robeco is regulated by the SFC in Hong Kong.

Additional information for investors with residence or seat in Indonesia

The Prospectus does not constitute an offer to sell nor a solicitation to buy securities in Indonesia.

Additional Information for investors with residence or seat in Italy

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Additional information for investors with residence or seat in South Korea

The Management Company is not making any

representation with respect to the eligibility of any recipients of the Prospectus to acquire the Shares therein under the laws of South Korea, including but not limited to the Foreign Exchange Transaction Act and Regulations thereunder. The Shares have not been registered under the Financial Investment Services and Capital Markets Act of Korea, and none of the Shares may be offered, sold or delivered, or offered or sold to any person for re-offering or resale, directly or indirectly, in South Korea or to any resident of South Korea except pursuant to applicable laws and regulations of South Korea.

Additional information for investors with residence or seat in Malaysia

Generally, no offer or sale of the Shares is permitted in Malaysia unless where a Recognition Exemption or the Prospectus Exemption applies: NO ACTION HAS BEEN, OR WILL BE, TAKEN TO COMPLY WITH MALAYSIAN LAWS FOR MAKING AVAILABLE, OFFERING FOR SUBSCRIPTION OR PURCHASE, OR ISSUING ANY INVITATION TO SUBSCRIBE FOR OR PURCHASE OR SALE OF THE SHARES IN MALAYSIA OR TO PERSONS IN MALAYSIA AS THE SHARES ARE NOT INTENDED BY THE ISSUER TO BE MADE AVAILABLE, OR MADE THE SUBJECT OF ANY OFFER OR INVITATION TO SUBSCRIBE OR PURCHASE, IN MALAYSIA. NEITHER THIS DOCUMENT NOR ANY DOCUMENT OR OTHER MATERIAL IN CONNECTION WITH THE SHARES SHOULD BE DISTRIBUTED, CAUSED TO BE DISTRIBUTED OR CIRCULATED IN MALAYSIA. NO PERSON SHOULD MAKE AVAILABLE OR MAKE ANY INVITATION OR OFFER OR INVITATION TO SELL OR PURCHASE THE SHARES IN MALAYSIA UNLESS SUCH PERSON TAKES THE NECESSARY ACTION TO COMPLY WITH MALAYSIAN LAWS.

Additional Information for investors with residence or seat in Mexico

The funds have not been and will not be registered with the National Registry of Securities or maintained by the Mexican National Banking and Securities Commission and, as a result, may not be offered or sold publicly in Mexico. Robeco and any underwriter or purchaser may offer and sell the funds in Mexico on a private placement basis to Institutional and Accredited Investors, pursuant to Article 8 of the Mexican Securities Market Law.

Additional Information for investors with residence or seat in Peru

The Superintendencia del Mercado de Valores (SMV) does not exercise any supervision over this Fund and therefore the management of it. The information the Fund provides to its investors and the other services it provides to them are the sole responsibility of the Administrator. This Prospectus is not for public distribution.

Additional Information for investors with residence or seat in Shanghai

This material is prepared by Robeco Overseas Investment Fund Management (Shanghai) Limited Company ("Robeco Shanghai") and is only provided to the specific objects under the premise of confidentiality. Robeco Shanghai was registered as a private fund manager with the Asset Management Association of China in September 2018. Robeco Shanghai is a wholly

foreign-owned enterprise established in accordance with the PRC laws, which enjoys independent civil rights and civil obligations. The statements of the shareholders or affiliates in the material shall not be deemed to a promise or guarantee of the shareholders or affiliates of Robeco Shanghai, or be deemed to any obligations or liabilities imposed to the shareholders or affiliates of Robeco Shanghai.

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This document has not been registered with the Monetary Authority of Singapore ("MAS"). Accordingly, this document may not be circulated or distributed directly or indirectly to persons in Singapore other than (i) to an institutional investor under Section 304 of the SFA, (ii) to a relevant person pursuant to Section 305(1), or any person pursuant to Section 305(2), and in accordance with the conditions specified in Section 305, of the SFA, or (iii) otherwise pursuant to, and in accordance with the conditions of, any other applicable provision of the SFA. The contents of this document have not been reviewed by the MAS. Any decision to participate in the Fund should be made only after reviewing the sections regarding investment considerations, conflicts of interest, risk factors and the relevant Singapore selling restrictions (as described in the section entitled "Important information for Singapore Investors") contained in the prospectus. Investors should consult their professional adviser if you are in doubt about the stringent restrictions applicable to the use of this document, regulatory status of the Fund, applicable regulatory protection, associated risks and suitability of the Fund to your objectives. Investors should note that only the Sub-Funds listed in the appendix to the section entitled "Important information for Singapore Investors" of the prospectus ("Sub-Funds") are available to Singapore investors. The Sub-Funds are notified as restricted foreign schemes under the Securities and Futures Act, Chapter 289 of Singapore ("SFA") and invoke the exemptions from compliance with prospectus registration requirements pursuant to the exemptions under Section 304 and Section 305 of the SFA. The Sub-Funds are not authorized or recognized by the MAS and shares in the Sub-Funds are not allowed to be offered to the retail public in Singapore. The prospectus of the Fund is not a prospectus as defined in the SFA. Accordingly, statutory liability under the SFA in relation to the content of prospectuses does not apply. The Sub-Funds may only be promoted exclusively to persons who are sufficiently experienced and sophisticated to understand the risks involved in investing in such schemes, and who satisfy certain other criteria provided under Section 304, Section 305 or any other applicable provision of the SFA and the subsidiary legislation enacted thereunder. You should consider carefully whether the investment is suitable for you. Robeco Singapore Private Limited holds a capital markets services license for fund management issued by the MAS and is subject to certain clientele restrictions under such license.

Additional Information for investors with residence or seat in Spain

Robeco Institutional Asset Management B.V.,

Sucursal en España with identification number W0032687F and having its registered office in Madrid at Calle Serrano 47-14º, is registered with the Spanish Commercial Registry in Madrid, in volume 19.957, page 190, section 8, sheet M-351927 and with the National Securities Market Commission (CNMV) in the Official Register of branches of European investment services companies, under number 24. The investment funds or SICAV mentioned in this document are regulated by the corresponding authorities of their country of origin and are registered in the Special Registry of the CNMV of Foreign Collective Investment Institutions marketed in Spain.

Additional Information for investors with residence or seat in South Africa

Robeco Institutional Asset Management B.V. is registered and regulated by the Financial Sector Conduct Authority in South Africa.

Additional Information for investors with residence or seat in Switzerland

The Fund(s) are domiciled in Luxembourg. This document is exclusively distributed in Switzerland to qualified investors as defined in the Swiss Collective Investment Schemes Act (CISA). This material is distributed by Robeco Switzerland Ltd, postal address: Josefstrasse 218, 8005 Zurich. ACOLIN Fund Services AG, postal address: Leutschenbachstrasse 50, 8050 Zürich, acts as the Swiss representative of the Fund(s). UBS Switzerland AG, Bahnhofstrasse 45, 8001 Zurich, postal address: Europastrasse 2, P.O. Box, CH-8152 Opfikon, acts as the Swiss paying agent. The prospectus, the Key Information Documents (PRIIP), the articles of association, the annual and semi-annual reports of the Fund(s), as well as the list of the purchases and sales which the Fund(s) has undertaken during the financial year, may be obtained, on simple request and free of charge, at the office of the Swiss representative ACOLIN Fund Services AG. The prospectuses are also available via the website.

Additional Information relating to Robeco-branded funds / services

Robeco Switzerland Ltd, postal address Josefstrasse 218, 8005 Zurich, Switzerland has a license as asset manager of collective assets from the Swiss Financial Market Supervisory Authority FINMA. The Robeco brand is a registered trademark of Robeco Holding B.V. The brand Robeco is used to market services and products which entail Robeco's expertise on Sustainable Investing (SI). The brand Robeco is not to be considered as a separate legal entity.

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acts as the representative and paying agent in Liechtenstein. The prospectus, the Key Information Documents (PRIIP) the articles of association, the annual and semi-annual reports of the Fund(s) may be obtained from the representative or via the website.

Additional information for investors with residence or seat in Taiwan

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Additional information for investors with residence or seat in Thailand

The Prospectus has not been approved by the Securities and Exchange Commission which takes no responsibility for its contents. No offer to the public to purchase the Shares will be made in Thailand and the Prospectus is intended to be read by the addressee only and must not be passed to, issued to, or shown to the public generally.

Additional Information for investors with residence or seat in the United Arab Emirates

Some Funds referred to in this marketing material have been registered with the UAE Securities and Commodities Authority ("the Authority"). Details of all Registered Funds can be found on the Authority's website. The Authority assumes no liability for the accuracy of the information set out in this material/document, nor for the failure of any persons engaged in the investment Fund in performing their duties and responsibilities.

Additional Information for investors with residence or seat in the United Kingdom

Robeco is deemed authorized and regulated by the Financial Conduct Authority. Details of the Temporary Permissions Regime, which allows EEA-based firms to operate in the UK for a limited period while seeking full authorization, are available on the Financial Conduct Authority's website.

Additional Information for investors with residence or seat in Uruguay

The sale of the Fund qualifies as a private placement pursuant to section 2 of Uruguayan law 18,627. The Fund must not be offered or sold to the public in Uruguay, except under circumstances which do not constitute a public offering or distribution under Uruguayan laws and regulations. The Fund is not and will not be registered with the Financial Services Superintendency of the Central Bank of Uruguay. The Fund corresponds to investment funds that are not investment funds regulated by Uruguayan law 16,774 dated 27 September 1996, as amended.
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