



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	
2	Advisory Vote on Golden Parachutes	Management	For	Against	Remuneration - Vote Against when severance packages include single trigger change of control arrangements.
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
	·		Management	Vote	Rationale
	Proposal text	Proponent	Decision	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			For	
		Management	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.
!! 5	(71)				
wait D	isney Co (The)	Meeting Date	2: 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	
			For	For	
11	Elect Management Nominee Mark G. Parker	Management			
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	Remuneration - Fails the remuneration framework assessment due to
19	Advisory Vote on Executive Compensation	Management	For	Against	the excessive severance payment granted to the former CEO.
20	Amendment to the 2011 Stock Incentive Plan	Management	For	For	CUD Courses and Mark 5
21	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes whic 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

23 S F F F F F F F F F F F F F F F F F F	Proposal text Shareholder Proposal Regarding Report on Compensation and Health Benefit Gaps Related to Gender Dysphoria Care Shareholder Proposal Regarding Charitable Contributions Disclosure Shareholder Proposal Regarding Repeal of Bylaw Amendments Shareholder Advisory Proposal Regarding Board Size and Composition Proposal text	Proponent Shareholder Shareholder Shareholder Shareholder Meeting Date:	Management Decision Against Against Against Against	Vote Decision Against	Rationale SHP - Vote Against when there are concerns that the objective of the
24 5 25 5 26 6 C ABB Ltd. Number F 1 E	Health Benefit Gaps Related to Gender Dysphoria Care Shareholder Proposal Regarding Charitable Contributions Disclosure Shareholder Proposal Regarding Repeal of Bylaw Amendments Shareholder Advisory Proposal Regarding Board Size and Composition	Shareholder Shareholder Shareholder	Against Against	-	
24 E E E E E E E E E E E E E E E E E E E	Shareholder Proposal Regarding Charitable Contributions Disclosure Shareholder Proposal Regarding Repeal of Bylaw Amendments Shareholder Advisory Proposal Regarding Board Size and Composition	Shareholder Shareholder	Against	A	proposal is to hinder the companies' ESG efforts.
ABB Ltd. Number F	Shareholder Advisory Proposal Regarding Board Size and Composition	Shareholder		Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companies' ESG efforts.
ABB Ltd. Number F	Composition		Against	Against	SHP Governance - Vote Against when the changes requested by the proposal are not in shareholders' best interests.
Number F		Meeting Date:		Against	SHP Governance - Vote Against when the changes requested by the proposal are not in shareholders' best interests.
1 E	Proposal text		03.04.2024		Meeting Type: Special
		Proponent	Management Decision	Vote Decision	Rationale
Canadia	Elect Gopika Pant	Management	For	For	
Culluulu	n Imperial Bank Of Commerce	Meeting Date:	03.04.2024		Meeting Type: Annual
Number F	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1 E	Elect Ammar Al-Joundi	Management	For	For	
	Elect Charles J.G. Brindamour	<u>-</u>		For	
2 [Elect Charles J.G. Billidallioui	Management	For	rui	Deard Vate Assignt if the common has insufficient management of
	Elect Nanci E. Caldwell	Management	For	Against	Board - Vote Against if the company has insufficient management of climate-related risks and opportunities.
	Elect Michelle L. Collins	Management	For	For	
	Elect Victor G. Dodig	Management	For	For	
6 E	Elect Kevin J. Kelly	Management	For	For	
7 E	Elect Christine E. Larsen	Management	For	For	
8 E	Elect Mary Lou Maher	Management	For	For	
9 E	Elect William F. Morneau	Management	For	For	
10 E	Elect Mark W. Podlasly	Management	For	For	
11 E	Elect Katharine B. Stevenson	Management	For	For	
	Elect Martine Turcotte	Management	For	For	
	Elect Barry L. Zubrow	Management	For	For	
	Appointment of Auditor	Management	For	For	
				For	
16	Advisory Vote On Executive Compensation Shareholder Proposal Regarding Financing of the Canadian Oil and Gas Sector	Management Shareholder	For Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companiess ESG efforts.
	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
	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 5	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
					Meeting Type: Annual
EDP Ren	novaveis S.A.	Meeting Date:	03.04.2024		
	Proposal text	Meeting Date: Proponent	Management Decision	Vote Decision	Rationale
Number F			Management		Rationale
Number F	Proposal text	Proponent	Management Decision	Decision	Rationale
Number F	Proposal text Accounts and Reports	Proponent Management	Management Decision For	Decision For	Rationale
Number F	Proposal text Accounts and Reports Allocation of Losses Capitalisation of Reserves for Scrip Dividend Management Report; Corporate Governance Report;	Proponent Management Management	Management Decision For For	Decision For For	Rationale
Number F 1	Proposal text Accounts and Reports Allocation of Losses Capitalisation of Reserves for Scrip Dividend Management Report; Corporate Governance Report; Remuneration Report	Proponent Management Management Management Management	Management Decision For For For	Decision For For For For	Rationale
Number F 1	Proposal text Accounts and Reports Allocation of Losses Capitalisation of Reserves for Scrip Dividend Management Report; Corporate Governance Report; Remuneration Report Report on Non Financial Information	Proponent Management Management Management Management Management	Management Decision For For For For For	Decision For For For For	Rationale
Number F 1	Proposal text Accounts and Reports Allocation of Losses Capitalisation of Reserves for Scrip Dividend Management Report; Corporate Governance Report; Remuneration Report Report on Non Financial Information Ratification of Board Acts	Proponent Management Management Management Management Management Management	Management Decision For For For For For For	Pecision For For For For For For	Rationale
Number F 1	Proposal text Accounts and Reports Allocation of Losses Capitalisation of Reserves for Scrip Dividend Management Report; Corporate Governance Report; Remuneration Report Report on Non Financial Information Ratification of Board Acts Appointment of Auditor	Proponent Management Management Management Management Management Management Management Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For For	Rationale
Number F 1	Proposal text Accounts and Reports Allocation of Losses Capitalisation of Reserves for Scrip Dividend Management Report; Corporate Governance Report; Remuneration Report Report on Non Financial Information Ratification of Board Acts Appointment of Auditor Resignation of Director (Vera Pinto Pereira)	Proponent Management Management Management Management Management Management Management Management Management	Management Decision For For For For For For For For For Fo	Pecision For	Rationale
Number F 1	Proposal text Accounts and Reports Allocation of Losses Capitalisation of Reserves for Scrip Dividend Management Report; Corporate Governance Report; Remuneration Report Report on Non Financial Information Ratification of Board Acts Appointment of Auditor Resignation of Director (Vera Pinto Pereira) Resignation of Director (Ana Paula Marques)	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For	Rationale
Number F 1	Proposal text Accounts and Reports Allocation of Losses Capitalisation of Reserves for Scrip Dividend Management Report; Corporate Governance Report; Remuneration Report Report on Non Financial Information Ratification of Board Acts Appointment of Auditor Resignation of Director (Vera Pinto Pereira) Resignation of Director (Ana Paula Marques) Resignation of Director (Acácio Piloto)	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For	Rationale
Number F 1	Proposal text Accounts and Reports Allocation of Losses Capitalisation of Reserves for Scrip Dividend Management Report; Corporate Governance Report; Remuneration Report Report on Non Financial Information Ratification of Board Acts Appointment of Auditor Resignation of Director (Vera Pinto Pereira) Resignation of Director (Ana Paula Marques) Resignation of Director (Acácio Piloto) Board Size	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For F	Rationale
Number F 1	Proposal text Accounts and Reports Allocation of Losses Capitalisation of Reserves for Scrip Dividend Management Report; Corporate Governance Report; Remuneration Report Report on Non Financial Information Ratification of Board Acts Appointment of Auditor Resignation of Director (Vera Pinto Pereira) Resignation of Director (Ana Paula Marques) Resignation of Director (Acácio Piloto) Board Size Elect Miguel Stilwell de Andrade	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For F	Rationale
Number F 1	Proposal text Accounts and Reports Allocation of Losses Capitalisation of Reserves for Scrip Dividend Management Report; Corporate Governance Report; Remuneration Report Report on Non Financial Information Ratification of Board Acts Appointment of Auditor Resignation of Director (Vera Pinto Pereira) Resignation of Director (Ana Paula Marques) Resignation of Director (Acácio Piloto) Board Size Elect Miguel Stilwell de Andrade Elect Rui Manuel Rodrigues Lopes Teixeira	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For F	Rationale
Number F 1	Proposal text Accounts and Reports Allocation of Losses Capitalisation of Reserves for Scrip Dividend Management Report; Corporate Governance Report; Remuneration Report Report on Non Financial Information Ratification of Board Acts Appointment of Auditor Resignation of Director (Vera Pinto Pereira) Resignation of Director (Ana Paula Marques) Resignation of Director (Acácio Piloto) Board Size Elect Miguel Stilwell de Andrade Elect Rui Manuel Rodrigues Lopes Teixeira Elect Manuel Menéndez Menéndez	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For F	Rationale
Number F 1	Proposal text Accounts and Reports Allocation of Losses Capitalisation of Reserves for Scrip Dividend Management Report; Corporate Governance Report; Remuneration Report Report on Non Financial Information Ratification of Board Acts Appointment of Auditor Resignation of Director (Vera Pinto Pereira) Resignation of Director (Ana Paula Marques) Resignation of Director (Acácio Piloto) Board Size Elect Miguel Stilwell de Andrade Elect Rui Manuel Rodrigues Lopes Teixeira	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For F	Rationale
Number F 1	Proposal text Accounts and Reports Allocation of Losses Capitalisation of Reserves for Scrip Dividend Management Report; Corporate Governance Report; Remuneration Report Report on Non Financial Information Ratification of Board Acts Appointment of Auditor Resignation of Director (Vera Pinto Pereira) Resignation of Director (Ana Paula Marques) Resignation of Director (Acácio Piloto) Board Size Elect Miguel Stilwell de Andrade Elect Rui Manuel Rodrigues Lopes Teixeira Elect Manuel Menéndez Menéndez	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For F	Rationale
Number F 1	Proposal text Accounts and Reports Allocation of Losses Capitalisation of Reserves for Scrip Dividend Management Report; Corporate Governance Report; Remuneration Report Report on Non Financial Information Ratification of Board Acts Appointment of Auditor Resignation of Director (Vera Pinto Pereira) Resignation of Director (Ana Paula Marques) Resignation of Director (Acácio Piloto) Board Size Elect Miguel Stilwell de Andrade Elect Rui Manuel Rodrigues Lopes Teixeira Elect Manuel Menéndez Menéndez Elect António Sarmento Gomes Mota	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For F	Rationale
Number F 1	Proposal text Accounts and Reports Allocation of Losses Capitalisation of Reserves for Scrip Dividend Management Report; Corporate Governance Report; Remuneration Report Report on Non Financial Information Ratification of Board Acts Appointment of Auditor Resignation of Director (Vera Pinto Pereira) Resignation of Director (Ana Paula Marques) Resignation of Director (Acácio Piloto) Board Size Elect Miguel Stilwell de Andrade Elect Rui Manuel Rodrigues Lopes Teixeira Elect Manuel Menéndez Menéndez Elect António Sarmento Gomes Mota Elect Rosa María García García	Proponent Management	Management Decision For For For For For For For F	Pecision For For For For For For For F	Rationale
Number F 1	Proposal text Accounts and Reports Allocation of Losses Capitalisation of Reserves for Scrip Dividend Management Report; Corporate Governance Report; Remuneration Report Report on Non Financial Information Ratification of Board Acts Appointment of Auditor Resignation of Director (Vera Pinto Pereira) Resignation of Director (Ana Paula Marques) Resignation of Director (Acácio Piloto) Board Size Elect Miguel Stilwell de Andrade Elect Rui Manuel Rodrigues Lopes Teixeira Elect Manuel Menéndez Menéndez Elect António Sarmento Gomes Mota Elect Rosa María García García Elect José Manuel Félix Morgado	Proponent Management	Management Decision For For For For For For For F	Pecision For For For For For For For F	Rationale
Number F 1	Proposal text Accounts and Reports Allocation of Losses Capitalisation of Reserves for Scrip Dividend Management Report; Corporate Governance Report; Remuneration Report Report on Non Financial Information Ratification of Board Acts Appointment of Auditor Resignation of Director (Vera Pinto Pereira) Resignation of Director (Ana Paula Marques) Resignation of Director (Acácio Piloto) Board Size Elect Miguel Stilwell de Andrade Elect Rui Manuel Rodrigues Lopes Teixeira Elect Manuel Menéndez Menéndez Elect António Sarmento Gomes Mota Elect Rosa María García García Elect José Manuel Félix Morgado Elect Allan J Katz	Proponent Management	Management Decision For For For For For For For F	Pecision For For For For For For For F	Rationale
Number F 1	Proposal text Accounts and Reports Allocation of Losses Capitalisation of Reserves for Scrip Dividend Management Report; Corporate Governance Report; Remuneration Report Report on Non Financial Information Ratification of Board Acts Appointment of Auditor Resignation of Director (Vera Pinto Pereira) Resignation of Director (Ana Paula Marques) Resignation of Director (Acácio Piloto) Board Size Elect Miguel Stilwell de Andrade Elect Rui Manuel Rodrigues Lopes Teixeira Elect Manuel Menéndez Menéndez Elect António Sarmento Gomes Mota Elect Rosa María García García Elect José Manuel Félix Morgado Elect Allan J Katz Elect Cynthia Kay McCall	Proponent Management	Management Decision For For For For For For For F	Pecision For For For For For For For F	Rationale

Scentre	e 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	
2	Re-elect Guy Russo	Management	For	For	
3	Re-elect Margie Seale	Management	For	For	
4	Remuneration Report	Management	For	Against	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP.
5	Equity Grant (MD/CEO Elliott Rusanow)	Management	For	For	
6	Amendments to Company Constitution	Management	For	For	
7	Amendments to Trust Constitution (Trust 1)	Management	For	For	
8	Amendments to Trust Constitution (Trust 2)	Management	For	For	
9	Amendments to Trust Constitution (Trust 3)	Management	For	For	
IIPM-K	ymmene Oyj	Meeting Date	. 03 04 2024		Meeting Type: Annual
	•	<u>-</u>	Management	Vote	
	Proposal text	Proponent	Decision	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	
		<u>=</u>	For		
12	Authority to Repurchase Shares	Management		For	
13	Charitable Donations	Management	For	For	
Bank o	f 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	Serves on too many boards
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 companiess 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
20	Shareholder Froposar Regarding Fay Ratio Disclosure	Shareholder	Agamst	101	are material for their business
Fifth Th	nird 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	
	Elect Katherine B. Blackburn	Management	For	For	
4		Management	For	For	
5	Flect Emerson I. Brumback	· · · · · · · · · · · · · · · · · · ·	101	101	
5	Elect Emerson L. Brumback Elect Linda W. Clement-Holmes		For	For	
5	Elect Linda W. Clement-Holmes	Management	For	For	
5			For For	For For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
9	Elect Mitchell S. Feiger	Management	For	For	
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	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices
14	Float Kathlaan A. Dawara	Managament	Ган	- Fax	unacceptable compensation practices
14	Elect Kathleen A. Rogers	Management	For	For	
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	Remuneration - Vote Against when the compensation committee exercises its discretion to lower performance goals or increase awards
19	Approval of the 2024 Incentive Compensation Plan	Management	For	For	
20	Approval of the 2024 Employee Stock Purchase Plan	Management	For	For	
IQVIA I	Holdings Inc	Meeting Date:	15.04.2024		Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Ari Bousbib	Management	For	For	
2	Elect Carol J. Burt	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 Colleen A. Goggins	Management	For	For	
4	Elect John M. Leonard	Management	For	For	
5	Elect Todd B. Sisitsky	Management	For	For	
6	Elect Sheila A. Stamps	Management	For	For	
7	Advisory Vote on Executive Compensation	Management	For	Against	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.
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	
мвт	Bank Corp	Meeting Date:	15.04.2024		Meeting Type: Annual
	Bank Corp Proposal text	Meeting Date:	15.04.2024 Management Decision	Vote Decision	Meeting Type: Annual Rationale
			Management		Rationale
Number	Proposal text	Proponent	Management Decision	Decision	
Number 1	Proposal text Elect John P. Barnes	Proponent Management	Management Decision For	Decision For	Rationale 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
Number 1	Proposal text Elect John P. Barnes Elect Robert T. Brady	Proponent Management Management	Management Decision For	Decision For Against	Rationale 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
Number 1 2 3 4	Proposal text Elect John P. Barnes Elect Robert T. Brady Elect Carlton J. Charles Elect Jane P. Chwick	Proponent Management Management Management Management	Management Decision For For	Decision For Against For	Rationale 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
Number 1 2 3 4 5 5	Proposal text Elect John P. Barnes Elect Robert T. Brady Elect Carlton J. Charles Elect Jane P. Chwick Elect William F. Cruger, Jr.	Proponent Management Management Management Management Management	Management Decision For For For For For	Decision For Against For For For	Rationale 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
Number 1 2 3 4	Proposal text Elect John P. Barnes Elect Robert T. Brady Elect Carlton J. Charles Elect Jane P. Chwick	Proponent Management Management Management Management	Management Decision For For For	Decision For Against For For	Rationale 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. Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently
Number 1 2 3 4 5 6 7	Proposal text Elect John P. Barnes Elect Robert T. Brady Elect Carlton J. Charles Elect Jane P. Chwick Elect William F. Cruger, Jr. Elect T. Jefferson Cunningham, III Elect Gary N. Geisel	Proponent Management Management Management Management Management Management Management	Management Decision For For For For For For For F	Pecision For Against For For For For Against	Rationale 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. Board - Vote Against when the board repeatedly shows unwillingness to
Number 1 2 3 4 5 6 7 8	Proposal text Elect John P. Barnes Elect Robert T. Brady Elect Carlton J. Charles Elect Jane P. Chwick Elect William F. Cruger, Jr. Elect T. Jefferson Cunningham, III Elect Gary N. Geisel Elect Leslie V. Godridge	Proponent Management Management Management Management Management Management Management Management	Management Decision For For For For For For For F	Pecision For Against For For For Against For For For For	Rationale 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. Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently
Number 1 2 3 4 5 6 7 8 9	Proposal text Elect John P. Barnes Elect Robert T. Brady Elect Carlton J. Charles Elect Jane P. Chwick Elect William F. Cruger, Jr. Elect T. Jefferson Cunningham, III Elect Gary N. Geisel Elect Leslie V. Godridge Elect René F. Jones	Proponent Management Management Management Management Management Management Management Management Management	Management Decision For For For For For For For F	Pecision For Against For For For Against For For For Against	Rationale 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. Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently
Number 1 2 3 4 5 6 7 8 9 10	Proposal text Elect John P. Barnes Elect Robert T. Brady Elect Carlton J. Charles Elect Jane P. Chwick Elect William F. Cruger, Jr. Elect T. Jefferson Cunningham, III Elect Gary N. Geisel Elect Leslie V. Godridge Elect René F. Jones Elect Richard H. Ledgett, Jr.	Proponent Management	Management Decision For For For For For For For F	Pecision For Against For For For Against For For For For For	Rationale 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. Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently
Number 1 2 3 4 5 6 7 8 9	Proposal text Elect John P. Barnes Elect Robert T. Brady Elect Carlton J. Charles Elect Jane P. Chwick Elect William F. Cruger, Jr. Elect T. Jefferson Cunningham, III Elect Gary N. Geisel Elect Leslie V. Godridge Elect René F. Jones	Proponent Management Management Management Management Management Management Management Management Management	Management Decision For For For For For For For F	Pecision For Against For For For Against For For For Against	Rationale 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. Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently
Number 1 2 3 4 5 6 7 8 9 10	Proposal text Elect John P. Barnes Elect Robert T. Brady Elect Carlton J. Charles Elect Jane P. Chwick Elect William F. Cruger, Jr. Elect T. Jefferson Cunningham, III Elect Gary N. Geisel Elect Leslie V. Godridge Elect René F. Jones Elect Richard H. Ledgett, Jr.	Proponent Management	Management Decision For For For For For For For F	Pecision For Against For For For Against For For For For For	Rationale 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. Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently
Number 1 2 3 4 5 6 7 8 9 10 11	Proposal text Elect John P. Barnes Elect Robert T. Brady Elect Carlton J. Charles Elect Jane P. Chwick Elect William F. Cruger, Jr. Elect T. Jefferson Cunningham, III Elect Gary N. Geisel Elect Leslie V. Godridge Elect René F. Jones Elect Richard H. Ledgett, Jr. Elect Melinda R. Rich	Proponent Management	Management Decision For For For For For For For F	Pecision For Against For For For Against For For For For For For For	Rationale 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. Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently
Number 1 2 3 4 5 6 7 8 9 10 11 12	Proposal text Elect John P. Barnes Elect Robert T. Brady Elect Carlton J. Charles Elect Jane P. Chwick Elect William F. Cruger, Jr. Elect T. Jefferson Cunningham, III Elect Gary N. Geisel Elect Leslie V. Godridge Elect René F. Jones Elect Richard H. Ledgett, Jr. Elect Melinda R. Rich Elect Robert E. Sadler, Jr.	Proponent Management	Management Decision For For For For For For For F	Pecision For Against For For For Against For For For For For For For Fo	Rationale 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. Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14	Proposal text Elect John P. Barnes Elect Robert T. Brady Elect Carlton J. Charles Elect Jane P. Chwick Elect William F. Cruger, Jr. Elect T. Jefferson Cunningham, III Elect Gary N. Geisel Elect Leslie V. Godridge Elect René F. Jones Elect Richard H. Ledgett, Jr. Elect Melinda R. Rich Elect Robert E. Sadler, Jr. Elect Denis J. Salamone	Proponent Management	Management Decision For For For For For For For F	Pecision For Against For For For Against For For For For For For For Fo	Rationale 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. Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15	Proposal text Elect John P. Barnes Elect Robert T. Brady Elect Carlton J. Charles Elect Jane P. Chwick Elect William F. Cruger, Jr. Elect T. Jefferson Cunningham, III Elect Gary N. Geisel Elect Leslie V. Godridge Elect René F. Jones Elect Richard H. Ledgett, Jr. Elect Melinda R. Rich Elect Robert E. Sadler, Jr. Elect Denis J. Salamone Elect Rudina Seseri Elect Kirk W. Walters	Proponent Management	Management Decision For For For For For For For F	Pecision For Against For For For Against For For For For For For For Fo	Rationale 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. Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14	Proposal text Elect John P. Barnes Elect Robert T. Brady Elect Carlton J. Charles Elect Jane P. Chwick Elect William F. Cruger, Jr. Elect T. Jefferson Cunningham, III Elect Gary N. Geisel Elect Leslie V. Godridge Elect René F. Jones Elect Richard H. Ledgett, Jr. Elect Melinda R. Rich Elect Robert E. Sadler, Jr. Elect Denis J. Salamone Elect Rudina Seseri	Proponent Management	Management Decision For For For For For For For F	Pecision For Against For For For Against For For For For For For For Fo	Rationale 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. Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices. Remuneration - Fails the remuneration framework assessment on Critical Factor; Remuneration - Vote Against when there are concerns
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	Proposal text Elect John P. Barnes Elect Robert T. Brady Elect Carlton J. Charles Elect Jane P. Chwick Elect William F. Cruger, Jr. Elect T. Jefferson Cunningham, III Elect Gary N. Geisel Elect Leslie V. Godridge Elect René F. Jones Elect Richard H. Ledgett, Jr. Elect Melinda R. Rich Elect Robert E. Sadler, Jr. Elect Denis J. Salamone Elect Rudina Seseri Elect Kirk W. Walters Elect Herbert L. Washington	Proponent Management	Management Decision For For For For For For For F	Decision For Against For For For Against For For For For For For For Fo	Rationale 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. Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices. Remuneration - Fails the remuneration framework assessment on
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	Proposal text Elect John P. Barnes Elect Robert T. Brady Elect Carlton J. Charles Elect Jane P. Chwick Elect William F. Cruger, Jr. Elect T. Jefferson Cunningham, III Elect Gary N. Geisel Elect Leslie V. Godridge Elect René F. Jones Elect Richard H. Ledgett, Jr. Elect Melinda R. Rich Elect Robert E. Sadler, Jr. Elect Robert E. Sadler, Jr. Elect Lethia Seseri Elect Kirk W. Walters Elect Herbert L. Washington Advisory Vote on Executive Compensation	Proponent Management	Management Decision For For For For For For For F	Decision For Against For For For Against For For For For For For For Fo	Rationale 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. Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices. Remuneration - Fails the remuneration framework assessment on Critical Factor; Remuneration - Vote Against when there are concerns
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 Moody	Proposal text Elect John P. Barnes Elect Robert T. Brady Elect Carlton J. Charles Elect Jane P. Chwick Elect William F. Cruger, Jr. Elect T. Jefferson Cunningham, III Elect Gary N. Geisel Elect Leslie V. Godridge Elect René F. Jones Elect Richard H. Ledgett, Jr. Elect Melinda R. Rich Elect Robert E. Sadler, Jr. Elect Denis J. Salamone Elect Rudina Seseri Elect Kirk W. Walters Elect Herbert L. Washington Advisory Vote on Executive Compensation Ratification of Auditor	Proponent Management	Management Decision For For For For For For For F	Decision For Against For For For Against For For For For For For For Fo	Rationale 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. Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices. 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.
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 Moody Number	Proposal text Elect John P. Barnes Elect Robert T. Brady Elect Carlton J. Charles Elect Jane P. Chwick Elect William F. Cruger, Jr. Elect T. Jefferson Cunningham, III Elect Gary N. Geisel Elect Leslie V. Godridge Elect René F. Jones Elect Richard H. Ledgett, Jr. Elect Melinda R. Rich Elect Robert E. Sadler, Jr. Elect Denis J. Salamone Elect Rudina Seseri Elect Kirk W. Walters Elect Herbert L. Washington Advisory Vote on Executive Compensation Ratification of Auditor T'S Corp. Proposal text	Proponent Management	Management Decision For For For For For For For F	Decision For Against For For For Against For For For For For For For Fo	Rationale 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. Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices. 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. Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 Moody Number 1	Proposal text Elect John P. Barnes Elect Robert T. Brady Elect Carlton J. Charles Elect Jane P. Chwick Elect William F. Cruger, Jr. Elect T. Jefferson Cunningham, III Elect Gary N. Geisel Elect Leslie V. Godridge Elect René F. Jones Elect Richard H. Ledgett, Jr. Elect Melinda R. Rich Elect Robert E. Sadler, Jr. Elect Denis J. Salamone Elect Rudina Seseri Elect Rirk W. Walters Elect Herbert L. Washington Advisory Vote on Executive Compensation Ratification of Auditor T'S COrp. Proposal text Elect Jorge A. Bermudez	Proponent Management	Management Decision For For For For For For For F	Decision For Against For For For For For For For For For Fo	Rationale 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. Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices. 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. Meeting Type: Annual
Number 1 2 3 4 5 6 6 7 8 9 10 11 12 13 14 15 16 17 18 Moody Number 1 2	Proposal text Elect John P. Barnes Elect Robert T. Brady Elect Carlton J. Charles Elect Jane P. Chwick Elect William F. Cruger, Jr. Elect T. Jefferson Cunningham, III Elect Gary N. Geisel Elect Leslie V. Godridge Elect René F. Jones Elect Richard H. Ledgett, Jr. Elect Melinda R. Rich Elect Robert E. Sadler, Jr. Elect Denis J. Salamone Elect Rudina Seseri Elect Kirk W. Walters Elect Herbert L. Washington Advisory Vote on Executive Compensation Ratification of Auditor T'S COrp. Proposal text Elect Jorge A. Bermudez Elect Thérèse Esperdy	Proponent Management	Management Decision For For For For For For For F	Decision For Against For For For Against For For For For For For For Fo	Rationale 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. Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices. 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. Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 Moody Number 1	Proposal text Elect John P. Barnes Elect Robert T. Brady Elect Carlton J. Charles Elect Jane P. Chwick Elect William F. Cruger, Jr. Elect T. Jefferson Cunningham, III Elect Gary N. Geisel Elect René F. Jones Elect Richard H. Ledgett, Jr. Elect Melinda R. Rich Elect Robert E. Sadler, Jr. Elect Denis J. Salamone Elect Rudina Seseri Elect Kirk W. Walters Elect Herbert L. Washington Advisory Vote on Executive Compensation Ratification of Auditor T'S Corp. Proposal text Elect Jorge A. Bermudez Elect Thérèse Esperdy Elect Robert Fauber	Proponent Management Management	Management Decision For For For For For For For F	Decision For Against For For For For For For For For For Fo	Rationale 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. Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices. 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. Meeting Type: Annual
Number 1 2 3 4 5 6 6 7 8 9 10 11 12 13 14 15 16 17 18 Moody Number 1 2	Proposal text Elect John P. Barnes Elect Robert T. Brady Elect Carlton J. Charles Elect Jane P. Chwick Elect William F. Cruger, Jr. Elect T. Jefferson Cunningham, III Elect Gary N. Geisel Elect Leslie V. Godridge Elect René F. Jones Elect Richard H. Ledgett, Jr. Elect Melinda R. Rich Elect Robert E. Sadler, Jr. Elect Denis J. Salamone Elect Rudina Seseri Elect Kirk W. Walters Elect Herbert L. Washington Advisory Vote on Executive Compensation Ratification of Auditor T'S COrp. Proposal text Elect Jorge A. Bermudez Elect Thérèse Esperdy	Proponent Management	Management Decision For For For For For For For F	Decision For Against For For For Against For For For For For For For Fo	Rationale 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. Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices. 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. Meeting Type: Annual

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	
	Advisory Vote on Executive Compensation	Management	For	For	
	Adoption of Right to Call a Special Meeting	Management	For	Abstain	A 15% threshold for calling a special meeting is appropriate
					SHP Governance - Vote For when the proposal requests changes which
14	Shareholder Proposal Regarding Right to Call Special Meetings	Shareholder	Against	For	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	
	Elect Melanie Boulden	Management	For	For	
	Elect Frank A. Calderoni	Management	For	For	
	Elect Laura B. Desmond	Management	For	For	
	Elect Shantanu Narayen	Management	For	For	
	Elect Spencer Neumann	Management			
	Elect Kathleen Oberg	Management	For For	For For	
	Elect Dheeraj Pandey	Management	For	For _	
	Elect David A. Ricks	Management	For	For	
	Elect Daniel Rosensweig	Management	For	For	
	Amendment to the 2019 Equity Incentive Plan	Management	For	For	
14	Ratification of Auditor	Management	For	For	
	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 Charabalder Proposal Regarding Report on Ultima Proposal for form	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		Meeting Date	. 16 04 2024		
	λ ς Λ				Meeting Type: Miy
			Management	Vote	Meeting Type: Mix
Number	Proposal text	Proponent	Management Decision	Decision	Meeting Type: Mix Rationale
Number 1	Proposal text Accounts and Reports; Non Tax-Deductible Expenses	Proponent Management	Management Decision For	Decision For	- ''
Number 1 2	Proposal text Accounts and Reports; Non Tax-Deductible Expenses Consolidated Accounts and Reports	Proponent Management Management	Management Decision For For	Decision For For	
Number 1 2 3	Proposal text Accounts and Reports; Non Tax-Deductible Expenses Consolidated Accounts and Reports Allocation of Dividends	Proponent Management Management Management	Management Decision For For	Decision For For For	- ''
Number 1 2 3	Proposal text Accounts and Reports; Non Tax-Deductible Expenses Consolidated Accounts and Reports Allocation of Dividends Scrip Dividend	Proponent Management Management Management Management	Management Decision For For For	Decision For For For For	- ''
Number 1 2 3 4 5	Proposal text Accounts and Reports; Non Tax-Deductible Expenses Consolidated Accounts and Reports Allocation of Dividends Scrip Dividend Special Auditors Report on Regulated Agreements	Proponent Management Management Management Management Management Management	Management Decision For For For For	Decision For For For For For	- ''
Number 1 2 3 4 5	Proposal text Accounts and Reports; Non Tax-Deductible Expenses Consolidated Accounts and Reports Allocation of Dividends Scrip Dividend Special Auditors Report on Regulated Agreements 2023 Remuneration Report	Proponent Management Management Management Management Management Management Management	Management Decision For For For For For	Decision For For For For For For	- ''
Number 1 2 3 4 5 6	Proposal text Accounts and Reports; Non Tax-Deductible Expenses Consolidated Accounts and Reports Allocation of Dividends Scrip Dividend Special Auditors Report on Regulated Agreements 2023 Remuneration Report 2023 Remuneration of Jean-Luc Biamonti, Chair	Proponent Management Management Management Management Management Management Management Management	Management Decision For For For For For For For For For Fo	Poecision For For For For For For For F	- ''
Number 1 2 3 4 5 6 7	Proposal text Accounts and Reports; Non Tax-Deductible Expenses Consolidated Accounts and Reports Allocation of Dividends Scrip Dividend Special Auditors Report on Regulated Agreements 2023 Remuneration Report 2023 Remuneration of Jean-Luc Biamonti, Chair 2023 Remuneration of Christophe Kullmann, CEO	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For F	- ''
Number 1 2 3 4 5 6 7 8	Proposal text Accounts and Reports; Non Tax-Deductible Expenses Consolidated Accounts and Reports Allocation of Dividends Scrip Dividend Special Auditors Report on Regulated Agreements 2023 Remuneration Report 2023 Remuneration of Jean-Luc Biamonti, Chair 2023 Remuneration of Christophe Kullmann, CEO 2023 Remuneration of Olivier Estève, Deputy CEO	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For F	- ''
Number 1 2 3 4 5 6 7 8	Proposal text Accounts and Reports; Non Tax-Deductible Expenses Consolidated Accounts and Reports Allocation of Dividends Scrip Dividend Special Auditors Report on Regulated Agreements 2023 Remuneration Report 2023 Remuneration of Jean-Luc Biamonti, Chair 2023 Remuneration of Christophe Kullmann, CEO	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For F	- ''
Number 1 2 3 4 5 6 7 8 9 10	Proposal text Accounts and Reports; Non Tax-Deductible Expenses Consolidated Accounts and Reports Allocation of Dividends Scrip Dividend Special Auditors Report on Regulated Agreements 2023 Remuneration Report 2023 Remuneration of Jean-Luc Biamonti, Chair 2023 Remuneration of Christophe Kullmann, CEO 2023 Remuneration of Olivier Estève, Deputy CEO 2024 Remuneration Policy (Chair) 2024 Remuneration Policy (CEO)	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For F	- ''
Number 1 2 3 4 5 6 7 8 9 10	Proposal text Accounts and Reports; Non Tax-Deductible Expenses Consolidated Accounts and Reports Allocation of Dividends Scrip Dividend Special Auditors Report on Regulated Agreements 2023 Remuneration Report 2023 Remuneration of Jean-Luc Biamonti, Chair 2023 Remuneration of Christophe Kullmann, CEO 2023 Remuneration of Olivier Estève, Deputy CEO 2024 Remuneration Policy (Chair)	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For F	- ''
Number 1 2 3 4 5 6 7 8 9 10 11	Proposal text Accounts and Reports; Non Tax-Deductible Expenses Consolidated Accounts and Reports Allocation of Dividends Scrip Dividend Special Auditors Report on Regulated Agreements 2023 Remuneration Report 2023 Remuneration of Jean-Luc Biamonti, Chair 2023 Remuneration of Christophe Kullmann, CEO 2023 Remuneration of Olivier Estève, Deputy CEO 2024 Remuneration Policy (Chair) 2024 Remuneration Policy (CEO)	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	- ''
Number 1 2 3 4 5 6 7 8 9 10 11 12	Proposal text Accounts and Reports; Non Tax-Deductible Expenses Consolidated Accounts and Reports Allocation of Dividends Scrip Dividend Special Auditors Report on Regulated Agreements 2023 Remuneration Report 2023 Remuneration of Jean-Luc Biamonti, Chair 2023 Remuneration of Christophe Kullmann, CEO 2023 Remuneration of Olivier Estève, Deputy CEO 2024 Remuneration Policy (Chair) 2024 Remuneration Policy (CEO) 2024 Remuneration Policy (Deputy CEO)	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For F	- ''
Number 1 2 3 4 5 6 7 8 9 10 11 12 13	Proposal text Accounts and Reports; Non Tax-Deductible Expenses Consolidated Accounts and Reports Allocation of Dividends Scrip Dividend Special Auditors Report on Regulated Agreements 2023 Remuneration Report 2023 Remuneration of Jean-Luc Biamonti, Chair 2023 Remuneration of Christophe Kullmann, CEO 2023 Remuneration of Olivier Estève, Deputy CEO 2024 Remuneration Policy (Chair) 2024 Remuneration Policy (CEO) 2024 Remuneration Policy (Deputy CEO) 2024 Remuneration Policy (Board of Directors)	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For For For Fo	- ''
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15	Proposal text Accounts and Reports; Non Tax-Deductible Expenses Consolidated Accounts and Reports Allocation of Dividends Scrip Dividend Special Auditors Report on Regulated Agreements 2023 Remuneration Report 2023 Remuneration of Jean-Luc Biamonti, Chair 2023 Remuneration of Christophe Kullmann, CEO 2023 Remuneration of Olivier Estève, Deputy CEO 2024 Remuneration Policy (Chair) 2024 Remuneration Policy (CEO) 2024 Remuneration Policy (Deputy CEO) 2024 Remuneration Policy (Board of Directors) Elect Christophe Kullmann	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For For For Fo	- ''
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	Proposal text Accounts and Reports; Non Tax-Deductible Expenses Consolidated Accounts and Reports Allocation of Dividends Scrip Dividend Special Auditors Report on Regulated Agreements 2023 Remuneration Report 2023 Remuneration of Jean-Luc Biamonti, Chair 2023 Remuneration of Christophe Kullmann, CEO 2023 Remuneration of Olivier Estève, Deputy CEO 2024 Remuneration Policy (Chair) 2024 Remuneration Policy (CEO) 2024 Remuneration Policy (Deputy CEO) 2024 Remuneration Policy (Board of Directors) Elect Christophe Kullmann Elect Catherine Soubie	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For For For Fo	- ''
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	Proposal text Accounts and Reports; Non Tax-Deductible Expenses Consolidated Accounts and Reports Allocation of Dividends Scrip Dividend Special Auditors Report on Regulated Agreements 2023 Remuneration Report 2023 Remuneration of Jean-Luc Biamonti, Chair 2023 Remuneration of Christophe Kullmann, CEO 2023 Remuneration of Olivier Estève, Deputy CEO 2024 Remuneration Policy (Chair) 2024 Remuneration Policy (CEO) 2024 Remuneration Policy (Deputy CEO) 2024 Remuneration Policy (Board of Directors) Elect Christophe Kullmann Elect Catherine Soubie Elect Patricia Savin	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For For For Fo	
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	Proposal text Accounts and Reports; Non Tax-Deductible Expenses Consolidated Accounts and Reports Allocation of Dividends Scrip Dividend Special Auditors Report on Regulated Agreements 2023 Remuneration Report 2023 Remuneration of Jean-Luc Biamonti, Chair 2023 Remuneration of Christophe Kullmann, CEO 2024 Remuneration of Olivier Estève, Deputy CEO 2024 Remuneration Policy (Chair) 2024 Remuneration Policy (CEO) 2024 Remuneration Policy (Deputy CEO) 2024 Remuneration Policy (Board of Directors) Elect Christophe Kullmann Elect Catherine Soubie Elect Patricia Savin Appointment of Auditor (KPMG) Appointment of Auditor for Sustainability Reporting (Ernst &	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For For For Fo	

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 $\ensuremath{\mathbf{w}}/$ 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	
Huntin	gton 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		For	For	
		Management			
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 17	Elect Gary Torgow Advisory Vote on Executive Compensation	Management Management	For	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	exercises its discretion to lower performance goals of increase awards
19	Approval of the 2024 Long-Term Incentive Plan	Management	For	For	
Imeik 1	Fechnology Development Co Ltd	Meeting Date:	16.04.2024		Meeting Type: Annual
	Proposal text	Proponent	Management	Vote	Rationale
1	2023 Work Report for Directors	Management	Decision For	Decision For	Rationale
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	
	2023 Accounts and Reports	Management			
	2022 Profit Distribution Plan	Managamant			
	2023 Profit Distribution Plan	Management	For	For	
6	2024 Directors' Fees	Management	For For	For For	
6 7	2024 Directors' Fees 2024 Supervisory Fees Use the Company's Idle Capital Invest in Wealth Management	Management Management	For For	For For	
6 7 8	2024 Directors' Fees 2024 Supervisory Fees Use the Company's Idle Capital Invest in Wealth Management Products Amendments to Articles and Handle the Registration of	Management Management Management	For For For	For For For	
5 6 7 8 9	2024 Directors' Fees 2024 Supervisory Fees Use the Company's Idle Capital Invest in Wealth Management Products	Management Management	For For	For For	
6 7 8 9	2024 Directors' Fees 2024 Supervisory Fees Use the Company's Idle Capital Invest in Wealth Management Products Amendments to Articles and Handle the Registration of Industrial and Commercial Changes	Management Management Management Management	For For For	For For For For	
6 7 8 9 10	2024 Directors' Fees 2024 Supervisory Fees Use the Company's Idle Capital Invest in Wealth Management Products Amendments to Articles and Handle the Registration of Industrial and Commercial Changes Amendments to Work System for Independent Directors	Management Management Management Management Management	For For For	For For For For For	
6 7 8 9 10 11	2024 Directors' Fees 2024 Supervisory Fees Use the Company's Idle Capital Invest in Wealth Management Products Amendments to Articles and Handle the Registration of Industrial and Commercial Changes Amendments to Work System for Independent Directors Amendments to Management System for Raised Funds	Management Management Management Management Management Management Management	For For For For For For For For	For For For For For	Meeting Type: Annual
6 7 8 9 10 11 12 Konink	2024 Directors' Fees 2024 Supervisory Fees Use the Company's Idle Capital Invest in Wealth Management Products Amendments to Articles and Handle the Registration of Industrial and Commercial Changes Amendments to Work System for Independent Directors Amendments to Management System for Raised Funds Re-appointed Dahua CPA as the Company's Auditor for 2024	Management Management Management Management Management Management Management Management	For For For For For For Anagement	For For For For For Vote	Meeting Type: Annual Rationale
6 7 8 9 10 11 12 Konink Number	2024 Directors' Fees 2024 Supervisory Fees Use the Company's Idle Capital Invest in Wealth Management Products Amendments to Articles and Handle the Registration of Industrial and Commercial Changes Amendments to Work System for Independent Directors Amendments to Management System for Raised Funds Re-appointed Dahua CPA as the Company's Auditor for 2024	Management Management Management Management Management Management Management Management Mrobeting Date: Proponent	For For For For For For Anagement Decision	For For For For Vote Decision	
6 7 8 9 10 11 12 Konink Number	2024 Directors' Fees 2024 Supervisory Fees Use the Company's Idle Capital Invest in Wealth Management Products Amendments to Articles and Handle the Registration of Industrial and Commercial Changes Amendments to Work System for Independent Directors Amendments to Management System for Raised Funds Re-appointed Dahua CPA as the Company's Auditor for 2024 dijke KPN NV Proposal text Accounts and Reports	Management Management Management Management Management Management Management Meeting Date: Proponent Management	For	For For For For Vote Decision For	
6 7 8 9 10 11 12 Konink Number 1	2024 Directors' Fees 2024 Supervisory Fees Use the Company's Idle Capital Invest in Wealth Management Products Amendments to Articles and Handle the Registration of Industrial and Commercial Changes Amendments to Work System for Independent Directors Amendments to Management System for Raised Funds Re-appointed Dahua CPA as the Company's Auditor for 2024 Ilijke KPN NV Proposal text Accounts and Reports Remuneration Report	Management Management Management Management Management Management Management Management Meeting Date: Proponent Management Management Management	For	For For For For Vote Decision For For	
6 7 8 9 10 11 12 Konink Number 1 2 3	2024 Directors' Fees 2024 Supervisory Fees Use the Company's Idle Capital Invest in Wealth Management Products Amendments to Articles and Handle the Registration of Industrial and Commercial Changes Amendments to Work System for Independent Directors Amendments to Management System for Raised Funds Re-appointed Dahua CPA as the Company's Auditor for 2024 Ilijke KPN NV Proposal text Accounts and Reports Remuneration Report Allocation of Dividends	Management Management Management Management Management Management Management Management Meeting Date: Proponent Management Management Management Management Management	For	For For For For Vote Decision For For	
6 7 8 9 10 11 12 Konink Number 1 2 3	2024 Directors' Fees 2024 Supervisory Fees Use the Company's Idle Capital Invest in Wealth Management Products Amendments to Articles and Handle the Registration of Industrial and Commercial Changes Amendments to Work System for Independent Directors Amendments to Management System for Raised Funds Re-appointed Dahua CPA as the Company's Auditor for 2024 Ilijke KPN NV Proposal text Accounts and Reports Remuneration Report Allocation of Dividends Ratification of Management Board Acts	Management Management Management Management Management Management Management Management Meeting Date: Proponent Management Management Management Management Management Management Management	For	For For For For Vote Decision For For For	
6 7 8 9 10 11 12 Konink Number 1 2 3 4	2024 Directors' Fees 2024 Supervisory Fees Use the Company's Idle Capital Invest in Wealth Management Products Amendments to Articles and Handle the Registration of Industrial and Commercial Changes Amendments to Work System for Independent Directors Amendments to Management System for Raised Funds Re-appointed Dahua CPA as the Company's Auditor for 2024 Ilijke KPN NV Proposal text Accounts and Reports Remuneration Report Allocation of Dividends Ratification of Management Board Acts Ratification of Supervisory Board Acts	Management Management Management Management Management Management Management Meeting Date: Proponent Management	For	For For For Vote Decision For For For For	
6 7 8 9 10 11 12 Konink Number 1 2 3 4 5 6	2024 Directors' Fees 2024 Supervisory Fees Use the Company's Idle Capital Invest in Wealth Management Products Amendments to Articles and Handle the Registration of Industrial and Commercial Changes Amendments to Work System for Independent Directors Amendments to Management System for Raised Funds Re-appointed Dahua CPA as the Company's Auditor for 2024 Ilijke KPN NV Proposal text Accounts and Reports Remuneration Report Allocation of Dividends Ratification of Management Board Acts Ratification of Supervisory Board Acts Appointment of Auditor	Management Management Management Management Management Management Management Meeting Date: Proponent Management	For	For For For Vote Decision For For For For	
6 7 8 9 10 11 12 Konink Number 1 2 3 4 5 6	2024 Directors' Fees 2024 Supervisory Fees Use the Company's Idle Capital Invest in Wealth Management Products Amendments to Articles and Handle the Registration of Industrial and Commercial Changes Amendments to Work System for Independent Directors Amendments to Management System for Raised Funds Re-appointed Dahua CPA as the Company's Auditor for 2024 Ilijke KPN NV Proposal text Accounts and Reports Remuneration Report Allocation of Dividends Ratification of Management Board Acts Ratification of Supervisory Board Acts	Management Management Management Management Management Management Management Meeting Date: Proponent Management	For	For For For Vote Decision For For For For	
6 7 8 9 10 11 12 Konink Number 1 2 3 4 5 6	2024 Directors' Fees 2024 Supervisory Fees Use the Company's Idle Capital Invest in Wealth Management Products Amendments to Articles and Handle the Registration of Industrial and Commercial Changes Amendments to Work System for Independent Directors Amendments to Management System for Raised Funds Re-appointed Dahua CPA as the Company's Auditor for 2024 Ilijke KPN NV Proposal text Accounts and Reports Remuneration Report Allocation of Dividends Ratification of Management Board Acts Ratification of Supervisory Board Acts Appointment of Auditor	Management Management Management Management Management Management Management Meeting Date: Proponent Management	For	For For For Vote Decision For For For For	
6 7 8 9 10 11 12 Konink Number 1	2024 Directors' Fees 2024 Supervisory Fees Use the Company's Idle Capital Invest in Wealth Management Products Amendments to Articles and Handle the Registration of Industrial and Commercial Changes Amendments to Work System for Independent Directors Amendments to Management System for Raised Funds Re-appointed Dahua CPA as the Company's Auditor for 2024 Ilijke KPN NV Proposal text Accounts and Reports Remuneration Report Allocation of Dividends Ratification of Management Board Acts Ratification of Supervisory Board Acts Appointment of Auditor Management Board Remuneration Policy	Management Management Management Management Management Management Management Meeting Date: Proponent Management	For	For For For Vote Decision For	
6 7 8 9 10 11 12 Konink Number 1 2 3 4 5 6 7	2024 Directors' Fees 2024 Supervisory Fees Use the Company's Idle Capital Invest in Wealth Management Products Amendments to Articles and Handle the Registration of Industrial and Commercial Changes Amendments to Work System for Independent Directors Amendments to Management System for Raised Funds Re-appointed Dahua CPA as the Company's Auditor for 2024 Lijke KPN NV Proposal text Accounts and Reports Remuneration Report Allocation of Dividends Ratification of Management Board Acts Ratification of Supervisory Board Acts Appointment of Auditor Management Board Remuneration Policy Supervisory Board Remuneration Policy	Management Management Management Management Management Management Management Meeting Date: Proponent Management	For	For For For Vote Decision For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
12	Authority to Suppress Preemptive Rights	Management	For	For	
Region:	s 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	
	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	l .	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	
	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	
	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 Júnio	r 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	
	Request Separate Election for Board Member/s	Management	N/A	Against	Shareholder Rights - Vote Against when there is insufficient informatio available for shareholders to make an informed decision.
	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	· · · · · · · · · · · · · · · · · · ·
	Election of Supervisory Council	Management	For	For	
	Approve Recasting of Votes for Amended Supervisory Council	Management	N/A	Anainst	Potential unknown nominees w/o shareholder approval
25	Approve Recasting of Votes for Amended Supervisory Council Slate Supervisory Council Fees	Management Management	N/A	Against	Potential unknown nominees w/o shareholder approval

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		
Human	na 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		
	Ratification of Auditor	Management	For	For		
	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		
	Elimination of Supermajority Requirement	Management	For	For		
	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Against	Against		
	ntional Container Terminal Services Inc.	Meeting Date:	17 04 2024		Meeting Type: Annual	
	Proposal text	Proponent Proponent	Management	Vote	Rationale	
	<u> </u>		Decision	Decision		
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	
	Elect Carlos C. Ejercito	Management	For	For	,	
	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	ı Expressway Co. Ltd.	Meeting Date:	17.04.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale	
	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		
	Amendments to Articles	Management	For	For		
1	Amendments to the Rules of Procedure for Shareholders	Management	For	For		
	Meetings Amendments to the Rules of Procedure for Board Meetings	Management	For	For		
		Meeting Date:			Meeting Type: Annual	
Loias R	enner S.A.	ccarry Dutc.	., 10-12-02-		ssaing typetramaal	
•	enner S.A.	Drononont	Management	Vote	Pationalo	
Number	Proposal text	Proponent	Management Decision	Decision	Rationale	
Number		Proponent Management			Rationale	
Number 1 2	Proposal text Accounts and Reports Allocation of Profits/Dividends		Decision	Decision	Rationale	
Number 1 2	Proposal text Accounts and Reports	Management	Decision For	Decision For	Rationale	
Number 1 2 3 4	Proposal text Accounts and Reports Allocation of Profits/Dividends Board Size Request Cumulative Voting	Management Management	Decision For For	Decision For For	Rationale	
Number 1 2 3 4 5	Proposal text Accounts and Reports Allocation of Profits/Dividends Board Size	Management Management Management	Decision For For	Decision For For	Rationale	

12 Elect Andréa Cristii 13 Proportional Allocate 14 Allocate Cumulativ 15 Allocate Cumulativ 16 Allocate Cumulativ 17 Allocate Cumulativ 18 Allocate Cumulativ 19 Allocate Cumulativ 20 Allocate Cumulativ 21 Allocate Cumulativ 22 Remuneration Pol 23 Supervisory Counc 24 Elect Joarez José P 25 Elect Roberto Frota 26 Elect Paula Regina 27 Supervisory Counc 26 Elect Paula Regina 27 Supervisory Counc 27 Elect Amy W. Brink 28 Elect Amy W. Brink 29 Elect Colleen A. Go 20 Elect Colleen A. Go 21 Elect Joane E. Maic 22 Elect Colleen A. Go 23 Elect Alan N. Mac 24 Elect John B. Mac 26 Elect John B. Mac 27 Elect John B. Mac 28 Elect Karen E. Maic 29 Elect Colleen A. Go 20 Elect S. Jane Rowe 21 Elect Ajay K. Virma 22 Elect Ajay K. Virma 23 Elect Ajay K. Virma 24 Elect Ajay K. Virma 25 Elect Mary A. Wins 26 Appointment of Au 27 Advisory Vote on E 28 Amendments to B 29 Amendments to B 20 Shareholder Propo 21 Shareholder Propo 22 Shareholder Propo 23 Country Reporting 24 Shareholder Propo 25 Shareholder Propo 26 Shareholder Propo 27 Shareholder Propo 28 Shareholder Propo 29 Shareholder Propo 20 Shareholder Propo 21 Shareholder Propo 22 Shareholder Propo 23 Shareholder Propo 24 Shareholder Propo 25 Shareholder Propo 26 Shareholder Propo 27 Shareholder Propo 28 Shareholder Propo 29 Shareholder Propo 20 Shareholder Propo 21 Shareholder Propo 22 Shareholder Propo 23 Shareholder Propo 24 Shareholder Propo 25 Shareholder Propo 26 Shareholder Propo 27 Shareholder Propo 28 Shareholder Propo 29 Settlements 20 Shareholder Propo 20 Shareholder Propo 21 Shareholder Propo 22 Shareholder Propo 23 Shareholder Propo 24 Shareholder Propo 25 Shareholder Propo 26 Settlements 27 Shareholder Propo 28 Shareholder Propo 29 Settlements 20 Shareholder Propo 20 Shareholder Propo 21 Shareholder Propo 22 Shareholder Propo 23 Shareholder Propo 24 Shareholder Propo 25 Shareholder Propo 26 Settlements 27 Shareholder Propo 28 Shareholder Propo 29 Settlements 20 Shareholder Propo 20 Shareholder Propo 21 Shareholder Propo 22 Shareholder Propo 23 Shareholder Prop					
8 Elect Juliana Rozer 9 Elect Christiane Alr 10 Elect Jean Pierre Z. 11 Elect André Vitorio 12 Elect Andréa Cristii 13 Proportional Alloca 14 Allocate Cumulativ 15 Allocate Cumulativ 17 Allocate Cumulativ 18 Allocate Cumulativ 19 Allocate Cumulativ 20 Allocate Cumulativ 21 Allocate Cumulativ 22 Remuneration Pol 23 Supervisory Counc 24 Elect Joarez José P 25 Elect Roberto Frota 26 Elect Paula Regina 27 Supervisory Counc 26 Elect Paula Regina 27 Supervisory Counc 27 Elect Amy W. Brink 28 Elect Amy W. Brink 29 Elect Colleen A. Go 20 Elect Alan N. MacO 21 Elect John B. Maci 22 Elect Colleen A. Go 23 Elect Colleen A. Go 24 Elect John B. Maci 25 Elect Colleen A. Go 26 Elect Alan N. MacO 27 Elect John B. Maci 28 Elect Karen E. Mai 29 Elect Karen E. Mai 29 Elect Karen B. Maci 30 Elect S. Jane Rowe 31 Elect Anncy G. Torn 31 Elect Anncy G. Torn 32 Elect Anncy G. Torn 33 Elect Anncy G. Torn 34 Elect Anncy G. Torn 35 Elect Mary A. Wirn 36 Appointment of Al 36 Advisory Vote on E 37 Advisory Vote on E 38 Amendments to B 39 Amendments to B 30 Shareholder Propo 31 Shareholder Propo 32 Shareholder Propo 32 Shareholder Propo 33 Country Reporting 34 Shareholder Propo 35 Shareholder Propo 36 Shareholder Propo 36 Shareholder Propo 37 Shareholder Propo 38 Shareholder Propo 39 Shareholder Propo 30 Shareholder Propo 30 Shareholder Propo 30 Shareholder Propo 31 Shareholder Propo 32 Shareholder Propo 32 Shareholder Propo 33 Shareholder Propo 34 Shareholder Propo 35 Shareholder Propo 36 Shareholder Propo 36 Shareholder Propo 37 Shareholder Propo 38 Shareholder Propo 39 Shareholder Propo 30 Shareholder Propo 30 Shareholder Propo 30 Shareholder Propo 31 Shareholder Propo 32 Shareholder Propo 32 Shareholder Propo 34 Shareholder Propo 35 Shareholder Propo 36 Shareholder Propo 37 Shareholder Propo 38 Shareholder Propo 39 Shareholder Propo 30 Shareholder Propo 30 Shareholder Propo 31 Shareholder Propo 32 Shareholder Propo 32 Shareholder Propo 32 Shareholder Propo 33 Shareholder Propo 34 Shareholder Propo 35 Shareholder Propo 36 Shareholder Pro	ext	Proponent	Management Decision	Vote Decision	Rationale
8 Elect Juliana Rozer 9 Elect Christiane Alr 10 Elect Jean Pierre Z. 11 Elect André Vitorio 12 Elect Andréa Cristii 13 Proportional Alloca 14 Allocate Cumulativ 15 Allocate Cumulativ 16 Allocate Cumulativ 17 Allocate Cumulativ 18 Allocate Cumulativ 19 Allocate Cumulativ 20 Allocate Cumulativ 21 Allocate Cumulativ 22 Remuneration Pol 23 Supervisory Counc 24 Elect Joarez José P 25 Elect Roberto Frota 26 Elect Paula Regina 27 Supervisory Counc 26 Elect Paula Regina 27 Supervisory Counc 28 Elect Cherie L. Brar 3 Elect Amy W. Brink 4 Elect Brian C. Fergi 5 Elect Colleen A. Go 6 Elect Alan N. Mac 2 Elect Colleen A. Go 6 Elect Alan N. Mac 10 Elect Bharat B. Mai 11 Elect Claude Mong 12 Elect Karen E. Mai 29 Elect Karen E. Mai 20 Elect S. Jane Rowe 11 Elect Anncy G. Towa 12 Elect Anncy G. Towa 13 Elect Nancy G. Towa 14 Elect Anny V. Virma 15 Elect Mary A. Wirns 16 Appointment of Al 17 Advisory Vote on E 18 Amendments to B 19 Amendments to B 20 Shareholder Propo 21 Shareholder Propo 22 Shareholder Propo 23 Country Reporting 24 Shareholder Propo 25 Shareholder Propo 26 Shareholder Propo 27 Shareholder Propo 28 Shareholder Propo 29 Shareholder Propo 20 Shareholder Propo 21 Shareholder Propo 22 Shareholder Propo 23 Shareholder Propo 24 Shareholder Propo 25 Shareholder Propo 26 Shareholder Propo 27 Shareholder Propo 28 Shareholder Propo 29 Shareholder Propo 20 Shareholder Propo 21 Shareholder Propo 22 Shareholder Propo 23 Shareholder Propo 24 Shareholder Propo 25 Shareholder Propo 26 Shareholder Propo 27 Shareholder Propo 28 Shareholder Propo 29 Shareholder Propo 20 Shareholder Propo 21 Shareholder Propo 22 Shareholder Propo 23 Shareholder Propo 24 Shareholder Propo 25 Shareholder Propo 26 Shareholder Propo 27 Shareholder Propo 28 Shareholder Propo 29 Shareholder Propo 20 Shareholder Propo 21 Shareholder Propo 22 Shareholder Propo 23 Shareholder Propo 24 Shareholder Propo 25 Shareholder Propo 26 Shareholder Propo 27 Shareholder Propo 28 Shareholder Propo 29 Shareholder Propo 20 Shareholder Propo 21 Shareholder Propo 22 Share	de Berree Binhaire	Managament			
9 Elect Christiane Alr 10 Elect Jean Pierre Z. 11 Elect André Vitorio 12 Elect Andréa Cristii 13 Proportional Alloca 14 Allocate Cumulativ 15 Allocate Cumulativ 16 Allocate Cumulativ 17 Allocate Cumulativ 18 Allocate Cumulativ 19 Allocate Cumulativ 20 Allocate Cumulativ 21 Allocate Cumulativ 22 Remuneration Pol 23 Supervisory Counc 24 Elect Joarez José P 25 Elect Roberto Frota 26 Elect Paula Regina 27 Supervisory Counc 26 Elect Paula Regina 27 Supervisory Counc 28 Elect Cherie L. Brar 3 Elect Amy W. Brink 4 Elect Brian C. Fergi 5 Elect Colleen A. Go 6 Elect Alan N. MacC 7 Elect John B. Maci 8 Elect Karen E. Maic 9 Elect Keith G. Mart 10 Elect Bharat B. Ma 11 Elect Claude Mong 12 Elect S. Jane Rowe 13 Elect Nancy G. Towa 14 Elect Anay K. Virma 15 Elect Mary A. Wins 16 Apointment of Al 17 Advisory Vote on E 18 Amendments to Bi 19 Amendments to Bi 19 Amendments to Bi 20 Shareholder Propo 21 Shareholder Propo 22 Country Reporting 24 Shareholder Propo 25 Shareholder Propo 26 Shareholder Propo 27 Shareholder Propo 28 Shareholder Propo 29 Shareholder Propo 20 Shareholder Propo 21 Shareholder Propo 22 Shareholder Propo 23 Shareholder Propo 24 Shareholder Propo 25 Shareholder Propo 26 Shareholder Propo 27 Shareholder Propo 28 Shareholder Propo 29 Shareholder Propo 20 Shareholder Propo 21 Shareholder Propo 22 Shareholder Propo 23 Shareholder Propo 24 Shareholder Propo 25 Shareholder Propo 26 Shareholder Propo 27 Shareholder Propo 28 Shareholder Propo 29 Shareholder Propo 20 Shareholder Propo 21 Shareholder Propo 22 Shareholder Propo 23 Shareholder Propo 24 Shareholder Propo 25 Shareholder Propo 26 Shareholder Propo 27 Shareholder Propo 28 Shareholder Propo 29 Shareholder Propo 20 Shareholder Propo 21 Shareholder Propo 22 Shareholder Propo 23 Shareholder Propo 24 Shareholder Propo 25 Shareholder Propo 26 Shareholder Propo 27 Shareholder Propo 28 Shareholder Propo 29 Shareholder Propo 20 Shareholder Propo 21 Shareholder Propo 22 Shareholder Propo 23 Shareholder Propo 24 Shareholder Propo 25 Shareholder Propo 26 Shareholder		Management	For	For	
Elect Jean Pierre Z. Elect Andréa Vitorio Elect Andréa Vitorio Elect Andréa Cristii Proportional Alloca Allocate Cumulativ Souto Allocate Cumulativ Condition Condition Condition Pol Condition Bana Condition Condition Condition Condition Condition		Management	For	For	
Elect André Vitorio Elect André Vitorio Elect Andréa Cristi Proportional Alloca Allocate Cumulativ Souto Allocate Cumulativ Consider Elect Joarez José P Consider Elect Abart Regina Consider Allocate Cumulativ Consider Allocate Cumulativ Consider Elect Allorate Regina Consider Allocate Cumulativ Consider Allocate Cumulativ Consider Elect Allorate Regina Consider Elect Allorate Regina Consider Elect Allorate B. Maic Consider Allocate B. Maic Consider Proport Compensation to B. Consider Proport Control Contro	<u>-</u>	Management	For	For	
Elect Andréa Cristii Reproportional Allocate Allocate Cumulativ Souto Allocate Cumulativ Souto Allocate Cumulativ Compensation Pol Elect Joarez José P Elect Roberto Frota Elect Ayman Antou Elect Ayman Antou Elect Ayman Antou Elect Army W. Brink Elect Army W. Brink Elect Army W. Brink Elect Alan N. MacC Elect Colleen A. Go Elect Alan N. MacC Elect Alan N. MacC Elect Alan N. MacC Elect Alan N. MacC Elect Colleen A. Go Elect Alan N. MacC Elect Alan		Management	For	For	
Proportional Allocate Cumulative Souto Elect Joarez José Pose Elect Roberto Frota Elect Abare Regina Compensal text Elect Ayman Antou Elect Ayman Antou Elect Ayman Antou Elect Amy W. Brinke Elect Alan N. MacCo Elect Claude Mongo Elect S. Jane Rowe Elect Nancy G. Tow Advisory Vote on Elect Alay A. Wins Appointment of Au Advisory Vote on Elect Mary A. Wins Elect Mary A. Wins Amendments to By Amendments to By Amendments to By Shareholder Propo Compensation to Ic Shareholder Pro	Vitorio Cesar Castellini	Management	For	For	
Allocate Cumulative Souto Compensation Pole Allocate Cumulative Souto Compensation Pole Allocate Cumulative Souto Compensation Pole Compensation Souto Compensa	a Cristina de Lima Rolim	Management	For	For	
Allocate Cumulative Souto Allocate Cumulative Souto Allocate Cumulative Allocate Propose Elect Allocate Allocate Allocate Propose Allocate Propose Cumulative Shareholder Propose Shareholder Propose Shareholder Propose Cumulative Shareholder Propose Cumulative Shareholder Propose Shareholder Propose Shareholder Propose Cumulative Shareholder Propose Cumulative Shareholder Propose Sharehold	al Allocation of Cumulative Votes	Management	N/A	For	
Allocate Cumulatival Allocate	ımulative Votes to Osvaldo Burgos Schirmer	Management	N/A	For	
Allocate Cumulatival Allocate	imulative Votes to Carlos Fernando Couto de Oliveira	Management	N/A	For	
Allocate Cumulativ Compensation Pol Compensation Compensatio	ımulative Votes to Fábio de Barros Pinheiro	Management	N/A	For	
Allocate Cumulative Compensation Pol Compens	ımulative Votes to Juliana Rozembaum Munemori	Management	N/A	For	
Allocate Cumulativ Classification Pol Classificatio	ımulative Votes to Christiane Almeida Edington	Management	N/A	For	
Allocate Cumulative Remuneration Pol Rect Pol Rect Paula Regina Regina Remuneration Ba Rumber Proposal text Relect Ayman Antou Relect Amy W. Brink Relect Amy W. Brink Relect Alan N. MacC Relect Reith G. Mart Relect Raren E. Maic Relect Karen E. Maic Relect Karen E. Maic Relect Karen E. Maic Relect S. Jane Rowe Relect Mary A. Wins Relect Mary B. Maccion Relect	ımulative Votes to Jean Pierre Zarouk	Management	N/A	For	
Remuneration Pol Supervisory Counce Elect Joarez José P Elect Roberto Frota Elect Paula Regina Supervisory Counce Foronto Dominion Ba Number Proposal text Elect Ayman Antou Elect Ayman Antou Elect Cherie L. Brai Elect Brian C. Fergi Elect Allan N. MacC Elect John B. Macin Elect Allan N. MacC Elect John B. Macin Elect Raren E. Maic Elect Raren E. Maic Elect Rary G. Tow Elect Mary A. Wins Appointment of Au Advisory Vote on E Amendments to Bi Amendments to Bi Amendments to Bi Shareholder Propo Country Reporting Shareholder Propo Country Reporting Shareholder Propo Shareholder Propo Country Reporting Shareholder Propo Country Reporting Shareholder Propo Allocation of Profit Accounts and Repo Allocation of Profit	imulative Votes to André Vitorio Cesar Castellini	Management	N/A	For	
Remuneration Pol Supervisory Counce Elect Joarez José P Elect Roberto Frota Elect Paula Regina Supervisory Counce Foronto Dominion Ba Number Proposal text Elect Ayman Antou Elect Ayman Antou Elect Cherie L. Brai Elect Brian C. Fergi Elect Allan N. MacC Elect John B. Macin Elect Allan N. MacC Elect John B. Macin Elect Raren E. Maic Elect Raren E. Maic Elect Rary G. Tow Elect Mary A. Wins Appointment of Au Advisory Vote on E Amendments to Bi Amendments to Bi Amendments to Bi Shareholder Propo Country Reporting Shareholder Propo Country Reporting Shareholder Propo Shareholder Propo Country Reporting Shareholder Propo Country Reporting Shareholder Propo Allocation of Profit Accounts and Repo Allocation of Profit	imulative Votes to Andréa Cristina de Lima Rolim	Management	N/A	For	
Supervisory Counce Elect Joarez José P Elect Roberto Frota Elect Paula Regina Supervisory Counce Foronto Dominion Ba Number Proposal text Elect Ayman Antou Elect Ayman Antou Elect Cherie L. Brar Elect Amy W. Brink Elect Brian C. Fergi Elect Colleen A. Go Elect Alan N. MacCo Elect John B. Macin Elect John B. Macin Elect Karen E. Main Elect Karen E. Main Elect Karen E. Main Elect Bharat B. Ma Elect Karen E. Main Elect Hayman Antou Elect Bharat B. Ma Elect Karen E. Main Elect Claude Mong Elect S. Jane Rowe Elect Nancy G. Tow Elect Ajay K. Virma Elect Ajay K. Virma Elect Ajay K. Virma Elect Mary A. Wins Elect Mary A.		-			Remuneration - Vote Against when remuneration does not adhere to
Elect Joarez José P Elect Roberto Frotz Elect Roberto Frotz Elect Roberto Frotz Elect Paula Regina Toronto Dominion Ba Elect Ayman Antou Elect Cherie L. Brai Elect Amy W. Brink Elect Brian C. Fergi Elect Colleen A. Go Elect Alan N. Maco Elect John B. Macin Elect San Elect Alan N. Maco Elect Robert E. Mai Elect Claude Mong Elect Robert B. Mai Elect Claude Mong Elect Nancy G. Tow Advisory Vote on E Advisory Vote on E Amendments to B Amendments to B Amendments to B Elect Mary A. Wirs Abpointment of Al Advisory Vote on E Amendments to B Elect Mary A. Wirs Abracholder Propo Compensation to B Shareholder Propo Country Reporting Shareholder Propo Elect Shareholder Propo Settlements Elect Allocation of Profit Accounts and Repo Allocation of Profit	ion Policy	Management	For	Against	best practice of having clawback in place for LTIP.
Elect Roberto Frotz Elect Paula Regina Toronto Dominion Ba Number Proposal text Elect Ayman Antou Elect Cherie L. Brai Elect Amy W. Brink Elect Brian C. Fergi Elect Colleen A. Go Elect Alan N. Macci Elect John B. Maci Elect John B. Maci Elect Brian C. Fergi Elect Colleen A. Go Elect John B. Maci Elect John B. Maci Elect Karen E. Mai Elect Brian B. Mai Elect Right G. Mart Elect Bharat B. Ma Elect Claude Mong Elect Bharat B. Ma Elect Claude Mong Elect S. Jane Rowe Elect Ajay K. Virma Elect Aymay K. Virma Elect Mary A. Wins Appointment of Au Advisory Vote on E Amendments to By Am	y Council Size	Management	For	For	
Elect Paula Regina Toronto Dominion Ba Number Proposal text Elect Ayman Antou Elect Cherie L. Brai Elect Amy W. Brink Elect Brian C. Fergi Elect Colleen A. Go Elect John B. Macio Elect John B. Macio Elect John B. Macio Elect Karen E. Maio Elect Brian C. Forw Elect John B. Macio Elect John B. Macio Elect Karen E. Maio Elect Karen E. Maio Elect Romart B. Maio Elect Mary A. Wirns E	z José Piccinini to the Supervisory Council	Management	For	For	
Foronto Dominion Ba Number Proposal text Elect Ayman Antou Elect Cherie L. Brat Elect Amy W. Brink Elect Brian C. Fergi Elect Colleen A. Go Elect John B. Macio Elect John B. Macio Elect Sample Elect Karen E. Maio Elect Brian C. Forgi Elect John B. Macio Elect John B. Macio Elect John B. Macio Elect Karen E. Maio Elect Karen E. Maio Elect Romart B. Maio Elect Romart B. Maio Elect Bharat B. Maio Elect Romart B. Maio Elect S. Jane Rowe Elect Ajany K. Virma Elect Mary A. Wins Appointment of Au Advisory Vote on E Amendments to Bi	rto Frota Decourt to the Supervisory Council	Management	For	For	
Foronto Dominion Ba Number Proposal text Elect Ayman Antou Elect Cherie L. Brai Elect Amy W. Brink Elect Brian C. Fergi Elect Colleen A. Go Elect John B. Macin Elect Karen E. Main Elect Bharat B. Ma Elect Bharat B. Ma Elect Claude Mong Elect S. Jane Rowe Elect Nancy G. Tow Elect Nancy G. Tow Elect Mary A. Wins Appointment of Au Advisory Vote on E Amendments to By Shareholder Propo Country Reporting Shareholder Propo Country Reporting Shareholder Propo Country Reporting Shareholder Propo Settlements Compensation to E Shareholder Propo Settlements Shareholder Propo Settlements Compensation to E Shareholder Propo Settlements Compensation of Profit Country Reporting Compensation to E Shareholder Propo Settlements Compensation of Profit Country Reporting Country Re	Regina Goto to the Supervisory Council	Management	For	For	
Number Proposal text Elect Ayman Antou Elect Cherie L. Brai Elect Amy W. Brink Elect Brian C. Fergi Elect Colleen A. Go Elect John B. Macin Elect John B. Macin Elect Brian C. Fergi Elect John B. Macin Elect John B. Macin Elect John B. Macin Elect John B. Macin Elect Karen E. Main Elect Sange Rowe Elect Right G. Mart Elect Bharat B. Ma Elect Claude Mong Elect Bharat B. Ma Elect Claude Mong Elect S. Jane Rowe Elect Ayn Y. Virns Appointment of Au Advisory Vote on E Amendments to By Amendments Compensation to By	-	Management	For	For	
Number Proposal text Elect Ayman Antou Elect Ayman Antou Elect Cherie L. Brar Elect Brian C. Fergi Elect Colleen A. Go Elect Alan N. MacCo Elect John B. Macin Elect Karen E. Main Elect Bharat B. Ma Elect Bharat B. Ma Elect Claude Mong Elect S. Jane Rowe Elect Ajay K. Virma Elect Bharat B. Ma Elect Claude Mong Elect Bharat B. Ma Elect Bharat B. Ma Elect Claude Mong Elect Bharat B. Ma Elect Bhar	, Council rees	wanagement	ΓUI	ruí	
Elect Ayman Antou Elect Ayman Antou Elect Cherie L. Bran Elect Amy W. Brink Elect Brian C. Fergi Elect Colleen A. Go Elect Alan N. MacG Elect John B. Macin Elect Karen E. Maio Elect Karen E. Maio Elect Bharat B. Ma Elect Claude Mong Elect S. Jane Rowe Elect S. Jane Rowe Elect Ajay K. Virma Elect Ajay K. Virma Elect Ajay K. Virma Elect Mary A. Wins Appointment of Au Advisory Vote on E Amendments to By Amendments to By Amendments to By Amendments to By Shareholder Propo Compensation to E Shareholder Propo Country Reporting Amendments Shareholder Propo Country Reporting Amendments Shareholder Propo Country Reporting Amendments Country Reporting Count	on Bank	Meeting Date	: 17.04.2024		Meeting Type: Mix
Elect Cherie L. Brar Elect Amy W. Brink Elect Brian C. Fergi Elect Colleen A. Go Elect Alan N. MacG Elect John B. Macii Elect Karen E. Maic Elect Brian G. Fergi Elect Colleen A. Go Elect John B. Macii Elect Karen E. Maic Elect Bharat B. Ma Elect Claude Mong Elect S. Jane Rowe Elect Ajay K. Virma Elect Ajay K. Virma Elect Mary A. Wins Appointment of Al Advisory Vote on E Amendments to Bi Amendments to Bi Amendments to Bi Shareholder Propo Compensation to E Shareholder Propo Country Reporting Shareholder Propo Country Reporting Shareholder Propo Settlements Compensation to E Shareholder Propo Shareholder Propo Shareholder Propo Settlements Shareholder Propo Settlements Compensation Country Reporting Country Shareholder Propo Country Shareholder Propo Country Reporting Country Reporti	ext	Proponent	Management Decision	Vote Decision	Rationale
Elect Cherie L. Brar Elect Amy W. Brink Elect Brian C. Fergi Elect Colleen A. Go Elect Alan N. MacG Elect John B. Macii Elect Karen E. Maic Elect Brian G. Fergi Elect Colleen A. Go Elect John B. Macii Elect Karen E. Maic Elect Bharat B. Ma Elect Claude Mong Elect S. Jane Rowe Elect Ajay K. Virma Elect Ajay K. Virma Elect Mary A. Wins Appointment of Al Advisory Vote on E Amendments to Bi Amendments to Bi Amendments to Bi Shareholder Propo Compensation to E Shareholder Propo Country Reporting Abraholder Propo Country Reporting Shareholder Propo Shareholder Propo Shareholder Propo Country Reporting Abraholder Propo Shareholder Propo Settlements Abraholder Propo Settlements Comn Abraholder Propo Settlements Abraholder Propo Settlements Comn Abrahold	n Antoun	Management	For	For	
Elect Amy W. Brink Elect Brian C. Fergi Elect Colleen A. Go Elect John B. Macio Elect Karen E. Maio Elect Keith G. Mart Elect Braat B. Ma Elect Claude Mong Elect S. Jane Rowe Elect Ajany K. Virma Elect Ajay K. Virma Elect Ajay K. Virma Elect Mary A. Wins Appointment of Au Advisory Vote on B. Amendments to B. Amendments to B. Shareholder Propo Compensation to E Shareholder Propo Country Reporting Shareholder Propo Country Reporting Shareholder Propo Shareholder Propo Shareholder Propo Country Reporting Shareholder Propo Shareholder Propo Shareholder Propo Shareholder Propo Shareholder Propo Country Reporting Shareholder Propo Shareholder Propo Shareholder Propo Shareholder Propo Shareholder Propo Settlements Shareholder Propo Settlements Com Shareholder Propo Settlements Comn					
Elect Brian C. Fergi Elect Colleen A. Go Elect Colleen A. Go Elect John B. Macin Elect John B. Macin Elect Karen E. Maic Elect Karen E. Maic Elect Bharat B. Ma Elect Claude Mong Elect S. Jane Rowe Elect Nancy G. Tow Elect Mary A. Wins Appointment of Au Advisory Vote on E Amendments to By Amendments to By Shareholder Propo Compensation to 1 Shareholder Propo Country Reporting Abareholder Propo Country Reporting Shareholder Propo Country Reporting Abareholder Propo Country Reporting Country Repo		Management	For	For	
Elect Colleen A. Go Elect Alan N. MacCo Elect John B. Macin Elect John B. Macin Elect Karen E. Main Elect Karen E. Main Elect Bharat B. Ma Elect Claude Mong Elect S. Jane Rowe Elect Nancy G. Tow Elect Alay K. Virma Elect Alay K. Virma Elect Mary A. Wins Appointment of Al Advisory Vote on E Amendments to By Amendments to By Shareholder Propo Compensation to E Shareholder Propo Country Reporting Country Rep		Management	For	For	
Elect Alan N. MacC Elect John B. Macin Elect John B. Macin Elect Karen E. Maic Elect Karen E. Maic Elect Karen E. Maic Elect Bharat B. Ma Elect Claude Mong Elect S. Jane Rowe Elect Nancy G. Tow Elect Ajay K. Virma Elect Mary A. Wins Appointment of Al Advisory Vote on E Amendments to By Amendments to By Amendments to By Shareholder Propo Compensation to E Shareholder Propo Country Reporting Shareholder Propo Country Reporting Shareholder Propo Country Reporting Shareholder Propo Country Reporting Shareholder Propo Shareholder Propo Shareholder Propo Country Reporting Shareholder Propo Shareholder Propo Shareholder Propo Country Reporting Shareholder Propo Shareholder Propo Shareholder Propo Shareholder Propo Settlements Com Shareholder Propo Settlements Comn Shareholder Propo Settlements Comn Shareholder Propo Summer Shareholder Propo Settlements Comn	C. Ferguson	Management	For	For	
Elect John B. Macin Elect Karen E. Maic Elect Karen E. Maic Elect Keith G. Mart Elect Claude Mong Elect S. Jane Rowe Elect Nancy G. Tow Elect Mary A. Wins Appointment of Au Advisory Vote on E Amendments to By Amendments to By Shareholder Propo Compensation to E Shareholder Propo Country Reporting Co	en A. Goggins	Management	For	For	
Elect Karen E. Maid Elect Keith G. Mart Elect Bharat B. Ma Elect Claude Mong Elect S. Jane Rowe Elect Nancy G. Tow Elect Mary A. Wins Appointment of Al Advisory Vote on E Amendments to By Shareholder Propo Compensation to I Shareholder Propo Country Reporting Shareholder Propo Stattlements Shareholder Propo Settlements The Shareholder Propo Settlements Shareholder Propo Stattlements The Shareholder Propo Settlements The Shareholde	N. MacGibbon	Management	For	For	
Elect Karen E. Maid Elect Karen E. Maid Elect Keith G. Mart Elect Bharat B. Ma Elect Claude Mong Elect S. Jane Rowe Elect Nancy G. Tow Elect Nancy G. Tow Elect Mary A. Wins Appointment of Al Advisory Vote on E Amendments to By Shareholder Propo Compensation to E Shareholder Propo Country Reporting Shareholder Propo Shareholder Propo Shareholder Propo Country Reporting Shareholder Propo Shareholder Propo Country Reporting Shareholder Propo Country Reporting C	B. Macintyre	Management	For	For	
Elect Keith G. Mart Elect Bharat B. Ma Elect Claude Mong Elect S. Jane Rowe Elect Nancy G. Tow Elect Nancy G. Tow Elect Mary A. Wins Appointment of Al Advisory Vote on E Amendments to By Shareholder Propo Compensation to E Shareholder Propo Country Reporting Count		Management	For	For	
Elect Bharat B. Ma Elect Claude Mong Elect S. Jane Rowe Elect S. Jane Rowe Elect Nancy G. Tow Elect Nancy G. Tow Elect Mary A. Wins Elect Mary A. Wins Appointment of Al Advisory Vote on E B. Amendments to By Amendments to By Co Shareholder Propo Compensation to E Shareholder Propo Compensation to E Shareholder Propo Country Reporting Amendments Shareholder Propo Country Reporting Shareholder Propo Country Reporting Amendments Compensation to E Shareholder Propo Country Reporting Amendments Compensation to E Shareholder Propo Country Reporting Amendments Compensation to E Shareholder Propo Country Reporting Country Re		Management	For	For	
Elect Claude Mong Elect S. Jane Rowe Elect S. Jane Rowe Elect S. Jane Rowe Elect Ajay K. Virma Elect Mary A. Wins Appointment of Au Advisory Vote on E Amendments to By Amendments to By Shareholder Propo Activities for Finan Shareholder Propo Compensation to E Shareholder Propo Compensation to E Shareholder Propo Compensation to E Shareholder Propo Country Reporting Shareholder Propo Shareholder Propo Country Reporting Shareholder Propo Shareholder Propo Shareholder Propo Settlements Shareholder Propo Settlements Country					
Elect S. Jane Rowe Elect Nancy G. Tow. Elect Ajay K. Virma Elect Mary A. Wins Appointment of At Advisory Vote on E Amendments to By Amendments to By Shareholder Propo Activities for Finan Shareholder Propo Compensation to E Shareholder Propo Country Reporting Shareholder Propo Country Reporting Shareholder Propo Settlements Shareholder Propo Settlements Shareholder Propo Settlements Thareholder Propo Settlements Comm Thareholder Propo Settlements Thareholder Propo Settlements Comm Thareholder Propo Settlements Thareholder Propo Settlements Comm Thareholder Propo Settlem		Management	For	For	
Elect Nancy G. Tow. Elect Ajay K. Virma Elect Ajay K. Virma Elect Mary A. Wins Appointment of At Advisory Vote on E Amendments to By Amendments to By Amendments to By Shareholder Propo Activities for Finan Shareholder Propo Compensation to I Shareholder Propo Country Reporting Amendments Shareholder Propo Country Reporting Shareholder Propo Shareholder Propo Shareholder Propo Shareholder Propo Shareholder Propo Settlements Abareholder Propo Settlements Shareholder Propo Settlements Comm The March Shareholder Propo Settlements Abareholder Propo Settlements Comm The March Shareholder Propo Settlements Abareholder Propo Settlements Comm The March Shareholder Propo Settlements Comm The March		Management	For	For	
Elect Ajay K. Virma Elect Ajay K. Virma Elect Mary A. Wins Appointment of At Advisory Vote on E Amendments to By Amendments to By Amendments to By Shareholder Propo Activities for Finan Shareholder Propo Compensation to I Shareholder Propo Country Reporting Amendments Shareholder Propo Country Reporting Shareholder Propo Shareholder Propo Shareholder Propo Shareholder Propo Shareholder Propo Settlements Abareholder Propo Settlements Shareholder Propo Settlements Comm The Market Bareholder Propo Settlements Abareholder Propo Settlements Comm Shareholder Propo Settlements Comm Allocation of Profit Accounts and Repo Allocation of Profit	e Rowe	Management	For	For	
Elect Mary A. Wins Appointment of Au Appointment of Au Advisory Vote on E Amendments to By Activities for Finan Activities for Finan Ashareholder Propoce Country Reporting Ahareholder Propoce And Gas Sector Ashareholder Propoce Settlements Ashareholder Propoce Settlements Comm Abareholder Propoce Allocation of Profit Accounts and Repo	G. Tower	Management	For	For	
Appointment of Au Advisory Vote on E Advisory Vote on E Advisory Vote on E Amendments to B Amendlder Propo Compensation to B Amendlder Propo Country Reporting Ahareholder Propo Shareholder Propo Shareholder Propo Settlements Alareholder Propo Settlements Comn Amendments Comn Amendments Bank Amendments Bank Accounts and Repo Allocation of Profit	. Virmani	Management	For	For	
Advisory Vote on E Amendments to B Amendments Amendment	A. Winston	Management	For	For	
Advisory Vote on E Amendments to By Amendments to By Amendments to By Consider Proposition Compensation to By Alareholder Proposition Country Reporting Coun	ent of Auditor	Management	For	For	
Amendments to By Amendments Proposed Shareholder Proposed Shareholder Proposed Shareholder Proposed Shareholder Proposed Shareholder Proposed Settlements Proposed Shareholder Proposed Shareholder Proposed Settlements Proposed Shareholder Proposed Shar	ote on Executive Compensation	Management	For	For	
Shareholder Propo Activities for Finan Shareholder Propo Activities for Finan Shareholder Propo Compensation to B Shareholder Propo Country Reporting Shareholder Propo and Gas Sector Shareholder Propo Settlements Shareholder Propo Settlements Comn Shareholder Propo Settlements Comn Shareholder Propo Settlements Comn Date of Compensation Compensation Compensation Shareholder Proposettlements Comn Shareholder Pro	·				
Shareholder Proposition of Propositi		Management	For	For	
Shareholder Proposition of Profit of Accounts and Reposition of Profit of Proposition of Profit of Profit of Profit of Proposition of Profit of Pr	its to By-Law No.1	Management	For	For	
Activities for Finan Shareholder Propo Compensation to I Shareholder Propo Country Reporting Shareholder Propo Country Reporting Shareholder Propo and Gas Sector Shareholder Propo Settlements Shareholder Propo Settlements Comn Shareholder Propo Settlements Comn Proposal text Accounts and Repo Allocation of Profit	er Proposal Regarding Pay Ratio Disclosure	Shareholder	Against	For	SHP Remuneration - Vote For when proposal requests company to increase disclosure & transparency on compensation practices.
Compensation to B Shareholder Propo Country Reporting Shareholder Propo Shareholder Propo and Gas Sector Shareholder Propo Settlements Shareholder Propo Settlements Comn Shareholder Propo United Overseas Bank Number Proposal text Accounts and Repo Allocation of Profit	or Financing	Shareholder	Against	For	SHP Environment - Vote For when proposal requests sustainability or environmental reports
Country Reporting Country Repo	er Proposal Regarding Linking Employee tion to ESG Performance	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive
Shareholder Proposition of Profit Accounts and Repo	er Proposal Regarding Disclosure of Country-by- porting	Shareholder	Against	For	SHP - Vote For when shareholder proposal aims to increase transparency on material ESG issues
and Gas Sector Shareholder Proposettlements Shareholder Proposettlements Shareholder Proposettlements Comn Shareholder Proposettlements Comparison	er 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).
Settlements Shareholder Proposettlements Comn Shareholder Proposettlements Comn Shareholder Proposettlements Comn Shareholder Proposettlements United Overseas Bank Number Proposal text Accounts and Reposettlements Allocation of Profit	er Proposal Regarding Financing of the Canadian Oil ctor	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companies' ESG efforts.
Settlements Comn Shareholder Propo United Overseas Bank Number Proposal text Accounts and Repo Allocation of Profit	er Proposal Regarding Disclosure of Out-of-Court is	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive
United Overseas Bank Number Proposal text Accounts and Repo	er Proposal Regarding Creation of Out-of-Court is Committee	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive
Number Proposal text Accounts and Repo Allocation of Profit	er Proposal Regarding Employee Benefit Credits	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive
1 Accounts and Repo	Bank Limited	Meeting Date	: 17.04.2024		Meeting Type: Annual
2 Allocation of Profit	ext	Proponent	Management Decision	Vote Decision	Rationale
2 Allocation of Profit	nd Reports	Management	For	For	
) Directoral Face		Management	For	For	
	ees	Management	For	For	
4 Appointment of Au		Management	For	For	
5 Elect WONG Kan Se	ent of Auditor and Authority to Set Fees	Management			
6 Elect Michael LIEN	ent of Auditor and Authority to Set Fees	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		For	For	
10	Authority to Repurchase and Reissue Shares	Management	For	For	
	,			101	
Nation	al 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).
Broado	om Inc	Meeting Date			Meeting Type: Annual
Number	Proposal text	Drananant	Management	Vote	
- Turnber	Troposartext	Proponent	Decision	Decision	Rationale
1	Elect Diane M. Bryant	Management			Rationale Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices
	·	<u> </u>	Decision	Decision	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently
1	Elect Diane M. Bryant	Management	Decision For	Decision Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently
1 2	Elect Diane M. Bryant Elect Gayla J. Delly	Management Management	Decision For For	Decision Against For	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently
1 2 3	Elect Diane M. Bryant Elect Gayla J. Delly Elect Kenneth Y. Hao	Management Management Management	Por For For	Decision Against For For	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently
1 2 3	Elect Diane M. Bryant Elect Gayla J. Delly Elect Kenneth Y. Hao Elect Eddy W. Hartenstein	Management Management Management Management	Por For For	Against For For Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently
1 2 3 4 5	Elect Diane M. Bryant Elect Gayla J. Delly Elect Kenneth Y. Hao Elect Eddy W. Hartenstein Elect Check Kian Low Elect Justine F. Page	Management Management Management Management Management Management	For For For For For	Against For Against Against For	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently
1 2 3 4 5 6	Elect Diane M. Bryant Elect Gayla J. Delly Elect Kenneth Y. Hao Elect Eddy W. Hartenstein	Management Management Management Management Management	Por For For For	Against For For Against Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently
1 2 3 4 5 6 7	Elect Diane M. Bryant Elect Gayla J. Delly Elect Kenneth Y. Hao Elect Eddy W. Hartenstein Elect Check Kian Low Elect Justine F. Page Elect Henry S. Samueli	Management Management Management Management Management Management Management	For For For For For For For	Against For Against Against For For	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently
1 2 3 4 5 6 7 8	Elect Diane M. Bryant Elect Gayla J. Delly Elect Kenneth Y. Hao Elect Eddy W. Hartenstein Elect Check Kian Low Elect Justine F. Page Elect Henry S. Samueli Elect Hock E. Tan	Management Management Management Management Management Management Management Management Management	For	Against For Against Against For For For For	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently
1 2 3 4 5 6 7 8 9	Elect Diane M. Bryant Elect Gayla J. Delly Elect Kenneth Y. Hao Elect Eddy W. Hartenstein Elect Check Kian Low Elect Justine F. Page Elect Henry S. Samueli Elect Hock E. Tan Elect Harry L. You	Management	For	Against For For Against For For Against Against For For Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently
1 2 3 4 5 6 7 8 9 10 11	Elect Diane M. Bryant Elect Gayla J. Delly Elect Kenneth Y. Hao Elect Eddy W. Hartenstein Elect Check Kian Low Elect Justine F. Page Elect Henry S. Samueli Elect Hock E. Tan Elect Harry L. You Ratification of Auditor	Management	For	Against For Against For For Against For For For For For For For For	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Remuneration - Fails the remuneration framework assessment on
1 2 3 4 4 5 6 7 8 9 10 11 ING Green	Elect Diane M. Bryant Elect Gayla J. Delly Elect Kenneth Y. Hao Elect Eddy W. Hartenstein Elect Check Kian Low Elect Justine F. Page Elect Henry S. Samueli Elect Hock E. Tan Elect Harry L. You Ratification of Auditor Advisory Vote on Executive Compensation	Management	Pecisión For For For For For For For Fo	Against For Against For For Against For For Against For Vote	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Remuneration - Fails the remuneration framework assessment on structure, transparency and accountability.
1 2 3 4 4 5 6 7 8 9 10 11 ING Gro	Elect Diane M. Bryant Elect Gayla J. Delly Elect Kenneth Y. Hao Elect Eddy W. Hartenstein Elect Check Kian Low Elect Justine F. Page Elect Henry S. Samueli Elect Hock E. Tan Elect Harry L. You Ratification of Auditor Advisory Vote on Executive Compensation Dep N.V. Proposal text	Management	For	Against For Against For For Against For For Against Vote Decision	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Remuneration - Fails the remuneration framework assessment on structure, transparency and accountability. Meeting Type: Annual
1 2 3 4 4 5 6 7 8 9 10 11 ING Gro	Elect Diane M. Bryant Elect Gayla J. Delly Elect Kenneth Y. Hao Elect Eddy W. Hartenstein Elect Check Kian Low Elect Justine F. Page Elect Henry S. Samueli Elect Hock E. Tan Elect Harry L. You Ratification of Auditor Advisory Vote on Executive Compensation Dep N.V. Proposal text Remuneration Report	Management	For	Against For Against For For Against For For Against Vote Decision For	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Remuneration - Fails the remuneration framework assessment on structure, transparency and accountability. Meeting Type: Annual
1 2 3 4 4 5 6 7 8 9 10 11 ING Gro	Elect Diane M. Bryant Elect Gayla J. Delly Elect Kenneth Y. Hao Elect Eddy W. Hartenstein Elect Check Kian Low Elect Justine F. Page Elect Henry S. Samueli Elect Hock E. Tan Elect Harry L. You Ratification of Auditor Advisory Vote on Executive Compensation Dep N.V. Proposal text Remuneration Report Accounts and Reports	Management	For	Against For Against For For Against For For Against Vote Decision For For	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Remuneration - Fails the remuneration framework assessment on structure, transparency and accountability. Meeting Type: Annual
1 2 3 4 4 5 6 7 8 9 10 11 ING Gro	Elect Diane M. Bryant Elect Gayla J. Delly Elect Kenneth Y. Hao Elect Eddy W. Hartenstein Elect Check Kian Low Elect Justine F. Page Elect Henry S. Samueli Elect Hock E. Tan Elect Harry L. You Ratification of Auditor Advisory Vote on Executive Compensation Dep N.V. Proposal text Remuneration Report Accounts and Reports Allocation of Dividends	Management	For	Against For Against For For Against For For Against Vote Decision For For For	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Remuneration - Fails the remuneration framework assessment on structure, transparency and accountability. Meeting Type: Annual
1 2 3 4 4 5 6 7 8 8 9 10 11 ING Gro	Elect Diane M. Bryant Elect Gayla J. Delly Elect Kenneth Y. Hao Elect Eddy W. Hartenstein Elect Check Kian Low Elect Justine F. Page Elect Henry S. Samueli Elect Hock E. Tan Elect Hork E. Tan Elect Harry L. You Ratification of Auditor Advisory Vote on Executive Compensation Dep N.V. Proposal text Remuneration Report Accounts and Reports Allocation of Dividends Ratification of Management Board Acts	Management	For	Against For Against For For Against For For Against Vote Decision For For For For	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Remuneration - Fails the remuneration framework assessment on structure, transparency and accountability. Meeting Type: Annual
1 2 3 4 5 5 6 7 8 9 10 11 ING Gro	Elect Diane M. Bryant Elect Gayla J. Delly Elect Kenneth Y. Hao Elect Eddy W. Hartenstein Elect Check Kian Low Elect Justine F. Page Elect Henry S. Samueli Elect Hock E. Tan Elect Harry L. You Ratification of Auditor Advisory Vote on Executive Compensation Dep N.V. Proposal text Remuneration Report Accounts and Reports Allocation of Dividends Ratification of Management Board Acts Ratification of Supervisory Board Acts	Management	For	Against For Against For For Against For For Against Vote Decision For	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Remuneration - Fails the remuneration framework assessment on structure, transparency and accountability. Meeting Type: Annual
1 2 3 4 4 5 6 7 8 8 9 10 11 ING Gro	Elect Diane M. Bryant Elect Gayla J. Delly Elect Kenneth Y. Hao Elect Eddy W. Hartenstein Elect Check Kian Low Elect Justine F. Page Elect Henry S. Samueli Elect Hock E. Tan Elect Harry L. You Ratification of Auditor Advisory Vote on Executive Compensation Dep N.V. Proposal text Remuneration Report Accounts and Reports Allocation of Dividends Ratification of Supervisory Board Acts Ratification of Supervisory Board Acts Appointment of Auditor	Management	For	Against For Against For For Against For For Against For For Against For Against For Against For Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Remuneration - Fails the remuneration framework assessment on structure, transparency and accountability. Meeting Type: Annual
1 2 3 4 5 6 7 8 9 10 11 1 2 3 4 5 6 7 7	Elect Diane M. Bryant Elect Gayla J. Delly Elect Kenneth Y. Hao Elect Eddy W. Hartenstein Elect Check Kian Low Elect Justine F. Page Elect Henry S. Samueli Elect Hock E. Tan Elect Harry L. You Ratification of Auditor Advisory Vote on Executive Compensation Dep N.V. Proposal text Remuneration Report Accounts and Reports Allocation of Dividends Ratification of Supervisory Board Acts Appointment of Auditor Management Board Remuneration Policy	Management	For	Against For For Against For For Against For For Against For For Against For Against For Against For For For For For For For For For Fo	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Remuneration - Fails the remuneration framework assessment on structure, transparency and accountability. Meeting Type: Annual
1 2 3 4 5 6 7 8 9 10 11 1 2 3 4 5 5 6 7 8 8 9 10 10 11 1 2 1 2 1 3 1 4 1 5 1 6 1 7 8 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Elect Diane M. Bryant Elect Gayla J. Delly Elect Kenneth Y. Hao Elect Eddy W. Hartenstein Elect Check Kian Low Elect Justine F. Page Elect Henry S. Samueli Elect Hock E. Tan Elect Harry L. You Ratification of Auditor Advisory Vote on Executive Compensation Dep N.V. Proposal text Remuneration Report Accounts and Reports Allocation of Dividends Ratification of Supervisory Board Acts Appointment of Auditor Management Board Remuneration Policy Supervisory Board Remuneration Policy	Management	For	Against For Against For For Against For For Against For For Against For Against For Against For Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Remuneration - Fails the remuneration framework assessment on structure, transparency and accountability. Meeting Type: Annual
1 2 3 4 5 6 7 8 9 10 11 1 2 3 4 5 5 6 6 7 8 9 9 10 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	Elect Diane M. Bryant Elect Gayla J. Delly Elect Kenneth Y. Hao Elect Eddy W. Hartenstein Elect Check Kian Low Elect Justine F. Page Elect Henry S. Samueli Elect Hock E. Tan Elect Harry L. You Ratification of Auditor Advisory Vote on Executive Compensation Dep N.V. Proposal text Remuneration Report Accounts and Reports Allocation of Dividends Ratification of Supervisory Board Acts Appointment of Auditor Management Board Remuneration Policy Supervisory Board Remuneration Policy Elect Juan Colombás to the Supervisory Board	Management	For	Against For Against For For Against For For Against For Against For Against For Against For Against For For For For For For For For For Fo	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Remuneration - Fails the remuneration framework assessment on structure, transparency and accountability. Meeting Type: Annual
1 2 3 4 5 6 7 8 9 10 11 2 3 4 5 6 6 7 8 8 9 10 10 11 2 3 4 5 6 7 8 8 9 10 10 10 10 10 10 10 10 10 10 10 10 10	Elect Diane M. Bryant Elect Gayla J. Delly Elect Kenneth Y. Hao Elect Eddy W. Hartenstein Elect Check Kian Low Elect Justine F. Page Elect Henry S. Samueli Elect Hock E. Tan Elect Harry L. You Ratification of Auditor Advisory Vote on Executive Compensation Dep N.V. Proposal text Remuneration Report Accounts and Reports Allocation of Dividends Ratification of Supervisory Board Acts Appointment of Auditor Management Board Remuneration Policy Supervisory Board Remuneration Policy Elect Juan Colombás to the Supervisory Board Elect Herman Hulst to the Supervisory Board	Management	For	Against For Against For For Against For For Against For Against For Against For Against For Against For For For For For For For For For Fo	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Remuneration - Fails the remuneration framework assessment on structure, transparency and accountability. Meeting Type: Annual
1 2 3 4 5 6 7 8 9 10 11 2 3 4 5 6 6 7 8 9 10 11 10 11 10 11 10 11 10 11 11 11 11	Elect Diane M. Bryant Elect Gayla J. Delly Elect Kenneth Y. Hao Elect Eddy W. Hartenstein Elect Check Kian Low Elect Justine F. Page Elect Henry S. Samueli Elect Hock E. Tan Elect Harry L. You Ratification of Auditor Advisory Vote on Executive Compensation Dep N.V. Proposal text Remuneration Report Accounts and Reports Allocation of Dividends Ratification of Supervisory Board Acts Appointment of Auditor Management Board Remuneration Policy Supervisory Board Remuneration Policy Elect Juan Colombás to the Supervisory Board Elect Herman Hulst to the Supervisory Board Cancellation of Shares/Authorities to Issue Shares	Management	For	Against For Against For For Against For For Against For For Against For Against For Against For For For For For For For For For Fo	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Remuneration - Fails the remuneration framework assessment on structure, transparency and accountability. Meeting Type: Annual
1 2 3 4 5 6 7 8 9 10 11 2 3 4 5 6 6 7 8 9 10 10 10 10 10 10 10 10 10 10 10 10 10	Elect Diane M. Bryant Elect Gayla J. Delly Elect Kenneth Y. Hao Elect Eddy W. Hartenstein Elect Check Kian Low Elect Justine F. Page Elect Henry S. Samueli Elect Hock E. Tan Elect Harry L. You Ratification of Auditor Advisory Vote on Executive Compensation Dep N.V. Proposal text Remuneration Report Accounts and Reports Allocation of Dividends Ratification of Supervisory Board Acts Appointment of Auditor Management Board Remuneration Policy Supervisory Board Remuneration Policy Elect Juan Colombás to the Supervisory Board Elect Herman Hulst to the Supervisory Board	Management	For	Against For Against For For Against For For Against For Against For Against For Against For Against For For For For For For For For For Fo	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices Remuneration - Fails the remuneration framework assessment on structure, transparency and accountability. Meeting Type: Annual

Proposal text	Proponent	Management Decision	Vote Decision	Rationale
Elect Harold Naus to the Supervisory Board	Management	For	For	
	<u>-</u>			
,				Meeting Type: Mix
	Meeting Date		Voto	Meeting Type. Mix
Proposal text	Proponent	Decision	Decision	Rationale
Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	
<u>'</u>	Management	For	For	
Allocation of Profits/Dividends	Management	For	For	
2023 Remuneration Report	Management	For	Against	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP.
2023 Remuneration of Antoine Gosset-Grainville, Chair	Management	For	For	Decree with a Vete A sint decree with a decree to the set
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.
2024 Remuneration Policy (Chair)	Management	For	For	
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.
2024 Remuneration Policy (Board of Directors)	Management	For	For	
Special Auditors Report on Regulated Agreements	Management	For	For	
Elect Antoine Gosset-Grainville	Management	For	For	
Elect Clotilde Delbos	Management	For	For	
Elect Isabel Hudson	Management	For	For	
Elect Angelien Kemna	Management	For	For	
Elect Marie-France Tschudin	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness t implement good governance standards, such as persistently unacceptable compensation practices.
Flect Helen Browne (Employee Shareholder Representatives)	Management	For	For	альссерния сотретяння риспесь.
	<u>-</u>			
Appointment of Auditor for Sustainability Reporting (Ernst &	Management	For	For	
	Management	For	For	
	-	For	For	
		For	For	
	-	For	For	
	-	For	For	
	<u>-</u>	For	For	
	-	Against	Against	
	<u>_</u>		-	
			-	
Elect Benjamin Saunière (Employee Shareholder	-		-	
Representatives)				
Elect Mark Sundrakes (Employee Shareholder Representatives)	Management	Against	Against	
Elect Mark Sundrakes (Employee Shareholder Representatives)		Against	Against	Machine Tunes Annual
Elect Mark Sundrakes (Employee Shareholder Representatives)	Management Meeting Date	: 22.04.2024		Meeting Type: Annual
			Against Vote Decision	Rationale
d Laboratories Inc.	Meeting Date	: 22.04.2024 Management	Vote	Rationale Board level diversity demographic information not fully disclosed; Mult class share structure with unequal voting rights
d Laboratories Inc. Proposal text Elect Melinda Litherland Elect Arnold A. Pinkston	Meeting Date Proponent Management Management	: 22.04.2024 Management Decision For	Vote Decision Against Against	Rationale Board level diversity demographic information not fully disclosed; Mult class share structure with unequal voting rights
d Laboratories Inc. Proposal text Elect Melinda Litherland Elect Arnold A. Pinkston Ratification of Auditor	Meeting Date Proponent Management Management Management	: 22.04.2024 Management Decision For For	Vote Decision Against Against For	Rationale Board level diversity demographic information not fully disclosed; Mult class share structure with unequal voting rights Board level diversity demographic information not fully disclosed; Mult
d Laboratories Inc. Proposal text Elect Melinda Litherland Elect Arnold A. Pinkston Ratification of Auditor Approval of the 2017 Incentive Award Plan	Meeting Date Proponent Management Management Management Management Management	: 22.04.2024 Management Decision For For For For	Vote Decision Against Against	Rationale Board level diversity demographic information not fully disclosed; Mult class share structure with unequal voting rights Board level diversity demographic information not fully disclosed; Mult class share structure with unequal voting rights
d Laboratories Inc. Proposal text Elect Melinda Litherland Elect Arnold A. Pinkston Ratification of Auditor	Meeting Date Proponent Management Management Management	: 22.04.2024 Management Decision For For For For 22.04.2024	Vote Decision Against Against For	Rationale Board level diversity demographic information not fully disclosed; Mult class share structure with unequal voting rights Board level diversity demographic information not fully disclosed; Mult
Elect Melinda Litherland Elect Arnold A. Pinkston Ratification of Auditor Approval of the 2017 Incentive Award Plan Proposal text	Meeting Date Proponent Management Management Management Management Meeting Date Proponent	: 22.04.2024 Management Decision For For For For 22.04.2024 Management Decision	Vote Decision Against Against For For	Rationale Board level diversity demographic information not fully disclosed; Mult class share structure with unequal voting rights Board level diversity demographic information not fully disclosed; Mult class share structure with unequal voting rights
Elect Melinda Litherland Elect Arnold A. Pinkston Ratification of Auditor Approval of the 2017 Incentive Award Plan Proposal text Accounts and Reports	Meeting Date Proponent Management Management Management Management Meeting Date Proponent Management	: 22.04.2024 Management Decision For For For For 22.04.2024 Management Decision For	Vote Decision Against Against For For Vote Decision For	Rationale Board level diversity demographic information not fully disclosed; Mult class share structure with unequal voting rights Board level diversity demographic information not fully disclosed; Mult class share structure with unequal voting rights Meeting Type: Mix
Elect Melinda Litherland Elect Arnold A. Pinkston Ratification of Auditor Approval of the 2017 Incentive Award Plan Proposal text Accounts and Reports Consolidated Accounts and Reports	Meeting Date Proponent Management Management Management Meeting Date Proponent Management Management Management Management	: 22.04.2024 Management Decision For For For For Euror For For For For For For For	Vote Decision Against Against For For Vote Decision For For	Rationale Board level diversity demographic information not fully disclosed; Mult class share structure with unequal voting rights Board level diversity demographic information not fully disclosed; Mult class share structure with unequal voting rights Meeting Type: Mix
Elect Melinda Litherland Elect Arnold A. Pinkston Ratification of Auditor Approval of the 2017 Incentive Award Plan Proposal text Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends	Meeting Date Proponent Management Management Management Meeting Date Proponent Management Management Management Management Management Management Management	: 22.04.2024 Management Decision For For For For Europe State Stat	Vote Decision Against Against For For Vote Decision For For For	Rationale Board level diversity demographic information not fully disclosed; Mult class share structure with unequal voting rights Board level diversity demographic information not fully disclosed; Mult class share structure with unequal voting rights Meeting Type: Mix
Elect Melinda Litherland Elect Arnold A. Pinkston Ratification of Auditor Approval of the 2017 Incentive Award Plan Proposal text Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Elect Jacques Ripoll	Meeting Date Proponent Management Management Management Meeting Date Proponent Management Management Management Management Management Management Management Management Management	: 22.04.2024 Management Decision For For For For Eor For For For	Vote Decision Against Against For For Vote Decision For For For For For	Rationale Board level diversity demographic information not fully disclosed; Multiclass share structure with unequal voting rights Board level diversity demographic information not fully disclosed; Multiclass share structure with unequal voting rights Meeting Type: Mix
Elect Melinda Litherland Elect Arnold A. Pinkston Ratification of Auditor Approval of the 2017 Incentive Award Plan Proposal text Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Elect Jacques Ripoll Elect Beatrice Guillaume-Grabisch	Meeting Date Proponent Management Management Management Management Meeting Date Proponent Management	: 22.04.2024 Management Decision For For For For Eor For For For	Vote Decision Against Against For For Vote Decision For For For For For For For	Rationale Board level diversity demographic information not fully disclosed; Multiclass share structure with unequal voting rights Board level diversity demographic information not fully disclosed; Multiclass share structure with unequal voting rights Meeting Type: Mix Rationale
Elect Melinda Litherland Elect Arnold A. Pinkston Ratification of Auditor Approval of the 2017 Incentive Award Plan Proposal text Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Elect Jacques Ripoll Elect Beatrice Guillaume-Grabisch Elect Ilham Kadri	Meeting Date Proponent Management Management Management Management Meeting Date Proponent Management	: 22.04.2024 Management Decision For For For For Eor For For For	Vote Decision Against Against For For Vote Decision For For For For Against	Rationale Board level diversity demographic information not fully disclosed; Multiclass share structure with unequal voting rights Board level diversity demographic information not fully disclosed; Multiclass share structure with unequal voting rights Meeting Type: Mix
Elect Melinda Litherland Elect Arnold A. Pinkston Ratification of Auditor Approval of the 2017 Incentive Award Plan Proposal text Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Elect Jacques Ripoll Elect Beatrice Guillaume-Grabisch Elect Ilham Kadri Elect Jean-Victor Meyers	Meeting Date Proponent Management Management Management Management Meeting Date Proponent Management	: 22.04.2024 Management Decision For For For For State of the st	Vote Decision Against For For Vote Decision For For For For For For For For For Fo	Rationale Board level diversity demographic information not fully disclosed; Multiclass share structure with unequal voting rights Board level diversity demographic information not fully disclosed; Multiclass share structure with unequal voting rights Meeting Type: Mix Rationale
Elect Melinda Litherland Elect Arnold A. Pinkston Ratification of Auditor Approval of the 2017 Incentive Award Plan Proposal text Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Elect Jacques Ripoll Elect Beatrice Guillaume-Grabisch Elect Jlham Kadri Elect Jean-Victor Meyers Elect Nicolas Meyers	Meeting Date Proponent Management	: 22.04.2024 Management Decision For For For For Sor For For For	Vote Decision Against For For Vote Decision For For For For For For For For For Fo	Rationale Board level diversity demographic information not fully disclosed; Multiclass share structure with unequal voting rights Board level diversity demographic information not fully disclosed; Multiclass share structure with unequal voting rights Meeting Type: Mix Rationale
d Laboratories Inc. Proposal text Elect Melinda Litherland Elect Arnold A. Pinkston Ratification of Auditor Approval of the 2017 Incentive Award Plan Proposal text Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Elect Jacques Ripoll Elect Beatrice Guillaume-Grabisch Elect Ilham Kadri Elect Jean-Victor Meyers Elect Nicolas Meyers Appointment of Auditor for Sustainability Reporting (Deloitte)	Meeting Date Proponent Management	: 22.04.2024 Management Decision For For For For S: 22.04.2024 Management Decision For For For For For For For F	Vote Decision Against For For Vote Decision For For For For For For For For For Fo	Rationale Board level diversity demographic information not fully disclosed; Multiclass share structure with unequal voting rights Board level diversity demographic information not fully disclosed; Multiclass share structure with unequal voting rights Meeting Type: Mix Rationale
Elect Melinda Litherland Elect Arnold A. Pinkston Ratification of Auditor Approval of the 2017 Incentive Award Plan Proposal text Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Elect Jacques Ripoll Elect Beatrice Guillaume-Grabisch Elect Jlham Kadri Elect Jean-Victor Meyers Elect Nicolas Meyers	Meeting Date Proponent Management	: 22.04.2024 Management Decision For For For For Sor For For For	Vote Decision Against For For Vote Decision For For For For For For For For For Fo	Rationale Board level diversity demographic information not fully disclosed; Multiclass share structure with unequal voting rights Board level diversity demographic information not fully disclosed; Multiclass share structure with unequal voting rights Meeting Type: Mix Rationale Serves on too many boards
Elect Melinda Litherland Elect Arnold A. Pinkston Ratification of Auditor Approval of the 2017 Incentive Award Plan Proposal text Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Elect Jacques Ripoll Elect Beatrice Guillaume-Grabisch Elect Ilham Kadri Elect Jean-Victor Meyers Elect Nicolas Meyers Appointment of Auditor for Sustainability Reporting (Deloitte) Appointment of Auditor for Sustainability Reporting (EY) 2023 Remuneration Report	Meeting Date Proponent Management	: 22.04.2024 Management Decision For For For For Sor For For For	Vote Decision Against Against For For Vote Decision For For For For For For For Against For For Against	Rationale Board level diversity demographic information not fully disclosed; Multiclass share structure with unequal voting rights Board level diversity demographic information not fully disclosed; Multiclass share structure with unequal voting rights Meeting Type: Mix Rationale
Elect Melinda Litherland Elect Arnold A. Pinkston Ratification of Auditor Approval of the 2017 Incentive Award Plan Proposal text Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Elect Jacques Ripoll Elect Beatrice Guillaume-Grabisch Elect Ilham Kadri Elect Jean-Victor Meyers Elect Nicolas Meyers Appointment of Auditor for Sustainability Reporting (Deloitte) Appointment of Auditor for Sustainability Reporting (EY) 2023 Remuneration Report	Meeting Date Proponent Management Management Management Management Meeting Date Proponent Management	: 22.04.2024 Management Decision For For For For Sor For For For	Vote Decision Against Against For For Vote Decision For For For For For For For Against For	Rationale Board level diversity demographic information not fully disclosed; Multiclass share structure with unequal voting rights Board level diversity demographic information not fully disclosed; Multiclass share structure with unequal voting rights Meeting Type: Mix Rationale Serves on too many boards Remuneration - Fails the remuneration framework assessment on
Elect Melinda Litherland Elect Arnold A. Pinkston Ratification of Auditor Approval of the 2017 Incentive Award Plan Proposal text Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Elect Jacques Ripoll Elect Beatrice Guillaume-Grabisch Elect Ilham Kadri Elect Jean-Victor Meyers Elect Nicolas Meyers Appointment of Auditor for Sustainability Reporting (Deloitte) Appointment of Auditor for Sustainability Reporting (EY) 2023 Remuneration Report	Meeting Date Proponent Management	: 22.04.2024 Management Decision For For For For Sor For For For	Vote Decision Against Against For For Vote Decision For For For For For For For Against For For Against	Rationale Board level diversity demographic information not fully disclosed; Mult class share structure with unequal voting rights Board level diversity demographic information not fully disclosed; Mult class share structure with unequal voting rights Meeting Type: Mix Rationale Serves on too many boards Remuneration - Fails the remuneration framework assessment on
	Accounts and Reports; Non Tax-Deductible Expenses Consolidated Accounts and Reports Allocation of Profits/Dividends 2023 Remuneration Report 2023 Remuneration of Antoine Gosset-Grainville, Chair 2023 Remuneration of Thomas Buberl, CEO 2024 Remuneration Policy (Chair) 2024 Remuneration Policy (CEO) 2024 Remuneration Policy (Board of Directors) Special Auditors Report on Regulated Agreements Elect Antoine Gosset-Grainville Elect Clotilde Delbos Elect Isabel Hudson Elect Angelien Kemna Elect Marie-France Tschudin Elect Helen Browne (Employee Shareholder Representatives) Appointment of Auditor (KPMG) Non-Renewal of Alternate Auditor (Patrice Morot) Appointment of Auditor for Sustainability Reporting (Ernst & Young) Appointment of Auditor for Sustainability Reporting (KPMG) Authority to Repurchase and Reissue Shares Employee Stock Purchase Plan Stock Purchase Plan for Overseas Employees Authority to Cancel Shares and Reduce Capital Authorisation of Legal Formalities Elect Detlef Thedieck (Employee Shareholder Representatives) Elect Stefan Bolliger (Employee Shareholder Representatives) Elect Stefan Bolliger (Employee Shareholder Representatives)	Proposal text Accounts and Reports; Non Tax-Deductible Expenses Management Consolidated Accounts and Reports Allocation of Profits/Dividends 2023 Remuneration Report Management 2023 Remuneration of Antoine Gosset-Grainville, Chair Anagement 2024 Remuneration of Thomas Buberl, CEO Management 2024 Remuneration Policy (Chair) Management 2024 Remuneration Policy (EDO) Management 2024 Remuneration Policy (Board of Directors) Special Auditors Report on Regulated Agreements Elect Antoine Gosset-Grainville Elect Antoine Management Elect Angelien Kemna Elect Angelien Kemna Management Elect Marie-France Tschudin Management Elect Marie-France Tschudin Elect Helen Browne (Employee Shareholder Representatives) Appointment of Auditor (KPMG) Non-Renewal of Alternate Auditor (Patrice Morot) Appointment of Auditor for Sustainability Reporting (Ernst & Young) Appointment of Auditor for Sustainability Reporting (KPMG) Management Employee Stock Purchase Plan Management Employee Stock Purchase Plan Management Stock Purchase Plan for Overseas Employees Management Elect Detlef Thedieck (Employee Shareholder Representatives) Management Elect Stefan Bolliger (Employee Shareholder Representatives) Management Elect Stefan Bolliger (Employee Shareholder Representatives) Management Elect Olivier Eugène (Employee Shareholder Representatives) Management Elect Olivier Eugène (Employee Shareholder Representatives) Management Elect Olivier Eugène (Employee Shareholder Representatives) Management Elect Detlef Thedieck (Employee Shareholder Representatives)	Proposal text Proponent Proposal text Accounts and Reports; Non Tax-Deductible Expenses Management For Consolidated Accounts and Reports Management For Allocation of Profits/Dividends Management For 2023 Remuneration Report Management For 2023 Remuneration of Antoine Gosset-Grainville, Chair Management For 2024 Remuneration Policy (Chair) Management For 2024 Remuneration Policy (CEO) Management For 2024 Remuneration Policy (Board of Directors) Management For 2024 Remuneration Policy (Board of Directors) Management For 2024 Remuneration Policy (Board of Directors) Management For Elect Antoine Gosset-Grainville Management For Elect Angelien Kempor Elect Lisabel Hudson Management For Elect Angelien Kemna Management For Elect Marie-France Tschudin Management For Elect Marie-France Tschudin Management For Appointment of Auditor (KPMG) Non-Renewal of Alternate Auditor (Patrice Morot) Appointment of Auditor for Sustainability Reporting (Ernst & Young) Appointment of Auditor for Sustainability Reporting (Ernst & Young) Appointment of Auditor for Sustainability Reporting (KPMG) Management For Appointment of Auditor for Sustainability Reporting (KPMG) Management For Appointment of Auditor for Sustainability Reporting (KPMG) Management For Appointment of Auditor for Sustainability Reporting (MPMG) Appointment of Auditor for Sustainability Reporting (MPMG) Appointment of Auditor for Sustainability Reporting (MPMG) Management For Employee Stock Purchase Plan Management For Authority to Repurchase and Reissue Shares Management For Authority to Cancel Shares and Reduce Capital Management For Authority to Cancel Shares and Reduce Capital Management For Management Management For Management Against Elect Deletif Thedieck (Employee Shareholder Representatives) Management Against Elect Stefan Bolliger (Employee Shareholder Representatives) Management Management Against	Proposal text Proposal text Proposal text Proposal text Proponent Accounts and Reports; Non Tax-Deductible Expenses Management For For Consolidated Accounts and Reports Management For For Allocation of Profits/Dividends Management For Against Proposal Remuneration Report Management For Against Proposal Remuneration of Antoine Gosset-Grainville, Chair Management For Against Against Against Accounts and Reports Management For Against Against Accounts and Reports Management For Against Against Accounts and Reports Management For For Against Against Accounts Against Agai

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	2024 Remuneration Policy (CEO)	Management	For	For	
	Authority to Repurchase and Reissue Shares	Management	For	For	
	Authority to Cancel Shares and Reduce Capital	Management	For	For	
	Authority to Issue Performance Shares	Management	For	For	
	Employee Stock Purchase Plan	Management	For	For	
	Stock Purchase Plan for Overseas Employees	Management	For	For	
2	Authorisation of Legal Formalities	Management	For	For	
ISCI In	nc	Meeting Date			Meeting Type: Annual
umber	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Elect Henry A. Fernandez	Management	For	For	
	Elect Robert G. Ashe	Management	For	For	
	Elect Chirantan J. Desai	Management	For	For	
	Elect Wayne Edmunds	Management	For	For	
	Elect Robin L. Matlock	Management	For	For	
	Elect Jacques P. Perold	Management	For	For	
	Elect C.D. Baer Pettit	Management	For	For	
	Elect Sandy C. Rattray Elect Linda H. Riefler	Management Management	For	For Against	Board - Vote Against when the board fails to incorporate basic
	Elect Marcus L. Smith	Management	For	For	considerations for gender diversity.
	Elect Rajat Taneja	Management	For	For	
	Elect Paula Volent	Management	For	For	
	Advisory Vote on Executive Compensation	Management	For	For	
	Ratification of Auditor Shareholder Proposal Regarding Report on Chinese Military-	Management Shareholder	For Against	For Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the company's ESG efforts.
	Industry Companies in Indices				
atWe	st Group Plc	Meeting Date		Voto	Meeting Type: Annual
	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
	Accounts and Reports	Management	For	For	
	Remuneration Report	Management	For	For	
	Final Dividend	Management	For	For	
	Elect Richard Haythornthwaite	Management	For	For	
	Elect Paul Thwaite	Management	For	For	
	Elect Katie Murray	Management	For	For	
	Elect Frank E. Dangeard	Management	For	For	
	Elect Roisin Donnelly	Management	For	For	
	Elect Patrick Flynn	Management	For	For	
	Elect Yasmin Jetha	Management	For	For	
	Elect Stuart Lewis	Management	For	For	
	Elect Mark Seligman	Management	For	For	
	Elect Lena Wilson	<u>_</u>			
		Management	For	For	
	Appointment of Auditor	Management	For	For	
	Authority to Set Auditor's Fees	Management	For	For	
	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
	Authorisation of Political Donations	Management	For	For	
	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	
	Authority to Repurchase Shares Amendment to Authority to Repurchase Shares from HM	Management Management	For	For	
	Treasury Authority to Repurchase Shares from HM Treasury	Management	For	For	
	Authority to Repurchase Preference Shares	Management	For	For	
	Approval of the Employee Share Plan	Management	For	For	
	Scrip Dividend	Management	For	For	
		J			Machine Times Americal
3		Mooting Data	. 22 04 2024		
3 hangh	nai International Port(Group)	Meeting Date		Vote	Meeting Type: Annual
n angh umber	nai International Port(Group) Proposal text	Proponent	Management Decision	Vote Decision	Rationale
h angh umber	nai International Port(Group)		Management		

Number					
	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
3	Report on the Compensation of Directors and Supervisors for 2023	Management	For	For	
1	Authority on the Adjustment of Independent Directors' Allowance	Management	For	For	
		Managanant	Гоч	Fa	
	Amendments to Work System for Independent Directors	Management	For	For	
	Elect XU Song	Management	For	For	
	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.
	Amendments to Articles	Management	For	For	
	2023 Directors' Report	Management	For	For	
	2023 Supervisors' Report	Management	For	For	
	2023 Accounts and Reports	Management	For	For	
	Allocation of Profits/Dividends	Management	For	For	
	2024 Financial Budget	Management	For	For	
	Authority on the Annual Quota for Deposit and Loan Business to be Conducted with Associated Banks in 2024	Management	For	For	
i	Approval of Providing Entrusted Loans to External Parties	Management	For	For	
	Elect TU Xiaoping	Management	For	For	
ruist F	inancial Corporation	Meeting Date:	22.04.2024		Meeting Type: Annual
umber	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Shareholder Proposal Regarding Report on Board Oversight of	Chambaldan			SHP - Vote Against when there are concerns that the objective of the
	Discrimination	Shareholder	Against	Against	proposal is to hinder the companiess ESG efforts.
	Elect Steven C. Voorhees	Management	For	For	
	Ratification of Auditor	Management	For	For	
	Elect Laurence Stein	Management	For	For	
	Elect Bruce L. Tanner			For	
		Management	For		
	Advisory Vote on Executive Compensation	Management	For	For	
	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
	Elect Jennifer S. Banner	Management	For	For	
	Elect K. David Boyer, Jr.	Management	For	For	
	Elect Agnes Bundy Scanlan	Management	For	For	
	Elect Dallas S. Clement	Management	For	For	
		-			
	Elect Patrick C. Graney III	Management	For	For	
	Elect Linnie M. Haynesworth	Management	For	For	
			For	For	
	Elect Donna S. Morea	Management	rui		
	Elect Donna S. Morea Elect Charles A. Patton	Management Management	For	For	
	Elect Charles A. Patton	Management		For For	
	Elect Charles A. Patton Elect William H. Rogers, Jr.	Management Management	For For	For	
	Elect Charles A. Patton Elect William H. Rogers, Jr. Elect Thomas E. Skains	Management	For		
	Elect Charles A. Patton Elect William H. Rogers, Jr. Elect Thomas E. Skains	Management Management	For For For 22.04.2024	For For	Meeting Type: Annual
nivers umber	Elect Charles A. Patton Elect William H. Rogers, Jr. Elect Thomas E. Skains sal Scientific Industrial (Shanghai) Co. Ltd Proposal text	Management Management Management Meeting Date: Proponent	For For 22.04.2024 Management Decision	For	Meeting Type: Annual Rationale
nivers mber	Elect Charles A. Patton Elect William H. Rogers, Jr. Elect Thomas E. Skains sal Scientific Industrial (Shanghai) Co. Ltd	Management Management Management Meeting Date:	For For For 22.04.2024 Management	For For Vote	- ''
nivers mber	Elect Charles A. Patton Elect William H. Rogers, Jr. Elect Thomas E. Skains sal Scientific Industrial (Shanghai) Co. Ltd Proposal text	Management Management Management Meeting Date: Proponent	For For 22.04.2024 Management Decision	For For Vote Decision	- ''
ivers nber	Elect Charles A. Patton Elect William H. Rogers, Jr. Elect Thomas E. Skains Sal Scientific Industrial (Shanghai) Co. Ltd Proposal text 2023 WORK REPORT OF THE BOARD OF DIRECTORS	Management Management Management Meeting Date: Proponent Management	For For 22.04.2024 Management Decision For	For For Vote Decision For	- ''
ivers nber	Elect Charles A. Patton Elect William H. Rogers, Jr. Elect Thomas E. Skains Sal Scientific Industrial (Shanghai) Co. Ltd Proposal text 2023 WORK REPORT OF THE BOARD OF DIRECTORS 2023 Work Report of the Supervisory Board	Management Management Management Meeting Date: Proponent Management Management Management Management	For For 22.04.2024 Management Decision For For	For For Vote Decision For	- ''
nivers mber	Elect Charles A. Patton Elect William H. Rogers, Jr. Elect Thomas E. Skains Sal Scientific Industrial (Shanghai) Co. Ltd Proposal text 2023 WORK REPORT OF THE BOARD OF DIRECTORS 2023 Work Report of the Supervisory Board 2023 Annual Accounts 2023 Profit Distribution Plan	Management Management Management Meeting Date: Proponent Management Management Management Management Management	For For 22.04.2024 Management Decision For For For For	For For Vote Decision For For For For	- ''
nivers Imber	Elect Charles A. Patton Elect William H. Rogers, Jr. Elect Thomas E. Skains Sal Scientific Industrial (Shanghai) Co. Ltd Proposal text 2023 WORK REPORT OF THE BOARD OF DIRECTORS 2023 Work Report of the Supervisory Board 2023 Annual Accounts 2023 Profit Distribution Plan 2023 ANNUAL REPORT AND ITS SUMMARY 2023 Continuing Connected Transaction Results and 2024	Management Management Management Meeting Date: Proponent Management Management Management Management Management Management Management	For For 22.04.2024 Management Decision For For For For For For	For Vote Decision For For For For For	- ''
nivers	Elect Charles A. Patton Elect William H. Rogers, Jr. Elect Thomas E. Skains Sal Scientific Industrial (Shanghai) Co. Ltd Proposal text 2023 WORK REPORT OF THE BOARD OF DIRECTORS 2023 Work Report of the Supervisory Board 2023 Annual Accounts 2023 Profit Distribution Plan 2023 ANNUAL REPORT AND ITS SUMMARY 2023 Continuing Connected Transaction Results and 2024 Estimated Continuing Connected Transactions	Management Management Management Meeting Date: Proponent Management Management Management Management Management Management Management Management Management	For For 22.04.2024 Management Decision For For For For For For For	For For For For For For For	- ''
nivers mber	Elect Charles A. Patton Elect William H. Rogers, Jr. Elect Thomas E. Skains Sal Scientific Industrial (Shanghai) Co. Ltd Proposal text 2023 WORK REPORT OF THE BOARD OF DIRECTORS 2023 Work Report of the Supervisory Board 2023 Annual Accounts 2023 Profit Distribution Plan 2023 ANNUAL REPORT AND ITS SUMMARY 2023 Continuing Connected Transaction Results and 2024 Estimated Continuing Connected Transactions APPLICATION FOR BANK CREDIT LINE	Management Management Management Meeting Date: Proponent Management	For For 22.04.2024 Management Decision For For For For For For For For For	For	- ''
nivers mber	Elect Charles A. Patton Elect William H. Rogers, Jr. Elect Thomas E. Skains Sal Scientific Industrial (Shanghai) Co. Ltd Proposal text 2023 WORK REPORT OF THE BOARD OF DIRECTORS 2023 Work Report of the Supervisory Board 2023 Annual Accounts 2023 Profit Distribution Plan 2023 ANNUAL REPORT AND ITS SUMMARY 2023 Continuing Connected Transaction Results and 2024 Estimated Continuing Connected Transactions APPLICATION FOR BANK CREDIT LINE Financial Derivative Transaction Quota	Management Management Management Meeting Date: Proponent Management	For	For	- ''
nivers	Elect Charles A. Patton Elect William H. Rogers, Jr. Elect Thomas E. Skains Sal Scientific Industrial (Shanghai) Co. Ltd Proposal text 2023 WORK REPORT OF THE BOARD OF DIRECTORS 2023 Work Report of the Supervisory Board 2023 Annual Accounts 2023 Profit Distribution Plan 2023 ANNUAL REPORT AND ITS SUMMARY 2023 Continuing Connected Transaction Results and 2024 Estimated Continuing Connected Transactions APPLICATION FOR BANK CREDIT LINE Financial Derivative Transaction Quota MUTUAL GUARANTEE AMONG CONTROLLED SUBSIDIARIES	Management Management Management Meeting Date: Proponent Management	For For 22.04.2024 Management Decision For For For For For For For For For Fo	For	- ''
nivers	Elect Charles A. Patton Elect William H. Rogers, Jr. Elect Thomas E. Skains Sal Scientific Industrial (Shanghai) Co. Ltd Proposal text 2023 WORK REPORT OF THE BOARD OF DIRECTORS 2023 Work Report of the Supervisory Board 2023 Annual Accounts 2023 Profit Distribution Plan 2023 ANNUAL REPORT AND ITS SUMMARY 2023 Continuing Connected Transaction Results and 2024 Estimated Continuing Connected Transactions APPLICATION FOR BANK CREDIT LINE Financial Derivative Transaction Quota MUTUAL GUARANTEE AMONG CONTROLLED SUBSIDIARIES Amendments to Articles	Management Management Management Meeting Date: Proponent Management	For	For	Rationale Vote Against when the company has not provided sufficient
nivers mber	Elect Charles A. Patton Elect William H. Rogers, Jr. Elect Thomas E. Skains Sal Scientific Industrial (Shanghai) Co. Ltd Proposal text 2023 WORK REPORT OF THE BOARD OF DIRECTORS 2023 Work Report of the Supervisory Board 2023 Annual Accounts 2023 Profit Distribution Plan 2023 ANNUAL REPORT AND ITS SUMMARY 2023 Continuing Connected Transaction Results and 2024 Estimated Continuing Connected Transactions APPLICATION FOR BANK CREDIT LINE Financial Derivative Transaction Quota MUTUAL GUARANTEE AMONG CONTROLLED SUBSIDIARIES Amendments to Articles Amendments to Procedural Rules: Board Meetings	Management Management Management Meeting Date: Proponent Management	For	For	Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information.
nivers	Elect Charles A. Patton Elect William H. Rogers, Jr. Elect Thomas E. Skains Sal Scientific Industrial (Shanghai) Co. Ltd Proposal text 2023 WORK REPORT OF THE BOARD OF DIRECTORS 2023 Work Report of the Supervisory Board 2023 Annual Accounts 2023 Profit Distribution Plan 2023 ANNUAL REPORT AND ITS SUMMARY 2023 Continuing Connected Transaction Results and 2024 Estimated Continuing Connected Transactions APPLICATION FOR BANK CREDIT LINE Financial Derivative Transaction Quota MUTUAL GUARANTEE AMONG CONTROLLED SUBSIDIARIES Amendments to Articles Amendments to Procedural Rules: Board Meetings Amendments to Management System for External Guarantees	Management Management Management Meeting Date: Proponent Management	For For 22.04.2024 Management Decision For For For For For For For For For Fo	For For For For For For For For For Against	Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information.
nivers mber	Elect Charles A. Patton Elect William H. Rogers, Jr. Elect Thomas E. Skains Sal Scientific Industrial (Shanghai) Co. Ltd Proposal text 2023 WORK REPORT OF THE BOARD OF DIRECTORS 2023 Work Report of the Supervisory Board 2023 Annual Accounts 2023 Profit Distribution Plan 2023 ANNUAL REPORT AND ITS SUMMARY 2023 Continuing Connected Transaction Results and 2024 Estimated Continuing Connected Transactions APPLICATION FOR BANK CREDIT LINE Financial Derivative Transaction Quota MUTUAL GUARANTEE AMONG CONTROLLED SUBSIDIARIES Amendments to Articles Amendments to Procedural Rules: Board Meetings Amendments to Management System for External Guarantees Amendments to Management System for External Financial Aid	Management Management Management Meeting Date: Proponent Management	For	For For For For For For For Against Against	Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information.
nivers umber	Elect Charles A. Patton Elect William H. Rogers, Jr. Elect Thomas E. Skains Sal Scientific Industrial (Shanghai) Co. Ltd Proposal text 2023 WORK REPORT OF THE BOARD OF DIRECTORS 2023 Work Report of the Supervisory Board 2023 Annual Accounts 2023 Profit Distribution Plan 2023 ANNUAL REPORT AND ITS SUMMARY 2023 Continuing Connected Transaction Results and 2024 Estimated Continuing Connected Transactions APPLICATION FOR BANK CREDIT LINE Financial Derivative Transaction Quota MUTUAL GUARANTEE AMONG CONTROLLED SUBSIDIARIES Amendments to Articles Amendments to Procedural Rules: Board Meetings Amendments to Management System for External Guarantees Amendments to Management System for External Financial Aid Amendments to Work System for Independent Directors Amendments to Decision-Making System for Connected	Management Management Management Meeting Date: Proponent Management	For	For For For For For For Against Against	Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information.
nivers	Elect Charles A. Patton Elect William H. Rogers, Jr. Elect Thomas E. Skains Sal Scientific Industrial (Shanghai) Co. Ltd Proposal text 2023 WORK REPORT OF THE BOARD OF DIRECTORS 2023 Work Report of the Supervisory Board 2023 Annual Accounts 2023 Profit Distribution Plan 2023 ANNUAL REPORT AND ITS SUMMARY 2023 Continuing Connected Transaction Results and 2024 Estimated Continuing Connected Transactions APPLICATION FOR BANK CREDIT LINE Financial Derivative Transaction Quota MUTUAL GUARANTEE AMONG CONTROLLED SUBSIDIARIES Amendments to Articles Amendments to Procedural Rules: Board Meetings Amendments to Management System for External Guarantees Amendments to Management System for External Financial Aid Amendments to Work System for Independent Directors Amendments to Decision-Making System for Connected Transactions	Management Management Management Meeting Date: Proponent Management	For	For For For For For For Against Against Against Against	Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information.
nivers	Elect Charles A. Patton Elect William H. Rogers, Jr. Elect Thomas E. Skains Sal Scientific Industrial (Shanghai) Co. Ltd Proposal text 2023 WORK REPORT OF THE BOARD OF DIRECTORS 2023 Work Report of the Supervisory Board 2023 Annual Accounts 2023 Profit Distribution Plan 2023 ANNUAL REPORT AND ITS SUMMARY 2023 Continuing Connected Transaction Results and 2024 Estimated Continuing Connected Transactions APPLICATION FOR BANK CREDIT LINE Financial Derivative Transaction Quota MUTUAL GUARANTEE AMONG CONTROLLED SUBSIDIARIES Amendments to Articles Amendments to Procedural Rules: Board Meetings Amendments to Management System for External Guarantees Amendments to Management System for External Financial Aid Amendments to Work System for Independent Directors Amendments to Decision-Making System for Connected Transactions Establishment of the System for Audit Firm Appointment	Management Management Management Meeting Date: Proponent Management	For	For For For For For Against Against Against Against Against Against	Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information.
mber	Elect Charles A. Patton Elect William H. Rogers, Jr. Elect Thomas E. Skains Sal Scientific Industrial (Shanghai) Co. Ltd Proposal text 2023 WORK REPORT OF THE BOARD OF DIRECTORS 2023 Work Report of the Supervisory Board 2023 Annual Accounts 2023 Profit Distribution Plan 2023 ANNUAL REPORT AND ITS SUMMARY 2023 Continuing Connected Transaction Results and 2024 Estimated Continuing Connected Transactions APPLICATION FOR BANK CREDIT LINE Financial Derivative Transaction Quota MUTUAL GUARANTEE AMONG CONTROLLED SUBSIDIARIES Amendments to Articles Amendments to Procedural Rules: Board Meetings Amendments to Management System for External Guarantees Amendments to Management System for External Financial Aid Amendments to Work System for Independent Directors Amendments to Decision-Making System for Connected Transactions Establishment of the System for Audit Firm Appointment REAPPOINTMENT OF FINANCIAL AUDIT FIRM	Management Management Management Meeting Date: Proponent Management	For	For For For For For Against Against Against Against Against For	Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information.
nivers	Elect Charles A. Patton Elect William H. Rogers, Jr. Elect Thomas E. Skains Sal Scientific Industrial (Shanghai) Co. Ltd Proposal text 2023 WORK REPORT OF THE BOARD OF DIRECTORS 2023 Work Report of the Supervisory Board 2023 Annual Accounts 2023 Profit Distribution Plan 2023 ANNUAL REPORT AND ITS SUMMARY 2023 Continuing Connected Transaction Results and 2024 Estimated Continuing Connected Transactions APPLICATION FOR BANK CREDIT LINE Financial Derivative Transaction Quota MUTUAL GUARANTEE AMONG CONTROLLED SUBSIDIARIES Amendments to Articles Amendments to Procedural Rules: Board Meetings Amendments to Management System for External Guarantees Amendments to Management System for External Financial Aid Amendments to Work System for Independent Directors Amendments to Decision-Making System for Connected Transactions Establishment of the System for Audit Firm Appointment REAPPOINTMENT OF FINANCIAL AUDIT FIRM REAPPOINTMENT OF 2024 INTERNAL CONTROL AUDIT FIRM	Management Management Management Meeting Date: Proponent Management	For	For For For For For For For Against Against Against Against Against For	Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information.
nivers	Elect Charles A. Patton Elect William H. Rogers, Jr. Elect Thomas E. Skains Sal Scientific Industrial (Shanghai) Co. Ltd Proposal text 2023 WORK REPORT OF THE BOARD OF DIRECTORS 2023 Work Report of the Supervisory Board 2023 Annual Accounts 2023 Profit Distribution Plan 2023 ANNUAL REPORT AND ITS SUMMARY 2023 Continuing Connected Transaction Results and 2024 Estimated Continuing Connected Transactions APPLICATION FOR BANK CREDIT LINE Financial Derivative Transaction Quota MUTUAL GUARANTEE AMONG CONTROLLED SUBSIDIARIES Amendments to Articles Amendments to Procedural Rules: Board Meetings Amendments to Management System for External Guarantees Amendments to Management System for External Financial Aid Amendments to Work System for Independent Directors Amendments to Decision-Making System for Connected Transactions Establishment of the System for Audit Firm Appointment REAPPOINTMENT OF FINANCIAL AUDIT FIRM	Management Management Management Meeting Date: Proponent Management	For	For For For For For Against Against Against Against Against For	Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information. Vote Against when the company has not provided sufficient information.

Number					
	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Confirmation of 2023 Remuneration for Directors and the 2024 Remuneration Plan	Management	For	For	
	Purchase of Liability Insurance for Directors, Supervisors and Senior Managers	Management	For	For	
West Pl	harmaceutical 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	improve situational ingritor
	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	
Amerip	rise 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	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
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
	Ratification of Auditor	Management	For	For	practices is insufficient and there are concerns of board accountability.
ASML H	lolding NV	Meeting Date		Voto	Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Meeting Type: Annual Rationale
Number 1	Proposal text Remuneration Report	Proponent Management	Management Decision For	Decision For	
Number 1 2	Proposal text Remuneration Report Accounts and Reports	Proponent Management Management	Management Decision For For	Decision For For	
Number 1 2	Proposal text Remuneration Report Accounts and Reports Allocation of Dividends	Proponent Management Management Management	Management Decision For For	Decision For For For	
Number 1 2 3	Proposal text Remuneration Report Accounts and Reports Allocation of Dividends Ratification of Management Board Acts	Proponent Management Management Management Management	Management Decision For For For	Decision For For For For	
Number 1 2 3 4	Proposal text Remuneration Report Accounts and Reports Allocation of Dividends Ratification of Management Board Acts Ratification of Supervisory Board Acts	Proponent Management Management Management Management Management Management	Management Decision For For For For	Decision For For For For For	
Number 1 2	Proposal text Remuneration Report Accounts and Reports Allocation of Dividends Ratification of Management Board Acts Ratification of Supervisory Board Acts Long-Term Incentive Plan; Authority to Issue Shares	Proponent Management Management Management Management Management Management Management	Management Decision For For For For For For For For	Decision For For For For For For	
Number 1 2 3 4 5 6	Proposal text Remuneration Report Accounts and Reports Allocation of Dividends Ratification of Management Board Acts Ratification of Supervisory Board Acts Long-Term Incentive Plan; Authority to Issue Shares Elect Annet P. Aris to the Supervisory Board	Proponent Management Management Management Management Management Management Management Management	Management Decision For For For For For For For For For Fo	Poecision For For For For For For For F	
Number 1 1 2 3 4 4 5 6 6 7 8	Proposal text Remuneration Report Accounts and Reports Allocation of Dividends Ratification of Management Board Acts Ratification of Supervisory Board Acts Long-Term Incentive Plan; Authority to Issue Shares Elect Annet P. Aris to the Supervisory Board Elect D. Mark Durcan to the Supervisory Board	Proponent Management	Management Decision For For For For For For For For For Fo	Poecision For For For For For For For F	
Number 1 2	Proposal text Remuneration Report Accounts and Reports Allocation of Dividends Ratification of Management Board Acts Ratification of Supervisory Board Acts Long-Term Incentive Plan; Authority to Issue Shares Elect Annet P. Aris to the Supervisory Board Elect D. Mark Durcan to the Supervisory Board Elect Warren A. East to the Supervisory Board Authority to Issue Shares w/ Preemptive Rights (5% for General	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For F	
Number 1 2 3 4 5 6 7 8 9 110	Proposal text Remuneration Report Accounts and Reports Allocation of Dividends Ratification of Management Board Acts Ratification of Supervisory Board Acts Long-Term Incentive Plan; Authority to Issue Shares Elect Annet P. Aris to the Supervisory Board Elect D. Mark Durcan to the Supervisory Board Elect Warren A. East to the Supervisory Board Authority to Issue Shares w/ Preemptive Rights (5% for General Purposes; 5% for M&A Purposes) Authority to Suppress Preemptive Rights (5% for General	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For F	
Number 1 2	Proposal text Remuneration Report Accounts and Reports Allocation of Dividends Ratification of Management Board Acts Ratification of Supervisory Board Acts Long-Term Incentive Plan; Authority to Issue Shares Elect Annet P. Aris to the Supervisory Board Elect D. Mark Durcan to the Supervisory Board Elect Warren A. East to the Supervisory Board Authority to Issue Shares w/ Preemptive Rights (5% for General Purposes; 5% for M&A Purposes) Authority to Suppress Preemptive Rights (5% for General Purposes; 5% for M&A Purposes)	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For F	
Number 1 1 2	Proposal text Remuneration Report Accounts and Reports Allocation of Dividends Ratification of Management Board Acts Ratification of Supervisory Board Acts Long-Term Incentive Plan; Authority to Issue Shares Elect Annet P. Aris to the Supervisory Board Elect D. Mark Durcan to the Supervisory Board Elect Warren A. East to the Supervisory Board Authority to Issue Shares w/ Preemptive Rights (5% for General Purposes; 5% for M&A Purposes) Authority to Suppress Preemptive Rights (5% for General	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For F	
Number 1 1 2	Proposal text Remuneration Report Accounts and Reports Allocation of Dividends Ratification of Management Board Acts Ratification of Supervisory Board Acts Long-Term Incentive Plan; Authority to Issue Shares Elect Annet P. Aris to the Supervisory Board Elect D. Mark Durcan to the Supervisory Board Elect Warren A. East to the Supervisory Board Authority to Issue Shares w/ Preemptive Rights (5% for General Purposes; 5% for M&A Purposes) Authority to Suppress Preemptive Rights (5% for General Purposes; 5% for M&A Purposes) Authority to Repurchase Shares Cancellation of Shares	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For F	Rationale
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 Assa Ab	Proposal text Remuneration Report Accounts and Reports Allocation of Dividends Ratification of Management Board Acts Ratification of Supervisory Board Acts Long-Term Incentive Plan; Authority to Issue Shares Elect Annet P. Aris to the Supervisory Board Elect D. Mark Durcan to the Supervisory Board Elect Warren A. East to the Supervisory Board Authority to Issue Shares w/ Preemptive Rights (5% for General Purposes; 5% for M&A Purposes) Authority to Suppress Preemptive Rights (5% for General Purposes; 5% for M&A Purposes) Authority to Repurchase Shares Cancellation of Shares	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For F	
Number 1 1 2 3 4 5 6 7 8 9 110 111 12 13 Assa Ab	Proposal text Remuneration Report Accounts and Reports Allocation of Dividends Ratification of Management Board Acts Ratification of Supervisory Board Acts Long-Term Incentive Plan; Authority to Issue Shares Elect Annet P. Aris to the Supervisory Board Elect D. Mark Durcan to the Supervisory Board Elect Warren A. East to the Supervisory Board Authority to Issue Shares w/ Preemptive Rights (5% for General Purposes; 5% for M&A Purposes) Authority to Suppress Preemptive Rights (5% for General Purposes; 5% for M&A Purposes) Authority to Repurchase Shares Cancellation of Shares Dloy AB Proposal text	Proponent Management Mranagement Management Management Management Management Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For F	Rationale Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 Assa Ab Number 1	Proposal text Remuneration Report Accounts and Reports Allocation of Dividends Ratification of Management Board Acts Ratification of Supervisory Board Acts Long-Term Incentive Plan; Authority to Issue Shares Elect Annet P. Aris to the Supervisory Board Elect D. Mark Durcan to the Supervisory Board Elect Warren A. East to the Supervisory Board Authority to Issue Shares w/ Preemptive Rights (5% for General Purposes; 5% for M&A Purposes) Authority to Suppress Preemptive Rights (5% for General Purposes; 5% for M&A Purposes) Authority to Repurchase Shares Cancellation of Shares Sloy AB Proposal text Accounts and Reports	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For Vote Decision	Rationale Meeting Type: Annual
Number 1 1 2	Proposal text Remuneration Report Accounts and Reports Allocation of Dividends Ratification of Management Board Acts Ratification of Supervisory Board Acts Long-Term Incentive Plan; Authority to Issue Shares Elect Annet P. Aris to the Supervisory Board Elect D. Mark Durcan to the Supervisory Board Elect Warren A. East to the Supervisory Board Authority to Issue Shares w/ Preemptive Rights (5% for General Purposes; 5% for M&A Purposes) Authority to Suppress Preemptive Rights (5% for General Purposes; 5% for M&A Purposes) Authority to Repurchase Shares Cancellation of Shares Sloy AB Proposal text Accounts and Reports Allocation of Profits/Dividends	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For F	Rationale Meeting Type: Annual
Number 1 1 2 3 4 4 5 5 6 6 7 8 8 9 110 11 12 113 Assa Ab Number 1 2 3 3	Proposal text Remuneration Report Accounts and Reports Allocation of Dividends Ratification of Management Board Acts Ratification of Supervisory Board Acts Long-Term Incentive Plan; Authority to Issue Shares Elect Annet P. Aris to the Supervisory Board Elect D. Mark Durcan to the Supervisory Board Elect Warren A. East to the Supervisory Board Authority to Issue Shares w/ Preemptive Rights (5% for General Purposes; 5% for M&A Purposes) Authority to Suppress Preemptive Rights (5% for General Purposes; 5% for M&A Purposes) Authority to Repurchase Shares Cancellation of Shares Sloy AB Proposal text Accounts and Reports	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For Vote Decision	Rationale Meeting Type: Annual

Atlas (Сорсо АВ	Meeting Date	Meeting Date: 23.04.2024		Meeting Type: Annual
15	Adoption of Share-Based Incentives (LTIP 2024)	Management	For	For	
14	Authority to Repurchase and Reissue Shares	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
12	Appointment of Auditor	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 a persistently unacceptable compensation practices.
10	Authority to Set Auditor's Fees	Management	For	For	
)	Directors' Fees	Management	For	For	
3	Board Size	Management	For	For	
,	Ratification of Board Acts	Management	For	For	
5	Agenda	Management	For	For	
Numbei	r Proposal text	Proponent	Management Decision	Vote Decision	Rationale

15	Adoption of Share-Based Incentives (LTIP 2024)	Management	For	For	
Atlas C	орсо АВ	Meeting Date	: 23.04.2024		Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Opening of Meeting; Election of Presiding Chair	Management	For	For	
	Voting List	Management	For	For	
	Agenda	Management	For	For	
	Minutes	Management	For	For	
	Compliance with the Rules of Convocation	Management	For	For	
	Accounts and Reports	Management	For	For	
	Ratification of Jumana Al Sibai	Management	For	For	
	Ratification of Staffan Bohman	Management	For	For	
	Ratification of Johan Forssell	Management	For	For	
	Ratification of Heléne Mellquist	Management	For	For	
	Ratification of Anna Ohlsson-Leijon	Management	For	For	
	Ratification of Mats Rahmström	Management	For	For	
	Ratification of Gordon Riske	Management	For	For	
	Ratification of Hans Stråberg	Management	For	For	
	Ratification of Peter Wallenberg Jr	Management	For	For	
	Ratification of Mikael Bergstedt	Management	For	For	
	Ratification of Benny Larsson	Management	For	For	
	Ratification of Mats Rahmström (CEO)	Management	For	For	
	Allocation of Profits/Dividends	Management	For	For	
	Dividend Record Date	Management	For	For	
	Board Size	Management	For	For	
	Number of Auditors	-		For	
		Management	For		
	Elect Jumana Al-Sibai	Management	For	For	
<u>.</u>	Elect Johan Forssell Elect Heléne Mellquist	Management Management	For	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 their external commitments
5	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 no sufficiently independent.
	Elect Gordon Riske	Management	For	For	
3	Elect Hans Stråberg	Management	For	Against	Board - Vote Against when the chair of the remuneration committee not independent. Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against whe the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensa practices.
)	Elect Peter Wallenberg Jr.	Management	For	For	
	Elect Vagner Rego	Management	For	For	
	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 their external commitments
2	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 compensa practices.
3	Appointment of Auditor	Management	For	For	
	Directors' Fees	Management	For	For	
	Authority to Set Auditor's Fees	Management	For	For	
5	Remuneration Report	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Transparency & Accountability.
•	Remuneration Policy	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountabili
8	Performance-based Personnel Option Plan 2024 Authority to Penyschase Shares Bursuant to Personnel Option	Management	For	Against	Remuneration - Vote Against when the remuneration structure plac excessive focus on short term performance
9	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	
	Authority to Issue Treasury Shares Pursuant to Personnel Option Plan 2024	Management	For	Against	Personnel Option Plan 2024 not supported
	Authority to Issue Treasury Shares Pursuant to Directors' Fees	Management	For	For	
13	Authority to Issue Shares Pursuant to POP 2017, 2018, 2019, 2020. and 2021	Management	For	For	
Bank O	f America Corp.	Meeting Date	e: 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	
	Elect Denise L. Ramos	Management	For	For	
10	Elect Clayton S. Rose	Management	For	For	
	Elect Michael D. White	Management	For	Against	Board - Vote Against if the company has insufficient management of climate-related risks and opportunities.
	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	
	Amendment to the Bank of America Corporation Equity Plan	Management	For	For	
	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.
10	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	^g 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
	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
	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
Canadia	an Pacific Kansas City Limited	Meeting Date	: 23.04.2024		Meeting Type: Annual
	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.
	Advisory Vote on Approach to Climate Change	Management	For	Against	Plan has not overcome gaps from last SOC: Transition plan lack of shor and long-term targets, as well as an insufficient decarbonization & capex plan around how they meet their medium-term targets.
	Elect John R. Baird	Management	For	For	
	Elect Isabelle Courville	Management	For	For	
	Elect Keith E. Creel	Management	For	For	
	Elect Antonio Garza Elect Edward R. Hamberger	Management	For	For	
	Elect Janet H. Kennedy	Management Management	For For	For For	
	Elect Henry J. Maier	Management	For	For	
	Elect Matthew H. Paull	Management	For	For	
	Elect Jane L. Peverett	Management	For	For	
	Elect Andrea Robertson	Management	For	For	
	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. Mazzarella	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	
11	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.
12	Ratification of Auditor	Management	For	For	
10	Sharoholder Droposal Regarding Pight to Call Special Moeting	Sharoholdor	Against	For	SHP Governance - Vote For when the proposal requests changes which
13	Shareholder Proposal Regarding Right to Call Special Meeting		Against	For	improve shareholder rights.
14	Elect Kimberly A. Ross	Management	For	For	
15	Elect Eric C. Wiseman	Management	For	For	
16	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	Against	For	SHP - Vote For when shareholder proposal aims to increase transparency on material ESG issues.
City De	velopments 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	
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	Audit/Financials - Vote Against when the allocation of fees paid to the
		Management	101	Ayamst	auditor is not in line with market best practice.
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 K	ong 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	
	Elect Nicholas Charles Allen				
2		Management	For	For	
3	Elect Anna CHEUNG Ming Ming	Management	For	For	
4	Elect ZHANG Yichen	Management	For	For	
	Appointment of Auditor and Authority to Set Fees	Management	For	For	
	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	
	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	
Moncle	er SPA	Meeting Date	: 23.04.2024		Meeting Type: Annual
	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Panorts	Management			
1	Allocation of Dividends	Management	For	For	
2	Allocation of Dividends	Management	For	For	18

Number 1					
	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
3 F	Remuneration Report	Management	For	For	
	Authority to Repurchase and Reissue Shares	Management	For	For	
5 2	2024 Performance Shares Plan	Management	For	For	
Newmo	ont Corp	Meeting Date	: 23.04.2024		Meeting Type: Annual
Number (Proposal text	Proponent	Management Decision	Vote Decision	Rationale
F	Ratification of Auditor	Management	For	For	
? E	Elect Philip Aiken	Management	For	For	
	Elect Gregory H. Boyce	Management	For	For	
	Elect Bruce R. Brook	Management	For	For	
	Elect Maura J. Clark	Management	For	For	
	Elect Emma Fitzgerald	Management	For	For	
	Elect Sally-Anne Layman	Management	For	For	
	Elect José Manuel Madero Garza	Management	For	For	
	Elect René Medori	Management	For	For	
	Elect Jane Nelson	Management	For	For	
	Elect Thomas Palmer	Management	For	For	
	Elect Julio M. Quintana Elect Susan N. Story	Management Management	For For	For For	
	Advisory Vote on Executive Compensation	Management	For	For	
4 1	Advisory vote on executive compensation	Management	FOI	rui	
lvery D	ennison Corp.	Meeting Date	: 24.04.2024		Meeting Type: Annual
lumber f	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
F	Ratification of Auditor	Management	For	For	
E	Elect Bradley A. Alford	Management	For	For	
E	Elect Mitchell R. Butier	Management	For	For	
	Elect Ken C. Hicks	Management	For	For	
	Elect Andres A. Lopez	Management	For	For	
	Elect María Fernanda Mejía	Management	For	For	
	Elect Francesca Reverberi	Management	For	For	
	Elect Patrick T. Siewert	Management	For	For	
	Elect Deon M. Stander	Management	For	For	
	Elect Martha N. Sullivan	Management	For	For	
	Elect William R. Wagner Advisory Vote on Executive Compensation	Management Management	For	For Against	Remuneration - Vote Against when substantial one-off payments are
	Adoption of Right to Call a Special Meeting	Management	For	For	made without performance criteria
	- Brasil Bolsa Balcao		. 24.04.2024		Meeting Type: Annual
		Meeting Date	Management	Vote	
iumber i	Proposal text	Proponent	Decision	Decision	Rationale
E	Election of Supervisory Council	Management	For	For	
E ,	Approve Recasting of Votes for Amended Supervisory Council Slate	Management	N/A	For Against	Potential unknown nominees w/o shareholder approval
E	Approve Recasting of Votes for Amended Supervisory Council Slate Accounts and Reports	Management Management		For Against For	Potential unknown nominees w/o shareholder approval
E , , ,	Approve Recasting of Votes for Amended Supervisory Council Slate	Management	N/A	For Against	
E	Approve Recasting of Votes for Amended Supervisory Council Slate Accounts and Reports Allocation of Profits/Dividends Remuneration Policy	Management Management	N/A For For	For Against For For Against	
E	Approve Recasting of Votes for Amended Supervisory Council Slate Accounts and Reports Allocation of Profits/Dividends Remuneration Policy	Management Management Management Management Management	N/A For For N/A	For Against For For Against For	Remuneration - Vote Against when remuneration does not adhere to
E	Approve Recasting of Votes for Amended Supervisory Council Slate Accounts and Reports Allocation of Profits/Dividends Remuneration Policy	Management Management Management	N/A For For	For Against For For Against	Remuneration - Vote Against when remuneration does not adhere to
E E S S S S S S S S S S S S S S S S S S	Approve Recasting of Votes for Amended Supervisory Council Slate Accounts and Reports Allocation of Profits/Dividends Remuneration Policy	Management Management Management Management Management	N/A For For N/A For	For Against For For Against For	Remuneration - Vote Against when remuneration does not adhere to
6 F S	Approve Recasting of Votes for Amended Supervisory Council Slate Accounts and Reports Allocation of Profits/Dividends Remuneration Policy Request Establishment of Supervisory Council Supervisory Council Fees	Management Management Management Management Management Management Management	N/A For For N/A For	For Against For For Against For	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP.
F F S S S.A.	Approve Recasting of Votes for Amended Supervisory Council Slate Accounts and Reports Allocation of Profits/Dividends Remuneration Policy Request Establishment of Supervisory Council Supervisory Council Fees - Brasil Bolsa Balcao Proposal text	Management Management Management Management Management Management Meeting Date	N/A For For N/A For : 24.04.2024 Management Decision	For Against For Against For For Vote Decision	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP. Meeting Type: Special
6 F 5 S 333 S.A.	Approve Recasting of Votes for Amended Supervisory Council Slate Accounts and Reports Allocation of Profits/Dividends Remuneration Policy Request Establishment of Supervisory Council Supervisory Council Fees - Brasil Bolsa Balcao Proposal text Consolidation of Articles	Management Management Management Management Management Management Meeting Date Proponent Management	N/A For For N/A For : 24.04.2024 Management	For Against For For Against For For Vote	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP. Meeting Type: Special
6 F S S S.A	Approve Recasting of Votes for Amended Supervisory Council Slate Accounts and Reports Allocation of Profits/Dividends Remuneration Policy Request Establishment of Supervisory Council Supervisory Council Fees - Brasil Bolsa Balcao Proposal text Consolidation of Articles Amendments to Articles (Corporate Purpose)	Management Management Management Management Management Management Meeting Date Proponent Management Management Management	N/A For For N/A For : 24.04.2024 Management Decision For For	For Against For Against For For Vote Decision For For	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP. Meeting Type: Special
5 F S S S S.A	Approve Recasting of Votes for Amended Supervisory Council Slate Accounts and Reports Allocation of Profits/Dividends Remuneration Policy Request Establishment of Supervisory Council Supervisory Council Fees - Brasil Bolsa Balcao Proposal text Consolidation of Articles	Management Management Management Management Management Management Meeting Date Proponent Management	N/A For For N/A For : 24.04.2024 Management Decision For	For Against For Against For For Vote Decision For	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP. Meeting Type: Special
33 S.A	Approve Recasting of Votes for Amended Supervisory Council Slate Accounts and Reports Allocation of Profits/Dividends Remuneration Policy Request Establishment of Supervisory Council Supervisory Council Fees - Brasil Bolsa Balcao Proposal text Consolidation of Articles Amendments to Articles (Corporate Purpose) Amendments to Article 5 (Reconciliation of Share Capital)	Management Management Management Management Management Management Meeting Date Proponent Management Management Management Management Management	N/A For For N/A For 24.04.2024 Management Decision For For For	For Against For Against For For Vote Decision For For	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP. Meeting Type: Special
2	Approve Recasting of Votes for Amended Supervisory Council Slate Accounts and Reports Allocation of Profits/Dividends Remuneration Policy Request Establishment of Supervisory Council Supervisory Council Fees - Brasil Bolsa Balcao Proposal text Consolidation of Articles Amendments to Articles (Corporate Purpose) Amendments to Articles (Transfer of duties)	Management Management Management Management Management Management Meeting Date Proponent Management Management Management Management Management Management Management	N/A For For N/A For : 24.04.2024 Management Decision For For For For	For Against For Against For For Vote Decision For For For For	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP. Meeting Type: Special
2	Approve Recasting of Votes for Amended Supervisory Council Slate Accounts and Reports Allocation of Profits/Dividends Remuneration Policy Request Establishment of Supervisory Council Supervisory Council Fees - Brasil Bolsa Balcao Proposal text Consolidation of Articles Amendments to Articles (Corporate Purpose) Amendments to Article 5 (Reconciliation of Share Capital) Amendments to Article 37 (Management Board Duties)	Management Management Management Management Management Management Meeting Date Proponent Management	N/A For For N/A For : 24.04.2024 Management Decision For For For For For For For For	For Against For Against For For Vote Decision For For For For For For For For	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP. Meeting Type: Special
2	Approve Recasting of Votes for Amended Supervisory Council Slate Accounts and Reports Allocation of Profits/Dividends Remuneration Policy Request Establishment of Supervisory Council Supervisory Council Fees - Brasil Bolsa Balcao Proposal text Consolidation of Articles Amendments to Articles (Corporate Purpose) Amendments to Articles (Transfer of duties) Amendment to Article 37 (Management Board Duties) Amendments to Article 37 (Management Board Duties)	Management Management Management Management Management Management Meeting Date Proponent Management	N/A For For N/A For : 24.04.2024 Management Decision For	For Against For For Against For	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP. Meeting Type: Special
1 E E 2 2 5 5 5 F 5 F 5 F 5 F 5 7 S 5 T 5 5 F 5 F 6 7 5 5 T 6 7 5 5 T 6 7 5 T 6 7 7 5 T 6 7 7 7 5 T 6 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7	Approve Recasting of Votes for Amended Supervisory Council Slate Accounts and Reports Allocation of Profits/Dividends Remuneration Policy Request Establishment of Supervisory Council Supervisory Council Fees - Brasil Bolsa Balcao Proposal text Consolidation of Articles Amendments to Articles (Corporate Purpose) Amendments to Articles (Transfer of duties) Amendments to Article 37 (Management Board Duties) Amendments to Article 37 (Management Board Duties) Amendments to Article 29 (Board of Directors Duties)	Management	N/A For For N/A For : 24.04.2024 Management Decision For	For Against For For Against For For Vote Decision For	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP. Meeting Type: Special

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
Fasten		Meeting Date	. 24 04 2024		Meeting Type: Annual
			Management	Vote	E 11
Number	Proposal text	Proponent	Decision	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
Clobal	Payments, Inc.	Mooting Date	: 24.04.2024		Meeting Type: Annual
		Meeting Date	Management	Vote	- ''
Number	Proposal text	Proponent	Decision	Decision	Rationale SHP - Vote For when proposal requests companies to review their
1	Shareholder Proposal Regarding Political Contributions and Expenditures Report	Shareholder	Against	For	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	<u>-</u>	For	For	
		Management			
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		
0			101	For	
9	Ratification of Auditor	Management	For	For For	
10	Ratification of Auditor Elect John T. Turner	Management Management			
		-	For	For	
10	Elect John T. Turner	Management	For For	For For	
10 11 12	Elect John T. Turner Elect M. Troy Woods	Management Management Management	For For For	For For For	
10 11 12 13	Elect John T. Turner Elect M. Troy Woods Elect Joseph H. Osnoss Elect William B. Plummer	Management Management Management Management	For For For For	For For For For	
10 11 12 13 14	Elect John T. Turner Elect M. Troy Woods Elect Joseph H. Osnoss Elect William B. Plummer Elect Ruth Ann Marshall	Management Management Management Management Management	For For For For For	For For For For For	
10 11 12 13 14 15	Elect John T. Turner Elect M. Troy Woods Elect Joseph H. Osnoss Elect William B. Plummer Elect Ruth Ann Marshall Elect Connie D. McDaniel	Management Management Management Management Management Management	For For For For For For	For For For For	Maching Tunes Approx
10 11 12 13 14 15 Globe I	Elect John T. Turner Elect M. Troy Woods Elect Joseph H. Osnoss Elect William B. Plummer Elect Ruth Ann Marshall Elect Connie D. McDaniel	Management Management Management Management Management Management Management	For	For For For For For For	Meeting Type: Annual
10 11 12 13 14 15 Globe I	Elect John T. Turner Elect M. Troy Woods Elect Joseph H. Osnoss Elect William B. Plummer Elect Ruth Ann Marshall Elect Connie D. McDaniel Life Inc Proposal text	Management Management Management Management Management Management Meeting Date	For For For For For Anagement Decision	For For For For For Vote Decision	Meeting Type: Annual Rationale
10 11 12 13 14 15 Globe I	Elect John T. Turner Elect M. Troy Woods Elect Joseph H. Osnoss Elect William B. Plummer Elect Ruth Ann Marshall Elect Connie D. McDaniel Life Inc Proposal text Elect Linda L. Addison	Management Management Management Management Management Management Meeting Date Proponent Management	For For For For For Wanagement Decision For	For For For For For Vote Decision For	
10 11 12 13 14 15 Globe I Number 1	Elect John T. Turner Elect M. Troy Woods Elect Joseph H. Osnoss Elect William B. Plummer Elect Ruth Ann Marshall Elect Connie D. McDaniel Life Inc Proposal text Elect Linda L. Addison Elect Marilyn A. Alexander	Management Management Management Management Management Meeting Date Proponent Management Management Management	For For For For For Anagement Decision For For For	For	
10 11 12 13 14 15 Globe I	Elect John T. Turner Elect M. Troy Woods Elect Joseph H. Osnoss Elect William B. Plummer Elect Ruth Ann Marshall Elect Connie D. McDaniel Life Inc Proposal text Elect Linda L. Addison Elect Marilyn A. Alexander Elect Cheryl D. Alston	Management Management Management Management Management Management Meeting Date Proponent Management	For For For For For Wanagement Decision For	For For For For For Vote Decision For	
10 11 12 13 14 15 Globe I Number 1	Elect John T. Turner Elect M. Troy Woods Elect Joseph H. Osnoss Elect William B. Plummer Elect Ruth Ann Marshall Elect Connie D. McDaniel Life Inc Proposal text Elect Linda L. Addison Elect Marilyn A. Alexander	Management Management Management Management Management Meeting Date Proponent Management Management Management	For For For For For Anagement Decision For For For	For	
10 11 12 13 14 15 Globe I Number 1 2 3	Elect John T. Turner Elect M. Troy Woods Elect Joseph H. Osnoss Elect William B. Plummer Elect Ruth Ann Marshall Elect Connie D. McDaniel Life Inc Proposal text Elect Linda L. Addison Elect Marilyn A. Alexander Elect Cheryl D. Alston	Management Management Management Management Management Management Meeting Date Proponent Management Management Management Management Management	For	For	
10 11 12 13 14 15 Globe I Number 1 2 3 4	Elect John T. Turner Elect M. Troy Woods Elect Joseph H. Osnoss Elect William B. Plummer Elect Ruth Ann Marshall Elect Connie D. McDaniel Life Inc Proposal text Elect Linda L. Addison Elect Marilyn A. Alexander Elect Cheryl D. Alston Elect Mark A. Blinn	Management Management Management Management Management Management Meeting Date Proponent Management Management Management Management Management Management Management Management	For	For	
10 11 12 13 14 15 Globe I Number 1 2 3 4 5 6	Elect John T. Turner Elect M. Troy Woods Elect Joseph H. Osnoss Elect William B. Plummer Elect Ruth Ann Marshall Elect Connie D. McDaniel Life Inc Proposal text Elect Linda L. Addison Elect Marilyn A. Alexander Elect Cheryl D. Alston Elect Mark A. Blinn Elect James P. Brannen Elect Alice S. Cho	Management Management Management Management Management Management Meeting Date Proponent Management	For	For	
10 11 12 13 14 15 Globe I Number 1 2 3 4 5 6 7	Elect John T. Turner Elect M. Troy Woods Elect Joseph H. Osnoss Elect William B. Plummer Elect Ruth Ann Marshall Elect Connie D. McDaniel Life Inc Proposal text Elect Linda L. Addison Elect Marilyn A. Alexander Elect Cheryl D. Alston Elect Mark A. Blinn Elect James P. Brannen Elect Alice S. Cho Elect J. Matthew Darden	Management Management Management Management Management Management Meeting Date Proponent Management	For	For	
10 11 12 13 14 15 Globe I Number 1 2 3 4 5 6 7 8	Elect John T. Turner Elect M. Troy Woods Elect Joseph H. Osnoss Elect William B. Plummer Elect Ruth Ann Marshall Elect Connie D. McDaniel Life Inc Proposal text Elect Linda L. Addison Elect Marilyn A. Alexander Elect Cheryl D. Alston Elect Mark A. Blinn Elect James P. Brannen Elect Alice S. Cho Elect J. Matthew Darden Elect Steven P. Johnson	Management Management Management Management Management Management Meeting Date Proponent Management	For	For	
10 11 12 13 14 15 Globe I Number 1 2 3 4 5 6 7 8 9	Elect John T. Turner Elect M. Troy Woods Elect Joseph H. Osnoss Elect William B. Plummer Elect Ruth Ann Marshall Elect Connie D. McDaniel Life Inc Proposal text Elect Linda L. Addison Elect Marilyn A. Alexander Elect Cheryl D. Alston Elect Mark A. Blinn Elect James P. Brannen Elect Alice S. Cho Elect J. Matthew Darden Elect Steven P. Johnson Elect Steven P. Johnson Elect David A. Rodriguez	Management Management Management Management Management Management Meeting Date Proponent Management	For	For	
10 11 12 13 14 15 Globe I Number 1 2 3 4 5 6 7 8 9 10	Elect John T. Turner Elect M. Troy Woods Elect Joseph H. Osnoss Elect William B. Plummer Elect Ruth Ann Marshall Elect Connie D. McDaniel Life Inc Proposal text Elect Linda L. Addison Elect Marilyn A. Alexander Elect Cheryl D. Alston Elect Mark A. Blinn Elect James P. Brannen Elect Alice S. Cho Elect J. Matthew Darden Elect Steven P. Johnson Elect David A. Rodriguez Elect Frank M. Svoboda	Management Management Management Management Management Management Meeting Date Proponent Management	For	For	
10 11 12 13 14 15 Globe I Number 1 2 3 4 5 6 7 8 9	Elect John T. Turner Elect M. Troy Woods Elect Joseph H. Osnoss Elect William B. Plummer Elect Ruth Ann Marshall Elect Connie D. McDaniel Life Inc Proposal text Elect Linda L. Addison Elect Marilyn A. Alexander Elect Cheryl D. Alston Elect Mark A. Blinn Elect James P. Brannen Elect Alice S. Cho Elect J. Matthew Darden Elect Steven P. Johnson Elect Steven P. Johnson Elect David A. Rodriguez	Management Management Management Management Management Management Meeting Date Proponent Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
13	Advisory Vote on Executive Compensation	Management	For	For	
Health	peak OP LLC	Meeting Date:	24 04 2024		Meeting Type: Annual
			Management	Vote	
Number	Proposal text	Proponent	Decision	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	
	Elect John T. Thomas	Management	For	For	
		-			
	Elect Brian G. Cartwright	Management	For	For	
	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	ucceptuble remaineration practices.
13	Elect Tommy G. Thompson	Management	For	For	
Intuitiv	e Surgical Inc	Meeting Date:	24.04.2024		Meeting Type: Annual
			Management	Vote	
	Proposal text	Proponent	Decision	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	made minout periormanic dischar
	Elect Monica P. Reed	Management	For	For	
	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 o 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
	Proposal text	Proponent	Management	Vote	Rationale
		. roponent	Decision	Decision	
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	
	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	,
	Elect Giovanna Melandri	Management	For	For	
	Elect Dominique D'Hinnin	Management	For	For	
	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For	For	
	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	
	2023 Remuneration of François-Henri Pinault, Chair and CEO	Management	For	For	
	2023 Remuneration of Jean-François Palus, Former Deputy CEO (Until October 3, 2023)	Management	For	For	
15	2024 Remuneration Policy (Executive)	Management	For	For	
	2024 Remuneration Policy (Board of Directors)	Management	For	For	
	Authority to Repurchase and Reissue Shares	Management	For	For	
		Management	For	For	
	Alithority to issue Performance Shares				
10	Authority to Issue Performance Shares	-			
	Employee Stock Purchase Plan Stock Purchase Plan for Overseas Employees	Management Management	For For	For For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
21	Authorisation of Legal Formalities	Management	For	For	
l ondor	n Stock Exchange Group	Meeting Date	: 24.04.2024		Meeting Type: Annual
			Management	Vote	
	Proposal text	Proponent	Decision	Decision	Rationale
	Accounts and Reports	Management	For	For	
<u>2</u> 3	Final Dividend	Management Management	For	For	
1	Remuneration Report Remuneration Policy		For	For For	
;	Elect Dominic Blakemore	Management Management	For For	For	
5	Elect Martin Brand	Management	For	For	
7	Elect Kathleen DeRose	Management	For	For	
3	Elect Tsega Gebreyes	Management	For	For	
)	Elect Scott Guthrie	Management	For	For	
0	Elect Cressida Hogg	Management	For	For	
1	Elect Val Rahmani	Management	For	For	
2	Elect Don Robert	Management	For	For	
3	Elect David Schwimmer	Management	For	For	
4	Elect William Vereker	Management	For	For	
5	Elect Michel-Alain Proch	Management	For	For	
6	Appointment of Auditor	Management	For	For	
7	Authority to Set Auditor's Fees	Management	For	For	
8	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
9	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	
.2	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
:3	Authority to Repurchase Shares	Management	For	For	
4	Authority to Repurchase Shares Off-Market	Management	For	For	
5	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
Muono	hener Rueckversicherungs-Gesellschaft AG	Meeting Date	: 24.04.2024		Meeting Type: Annual
viuciic	Heller Rueckversicherungs-desenschaft Ad	Wiceting Date		Vote	Meeting Type. Ainual
lumber	Proposal text	Proponent	Management Decision	Decision	Rationale
	Allocation of Dividends	Management	For	For	
	Ratify Joachim Wenning	Management	For	For	
	Ratify Thomas Blunck	Management	For	For	
	Ratify Nicholas Gartside	Management	For	For	
	Ratify Stefan Golling	Management	For	For	
	Ratify Christoph Jurecka	Management	For	For	
	Ratify Achim Kassow Ratify Michael Kerner	Management	For	For For	
	Ratify Clarisse Kopff	Management Management	For For	For	
0			FUI	FUI	
U	Patify Mari Lizotto Malhorho	-	Eor	Eor	
1	Ratify Mari-Lizette Malherbe	Management	For	For	
	Ratify Markus Rieß	Management Management	For	For	
2	Ratify Markus Rieß Ratify Nikolaus von Bomhard	Management Management Management	For For	For For	
2 3	Ratify Markus Rieß Ratify Nikolaus von Bomhard Ratify Anne Horstmann	Management Management Management Management	For For For	For For	
2 3 4	Ratify Markus Rieß Ratify Nikolaus von Bomhard Ratify Anne Horstmann Ratify Ann-Kristin Achleitner	Management Management Management Management Management	For For For	For For For	
2 3 4 5	Ratify Markus Rieß Ratify Nikolaus von Bomhard Ratify Anne Horstmann Ratify Ann-Kristin Achleitner Ratify Clement B. Booth	Management Management Management Management Management Management	For For For	For For	
2 3 4 5 6	Ratify Markus Rieß Ratify Nikolaus von Bomhard Ratify Anne Horstmann Ratify Ann-Kristin Achleitner Ratify Clement B. Booth Ratify Ruth Brown	Management Management Management Management Management Management Management	For For For For	For For For For	
2 3 4 5 6	Ratify Markus Rieß Ratify Nikolaus von Bomhard Ratify Anne Horstmann Ratify Ann-Kristin Achleitner Ratify Clement B. Booth	Management Management Management Management Management Management	For For For For For	For For For For For	
2 3 4 5 5 7 8	Ratify Markus Rieß Ratify Nikolaus von Bomhard Ratify Anne Horstmann Ratify Ann-Kristin Achleitner Ratify Clement B. Booth Ratify Ruth Brown Ratify Stephan Eberl	Management Management Management Management Management Management Management Management	For For For For For For For	For For For For For For For	
2 3 4 5 5 7 8	Ratify Markus Rieß Ratify Nikolaus von Bomhard Ratify Anne Horstmann Ratify Ann-Kristin Achleitner Ratify Clement B. Booth Ratify Ruth Brown Ratify Stephan Eberl Ratify Frank Fassin	Management Management Management Management Management Management Management Management Management	For For For For For For For For For	For For For For For For For For For	
2 3 4 5 5 7 3 9	Ratify Markus Rieß Ratify Nikolaus von Bomhard Ratify Anne Horstmann Ratify Ann-Kristin Achleitner Ratify Clement B. Booth Ratify Ruth Brown Ratify Stephan Eberl Ratify Frank Fassin Ratify Ursula Gather	Management	For	For	
2 3 4 5 5 7 3 9 0	Ratify Markus Rieß Ratify Nikolaus von Bomhard Ratify Anne Horstmann Ratify Ann-Kristin Achleitner Ratify Clement B. Booth Ratify Ruth Brown Ratify Stephan Eberl Ratify Frank Fassin Ratify Ursula Gather Ratify Gerhard Häusler	Management	For	For	
2 3 4 5 5 7 3 3 9 0 1	Ratify Markus Rieß Ratify Nikolaus von Bomhard Ratify Anne Horstmann Ratify Ann-Kristin Achleitner Ratify Clement B. Booth Ratify Ruth Brown Ratify Stephan Eberl Ratify Frank Fassin Ratify Ursula Gather Ratify Gerhard Häusler Ratify Angelika Judith Herzog	Management	For	For	
2 3 4 5 7 8 9 0 1 1 2 3	Ratify Markus Rieß Ratify Nikolaus von Bomhard Ratify Anne Horstmann Ratify Ann-Kristin Achleitner Ratify Clement B. Booth Ratify Ruth Brown Ratify Stephan Eberl Ratify Frank Fassin Ratify Ursula Gather Ratify Gerhard Häusler Ratify Angelika Judith Herzog Ratify Renata Jungo Brüngger Ratify Stefan Kaindl Ratify Carinne Knoche-Brouillon	Management	For	For	
2 3 4 5 6 7 8 9 0 1 2 3 4	Ratify Markus Rieß Ratify Nikolaus von Bomhard Ratify Anne Horstmann Ratify Ann-Kristin Achleitner Ratify Clement B. Booth Ratify Ruth Brown Ratify Stephan Eberl Ratify Frank Fassin Ratify Ursula Gather Ratify Gerhard Häusler Ratify Angelika Judith Herzog Ratify Angelika Judith Herzog Ratify Stefan Kaindl Ratify Carinne Knoche-Brouillon Ratify Gabriele Mücke	Management	For	For	
2 3 4 5 6 7 8 9 9 0 1 1 1 2 2 3 3 4 4 5 5 6 6 7 8 9 9 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Ratify Markus Rieß Ratify Nikolaus von Bomhard Ratify Anne Horstmann Ratify Ann-Kristin Achleitner Ratify Clement B. Booth Ratify Ruth Brown Ratify Stephan Eberl Ratify Frank Fassin Ratify Ursula Gather Ratify Gerhard Häusler Ratify Angelika Judith Herzog Ratify Angelika Judith Herzog Ratify Stefan Kaindl Ratify Carinne Knoche-Brouillon Ratify Gabriele Mücke Ratify Ulrich Plottke	Management	For	For	
2 3 4 5 6 7 8 9 9 10 11 12 2 3 3 4 4 5 5 6 6 7 7 8 9 9 10 11 12 12 13 14 14 15 15 16 16 16 17 17 18 18 18 18 18 18 18 18 18 18 18 18 18	Ratify Markus Rieß Ratify Nikolaus von Bomhard Ratify Anne Horstmann Ratify Ann-Kristin Achleitner Ratify Clement B. Booth Ratify Ruth Brown Ratify Stephan Eberl Ratify Frank Fassin Ratify Ursula Gather Ratify Gerhard Häusler Ratify Angelika Judith Herzog Ratify Renata Jungo Brüngger Ratify Stefan Kaindl Ratify Carinne Knoche-Brouillon Ratify Gabriele Mücke Ratify Ulrich Plottke Ratify Manfred Rassy	Management	For	For	
2 3 3 4 4 5 6 6 7 8 8 9 9 0 0 1 1 2 2 3 3 4 4 5 6 6 7 7 8 8 9 9 9 0 0 0 1 1 1 2 1 3 1 3 1 4 7 7 8 7 8 7 8 7 8 7 8 7 8 7 8 7 8 7 8	Ratify Markus Rieß Ratify Nikolaus von Bomhard Ratify Anne Horstmann Ratify Ann-Kristin Achleitner Ratify Clement B. Booth Ratify Ruth Brown Ratify Stephan Eberl Ratify Frank Fassin Ratify Ursula Gather Ratify Gerhard Häusler Ratify Angelika Judith Herzog Ratify Angelika Judith Herzog Ratify Stefan Kaindl Ratify Carinne Knoche-Brouillon Ratify Gabriele Mücke Ratify Ulrich Plottke Ratify Manfred Rassy Ratify Carsten Spohr	Management	For	For	
2 3 3 4 5 6 6 7 8 8 9 9 0 0 1 1 2 3 3 4 4 5 6 6 7 7 8 8 9 9 9 0 0 0 1 1 1 1 1 1 1 2 1 3 1 3 1 3 1 3 1 3 1 3	Ratify Markus Rieß Ratify Nikolaus von Bomhard Ratify Anne Horstmann Ratify Ann-Kristin Achleitner Ratify Clement B. Booth Ratify Ruth Brown Ratify Stephan Eberl Ratify Frank Fassin Ratify Ursula Gather Ratify Gerhard Häusler Ratify Angelika Judith Herzog Ratify Renata Jungo Brüngger Ratify Carinne Knoche-Brouillon Ratify Carinne Knoche-Brouillon Ratify Gabriele Mücke Ratify Manfred Rassy Ratify Carsten Spohr Ratify Carsten Spohr Ratify Karl-Heinz Streibich	Management	For	For	
2 3 3 4 5 6 6 7 8 8 9 9 0 1 1 2 3 3 4 5 6 6 7 7 8 8 9 9 9 9 9 0 1 1 7 7 8 7 8 9 9 9 9 9 9 9 9 9 7 8 9 9 9 8 9 9 9 9	Ratify Markus Rieß Ratify Nikolaus von Bomhard Ratify Anne Horstmann Ratify Ann-Kristin Achleitner Ratify Clement B. Booth Ratify Ruth Brown Ratify Stephan Eberl Ratify Frank Fassin Ratify Ursula Gather Ratify Gerhard Häusler Ratify Angelika Judith Herzog Ratify Renata Jungo Brüngger Ratify Carinne Knoche-Brouillon Ratify Gabriele Mücke Ratify Manfred Rassy Ratify Carsten Spohr Ratify Carsten Spohr Ratify Carsten Spohr Ratify Karl-Heinz Streibich Ratify Markus Wagner	Management	For	For	
2 3 3 4 5 5 6 7 7 8 9 9 0 0 1	Ratify Markus Rieß Ratify Nikolaus von Bomhard Ratify Anne Horstmann Ratify Ann-Kristin Achleitner Ratify Clement B. Booth Ratify Ruth Brown Ratify Stephan Eberl Ratify Frank Fassin Ratify Ursula Gather Ratify Gerhard Häusler Ratify Angelika Judith Herzog Ratify Renata Jungo Brüngger Ratify Carinne Knoche-Brouillon Ratify Gabriele Mücke Ratify Ulrich Plottke Ratify Manfred Rassy Ratify Carsten Spohr Ratify Karl-Heinz Streibich Ratify Markus Wagner Ratify Maximilian Zimmerer	Management	For	For	
2 3 4 4 5 6 6 7 8 8 9 0 0 1 1 2 3 3 4 4 5 6 6 7 7 8 8 9 9 0 0 0 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Ratify Markus Rieß Ratify Nikolaus von Bomhard Ratify Anne Horstmann Ratify Ann-Kristin Achleitner Ratify Clement B. Booth Ratify Ruth Brown Ratify Stephan Eberl Ratify Frank Fassin Ratify Ursula Gather Ratify Gerhard Häusler Ratify Angelika Judith Herzog Ratify Renata Jungo Brüngger Ratify Carinne Knoche-Brouillon Ratify Gabriele Mücke Ratify Ulrich Plottke Ratify Manfred Rassy Ratify Carsten Spohr Ratify Karl-Heinz Streibich Ratify Markus Wagner Ratify Maximilian Zimmerer Appointment of Auditor	Management	For	For	
2 3 3 4 4 5 5 5 7 7 8 8 9 9 0 0 1 1 2 2 3 3 4 4 5 5 6 6 6 6 6 7 7 7 7 8 8 8 9 9 9 9 0 0 0 0 0 1 1 1 1 1 1 1 1 1 1 1	Ratify Markus Rieß Ratify Nikolaus von Bomhard Ratify Anne Horstmann Ratify Ann-Kristin Achleitner Ratify Clement B. Booth Ratify Stephan Eberl Ratify Stephan Eberl Ratify Frank Fassin Ratify Ursula Gather Ratify Gerhard Häusler Ratify Angelika Judith Herzog Ratify Renata Jungo Brüngger Ratify Carinne Knoche-Brouillon Ratify Gabriele Mücke Ratify Manfred Rassy Ratify Manfred Rassy Ratify Carsten Spohr Ratify Karl-Heinz Streibich Ratify Markus Wagner Ratify Maximilian Zimmerer Appointment of Auditor Appointment of Auditor for Sustainability Reporting	Management	For	For	
1 2 3 4 4 5 5 6 6 7 7 8 8 9 9 20 21 22 23 24 22 5 26 27 28 8 29 30 31 32 33 34 4 8 5	Ratify Markus Rieß Ratify Nikolaus von Bomhard Ratify Anne Horstmann Ratify Ann-Kristin Achleitner Ratify Clement B. Booth Ratify Stephan Eberl Ratify Stephan Eberl Ratify Frank Fassin Ratify Ursula Gather Ratify Gerhard Häusler Ratify Angelika Judith Herzog Ratify Renata Jungo Brüngger Ratify Stefan Kaindl Ratify Carinne Knoche-Brouillon Ratify Gabriele Mücke Ratify Ulrich Plottke Ratify Manfred Rassy Ratify Carsten Spohr Ratify Karl-Heinz Streibich Ratify Markus Wagner Ratify Maximilian Zimmerer Appointment of Auditor Appointment of Auditor for Sustainability Reporting Remuneration Report	Management	For	For	
2 3 4 5 6 6 7 8 8 9 9 9 10 11 12 2 13 14 15 16 16 17 18 18 19 19 19 19 19 19 19 19 19 19 19 19 19	Ratify Markus Rieß Ratify Nikolaus von Bomhard Ratify Anne Horstmann Ratify Ann-Kristin Achleitner Ratify Clement B. Booth Ratify Stephan Eberl Ratify Stephan Eberl Ratify Frank Fassin Ratify Ursula Gather Ratify Gerhard Häusler Ratify Angelika Judith Herzog Ratify Renata Jungo Brüngger Ratify Carinne Knoche-Brouillon Ratify Gabriele Mücke Ratify Manfred Rassy Ratify Manfred Rassy Ratify Carsten Spohr Ratify Karl-Heinz Streibich Ratify Markus Wagner Ratify Maximilian Zimmerer Appointment of Auditor Appointment of Auditor for Sustainability Reporting	Management	For	For	

For

Management

For

Elect Clement B. Booth

36

			Management	Vote	
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	
	Elect Maximilian Zimmerer	-			
44		Management	For	For	
45	Supervisory Board Remuneration Policy	Management	For	For	
46	Authority to Repurchase and Reissue Shares	Management	For	For	
Pfizer I	nc.	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
	Shareholder Proposal Regarding Corporate Contributions	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companiess ESG efforts.
19	Disclosure		-		
RELX P	lc	Meeting Date	2: 24.04.2024 Management	Vote	Meeting Type: Annual
RELX P	ic Proposal text	Meeting Date	Management Decision	Vote Decision	
RELX P Number	Proposal text Accounts and Reports	Meeting Date Proponent Management	: 24.04.2024 Management Decision For	Vote Decision For	Meeting Type: Annual
RELX P Number 1 2	Proposal text Accounts and Reports Remuneration Report	Meeting Date Proponent Management Management	Management Decision For For	Vote Decision For	Meeting Type: Annual
RELX P Number 1 2 3	Proposal text Accounts and Reports Remuneration Report Final Dividend	Proponent Management Management Management	Management Decision For For For	Vote Decision For For	Meeting Type: Annual
RELX P Number 1 2 3 4	Proposal text Accounts and Reports Remuneration Report Final Dividend Appointment of Auditor	Proponent Management Management Management Management Management	Management Decision For For For For	Vote Decision For For For	Meeting Type: Annual
RELX P Number 1 2 3 4 5	Proposal text Accounts and Reports Remuneration Report Final Dividend Appointment of Auditor Authority to Set Auditor's Fees	Proponent Management Management Management Management Management Management	Management Decision For For For For For For For For	Vote Decision For For For For	Meeting Type: Annual
RELX P Number 1 2 3 4 5 6	Proposal text Accounts and Reports Remuneration Report Final Dividend Appointment of Auditor Authority to Set Auditor's Fees Elect Bianca Tetteroo	Proponent Management Management Management Management Management Management Management Management	Management Decision For	Vote Decision For For For For For For For For For	Meeting Type: Annual
RELX P Number 1 2 3 4 5 6 7	Proposal text Accounts and Reports Remuneration Report Final Dividend Appointment of Auditor Authority to Set Auditor's Fees Elect Bianca Tetteroo Elect Paul A. Walker	Proponent Management Management Management Management Management Management Management Management Management	Management Decision For	Vote Decision For	Meeting Type: Annual
RELX P Number 1 2 3 4 5 6	Proposal text Accounts and Reports Remuneration Report Final Dividend Appointment of Auditor Authority to Set Auditor's Fees Elect Bianca Tetteroo Elect Paul A. Walker Elect Erik Engstrom	Proponent Management	Management Decision For	Vote Decision For For For For For For For For For	Meeting Type: Annual
RELX P Number 1 2 3 4 5 6 7	Proposal text Accounts and Reports Remuneration Report Final Dividend Appointment of Auditor Authority to Set Auditor's Fees Elect Bianca Tetteroo Elect Paul A. Walker	Proponent Management Management Management Management Management Management Management Management Management	Management Decision For	Vote Decision For	Meeting Type: Annual
RELX P Number 1 2 3 4 5 6 7 8 9	Proposal text Accounts and Reports Remuneration Report Final Dividend Appointment of Auditor Authority to Set Auditor's Fees Elect Bianca Tetteroo Elect Paul A. Walker Elect Erik Engstrom	Proponent Management	Management Decision For	Vote Decision For	Meeting Type: Annual
RELX P Number 1 2 3 4 5 6 7 8 9 10	Proposal text Accounts and Reports Remuneration Report Final Dividend Appointment of Auditor Authority to Set Auditor's Fees Elect Bianca Tetteroo Elect Paul A. Walker Elect Erik Engstrom Elect Nicholas Luff	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For	Meeting Type: Annual
RELX P Number 1 2 3 4 5 6 7 8	Proposal text Accounts and Reports Remuneration Report Final Dividend Appointment of Auditor Authority to Set Auditor's Fees Elect Bianca Tetteroo Elect Paul A. Walker Elect Erik Engstrom Elect Nicholas Luff Elect Alistair Cox	Proponent Management	Management Decision For For For For For For For F	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual
RELX P Number 1 2 3 4 5 6 7 8 9 10 11	Proposal text Accounts and Reports Remuneration Report Final Dividend Appointment of Auditor Authority to Set Auditor's Fees Elect Bianca Tetteroo Elect Paul A. Walker Elect Erik Engstrom Elect Nicholas Luff Elect Alistair Cox Elect June Felix	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual
RELX P Number 1 2 3 4 5 6 7 8 9 10 11 12 13	Proposal text Accounts and Reports Remuneration Report Final Dividend Appointment of Auditor Authority to Set Auditor's Fees Elect Bianca Tetteroo Elect Paul A. Walker Elect Erik Engstrom Elect Nicholas Luff Elect Alistair Cox Elect June Felix Elect Charlotte Hogg	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual
RELX P Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14	Proposal text Accounts and Reports Remuneration Report Final Dividend Appointment of Auditor Authority to Set Auditor's Fees Elect Bianca Tetteroo Elect Paul A. Walker Elect Erik Engstrom Elect Nicholas Luff Elect Alistair Cox Elect June Felix Elect Charlotte Hogg Elect Robert J. MacLeod	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual
RELX P Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15	Proposal text Accounts and Reports Remuneration Report Final Dividend Appointment of Auditor Authority to Set Auditor's Fees Elect Bianca Tetteroo Elect Paul A. Walker Elect Erik Engstrom Elect Nicholas Luff Elect Alistair Cox Elect June Felix Elect Charlotte Hogg Elect Robert J. MacLeod Elect Andrew J. Sukawaty Elect Suzanne Wood	Proponent Management	Management Decision For For For For For For For F	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual
RELX P Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	Proposal text Accounts and Reports Remuneration Report Final Dividend Appointment of Auditor Authority to Set Auditor's Fees Elect Bianca Tetteroo Elect Paul A. Walker Elect Erik Engstrom Elect Nicholas Luff Elect Alistair Cox Elect June Felix Elect Charlotte Hogg Elect Robert J. MacLeod Elect Andrew J. Sukawaty Elect Suzanne Wood Authority to Issue Shares w/ Preemptive Rights	Proponent Management	Management Decision For For For For For For For F	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual
RELX P Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15	Proposal text Accounts and Reports Remuneration Report Final Dividend Appointment of Auditor Authority to Set Auditor's Fees Elect Bianca Tetteroo Elect Paul A. Walker Elect Erik Engstrom Elect Nicholas Luff Elect Alistair Cox Elect June Felix Elect Charlotte Hogg Elect Robert J. MacLeod Elect Andrew J. Sukawaty Elect Suzanne Wood Authority to Issue Shares w/ Preemptive Rights (Specified)	Proponent Management	Management Decision For For For For For For For F	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual
RELX P Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	Proposal text Accounts and Reports Remuneration Report Final Dividend Appointment of Auditor Authority to Set Auditor's Fees Elect Bianca Tetteroo Elect Paul A. Walker Elect Erik Engstrom Elect Nicholas Luff Elect Alistair Cox Elect June Felix Elect Charlotte Hogg Elect Robert J. MacLeod Elect Andrew J. Sukawaty Elect Suzanne Wood Authority to Issue Shares w/o Preemptive Rights Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual
RELX P Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	Proposal text Accounts and Reports Remuneration Report Final Dividend Appointment of Auditor Authority to Set Auditor's Fees Elect Bianca Tetteroo Elect Paul A. Walker Elect Erik Engstrom Elect Nicholas Luff Elect Alistair Cox Elect June Felix Elect Charlotte Hogg Elect Robert J. MacLeod Elect Andrew J. Sukawaty Elect Suzanne Wood Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment) Authority to Repurchase Shares	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual
RELX P Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	Proposal text Accounts and Reports Remuneration Report Final Dividend Appointment of Auditor Authority to Set Auditor's Fees Elect Bianca Tetteroo Elect Paul A. Walker Elect Erik Engstrom Elect Nicholas Luff Elect Alistair Cox Elect June Felix Elect Charlotte Hogg Elect Robert J. MacLeod Elect Andrew J. Sukawaty Elect Suzanne Wood Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment) Authority to Repurchase Shares Authority to Repurchase Shares Authority to Set General Meeting Notice Period at 14 Days	Proponent Management	Management Decision For For For For For For For F	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual Rationale
RELX P Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 Sampo	Proposal text Accounts and Reports Remuneration Report Final Dividend Appointment of Auditor Authority to Set Auditor's Fees Elect Bianca Tetteroo Elect Paul A. Walker Elect Erik Engstrom Elect Nicholas Luff Elect Alistair Cox Elect June Felix Elect Charlotte Hogg Elect Robert J. MacLeod Elect Andrew J. Sukawaty Elect Suzanne Wood Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment) Authority to Repurchase Shares Authority to Set General Meeting Notice Period at 14 Days	Proponent Management	Management Decision For For For For For For For F	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual
RELX P Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 Sampo	Proposal text Accounts and Reports Remuneration Report Final Dividend Appointment of Auditor Authority to Set Auditor's Fees Elect Bianca Tetteroo Elect Paul A. Walker Elect Erik Engstrom Elect Nicholas Luff Elect Alistair Cox Elect June Felix Elect Charlotte Hogg Elect Robert J. MacLeod Elect Andrew J. Sukawaty Elect Suzanne Wood Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment) Authority to Repurchase Shares Authority to Set General Meeting Notice Period at 14 Days Picpoposal text	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual Rationale
RELX P Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 Sampo Number 1	Proposal text Accounts and Reports Remuneration Report Final Dividend Appointment of Auditor Authority to Set Auditor's Fees Elect Bianca Tetteroo Elect Paul A. Walker Elect Erik Engstrom Elect Nicholas Luff Elect Alistair Cox Elect June Felix Elect Charlotte Hogg Elect Robert J. MacLeod Elect Suzanne Wood Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Authority to Repurchase Shares Authority to Set General Meeting Notice Period at 14 Days Proposal text Accounts and Reports	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual Rationale Meeting Type: Annual
RELX P Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 Sampo Number 1 2	Proposal text Accounts and Reports Remuneration Report Final Dividend Appointment of Auditor Authority to Set Auditor's Fees Elect Bianca Tetteroo Elect Paul A. Walker Elect Erik Engstrom Elect Nicholas Luff Elect Alistair Cox Elect June Felix Elect Charlotte Hogg Elect Robert J. MacLeod Elect Andrew J. Sukawaty Elect Suzanne Wood Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment) Authority to Repurchase Shares Authority to Set General Meeting Notice Period at 14 Days Picc Proposal text Accounts and Reports Allocation of Profits/Dividends	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual Rationale Meeting Type: Annual
RELX P Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 Sampo Number 1	Proposal text Accounts and Reports Remuneration Report Final Dividend Appointment of Auditor Authority to Set Auditor's Fees Elect Bianca Tetteroo Elect Paul A. Walker Elect Erik Engstrom Elect Nicholas Luff Elect Alistair Cox Elect June Felix Elect Charlotte Hogg Elect Robert J. MacLeod Elect Suzanne Wood Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Authority to Repurchase Shares Authority to Set General Meeting Notice Period at 14 Days Proposal text Accounts and Reports	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual Rationale Meeting Type: Annual

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	
			For	For	
10	Appointment of Auditor	Management			
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
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 chair of the remuneration is not 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 Elect Nildemar Secches as Board Vice Chair	Management Management	For	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	o S.A.	Meeting Date:	24.04.2024		Meeting Type: Special
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 I	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	
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	
6	Elect Richard K. Templeton	Management	For	For	
					Remuneration - Vote Against when the company fails to align pay witl
7	Approval of the 2024 Long-Term Incentive Plan	Management	For	Against	performance. SHP Governance - Vote For when the proposal requests changes which
8	Shareholder Proposal Regarding Right to Call Special Meeting Shareholder Proposal Regarding Report on Customer Due	Shareholder	Against	For	improve shareholder rights. SHP - Vote For when the proposal aims to increase transparency on
9	Diligence	Shareholder	Against	For	material ESG issues.
10	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the company fails to align pay wit performance.
11	Ratification of Auditor	Management	For	For	
12 13	Elect Curtis C. Farmer Elect Martin S. Craighead	Management Management	For	For Against	Board - Vote Against when the board repeatedly fails to implement
	-	<u>-</u>			acceptable remuneration practices.
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	A	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	
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		Management	For	For	
	Elect Charles Antoine Janssen to the Board of Directors				
7	Elect Charles Antoine Janssen to the Board of Directors Elect Nefertiti Greene to the Board of Directors	Management	For	For	
7 8		Management	For For	For For	
8	Elect Nefertiti Greene to the Board of Directors				
8 9	Elect Nefertiti Greene to the Board of Directors Ratification of Independence of Nefertiti Greene	Management Management Management	For	For	
8 9 10	Elect Nefertiti Greene to the Board of Directors Ratification of Independence of Nefertiti Greene Elect Dolca Thomas to the Board of Directors Ratification of Independence of Dolca Thomas	Management Management Management Management	For For For	For For For	
8 9 10 11	Elect Nefertiti Greene to the Board of Directors Ratification of Independence of Nefertiti Greene Elect Dolca Thomas to the Board of Directors Ratification of Independence of Dolca Thomas Elect Rodolfo J Savitzky to the Board of Directors	Management Management Management Management Management	For For For	For For For	
8 9 10 11 12	Elect Nefertiti Greene to the Board of Directors Ratification of Independence of Nefertiti Greene Elect Dolca Thomas to the Board of Directors Ratification of Independence of Dolca Thomas Elect Rodolfo J Savitzky to the Board of Directors Ratification of Independence of Rodolfo J Savitzky Appointment of Auditor for Annual Accounts, Sustainability	Management Management Management Management	For For For	For For For	
8 9 10 11 12	Elect Nefertiti Greene to the Board of Directors Ratification of Independence of Nefertiti Greene Elect Dolca Thomas to the Board of Directors Ratification of Independence of Dolca Thomas Elect Rodolfo J Savitzky to the Board of Directors Ratification of Independence of Rodolfo J Savitzky	Management Management Management Management Management Management	For For For For	For For For For	
8 9 10 11 12 13	Elect Nefertiti Greene to the Board of Directors Ratification of Independence of Nefertiti Greene Elect Dolca Thomas to the Board of Directors Ratification of Independence of Dolca Thomas Elect Rodolfo J Savitzky to the Board of Directors Ratification of Independence of Rodolfo J Savitzky Appointment of Auditor for Annual Accounts, Sustainability Reporting, and Authority to Set Fees Long Term Incentive Plan (Free Allocation of Shares)	Management Management Management Management Management Management Management Management	For For For For For	For For For For For	
8 9 10 11 12 13 14 15	Elect Nefertiti Greene to the Board of Directors Ratification of Independence of Nefertiti Greene Elect Dolca Thomas to the Board of Directors Ratification of Independence of Dolca Thomas Elect Rodolfo J Savitzky to the Board of Directors Ratification of Independence of Rodolfo J Savitzky Appointment of Auditor for Annual Accounts, Sustainability Reporting, and Authority to Set Fees Long Term Incentive Plan (Free Allocation of Shares) Change in Control Clause (EMTN Program)	Management	For For For For For For For For	For For For For For For For For For	
8 9 10 11 12 13 14 15 16	Elect Nefertiti Greene to the Board of Directors Ratification of Independence of Nefertiti Greene Elect Dolca Thomas to the Board of Directors Ratification of Independence of Dolca Thomas Elect Rodolfo J Savitzky to the Board of Directors Ratification of Independence of Rodolfo J Savitzky Appointment of Auditor for Annual Accounts, Sustainability Reporting, and Authority to Set Fees Long Term Incentive Plan (Free Allocation of Shares) Change in Control Clause (EMTN Program) Change in Control Clause (Schuldschein loan agreement)	Management	For	For	
8 9 10 11 12 13 14 15 16	Elect Nefertiti Greene to the Board of Directors Ratification of Independence of Nefertiti Greene Elect Dolca Thomas to the Board of Directors Ratification of Independence of Dolca Thomas Elect Rodolfo J Savitzky to the Board of Directors Ratification of Independence of Rodolfo J Savitzky Appointment of Auditor for Annual Accounts, Sustainability Reporting, and Authority to Set Fees Long Term Incentive Plan (Free Allocation of Shares) Change in Control Clause (EMTN Program) Change in Control Clause (Schuldschein loan agreement) Remuneration Policy	Management	For	For	
8 9 10 11 12 13 14 15 16 17 18	Elect Nefertiti Greene to the Board of Directors Ratification of Independence of Nefertiti Greene Elect Dolca Thomas to the Board of Directors Ratification of Independence of Dolca Thomas Elect Rodolfo J Savitzky to the Board of Directors Ratification of Independence of Rodolfo J Savitzky Appointment of Auditor for Annual Accounts, Sustainability Reporting, and Authority to Set Fees Long Term Incentive Plan (Free Allocation of Shares) Change in Control Clause (EMTN Program) Change in Control Clause (Schuldschein loan agreement) Remuneration Policy Ratification of Board Acts	Management	For	For	
	Elect Nefertiti Greene to the Board of Directors Ratification of Independence of Nefertiti Greene Elect Dolca Thomas to the Board of Directors Ratification of Independence of Dolca Thomas Elect Rodolfo J Savitzky to the Board of Directors Ratification of Independence of Rodolfo J Savitzky Appointment of Auditor for Annual Accounts, Sustainability Reporting, and Authority to Set Fees Long Term Incentive Plan (Free Allocation of Shares) Change in Control Clause (EMTN Program) Change in Control Clause (Schuldschein loan agreement) Remuneration Policy	Management	For	For	Remuneration - Fails the remuneration framework assessment on transparency and accountability.
8 9 10 11 12 13 14 15 16 17 18 19	Elect Nefertiti Greene to the Board of Directors Ratification of Independence of Nefertiti Greene Elect Dolca Thomas to the Board of Directors Ratification of Independence of Dolca Thomas Elect Rodolfo J Savitzky to the Board of Directors Ratification of Independence of Rodolfo J Savitzky Appointment of Auditor for Annual Accounts, Sustainability Reporting, and Authority to Set Fees Long Term Incentive Plan (Free Allocation of Shares) Change in Control Clause (EMTN Program) Change in Control Clause (Schuldschein Ioan agreement) Remuneration Policy Ratification of Board Acts Accounts and Reports; Allocation of Dividends Remuneration Report	Management	For	For	transparency and accountability.
8 9 10 11 12 13 14 15 16 17 18 19 20	Elect Nefertiti Greene to the Board of Directors Ratification of Independence of Nefertiti Greene Elect Dolca Thomas to the Board of Directors Ratification of Independence of Dolca Thomas Elect Rodolfo J Savitzky to the Board of Directors Ratification of Independence of Rodolfo J Savitzky Appointment of Auditor for Annual Accounts, Sustainability Reporting, and Authority to Set Fees Long Term Incentive Plan (Free Allocation of Shares) Change in Control Clause (EMTN Program) Change in Control Clause (Schuldschein loan agreement) Remuneration Policy Ratification of Board Acts Accounts and Reports; Allocation of Dividends Remuneration Report	Management	For	For	transparency and accountability. Meeting Type: Special
8 9 10 11 12 13 14 15 16 17 18 19 20	Elect Nefertiti Greene to the Board of Directors Ratification of Independence of Nefertiti Greene Elect Dolca Thomas to the Board of Directors Ratification of Independence of Dolca Thomas Elect Rodolfo J Savitzky to the Board of Directors Ratification of Independence of Rodolfo J Savitzky Appointment of Auditor for Annual Accounts, Sustainability Reporting, and Authority to Set Fees Long Term Incentive Plan (Free Allocation of Shares) Change in Control Clause (EMTN Program) Change in Control Clause (Schuldschein Ioan agreement) Remuneration Policy Ratification of Board Acts Accounts and Reports; Allocation of Dividends Remuneration Report	Management	For	For	transparency and accountability.
8 9 10 11 12 13 14 15 16 17 18 19 20 UCB SA	Elect Nefertiti Greene to the Board of Directors Ratification of Independence of Nefertiti Greene Elect Dolca Thomas to the Board of Directors Ratification of Independence of Dolca Thomas Elect Rodolfo J Savitzky to the Board of Directors Ratification of Independence of Rodolfo J Savitzky Appointment of Auditor for Annual Accounts, Sustainability Reporting, and Authority to Set Fees Long Term Incentive Plan (Free Allocation of Shares) Change in Control Clause (EMTN Program) Change in Control Clause (Schuldschein loan agreement) Remuneration Policy Ratification of Board Acts Accounts and Reports; Allocation of Dividends Remuneration Report	Management	For	For For For For For For For For Against	transparency and accountability. Meeting Type: Special
8 9 10 11 12 13 14 15 16 17 18 19 20 UCB SA Number	Elect Nefertiti Greene to the Board of Directors Ratification of Independence of Nefertiti Greene Elect Dolca Thomas to the Board of Directors Ratification of Independence of Dolca Thomas Elect Rodolfo J Savitzky to the Board of Directors Ratification of Independence of Rodolfo J Savitzky Appointment of Auditor for Annual Accounts, Sustainability Reporting, and Authority to Set Fees Long Term Incentive Plan (Free Allocation of Shares) Change in Control Clause (EMTN Program) Change in Control Clause (Schuldschein loan agreement) Remuneration Policy Ratification of Board Acts Accounts and Reports; Allocation of Dividends Remuneration Report	Management	For	For	transparency and accountability. Meeting Type: Special
8 9 10 11 12 13 14 15 16 17 18 19 20 UCB SA Number 1 2	Elect Nefertiti Greene to the Board of Directors Ratification of Independence of Nefertiti Greene Elect Dolca Thomas to the Board of Directors Ratification of Independence of Dolca Thomas Elect Rodolfo J Savitzky to the Board of Directors Ratification of Independence of Rodolfo J Savitzky Appointment of Auditor for Annual Accounts, Sustainability Reporting, and Authority to Set Fees Long Term Incentive Plan (Free Allocation of Shares) Change in Control Clause (EMTN Program) Change in Control Clause (Schuldschein loan agreement) Remuneration Policy Ratification of Board Acts Accounts and Reports; Allocation of Dividends Remuneration Report	Management	For	For	transparency and accountability. Meeting Type: Special
8 9 10 11 12 13 14 15 16 17 18 19 20 UCB SA Number 1 2 Agnico	Elect Nefertiti Greene to the Board of Directors Ratification of Independence of Nefertiti Greene Elect Dolca Thomas to the Board of Directors Ratification of Independence of Dolca Thomas Elect Rodolfo J Savitzky to the Board of Directors Ratification of Independence of Rodolfo J Savitzky Appointment of Auditor for Annual Accounts, Sustainability Reporting, and Authority to Set Fees Long Term Incentive Plan (Free Allocation of Shares) Change in Control Clause (EMTN Program) Change in Control Clause (Schuldschein Ioan agreement) Remuneration Policy Ratification of Board Acts Accounts and Reports; Allocation of Dividends Remuneration Report	Management	For	For	transparency and accountability. Meeting Type: Special Rationale
8 9 10 11 12 13 14 15 16 17 18 19 20 UCB SA Agnico Number	Elect Nefertiti Greene to the Board of Directors Ratification of Independence of Nefertiti Greene Elect Dolca Thomas to the Board of Directors Ratification of Independence of Dolca Thomas Elect Rodolfo J Savitzky to the Board of Directors Ratification of Independence of Rodolfo J Savitzky Appointment of Auditor for Annual Accounts, Sustainability Reporting, and Authority to Set Fees Long Term Incentive Plan (Free Allocation of Shares) Change in Control Clause (EMTN Program) Change in Control Clause (Schuldschein Ioan agreement) Remuneration Policy Ratification of Board Acts Accounts and Reports; Allocation of Dividends Remuneration Report A Proposal text Increase in Authorised Capital Authority to Repurchase Shares PEagle Mines Ltd Proposal text	Management Meeting Date Proponent Meeting Date Proponent	For	For	transparency and accountability. Meeting Type: Special Rationale Meeting Type: Mix
8 9 10 11 12 13 14 15 16 17 18 19 20 UCB SA Agnico Number 1	Elect Nefertiti Greene to the Board of Directors Ratification of Independence of Nefertiti Greene Elect Dolca Thomas to the Board of Directors Ratification of Independence of Dolca Thomas Elect Rodolfo J Savitzky to the Board of Directors Ratification of Independence of Rodolfo J Savitzky Appointment of Auditor for Annual Accounts, Sustainability Reporting, and Authority to Set Fees Long Term Incentive Plan (Free Allocation of Shares) Change in Control Clause (EMTN Program) Change in Control Clause (Schuldschein Ioan agreement) Remuneration Policy Ratification of Board Acts Accounts and Reports; Allocation of Dividends Remuneration Report A Proposal text Increase in Authorised Capital Authority to Repurchase Shares Eagle Mines Ltd Proposal text Elect J. Merfyn Roberts	Management Meeting Date Proponent Management Management Management Management Management Management Management Management	For	For	transparency and accountability. Meeting Type: Special Rationale Meeting Type: Mix
8 9 10 11 12 13 14 15 16 17 18 19 20 UCB SA Agnico Number 1 2	Elect Nefertiti Greene to the Board of Directors Ratification of Independence of Nefertiti Greene Elect Dolca Thomas to the Board of Directors Ratification of Independence of Dolca Thomas Elect Rodolfo J Savitzky to the Board of Directors Ratification of Independence of Rodolfo J Savitzky Appointment of Auditor for Annual Accounts, Sustainability Reporting, and Authority to Set Fees Long Term Incentive Plan (Free Allocation of Shares) Change in Control Clause (EMTN Program) Change in Control Clause (Schuldschein Ioan agreement) Remuneration Policy Ratification of Board Acts Accounts and Reports; Allocation of Dividends Remuneration Report A Proposal text Increase in Authorised Capital Authority to Repurchase Shares • Eagle Mines Ltd Proposal text Elect J. Merfyn Roberts Elect Jamie C. Sokalsky	Management Meeting Date Proponent Management Management Management Management Management Management Management Management	For	For	transparency and accountability. Meeting Type: Special Rationale Meeting Type: Mix
8 9 10 11 12 13 14 15 16 17 18 19 20 UCB SA Agnico Number 1	Elect Nefertiti Greene to the Board of Directors Ratification of Independence of Nefertiti Greene Elect Dolca Thomas to the Board of Directors Ratification of Independence of Dolca Thomas Elect Rodolfo J Savitzky to the Board of Directors Ratification of Independence of Rodolfo J Savitzky Appointment of Auditor for Annual Accounts, Sustainability Reporting, and Authority to Set Fees Long Term Incentive Plan (Free Allocation of Shares) Change in Control Clause (EMTN Program) Change in Control Clause (Schuldschein Ioan agreement) Remuneration Policy Ratification of Board Acts Accounts and Reports; Allocation of Dividends Remuneration Report A Proposal text Increase in Authorised Capital Authority to Repurchase Shares Eagle Mines Ltd Proposal text Elect J. Merfyn Roberts	Management Meeting Date Proponent Management Management Management Management Management Management Management Management	For	For	transparency and accountability. Meeting Type: Special Rationale Meeting Type: Mix

Number F					
	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5					
	Elect Peter Grosskopf	Management	For	For	
	Elect Elizabeth Lewis-Gray	Management	For	For	
	Elect Martine A. Celej	Management	For	For	
	Elect Jonathan Gill	Management	For	For	
9 E	Elect Ammar Al-Joundi	Management	For	For	
10 E	Elect Sean Boyd	Management	For	For	
11 /	Appointment of Auditor and Authority to Set Fees	Management	For	For	
12 <i>A</i>	Amendment to the Incentive Share Purchase Plan	Management	For	For	
13 A	Advisory Vote on Executive Compensation	Management	For	For	
14 E	Elect Leona Aglukkaq	Management	For	For	
Panco F	Do Brasil S.A.	Meeting Date	. 25 04 2024		Meeting Type: Annual
Danco D	JU DIASII S.A.	Meeting Date		Vote	Meeting Type. Annual
	Proposal text	Proponent	Management Decision	Decision	Rationale
	Human Resources, Remuneration and Eligibility Committee Fees	Management	For	For	
2 I	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 A	Accounts and Reports	Management	For	For	
4	Allocation of Profits/Dividends	Management	For	For	
5 F	Remuneration Policy	Management	For	For	
6 9	Supervisory Council Fees	Management	For	For	
	Audit Committee Fees	Management	For	For	
	Risk and Capital Committee Fees	Management	For	For	
	and capital committee reco	management			
Banco D	Do Brasil S.A.	Meeting Date	: 25.04.2024		Meeting Type: Special
Number 1	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1 /	Amendments to Articles	Management	For	For	
2 1	Technology and Innovation Committee Fees	Management	For	For	
3 (Corporate Sustainability Committee Fees	Management	For	For	
					Vote Against if the proposal would allow the voting instructions to be
4 I	Instructions if Meeting is Held on Second Call	Management	N/A	Against	considered in the event of a second call.
Centrais	s Eletricas Brasileiras S.A.	Meeting Date	: 25.04.2024		Meeting Type: Annual
Number I	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1 9	Supervisory Council Size (Five Members)	Management	N/A	Abstain	
	Accounts and Reports	Management	For	For	
	Allocation of Profits/Dividends				
		Management	For	For	
	Remuneration Policy	Management	For	For	
	Request Establishment of Supervisory Council	Management	N/A	For	
6 E	Elect José Raimundo dos Santos	Management	N/A	For	
7 E	Elect Carlos Eduardo Teixeira Taveiros	Management	N/A	For	
8 E	Elect Ricardo Bertucci	Management	N/A	For	
9 9	Supervisory Council Size (Three Members)	Management	N/A	Abstain	
10 9	Supervisory Council Size (Four Members)	Management	N/A	For	
C	- Flatilian - Browlinian C A	M 4! D - 4 -	25 04 2024		Marakin or Tomas Consisted
Centrais	s Eletricas Brasileiras S.A.	Meeting Date			Meeting Type: Special
Number F	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.
	Elect Ana Silvia Corso Matte	Management	For	For	
2 E				Against	Remuneration - Vote Against when remuneration does not adhere to
	Amendment to the Stock Option Plan	Management	For	Against	best practice of having clawback in place for LTIP.
	·	Management Meeting Date		Ayamst	best practice of having clawback in place for LTIP. Meeting Type: Annual
з / Merck K	·	-	: 25.04.2024 Management	Vote	· · · · · · · · · · · · · · · · · · ·
3 AMerck K	GAA Proposal text	Meeting Date	: 25.04.2024 Management Decision	Vote Decision	Meeting Type: Annual
Merck K Number F	Proposal text Accounts and Reports	Meeting Date Proponent Management	: 25.04.2024 Management Decision For	Vote Decision For	Meeting Type: Annual
Merck K Number F 1	Proposal text Accounts and Reports Allocation of Dividends	Meeting Date Proponent Management Management	: 25.04.2024 Management Decision For For	Vote Decision For For	Meeting Type: Annual
Merck K Number F 1	Proposal text Accounts and Reports Allocation of Dividends Ratification of Management Board Acts	Meeting Date Proponent Management Management Management	: 25.04.2024 Management Decision For For For	Vote Decision For For	Meeting Type: Annual
Merck K Number F 1	Proposal text Accounts and Reports Allocation of Dividends Ratification of Management Board Acts Ratification of Supervisory Board Acts	Meeting Date Proponent Management Management	: 25.04.2024 Management Decision For For	Vote Decision For For	Meeting Type: Annual
Merck K Number F 1	Proposal text Accounts and Reports Allocation of Dividends Ratification of Management Board Acts	Meeting Date Proponent Management Management Management	: 25.04.2024 Management Decision For For For	Vote Decision For For	Meeting Type: Annual
3	Proposal text Accounts and Reports Allocation of Dividends Ratification of Management Board Acts Ratification of Supervisory Board Acts	Meeting Date Proponent Management Management Management Management	: 25.04.2024 Management Decision For For For For	Vote Decision For For For	Meeting Type: Annual
Merck K Number F 1	Proposal text Accounts and Reports Allocation of Dividends Ratification of Management Board Acts Ratification of Supervisory Board Acts Appointment of Auditor	Meeting Date Proponent Management Management Management Management Management	Management Decision For For For For For For For	Vote Decision For For For For	Meeting Type: Annual
Merck K Number F 1	Proposal text Accounts and Reports Allocation of Dividends Ratification of Management Board Acts Ratification of Supervisory Board Acts Appointment of Auditor Remuneration Report	Meeting Date Proponent Management Management Management Management Management Management Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For	Meeting Type: Annual
Merck K Number F 1	Proposal text Accounts and Reports Allocation of Dividends Ratification of Management Board Acts Ratification of Supervisory Board Acts Appointment of Auditor Remuneration Report Elect Katja Garcia Garcia Vila	Meeting Date Proponent Management Management Management Management Management Management Management Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For	Meeting Type: Annual
Merck K Number F 1	Proposal text Accounts and Reports Allocation of Dividends Ratification of Management Board Acts Ratification of Supervisory Board Acts Appointment of Auditor Remuneration Report Elect Katja Garcia Garcia Vila Elect Michael Kleinemeier	Meeting Date Proponent Management Management Management Management Management Management Management Management Management Management	Management Decision For For For For For For For For For Fo	Vote Decision For	Meeting Type: Annual

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	
Pearso	on plc	Meeting Date	: 25.04.2024		Meeting Type: Annual
	<u> </u>		Management	Vote	
Number	Proposal text	Proponent	Decision	Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	FINAL DIVIDEND	Management	For	For	
3	Elect Omar P. Abbosh Elect Alison Dolan	Management Management	For For	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 14	Remuneration Report Save for Shares Plan	Management Management	For For	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	Management	For	For	
	Capital Investment) Authority to Repurchase Shares	<u>-</u>	For	For	
20 21	Authority to Neparchase Shares Authority to Set General Meeting Notice Period at 14 Days	Management Management	For	For	
				101	
Promo	tora 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 B	ank 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) Authority to Issue Debt Instruments	Management Management	For For	For For	
9	Remuneration Report	Management	For	For	
	Remuneration Policy	Management	For	For	
10	Remuneration Folicy	management			

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Corporate Governance Report	Management	For	For	
12	Election of Directors	Management	For	For	
13		Management	For	For	
14	Directors' and Nomination Committee Fees	Management	For	For	
15		Management	For	For	
16	Shareholder Proposal Regarding Share Program, Monthly	Shareholder	Against	Against	SHP - Vote Against when the changes requested by the proposal are no in the best interests of shareholders
Grupo	Financiero Banorte	Meeting Date	: 28.04.2024		Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	CEO's Report and Financial Statements	Management	For	For	
2	Report of the Board on the Accounting Policies	Management	For	For	
3	Report of the Board on Operations and Activities	Management	For	For	
4	Report of the Audit and Corporate Governance Commitees' 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		Management	For	For	
8	Approve Date of Payment of Dividends	Management	For	For	
9		Management	For	Against	Board - Vote Against when the chair of the nominating committee is no independent.
10		Management	For	For	
11		Management	For	For	
12	Elect Jose Marcos Ramirez Miguel	Management	For	For	
13		Management	For	For	
14		Management	For	For	
15		Management	For	For	
16	Elect Mariana Baños Reynaud	Management	For	For	
17		Management	For	For	
18		Management	For	For	Conver on too many heards: Conver on too many heards
19		Management	For	Against	Serves on too many boards; Serves on too many boards
20 21	Elect Alfonso de Angoitia Noriega Elect Thomas Stanley Heather Rodriguez	Management	For	Against	Serves on too many boards; Serves on too many boards
22		Management Management	For For	For For	
23		Management	For	For	
24		Management	For	For	
25		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		Management	For	For	
34		Management	For	For	
35	Elect Héctor Ávila Flores as Board Secretary	Management	For	For	
36	Authority to Evernt Directors from Providing Own	Management	For	For	
37	Directors' Fees	Management	For	For	
38	Corporate Governance Committee Chair	Management	For	For	
39		Management	For	For	
40		Management	For	For	
41		Management	For	For	
Hexag		Meeting Date	: 28.04.2024 Management	Vote	Meeting Type: Annual
Number 1	Proposal text Election of Presiding Chair	Proponent Management	Decision	Decision For	Rationale
2	Voting List	Management	For	For	
3		Management	For	For	
4	Compliance with the Rules of Convocation	Management	For	For	
5		Management	For	For	
6	Allocation of Profits/Dividends	Management	For	For	
7		Management	For	For	
8		Management	For	For	
-		Management	For		
9	Ratiiv Marta Schoring			FUI	
9 10	Ratify Marta Schörling Ratify John Brandon	Management	For	For For	

Management

For

For

11

Ratify Sofia Schörling Högberg

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 Elect Ola Rollén as Chair of the Board	Management Management	For	For Against	Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the chair of the
วา	Appointment of Auditor	Managarrant	For	Eor	remuneration committee is not independent.
32	Appointment of Auditor	Management	For	For	
33	Election of Nomination Committee Members	Management	For	For	Pomunoration Vata Against when remuneration does not adhere to
34	Remuneration Report	Management	For	Against	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP. Remuneration - Vote Against when remuneration does not adhere to
35	Remuneration Policy Adoption of Share-Based Incentives (Share Programme	Management	For	Against	best practice of having clawback in place for LTIP. Remuneration - Vote Against when remuneration does not adhere to
36	2025/2027)	Management	For	Against	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	
Paycor	n 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
Numbar	Proposal text	Proponent	Management	Vote	Rationale
number	Proposal text	. roponent	Decision	Decision	
Number 1	Elect W. Paul Bowers	Management	Decision For	For	
1	Elect W. Paul Bowers	Management	For	For	
1 2	Elect W. Paul Bowers Elect Calvin G. Butler, Jr.	Management Management	For For	For For	
1 2 3	Elect W. Paul Bowers Elect Calvin G. Butler, Jr. Elect Marjorie Rodgers Cheshire	Management Management Management	For For	For For	
1 2 3 4	Elect W. Paul Bowers Elect Calvin G. Butler, Jr. Elect Marjorie Rodgers Cheshire Elect Linda P. Jojo	Management Management Management Management	For For For	For For For	
1 2 3 4 5	Elect W. Paul Bowers Elect Calvin G. Butler, Jr. Elect Marjorie Rodgers Cheshire Elect Linda P. Jojo Elect Charisse Lillie	Management Management Management Management Management	For For For For	For For For For	
1 2 3 4 5 6 7	Elect W. Paul Bowers Elect Calvin G. Butler, Jr. Elect Marjorie Rodgers Cheshire Elect Linda P. Jojo Elect Charisse Lillie Elect Anna S. Richo	Management Management Management Management Management Management Management	For For For For For	For For For For For	
1 2 3 4 5	Elect W. Paul Bowers Elect Calvin G. Butler, Jr. Elect Marjorie Rodgers Cheshire Elect Linda P. Jojo Elect Charisse Lillie Elect Anna S. Richo Elect Matthew Rogers	Management Management Management Management Management Management Management	For For For For For For For	For For For For For For For	
1 2 3 4 5 6 7	Elect W. Paul Bowers Elect Calvin G. Butler, Jr. Elect Marjorie Rodgers Cheshire Elect Linda P. Jojo Elect Charisse Lillie Elect Anna S. Richo Elect Matthew Rogers Elect Bryan Segedi	Management Management Management Management Management Management Management Management Management	For For For For For For For For For	For	
1 2 3 4 5 6 7 8	Elect W. Paul Bowers Elect Calvin G. Butler, Jr. Elect Marjorie Rodgers Cheshire Elect Linda P. Jojo Elect Charisse Lillie Elect Anna S. Richo Elect Matthew Rogers Elect Bryan Segedi Elect John F. Young	Management	For	For	Remuneration - Fails the remuneration framework assessment on a critical factor
1 2 3 4 5 6 6 7 8 9 10 11 12	Elect W. Paul Bowers Elect Calvin G. Butler, Jr. Elect Marjorie Rodgers Cheshire Elect Linda P. Jojo Elect Charisse Lillie Elect Anna S. Richo Elect Matthew Rogers Elect Bryan Segedi Elect John F. Young Ratification of Auditor Advisory Vote on Executive Compensation Adoption of Right to Call a Special Meeting	Management	For	For For For For For For For Against For	
1 2 3 4 5 5 6 7 7 8 8 9 10 11	Elect W. Paul Bowers Elect Calvin G. Butler, Jr. Elect Marjorie Rodgers Cheshire Elect Linda P. Jojo Elect Charisse Lillie Elect Anna S. Richo Elect Matthew Rogers Elect Bryan Segedi Elect John F. Young Ratification of Auditor Advisory Vote on Executive Compensation Adoption of Right to Call a Special Meeting	Management	For	For For For For For For For For Against	
1 2 3 4 5 6 7 8 9 10 11 12 13	Elect W. Paul Bowers Elect Calvin G. Butler, Jr. Elect Marjorie Rodgers Cheshire Elect Linda P. Jojo Elect Charisse Lillie Elect Anna S. Richo Elect Matthew Rogers Elect Bryan Segedi Elect John F. Young Ratification of Auditor Advisory Vote on Executive Compensation Adoption of Right to Call a Special Meeting	Management	For	For For For For For For For Against For	
1 2 3 4 5 6 7 8 9 10 11 12 13 Herme	Elect W. Paul Bowers Elect Calvin G. Butler, Jr. Elect Marjorie Rodgers Cheshire Elect Linda P. Jojo Elect Charisse Lillie Elect Anna S. Richo Elect Matthew Rogers Elect Bryan Segedi Elect John F. Young Ratification of Auditor Advisory Vote on Executive Compensation Adoption of Right to Call a Special Meeting Shareholder Proposal Regarding Right to Call Special Meeting	Management	For	For For For For For For For Against For	critical factor

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Consolidated Accounts and Reports	Management	For	For	
	Ratification of Management Acts	Management	For	For	
	Allocation of Profits/Dividends	Management	For	For	
	Special Auditors Report on Regulated Agreements	Management	For	For	
	Authority to Repurchase and Reissue Shares	Management	For	For	
	2023 Remuneration Report	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Structure and Transparency & Accountability factors.
	2023 Remuneration of Axel Dumas, Executive Chair	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Structure and Transparency & Accountability factors.
	2023 Remuneration of Émile Hermès SAS, Managing General Partner	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Structure and Transparency & Accountability factors.
0	2023 Remuneration of Éric de Seynes, Supervisory Board Chair	Management	For	For	Structure and Transparency & Accountability factors.
	2024 Remuneration Policy (Executive Chair and General Managing Partner)	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Structure and Transparency & Accountability factors.
2	2024 Remuneration Policy (Supervisory Board)	Management	For	For	Structure and Transparency & Accountability ractors.
3	Elect Matthieu Dumas	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingnes implement good governance standards, such as persistently unacceptable compensation practices.
1	Elect Blaise Guerrand	Management	For	For	
·	Elect Olympia Guerrand	Management	For	For	
j	Elect Alexandre Viros	Management	For	For	
	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For	For	
3	Authority to Cancel Shares and Reduce Capital	Management	For	For	
	Authority to Issue Performance Shares	<u>-</u>			
)		Management	For	For	
)	Authorisation of Legal Formalities	Management	For	For	
nterna	ntional Business Machines Corp.	Meeting Date:	29.04.2024		Meeting Type: Annual
umber	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Elect Marianne C. Brown	Management	For	For	
	Elect Thomas Buberl	Management	For	For	
	Elect David N. Farr	Management	For	For	
	Elect Alex Gorsky	Management	For	For	
	Elect Michelle Howard	Management	For	For	
	Elect Arvind Krishna	Management	For	For	
	Elect Andrew N. Liveris	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
	Elect F. William McNabb, III	Management	For	For	considerations for gender diversity.
				For	
	Elect Michael Miebach	Management	For		
	Elect Martha E. Pollack	Management	For	For	
	Elect Peter R. Voser	Management	For	For	
	Elect Frederick H. Waddell	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
	Elect Alfred W. Zollar	Management	For	For	
	Ratification of Auditor	Management	For	For	
;	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure; Remuneration - Vot Against when disclosure on remuneration practices is insufficient an there are concerns of board accountability.
5	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.
7	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.
3	Shareholder Proposal Regarding Right to Act by Written Consent	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes wh improve shareholder rights.
Э	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 t 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.
	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 environmenta risks.
0					Machine Times Annual
	INVESTIMENTOS ITAU SA, SAO PAULO	Meeting Date:	29.04.2024		Meeting Type: Annual
	INVESTIMENTOS ITAU SA, SAO PAULO Proposal text	Meeting Date:	Management Decision	Vote Decision	Rationale
TAUSA	·		Management		

Novone	esis AS	Meeting Date: 29.04.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Accounts and Reports	Management	For	For	
	Allocation of Profits/Dividends	Management	For	For	
	Remuneration Report	Management	For	For	
	Directors' Fees	Management	For	For	
	Elect Cees de Jong as Chair	Management	For	For	
		-		For	
	Elect Jesper Brandgaard as Vice Chair	Management	For	rui	Doord Mate Assignst when the sheir of the sudit committee is no
	Elect Heine Dalsgaard	Management	For	Against	Board - Vote Against when the chair of the audit committee is no independent.
	Elect Sharon James	Management	For	For	
	Elect Kasim Kutay	Management	For	For	
0	Elect Lise Kaae	Management	For	For	
1	Elect Kevin Lane	Management	For	For	
2	Elect Morten Otto Alexander Sommer	Management	For	For	
3	Elect Kim Stratton	Management	For	Abstain	Potential overcommitment
4	Appointment of Auditor	Management	For	For	
5	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
5	Authority to Repurchase Shares	Management	For	For	
7	Authority to distribute extraordinary dividend	Management	For	For	
, 8	Amendments to Articles (Language of Shareholder Meetings)	Management	For	For	
9	Amendments to Articles (Language of Shareholder Meetings) Amendments to Articles (Nominal share capital)	Management	For	For	
0	Amendments to Articles (Norminal Share Capital) Amendments to Articles (Indemnification)	-	For	For	
		Management			
21	Amendments to Articles (Editorial Amendments)	Management	For	For	
2	Remuneration Policy	Management	For	For	
3	Authorization of Legal Formalities	Management	For	For	
anofi		Meeting Date:	29.04.2024		Meeting Type: Mix
umber	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Assessment and Demontry New Toy Deductible Foregons				
	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	
	Consolidated Accounts and Reports	Management	For	For	
	Allocation of Profits/Dividends	Management	For	For	
	Elect Rachel Duan	Management	For	For	
	Elect Lise Kingo	Management	For	For	
	Elect Clotilde Delbos	Management	For	For	
	Elect Anne-Françoise Nesmes	Management	For	For	
	Elect John Sundy	Management	For	For	
	2023 Remuneration Report	Management	For	For	
0	2023 Remuneration of Serge Weinberg, Chair (until May 25, 2023)	Management	For	For	
1	2023 Remuneration of Frédéric Oudéa, Chair (from May 25, 2023)	Management	For	For	
2	2023 Remuneration of Paul Hudson, CEO	Management	For	For	
3	2024 Remuneration Policy (Board of Directors)	Management	For	For	
4	2024 Remuneration Policy (Chair)	Management	For	For	
5	2023 Remuneration Policy (CEO)	Management	For	For	
6	Appointment of Auditor (Mazars)	Management	For	For	
7	Appointment of Auditor for Sustainability Reporting (Mazars) Appointment of Auditor for Sustainability Reporting	Management	For	For	
3	(Pricewaterhouse Coopers)	Management	For	For	
9	Authority to Repurchase and Reissue Shares	Management	For	For	
0	Authority to Issue Performance Shares	Management	For	For	
21	Employee Stock Purchase Plan	Management	For	For	
2	Stock Purchase Plan for Overseas Employees	Management	For	For	
3	Authorisation of Legal Formalities	Management	For	For	
Jnibail	-Rodamco-Westfield	Meeting Date:	29.04.2024		Meeting Type: Mix
			Management	Vote	Rationale
lumber	Proposal text	Proponent	Decision	Decision	
		·	Decision		
	Accounts and Reports	Management	Decision For	For	
	Accounts and Reports Consolidated Accounts and Reports	Management Management	Decision For For	For For	
	Accounts and Reports Consolidated Accounts and Reports Allocation of Losses	Management Management Management	Decision For For For	For For	
	Accounts and Reports Consolidated Accounts and Reports Allocation of Losses Use of Reserves (Cash Distribution)	Management Management Management Management	Decision For For For For	For For For	
	Accounts and Reports Consolidated Accounts and Reports Allocation of Losses Use of Reserves (Cash Distribution) Special Auditors Report on Regulated Agreements 2023 Remuneration of Jean-Marie Tritant, Management Board	Management Management Management Management Management	Porision For For For For For	For For For For	
	Accounts and Reports Consolidated Accounts and Reports Allocation of Losses Use of Reserves (Cash Distribution)	Management Management Management Management Management Management Management	Poecision For For For For For For	For For For For	
	Accounts and Reports Consolidated Accounts and Reports Allocation of Losses Use of Reserves (Cash Distribution) Special Auditors Report on Regulated Agreements 2023 Remuneration of Jean-Marie Tritant, Management Board Chair 2023 Remuneration of Sylvain Montcouquiol, Management Board Member	Management Management Management Management Management Management Management Management	Poecision For For For For For For For	For For For For For For	
	Accounts and Reports Consolidated Accounts and Reports Allocation of Losses Use of Reserves (Cash Distribution) Special Auditors Report on Regulated Agreements 2023 Remuneration of Jean-Marie Tritant, Management Board Chair 2023 Remuneration of Sylvain Montcouquiol, Management Board Member 2023 Remuneration of Fabrice Mouchel, Management Board Member	Management Management Management Management Management Management Management Management Management	Decision For For For For For For For F	For For For For For For For	
	Accounts and Reports Consolidated Accounts and Reports Allocation of Losses Use of Reserves (Cash Distribution) Special Auditors Report on Regulated Agreements 2023 Remuneration of Jean-Marie Tritant, Management Board Chair 2023 Remuneration of Sylvain Montcouquiol, Management Board Member 2023 Remuneration of Fabrice Mouchel, Management Board	Management Management Management Management Management Management Management Management	Poecision For For For For For For For	For For For For 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		: 29.04.2024		Meeting Type: Annual
oposal text	Proponent	Management Decision	Vote Decision	Rationale
ocation of Dividends	Management	For	For	
tification of Management Board Acts	Management	For	For	
tification of Supervisory Board Acts	Management	For	For	
pointment of Auditor; Appointment of Auditor for stainability Reporting	Management	For	For	
muneration Report	Management	For	For	
ect Martin Ohneberg	Management	For	For	
ect Ingrid Hengster	Management	For	For	
ect Eva Eberhartinger	Management	For	For	
ect Gunter Eckhardt Rümmler	Management	For	For	
option 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.
ect ect ect	Martin Ohneberg Ingrid Hengster Eva Eberhartinger Gunter Eckhardt Rümmler	Martin Ohneberg Management Ingrid Hengster Management Eva Eberhartinger Management Gunter Eckhardt Rümmler Management	Martin Ohneberg Management For Ingrid Hengster Management For Eva Eberhartinger Management For Gunter Eckhardt Rümmler For	Martin Ohneberg Management For For Ingrid Hengster Management For For Eva Eberhartinger Management For For Gunter Eckhardt Rümmler Management For For For For Management For For For Management For For For For Management For For For For Management For For For For Management For For For Management For For For For Management For For For Management For For For Management For For For Management For For For For Management For For For For For For Management For

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	

30 31	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
31	Audit and Corporate Governance Committee Member Fees	Management	For	For	
•	Election of Meeting Delegates	Management	For	For	
verso	urce Energy	Meeting Date	: 30.04.2024		Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Cotton M. Cleveland	Managament	For	For	
		Management			
<u>}</u>	Elect Linda D. Forry	Management	For	For	
3	Elect Gregory M. Jones	Management	For	For	
1	Elect Loretta D. Keane	Management	For	For	
5	Elect John Y. Kim	Management	For	For	
5	Elect David H. Long	Management	For	For	
7	Elect Joseph R. Nolan, Jr.	Management	For	For	
3	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 C	orporation	Meeting Date	: 30.04.2024		Meeting Type: Annual
Numher	Proposal text	Proponent	Management	Vote	Rationale
. will DCI		oponent	Decision	Decision	
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	considerations for gender diversity.
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.
Regen	cy 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	
		-			
5	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	
	lohal Inc	Meeting Date	: 30.04.2024		Meeting Type: Annual
S&P GI	iobai inc	meeting but		_	
S&P Gl Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
					Rationale
Number	Proposal text	Proponent	Decision	Decision	Rationale
Number	Proposal text Elect Marco Alverà	Proponent Management	Decision For	Decision For	Rationale
Number	Proposal text Elect Marco Alverà Elect Jacques Esculier	Proponent Management Management	Decision For For	Decision For For	Rationale
Number 2 3	Proposal text Elect Marco Alverà Elect Jacques Esculier Elect Gay Huey Evans	Proponent Management Management Management	Decision For For	Decision For For For	Rationale
Number 1 2 3 4	Proposal text Elect Marco Alverà Elect Jacques Esculier Elect Gay Huey Evans Elect William D. Green	Proponent Management Management Management Management	Decision For For For For	Decision For For For For	Rationale
Number 2 3 4 5	Proposal text Elect Marco Alverà Elect Jacques Esculier Elect Gay Huey Evans Elect William D. Green Elect Stephanie C. Hill	Proponent Management Management Management Management Management Management	Decision For For For For For	Decision For For For For For	Rationale
Number 2 3 4 4 5 5 5 7 7	Proposal text Elect Marco Alverà Elect Jacques Esculier Elect Gay Huey Evans Elect William D. Green Elect Stephanie C. Hill Elect Rebecca Jacoby	Proponent Management Management Management Management Management Management Management Management	Decision For For For For For For For	Decision For For For For For For	Rationale
Number	Proposal text Elect Marco Alverà Elect Jacques Esculier Elect Gay Huey Evans Elect William D. Green Elect Stephanie C. Hill Elect Rebecca Jacoby Elect Robert P. Kelly	Proponent Management Management Management Management Management Management Management Management Management	Decision For For For For For For For F	Decision For For For For For For For F	Rationale
Number 2 3 4 5 5 7 7 3 3 9	Proposal text Elect Marco Alverà Elect Jacques Esculier Elect Gay Huey Evans Elect William D. Green Elect Stephanie C. Hill Elect Rebecca Jacoby Elect Robert P. Kelly Elect Ian P. Livingston Elect Maria R. Morris	Proponent Management	Pecision For For For For For For For F	Decision For For For For For For For For For Fo	Rationale
Number 2 3 4 4 5 5 5 7 3 3 9 0 0	Proposal text Elect Marco Alverà Elect Jacques Esculier Elect Gay Huey Evans Elect William D. Green Elect Stephanie C. Hill Elect Rebecca Jacoby Elect Robert P. Kelly Elect Ian P. Livingston Elect Maria R. Morris Elect Douglas L. Peterson	Proponent Management	Pecision For For For For For For For F	Decision For For For For For For For For For Fo	Rationale
Number 1 2 3 4 5 6 7 8 9 10	Proposal text Elect Marco Alverà Elect Jacques Esculier Elect Gay Huey Evans Elect William D. Green Elect Stephanie C. Hill Elect Rebecca Jacoby Elect Robert P. Kelly Elect Ian P. Livingston Elect Maria R. Morris Elect Douglas L. Peterson Elect Richard E. Thornburgh	Proponent Management	Pecision For For For For For For For F	Decision For For For For For For For For For Fo	Rationale
Number 2 3 4 4 5 5 5 7 3 3 9 0 0	Proposal text Elect Marco Alverà Elect Jacques Esculier Elect Gay Huey Evans Elect William D. Green Elect Stephanie C. Hill Elect Rebecca Jacoby Elect Robert P. Kelly Elect Ian P. Livingston Elect Maria R. Morris Elect Douglas L. Peterson	Proponent Management	Pecision For For For For For For For F	Decision For For For For For For For For For Fo	Rationale

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
15	Ratification of Auditor	Management	For	For	
Unileve	er plc	Meeting Date	: 30.04.2024		Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Advisory Vote on Climate Transition Action Plan	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.
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	
22	Adoption of New Articles	Management	101	101	
Aviva F	Plc	Meeting Date	: 01.05.2024		Meeting Type: Annual
	Proposal text	Meeting Date Proponent	Management Decision	Vote Decision	Meeting Type: Annual Rationale
		-	Management		
Number	Proposal text Accounts and Reports	Proponent Management	Management Decision For	Decision For	
Number 1 2	Proposal text Accounts and Reports Remuneration Report	Proponent Management Management	Management Decision For For	Decision For For	
Number 1 2 3	Proposal text Accounts and Reports Remuneration Report Remuneration Policy	Proponent Management Management Management	Management Decision For For	Decision For For For	
Number 1 2 3 4	Proposal text Accounts and Reports Remuneration Report Remuneration Policy Approval of the Company's Climate-related Financial Disclosure	Proponent Management Management Management Management	Management Decision For For For	Decision For For For For	
Number 1 2 3 4 5	Proposal text Accounts and Reports Remuneration Report Remuneration Policy Approval of the Company's Climate-related Financial Disclosure Final Dividend	Proponent Management Management Management Management Management Management	Management Decision For For For For	Decision For For For For For	
Number 1 2 3 4 5	Proposal text Accounts and Reports Remuneration Report Remuneration Policy Approval of the Company's Climate-related Financial Disclosure Final Dividend Elect Ian E. Clark	Proponent Management Management Management Management Management Management Management	Management Decision For For For For For For For For	Pecision For For For For For For	
Number 1 2 3 4 5	Proposal text Accounts and Reports Remuneration Report Remuneration Policy Approval of the Company's Climate-related Financial Disclosure Final Dividend	Proponent Management Management Management Management Management Management	Management Decision For For For For	Decision For For For For For	
Number 1 2 3 4 5	Proposal text Accounts and Reports Remuneration Report Remuneration Policy Approval of the Company's Climate-related Financial Disclosure Final Dividend Elect Ian E. Clark	Proponent Management Management Management Management Management Management Management	Management Decision For For For For For For For For	Pecision For For For For For For	
Number 1 2 3 4 5 6 7	Proposal text Accounts and Reports Remuneration Report Remuneration Policy Approval of the Company's Climate-related Financial Disclosure Final Dividend Elect Ian E. Clark Elect George Culmer	Proponent Management Management Management Management Management Management Management Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For For For	
Number 1 2 3 4 5 6 7	Proposal text Accounts and Reports Remuneration Report Remuneration Policy Approval of the Company's Climate-related Financial Disclosure Final Dividend Elect Ian E. Clark Elect George Culmer Elect Amanda J. Blanc	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For F	
Number 1 2 3 4 5 6 7 8 9	Proposal text Accounts and Reports Remuneration Report Remuneration Policy Approval of the Company's Climate-related Financial Disclosure Final Dividend Elect Ian E. Clark Elect George Culmer Elect Amanda J. Blanc Elect Charlotte C. Jones	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For F	
Number 1 2 3 4 5 6 7 8 9 10 11	Proposal text Accounts and Reports Remuneration Report Remuneration Policy Approval of the Company's Climate-related Financial Disclosure Final Dividend Elect Ian E. Clark Elect George Culmer Elect Amanda J. Blanc Elect Charlotte C. Jones Elect Andrea Blance Elect Michael Craston	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For F	
Number 1 2 3 4 5 6 7 8 9 10 11 12	Proposal text Accounts and Reports Remuneration Report Remuneration Policy Approval of the Company's Climate-related Financial Disclosure Final Dividend Elect Ian E. Clark Elect George Culmer Elect Amanda J. Blanc Elect Charlotte C. Jones Elect Andrea Blance Elect Michael Craston Elect Patrick Flynn	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	
Number 1 2 3 4 5 6 7 8 9 10 11 12 13	Proposal text Accounts and Reports Remuneration Report Remuneration Policy Approval of the Company's Climate-related Financial Disclosure Final Dividend Elect Ian E. Clark Elect George Culmer Elect Amanda J. Blanc Elect Charlotte C. Jones Elect Andrea Blance Elect Michael Craston Elect Patrick Flynn Elect Shonaid Jemmett-Page	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14	Proposal text Accounts and Reports Remuneration Report Remuneration Policy Approval of the Company's Climate-related Financial Disclosure Final Dividend Elect Ian E. Clark Elect George Culmer Elect Amanda J. Blanc Elect Charlotte C. Jones Elect Andrea Blance Elect Michael Craston Elect Patrick Flynn Elect Shonaid Jemmett-Page Elect Mohit Joshi	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15	Proposal text Accounts and Reports Remuneration Report Remuneration Policy Approval of the Company's Climate-related Financial Disclosure Final Dividend Elect Ian E. Clark Elect George Culmer Elect Amanda J. Blanc Elect Charlotte C. Jones Elect Andrea Blance Elect Michael Craston Elect Patrick Flynn Elect Shonaid Jemmett-Page Elect Mohit Joshi Elect Pippa Lambert	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	Proposal text Accounts and Reports Remuneration Report Remuneration Policy Approval of the Company's Climate-related Financial Disclosure Final Dividend Elect Ian E. Clark Elect George Culmer Elect Amanda J. Blanc Elect Charlotte C. Jones Elect Andrea Blance Elect Michael Craston Elect Patrick Flynn Elect Shonaid Jemmett-Page Elect Mohit Joshi Elect Pippa Lambert Elect Jim McConville	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	Proposal text Accounts and Reports Remuneration Report Remuneration Policy Approval of the Company's Climate-related Financial Disclosure Final Dividend Elect Ian E. Clark Elect George Culmer Elect Amanda J. Blanc Elect Charlotte C. Jones Elect Andrea Blance Elect Michael Craston Elect Patrick Flynn Elect Shonaid Jemmett-Page Elect Mohit Joshi Elect Pippa Lambert Elect Jim McConville Elect Jim McConville Elect Michael Mire	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	Proposal text Accounts and Reports Remuneration Report Remuneration Policy Approval of the Company's Climate-related Financial Disclosure Final Dividend Elect Ian E. Clark Elect George Culmer Elect Amanda J. Blanc Elect Charlotte C. Jones Elect Andrea Blance Elect Michael Craston Elect Patrick Flynn Elect Shonaid Jemmett-Page Elect Mohit Joshi Elect Pippa Lambert Elect Jim McConville Elect Michael Mire Appointment of Auditor	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	Proposal text Accounts and Reports Remuneration Report Remuneration Policy Approval of the Company's Climate-related Financial Disclosure Final Dividend Elect Ian E. Clark Elect George Culmer Elect Amanda J. Blanc Elect Charlotte C. Jones Elect Andrea Blance Elect Michael Craston Elect Patrick Flynn Elect Shonaid Jemmett-Page Elect Mohit Joshi Elect Pippa Lambert Elect Jim McConville Elect Michael Mire Appointment of Auditor Authority to Set Auditor's Fees	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18	Proposal text Accounts and Reports Remuneration Report Remuneration Policy Approval of the Company's Climate-related Financial Disclosure Final Dividend Elect Ian E. Clark Elect George Culmer Elect Amanda J. Blanc Elect Charlotte C. Jones Elect Andrea Blance Elect Michael Craston Elect Patrick Flynn Elect Shonaid Jemmett-Page Elect Mohit Joshi Elect Pippa Lambert Elect Jim McConville Elect Michael Mire Appointment of Auditor	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19	Proposal text Accounts and Reports Remuneration Report Remuneration Policy Approval of the Company's Climate-related Financial Disclosure Final Dividend Elect Ian E. Clark Elect George Culmer Elect Amanda J. Blanc Elect Charlotte C. Jones Elect Andrea Blance Elect Michael Craston Elect Patrick Flynn Elect Shonaid Jemmett-Page Elect Mohit Joshi Elect Pippa Lambert Elect Jim McConville Elect Michael Mire Appointment of Auditor Authority to Set Auditor's Fees	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	Proposal text Accounts and Reports Remuneration Report Remuneration Policy Approval of the Company's Climate-related Financial Disclosure Final Dividend Elect Ian E. Clark Elect George Culmer Elect Amanda J. Blanc Elect Charlotte C. Jones Elect Andrea Blance Elect Michael Craston Elect Patrick Flynn Elect Shonaid Jemmett-Page Elect Mohit Joshi Elect Pippa Lambert Elect Jim McConville Elect Michael Mire Appointment of Auditor Authority to Set Auditor's Fees Authorisation of Political Donations	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	Proposal text Accounts and Reports Remuneration Report Remuneration Policy Approval of the Company's Climate-related Financial Disclosure Final Dividend Elect Ian E. Clark Elect George Culmer Elect Amanda J. Blanc Elect Charlotte C. Jones Elect Andrea Blance Elect Michael Craston Elect Patrick Flynn Elect Shonaid Jemmett-Page Elect Mohit Joshi Elect Pippa Lambert Elect Jim McConville Elect Michael Mire Appointment of Auditor Authority to Set Auditor's Fees Authorisation of Political Donations Authority to Issue Shares w/ Preemptive Rights	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	Proposal text Accounts and Reports Remuneration Report Remuneration Policy Approval of the Company's Climate-related Financial Disclosure Final Dividend Elect Ian E. Clark Elect George Culmer Elect Amanda J. Blanc Elect Charlotte C. Jones Elect Andrea Blance Elect Michael Craston Elect Patrick Flynn Elect Shonaid Jemmett-Page Elect Mohit Joshi Elect Pippa Lambert Elect Jim McConville Elect Michael Mire Appointment of Auditor Authority to Set Auditor's Fees Authorisation of Political Donations Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/ Preemptive Rights	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24	Proposal text Accounts and Reports Remuneration Report Remuneration Policy Approval of the Company's Climate-related Financial Disclosure Final Dividend Elect Ian E. Clark Elect George Culmer Elect Amanda J. Blanc Elect Charlotte C. Jones Elect Andrea Blance Elect Michael Craston Elect Patrick Flynn Elect Shonaid Jemmett-Page Elect Mohit Joshi Elect Pippa Lambert Elect Jim McConville Elect Michael Mire Appointment of Auditor Authority to Set Auditor's Fees Authorisation of Political Donations Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Authority to Issue Solvency II Securities w/o Preemptive Rights	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25	Proposal text Accounts and Reports Remuneration Report Remuneration Policy Approval of the Company's Climate-related Financial Disclosure Final Dividend Elect Ian E. Clark Elect George Culmer Elect Amanda J. Blanc Elect Charlotte C. Jones Elect Andrea Blance Elect Michael Craston Elect Patrick Flynn Elect Shonaid Jemmett-Page Elect Mohit Joshi Elect Pippa Lambert Elect Jim McConville Elect Michael Mire Appointment of Auditor Authority to Set Auditor's Fees Authorisation of Political Donations Authority to Issue Shares w/ Preemptive Rights Authority to Issue Solvency II Securities w/ Preemptive Rights Authority to Issue Solvency II Securities w/o Preemptive Rights Authority to Issue Solvency II Securities w/o Preemptive Rights Authority to Issue Solvency II Securities w/o Preemptive Rights Authority to Issue Solvency II Securities w/o Preemptive Rights Authority to Issue Solvency II Securities w/o Preemptive Rights Authority to Repurchase Shares	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24	Proposal text Accounts and Reports Remuneration Report Remuneration Policy Approval of the Company's Climate-related Financial Disclosure Final Dividend Elect Ian E. Clark Elect George Culmer Elect Amanda J. Blanc Elect Charlotte C. Jones Elect Andrea Blance Elect Michael Craston Elect Patrick Flynn Elect Shonaid Jemmett-Page Elect Mohit Joshi Elect Pippa Lambert Elect Jim McConville Elect Michael Mire Appointment of Auditor Authority to Set Auditor's Fees Authorisation of Political Donations Authority to Issue Shares w/ Preemptive Rights Authority to Issue Solvency II Securities w/ Preemptive Rights Authority to Issue Solvency II Securities w/o Preemptive Rights Authority to Issue Solvency II Securities w/o Preemptive Rights Authority to Repurchase S	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26	Proposal text Accounts and Reports Remuneration Report Remuneration Policy Approval of the Company's Climate-related Financial Disclosure Final Dividend Elect Ian E. Clark Elect George Culmer Elect Amanda J. Blanc Elect Charlotte C. Jones Elect Andrea Blance Elect Michael Craston Elect Patrick Flynn Elect Shonaid Jemmett-Page Elect Mohit Joshi Elect Pippa Lambert Elect Jim McConville Elect Michael Mire Appointment of Auditor Authority to Set Auditor's Fees Authoristation of Political Donations Authority to Issue Shares w/ Preemptive Rights Authority to Issue Solvency II Securities w/ Preemptive Rights Authority to Issue Solvency II Securities w/ Preemptive Rights Authority to Repurchase Shares Authority to Repurchase 8 ^{3/4} % Preference Shares Authority to Repurchase 8 ^{3/4} % Preference Shares	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For For For Fo	
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25 26	Proposal text Accounts and Reports Remuneration Report Remuneration Policy Approval of the Company's Climate-related Financial Disclosure Final Dividend Elect Ian E. Clark Elect George Culmer Elect Amanda J. Blanc Elect Charlotte C. Jones Elect Andrea Blance Elect Michael Craston Elect Patrick Flynn Elect Shonaid Jemmett-Page Elect Mohit Joshi Elect Pippa Lambert Elect Jim McConville Elect Michael Mire Appointment of Auditor Authority to Set Auditor's Fees Authorisation of Political Donations Authority to Issue Shares w/ Preemptive Rights Authority to Issue Solvency II Securities w/ Preemptive Rights Authority to Issue Solvency II Securities w/o Preemptive Rights Authority to Repurchase 8 ^{3/4} % Preference Shares Authority to Repurchase 8 ^{3/4} % Preference	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	

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	
	Elect John E. Sununu				
7		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	
Cadeno	adence Design Systems, Inc.		: 01.05.2024		Meeting Type: Annual
	Proposal text	Proponent	Management	Vote	Rationale
	<u> </u>		Decision	Decision	Board - Vote Against when the board repeatedly fails to implement
2	Elect Mark W. Adams Elect Ita M. Brennan	Management Management	For	Against For	acceptable remuneration practices.
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	CLID Remuneration. Note For when the proposal requests that the
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
14	Amendment to the 2002 Associate Stock Purchase Plan	Management	For	For	Transparency & Accountability.
15	Ratification of Auditor	Management	For	For	SHP Environment - Vote For when reasonable shareholder proposals
10	Shareholder Proposal Regarding GHG Targets and Alignment	Shareholder	Against	For	requests companies to prepare and plan for mitigating environmental risks.
16	with the Paris Agreement			For	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companies ESG efforts.
	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Shareholder	Against		
17	Shareholder Proposal Regarding Report on Civil Rights and	Shareholder Shareholder	Against Against	For	Adoption could promote board accountability and ensure responsiveness to shareholder concerns
17 18	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination Shareholder Proposal Regarding Mandatory Director		Against		Adoption could promote board accountability and ensure
	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Against		Adoption could promote board accountability and ensure responsiveness to shareholder concerns
17 18 Church Number	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination Shareholder Proposal Regarding Mandatory Director Resignation Policy & Dwight Co., Inc.	Shareholder Meeting Date Proponent	Against : 01.05.2024 Management	For	Adoption could promote board accountability and ensure responsiveness to shareholder concerns Meeting Type: Annual
17 18 Church Number	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination Shareholder Proposal Regarding Mandatory Director Resignation Policy & Dwight Co., Inc. Proposal text Elect Bradlen S. Cashaw	Shareholder Meeting Date Proponent Management	Against : 01.05.2024 Management Decision For	For Vote Decision For	Adoption could promote board accountability and ensure responsiveness to shareholder concerns Meeting Type: Annual
17 18 Church Number	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination Shareholder Proposal Regarding Mandatory Director Resignation Policy & Dwight Co., Inc. Proposal text	Shareholder Meeting Date Proponent	Against : 01.05.2024 Management Decision	For Vote Decision	Adoption could promote board accountability and ensure responsiveness to shareholder concerns Meeting Type: Annual

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	
11	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on structure.
12	Ratification of Auditor	Management	For	For	suddure.
13	Amendment to the Certificate of Incorporation to Allow for Officer Exculpation	Management	For	For	
14	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
Corning, Inc.		Meeting Date	e: 01.05.2024		Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Leslie A. Brun	Management	For	For	
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	
5	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	
		management			Board - Vote Against when the board repeatedly fails to implement
11	Elect Deborah D. Rieman	Management	For	Against	acceptable remuneration practices. Board - Vote Against when the board fails to incorporate basic
12	Elect Hansel E. Tookes II	Management	For	Against	considerations for gender diversity.
13	Elect Wendell P. Weeks	Management	For	For	
14	Elect Mark S. Wrighton	Management	For	For	Remuneration - Vote Against when remuneration arrangements includ
15	Advisory Vote on Executive Compensation	Management	For	Against	single-trigger change-of-control provisions.
16	Ratification of Auditor	Management	For	For	
Crown	Holdings, Inc.	Meeting Date	e: 01.05.2024		Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Timothy J. Donahue	Management	For	For	
2	Elect Richard H. Fearon	Management	For	For	
3	Elect Andrea Funk	Management	For	For	
1	Elect Stephen J. Hagge	Management	For	For	
5	Elect James H. Miller	Management	For	For	
5	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	
	Change in Board Size	Management	For	For	
13		management		For	SHP - Vote For when the proposal requests the company to review thei political spending and lobbying activities. These expenses must be
	Shareholder Proposal Regarding Political Contributions and Expenditures Report	Shareholder	Against	101	consistent with their sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.
13 14 Group e	Shareholder Proposal Regarding Political Contributions and		Against 2: 01.05.2024	101	
14 Groupe	Shareholder Proposal Regarding Political Contributions and Expenditures Report		e: 01.05.2024 Management	Vote	the long-term interests of investors and other relevant stakeholders.
14 Groupe Number	Shareholder Proposal Regarding Political Contributions and Expenditures Report Bruxelles Lambert SA Proposal text	Meeting Date	2: 01.05.2024 Management Decision	Vote Decision	the long-term interests of investors and other relevant stakeholders. Meeting Type: Annual
Groupe Number	Shareholder Proposal Regarding Political Contributions and Expenditures Report Bruxelles Lambert SA Proposal text Accounts and Reports	Meeting Date Proponent Management	2: 01.05.2024 Management Decision For	Vote Decision For	the long-term interests of investors and other relevant stakeholders. Meeting Type: Annual
Groupe Number 1 2	Shareholder Proposal Regarding Political Contributions and Expenditures Report Bruxelles Lambert SA Proposal text Accounts and Reports Ratification of Board Acts	Meeting Date Proponent Management Management	Management Decision For	Vote Decision For For	the long-term interests of investors and other relevant stakeholders. Meeting Type: Annual
Groupe Number 1 2 3	Shareholder Proposal Regarding Political Contributions and Expenditures Report Bruxelles Lambert SA Proposal text Accounts and Reports Ratification of Board Acts Ratification of Auditor's Acts	Meeting Date Proponent Management Management Management	Management Decision For For	Vote Decision For For	the long-term interests of investors and other relevant stakeholders. Meeting Type: Annual
Groupe Number 1 2 3 4	Shareholder Proposal Regarding Political Contributions and Expenditures Report Bruxelles Lambert SA Proposal text Accounts and Reports Ratification of Board Acts Ratification of Auditor's Acts Elect Ian Gallienne to the Board of Directors	Meeting Date Proponent Management Management Management Management Management	Management Decision For For For	Vote Decision For For For	the long-term interests of investors and other relevant stakeholders. Meeting Type: Annual
Groupe Number 1 2 3 4 5	Shareholder Proposal Regarding Political Contributions and Expenditures Report Bruxelles Lambert SA Proposal text Accounts and Reports Ratification of Board Acts Ratification of Auditor's Acts Elect Ian Gallienne to the Board of Directors Appointment of Auditor and Authority to Set Fees	Meeting Date Proponent Management Management Management Management Management Management	Management Decision For For For For For For For For For	Vote Decision For For For For	the long-term interests of investors and other relevant stakeholders. Meeting Type: Annual
Groupe Number 1 2 3 4	Shareholder Proposal Regarding Political Contributions and Expenditures Report Bruxelles Lambert SA Proposal text Accounts and Reports Ratification of Board Acts Ratification of Auditor's Acts Elect Ian Gallienne to the Board of Directors	Meeting Date Proponent Management Management Management Management Management	Management Decision For For For	Vote Decision For For For	the long-term interests of investors and other relevant stakeholders. Meeting Type: Annual

Number	Proposal text	Proponent	Management	Vote	Rationale
		·	Decision	Decision	
3	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	e Bruxelles Lambert SA	Meeting Date	: 01.05.2024		Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Cancellation of Shares	Managament	For	For	
	Authority to Coordinate Articles	Management	For	For	
2	Authority to Coordinate Articles	Management	FUI	rui	
KBC Gr	oupe 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 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	
	Appointment of Auditor for Sustainability Reporting	Management	For	For	
8 9	Elect Johan Thijs to the Board of Directors		For	For	
10	Elect Sonja De Becker to the Board of Directors	Management 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 Clinck 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
14	Elect Diana Rádl Rogerová to the Board of Directors	Management	For	For	according to local standards.
	-				
кескіт	Benckiser Group Plc	Meeting Date		Mata	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	_		
		management	For	For	
	Elect Kris Licht	Management	For		
12		-		For	
12 13	Elect Kris Licht	Management Management	For For	For For For	
12 13 14	Elect Kris Licht Elect Shannon Eisenhardt Elect Marybeth Hays	Management Management Management	For For For	For For For	
12 13 14 15	Elect Kris Licht Elect Shannon Eisenhardt Elect Marybeth Hays Appointment of Auditor	Management Management Management Management	For For For	For For For For	
12 13 14 15	Elect Kris Licht Elect Shannon Eisenhardt Elect Marybeth Hays Appointment of Auditor Authority to Set Auditor's Fees	Management Management Management Management Management	For For For For	For For For For For	
12 13 14 15 16	Elect Kris Licht Elect Shannon Eisenhardt Elect Marybeth Hays Appointment of Auditor Authority to Set Auditor's Fees Authorisation of Political Donations	Management Management Management Management Management Management	For For For For For	For For For For For For	
12 13 14 15 16 17	Elect Kris Licht Elect Shannon Eisenhardt Elect Marybeth Hays Appointment of Auditor Authority to Set Auditor's Fees Authorisation of Political Donations Authority to Issue Shares w/ Preemptive Rights	Management Management Management Management Management Management Management	For For For For For For For	For For For For For For For For For	
12 13 14 15 16 17	Elect Kris Licht Elect Shannon Eisenhardt Elect Marybeth Hays Appointment of Auditor Authority to Set Auditor's Fees Authorisation of Political Donations	Management Management Management Management Management Management	For For For For For	For For For For For For	
12 13 14 15 16 17 18	Elect Kris Licht Elect Shannon Eisenhardt Elect Marybeth Hays Appointment of Auditor Authority to Set Auditor's Fees Authorisation of Political Donations Authority to Issue Shares w/ Preemptive Rights	Management Management Management Management Management Management Management	For For For For For For For	For For For For For For For For For	
12 13 14 15 16 17 18 19 20	Elect Kris Licht Elect Shannon Eisenhardt Elect Marybeth Hays Appointment of Auditor Authority to Set Auditor's Fees Authorisation of Political Donations Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment) Authority to Repurchase Shares	Management	For	For	
12 13 14 15 16 17 18 19 20	Elect Kris Licht Elect Shannon Eisenhardt Elect Marybeth Hays Appointment of Auditor Authority to Set Auditor's Fees Authorisation of Political Donations Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
12 13 14 15 16 17 18 19 20 21	Elect Kris Licht Elect Shannon Eisenhardt Elect Marybeth Hays Appointment of Auditor Authority to Set Auditor's Fees Authorisation of Political Donations Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment) Authority to Repurchase Shares Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	Meeting Type: Annual
12 13 14 15 16 17 18 19 20 21 22	Elect Kris Licht Elect Shannon Eisenhardt Elect Marybeth Hays Appointment of Auditor Authority to Set Auditor's Fees Authorisation of Political Donations Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment) Authority to Repurchase Shares Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	Meeting Type: Annual Rationale
12 13 14 15 16 17 18 19 20 21 22 RIO Tir	Elect Kris Licht Elect Shannon Eisenhardt Elect Marybeth Hays Appointment of Auditor Authority to Set Auditor's Fees Authorisation of Political Donations Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment) Authority to Repurchase Shares Authority to Set General Meeting Notice Period at 14 Days	Management	For For For For For For For For Management	For For For For For For For For Vote	
12 13 14 15 16 17 18 19 20 21 22 RIO Tir Number	Elect Kris Licht Elect Shannon Eisenhardt Elect Marybeth Hays Appointment of Auditor Authority to Set Auditor's Fees Authorisation of Political Donations Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment) Authority to Repurchase Shares Authority to Set General Meeting Notice Period at 14 Days Atto Ltd. Proposal text	Management Mroponent	For For For For For For For For For Management Decision	For For For For For For For For Vote Decision	
12 13 14 15 16 17 18 19 20 21 22 RIO Tir Number 1	Elect Kris Licht Elect Shannon Eisenhardt Elect Marybeth Hays Appointment of Auditor Authority to Set Auditor's Fees Authorisation of Political Donations Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment) Authority to Repurchase Shares Authority to Set General Meeting Notice Period at 14 Days Atto Ltd. Proposal text Accounts and Reports	Management	For	For	
12 13 14 15 16 17 18 19 20 21 22 RIO Tir Number 1 2	Elect Kris Licht Elect Shannon Eisenhardt Elect Marybeth Hays Appointment of Auditor Authority to Set Auditor's Fees Authorisation of Political Donations Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment) Authority to Repurchase Shares Authority to Set General Meeting Notice Period at 14 Days Authority to Set General Meeting Notice Period at 14 Days Accounts and Reports Remuneration Policy Remuneration Report (UK)	Management	For	For	
12 13 14 15 16 17 18 19 20 21 22 RIO Tir Number 1 2 3	Elect Kris Licht Elect Shannon Eisenhardt Elect Marybeth Hays Appointment of Auditor Authority to Set Auditor's Fees Authorisation of Political Donations Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment) Authority to Repurchase Shares Authority to Set General Meeting Notice Period at 14 Days Authority to Set General Meeting Notice Period at 14 Days Accounts and Reports Remuneration Policy Remuneration Report (UK) Remuneration Report (AUS)	Management	For	For	
12 13 14 15 16 17 18 19 20 21 22 RIO Tir Number 1 2 3 4	Elect Kris Licht Elect Shannon Eisenhardt Elect Marybeth Hays Appointment of Auditor Authority to Set Auditor's Fees Authorisation of Political Donations Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment) Authority to Repurchase Shares Authority to Set General Meeting Notice Period at 14 Days Authority to Set General Meeting Notice Period at 14 Days Accounts and Reports Remuneration Policy Remuneration Report (UK) Remuneration Report (AUS) Increase in NED Fee Cap	Management	For	For	
12 13 14 15 16 17 18 19 20 21 22	Elect Kris Licht Elect Shannon Eisenhardt Elect Marybeth Hays Appointment of Auditor Authority to Set Auditor's Fees Authorisation of Political Donations Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment) Authority to Repurchase Shares Authority to Set General Meeting Notice Period at 14 Days Authority to Set General Meeting Notice Period at 14 Days Accounts and Reports Remuneration Policy Remuneration Report (UK) Remuneration Report (AUS)	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	David Camica Inc	Mosting Data	. 01 05 2024		Machine Times Annual
United	Parcel Service, Inc.	Meeting Date		M-t-	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	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 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
		-	Management	Vote	
	Proposal text	Proponent	Decision	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	
10	Single Holosal Regarding Simple Majority vote	Sharcholuel	Aguilist	Agairist	SHP - Vote For when proposal requests companies to review their
11	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	For	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	SHP Social - Vote For when shareholder proposal requests Reporting or Responsible Drug Pricing/Distribution
CNH In	dustrial 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
	Elect Karen Linehan to the Board of Directors	Management	For	For	
	Elect Alessandro Nasi to the Board of Directors	Management	For	For	
	Elect Vagn Sørensen to the Board of Directors	Management	For	For	
	Elect Åsa Tamsons to the Board of Directors	Management	For	For	
	Remuneration Policy	Management	For	For	
	Non-Executive Remuneration Policy (Equity Grant)	Management	For	For	
	Accounts and Reports	Management	For	For	
	Allocation of Dividends	Management	For	For	
	Ratification of Board of Directors Acts	Management	For	For	
	Appointment of Auditor	Management	For	For	
	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
	Authority to Suppress Preemptive Rights Authority to Repurchase Shares	Management	For For	For For	
		Management	rui	FOI	
HSBC H	oldings 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	
	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	
	Elect José Antonio Meade Kuribreña	Management	For	For	
	Elect Kalpana Morparia	Management	For	For	
	Elect Eileen Murray	Management	For	For	
	Elect Noel Quinn	Management	For	For	
	Elect Mark E. Tucker	Management	For	For	
	Appointment of Auditor	Management	For	For	
	Authority to Set Auditor's Fees	Management	For	For	
	Authorisation of Political Donations	Management	For	For	
	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
	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	
	Authority to Issue Repurchased Shares	Management	For	For	
	Authority to Repurchase Shares	Management	For	For	
	Authority to Repurchase Shares Off-Market Authority to Issue Shares and Convertible Debt w/ Preemptive	Management	For	For	
	Rights Authority to Issue Shares and Convertible Debt w/o Preemptive	Management	For	For	
28	Rights	Management	For	For	
	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	CLID. Voto Against when the preparation described and area.
30	Shareholder Proposal Regarding Pension Scheme	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive.
IGM Fin	ancial 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 o their external commitments.
7	Elect Claude Généreux	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 no independent.
14	Elect James O' Sullivan	Management	For	For	

Miros I	Duam and tout	Dranarii	Management	Vote	Dationals
Number	Proposal text	Proponent	Decision	Decision	Rationale
5	Elect Beth Wilson	Management	For	For	
5	Appointment of Auditor	Management	For	For	
7	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountabi
linois	Tool Works, Inc.	Meeting Date	: 02.05.2024		Meeting Type: Annual
lumber	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Elect Daniel J. Brutto	Management	For	For	
	Elect Susan Crown	Management	For	For	
	Elect Darrell L. Ford	Management	For	For	
	Elect Kelly J. Grier	Management	For	For	
	Elect James W. Griffith	Management	For	For	
	Elect Jay L. Henderson	Management	For	For	
	Elect Jaime Irick	Management	For	For	
	Elect Richard H. Lenny	Management	For	Against	Board - Vote Against when the board repeatedly fails to implemen acceptable remuneration practices.
	Elect Christopher A. O'Herlihy	Management	For	For	
)	Elect E. Scott Santi	Management	For	For	
	Elect David H. B. Smith, Jr.	Management	For	For	Daniel Make Amainsk udere the heard fail to the
<u>!</u>	Elect Pamela B. Strobel	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
3	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
1	Approval of the 2024 Long Term Incentive Plan	Management	For	For	
5	Ratification of Auditor	Management	For	For	
5	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests that the company seeks shareholder approval prior to entering severance agreements which provide substantial benefits.
lepier	re	Meeting Date	: 02.05.2024		Meeting Type: Mix
umber	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	
	Consolidated Accounts and Reports	Management	For	For	
	Allocation of Profits/Dividends	Management	For	For	
	Special Auditors Report on Regulated Agreements	Management	For	For	
		Management	For	For	
	Appointment of Auditor for Sustainability Reporting (EY)	Management	For	For	
	Elect David Simon	Management	For	For	
	Elect John Carrafiell	Management	For	For	
	Elect Steven Fivel	Management	For	For	
)	Elect Robert Fowlds	Management	For	For	
<u> </u>	Elect Anne Carron 2024 Remuneration Policy (Supervisory Board)	Management	For	For	
<u>2</u> 3	2024 Remuneration Policy (Supervisory Board) 2024 Remuneration Policy (Management Board Chair)	Management Management	For For	For For	
) ļ	2024 Remuneration Policy (Management Board Members)	Management	For	For	
·	2023 Remuneration Report	Management	For	For	
5	2023 Remuneration Report 2023 Remuneration of David Simon, Supervisory Board Chair	Management	For	For	
,	2023 Remuneration of Jean-Marc Jestin, Management Board Chair	Management	For	For	
3	2023 Remuneration of Stéphane Tortajada, Management Board Member	Management	For	For	
)	Authority to Repurchase and Reissue Shares	Management	For	For	
	Amendments to Articles Regarding Share Ownership Disclosure	-			
0	Requirements Amendments to Articles Regarding Supervisory Board	Management	For	For	
1	Ownership Requirements	Management	For	For	
2	Amendments to Articles Regarding Alternate Auditors	Management	For	For	
3	Authorisation of Legal Formalities	Management	For	For	
flac Ir	nc.	Meeting Date	: 05.05.2024		Meeting Type: Annual
umber	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Advisory Vote on Executive Compensation	Management	For	For	
	Ratification of Auditor	Management	For	For	
	Elect Thomas J. Kenny	Management	For	For	
	Elect Georgette D. Kiser	Management	For	For	
	Elect Karole F. Lloyd	Management	For	For	
	Elect Nobuchika Mori	Management	For	For	
				_	
	Elect Joseph L. Moskowitz	Management	For	For	
5 , 3	Elect Joseph L. Moskowitz Elect Katherine T. Rohrer	Management Management	For For	For For	

Mujaak - :	Dronocal tout	Drongast	Management	Vote	Pationalo
Number	Proposal text	Proponent	Decision	Decision	Rationale
10	Elect W. Paul Bowers	Management	For	For	
11 12	Elect Arthur R. Collins Elect Miwako Hosoda	Management Management	For For	For For	
				101	
Americ	an 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
15	Amendment to the 2016 Incentive Compensation Plan	Management	For	For	Structure, Height and Transparency & Accountability.
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 companiess ESG efforts.
ldexx L	aboratories, 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. Claflin	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
	Proposal text Elect Katherine Baicker	Proponent Management			Rationale
Number 1	<u> </u>		Decision	Decision	Rationale Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
1	Elect Katherine Baicker	Management	Decision For	Decision For	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently
1 2 3	Elect Katherine Baicker Elect J. Erik Fyrwald	Management Management	Decision For For	Decision For For	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently
1	Elect Katherine Baicker Elect J. Erik Fyrwald Elect Jamere Jackson	Management Management Management	Decision For For For	Decision For For	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently
1 2 3 4 5	Elect J. Erik Fyrwald Elect Jamere Jackson Elect Gabrielle Sulzberger	Management Management Management Management	Decision For For For For	For For For For	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices. Remuneration - Vote Against when the remuneration assessment
1 2 3 4 5	Elect Katherine Baicker Elect J. Erik Fyrwald Elect Jamere Jackson Elect Gabrielle Sulzberger Advisory Vote on Executive Compensation	Management Management Management Management Management	Decision For For For For For	For For For Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices. Remuneration - Vote Against when the remuneration assessment
1 2 3 4	Elect J. Erik Fyrwald Elect Jamere Jackson Elect Gabrielle Sulzberger Advisory Vote on Executive Compensation Ratification of Auditor	Management Management Management Management Management Management	Decision For For For For For For	For For For Against For	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices. Remuneration - Vote Against when the remuneration assessment
1 2 3 4 5 6 7	Elect Katherine Baicker Elect J. Erik Fyrwald Elect Jamere Jackson Elect Gabrielle Sulzberger Advisory Vote on Executive Compensation Ratification of Auditor Repeal of Classified Board	Management Management Management Management Management Management Management	Pecision For For For For For For For F	For For For Against For For	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices. Remuneration - Vote Against when the remuneration assessment
1 2 3 4 5 6	Elect J. Erik Fyrwald Elect J. Erik Fyrwald Elect Jamere Jackson Elect Gabrielle Sulzberger Advisory Vote on Executive Compensation Ratification of Auditor Repeal of Classified Board Elimination of Supermajority Requirement	Management Management Management Management Management Management Management Management Management Shareholder	Decision For For For For For For For F	For For For Against For For	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices. Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure 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
1 2 3 4 5 5 7 8	Elect J. Erik Fyrwald Elect Jamere Jackson Elect Gabrielle Sulzberger Advisory Vote on Executive Compensation Ratification of Auditor Repeal of Classified Board Elimination of Supermajority Requirement Shareholder Proposal Regarding Lobbying Report	Management Management Management Management Management Management Management Management Management Shareholder	Decision For For For For For For Against	For For Against For For For For For For For	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices. Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure 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 SHP - Vote For when the proposal aims to increase transparency on

			Managament	Mata	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
					SHP Social - Vote For when shareholder proposal requests Reporting
2	Shareholder Proposal Regarding Human Rights Policy	Shareholder	Against	For	Company's Compliance with International Human Rights Standards
Albema	arle Corp.	Meeting Date	: 06.05.2024		Meeting Type: Annual
lumber	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Elect Mary Lauren Brlas	Management	For	For	
	Elect Ralf H. Cramer	Management	For	For	
		-			
	Elect J. Kent Masters, Jr.	Management	For	For	
	Elect Glenda J. Minor	Management	For	For	
	Elect James J. O'Brien	Management	For	For	
	Elect Diarmuid B. O'Connell	Management	For	For	
	Elect Dean L. Seavers	Management	For	For	
	Elect Gerald A. Steiner	Management	For	For	
	Elect Holly A. Van Deursen	Management	For	For	
)	Elect Alejandro D. Wolff	Management	For	For	
		<u>_</u>			
	Advisory Vote on Executive Compensation	Management	For	For	
<u>)</u>	Increase in Authorized Common Stock	Management	For	For	
}	Ratification of Auditor	Management	For	For	
avtor	International Inc.	Meeting Date	· 06 05 2024		Meeting Type: Annual
axtei	international inc.	Wiceling Date	Management	Vote	Meeting Type. Ainitial
umber	Proposal text	Proponent	Decision	Decision	Rationale
	Elect José E. Almeida	Management	For	For	
	Elect William A Ampofo	Management	For	For	
	Elect Patricia Morrison	Management	For	For	
	Elect Stephen N. Oesterle	Management	For	For	
		<u>_</u>			
	Elect Stephen H. Rusckowski Elect Nancy M. Schlichting	Management Management	For	For Against	Board - Vote Against when the board repeatedly fails to implement
	Elect Brent Shafer	Management	For	For	acceptable remuneration practices.
		Management	101	101	Board - Vote Against when there are concerns that one or more
	Elect Catherine R. Smith	Management	For	Against	nominees lack sufficient time to effectively carry out their role in lightheir external commitments.
	Elect Amy M. Wendell	Management	For	For	
)	Elect David S. Wilkes	Management	For	For	
1	Elect Peter M. Wilver	Management	For	For	
2	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountabili Remuneration - Vote Against when severance packages are awarde that exceed market best practice.
3	Ratification of Auditor	Management	For	For	
	Amendment to the 2021 Incentive Plan	Management	For	For	
	Amendment to Articles Regarding Officer Exculpation	Management	For	For	
٠	Amendment to Articles regulating officer Exculpation	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes wh improve shareholder rights.
	Shareholder Proposal Regarding Retention of Shares	Shareholder Against For			improve shareholder rights.
6					
6	Shareholder Proposal Regarding Retention of Shares Myers Squibb Co.	Meeting Date	: 06.05.2024		Meeting Type: Annual
ristol-		Meeting Date	: 06.05.2024 Management Decision	Vote Decision	Meeting Type: Annual Rationale
ristol-	Myers Squibb Co.	-	Management		
ristol- umber	Myers Squibb Co. Proposal text	Proponent	Management Decision	Decision	
ristol-	Myers Squibb Co. Proposal text Elect Peter J. Arduini Elect Deepak L. Bhatt	Proponent Management Management	Management Decision For For	Decision For For	
ristol-	Myers Squibb Co. Proposal text Elect Peter J. Arduini Elect Deepak L. Bhatt Elect Christopher Boerner	Proponent Management Management Management	Management Decision For For	Decision For For For	
ristol-	Myers Squibb Co. Proposal text Elect Peter J. Arduini Elect Deepak L. Bhatt Elect Christopher Boerner Elect Julia A. Haller	Proponent Management Management Management Management Management	Management Decision For For For	Decision For For For For	
ristol-	Myers Squibb Co. Proposal text Elect Peter J. Arduini Elect Deepak L. Bhatt Elect Christopher Boerner Elect Julia A. Haller Elect Karen H. Vousden	Proponent Management Management Management Management Management	Management Decision For For For For	Decision For For For For For	
ristol-	Myers Squibb Co. Proposal text Elect Peter J. Arduini Elect Deepak L. Bhatt Elect Christopher Boerner Elect Julia A. Haller Elect Karen H. Vousden Elect Phyllis R. Yale	Proponent Management Management Management Management Management Management	Management Decision For For For	Decision For For For For For For	
ristol-	Myers Squibb Co. Proposal text Elect Peter J. Arduini Elect Deepak L. Bhatt Elect Christopher Boerner Elect Julia A. Haller Elect Karen H. Vousden	Proponent Management Management Management Management Management	Management Decision For For For For	Decision For For For For For	
ristol-	Myers Squibb Co. Proposal text Elect Peter J. Arduini Elect Deepak L. Bhatt Elect Christopher Boerner Elect Julia A. Haller Elect Karen H. Vousden Elect Phyllis R. Yale	Proponent Management Management Management Management Management Management	Management Decision For For For For For	Decision For For For For For For	
ristol-	Myers Squibb Co. Proposal text Elect Peter J. Arduini Elect Deepak L. Bhatt Elect Christopher Boerner Elect Julia A. Haller Elect Karen H. Vousden Elect Phyllis R. Yale Elect Derica W. Rice	Proponent Management Management Management Management Management Management Management Management Management	Management Decision For For For For For For	Decision For For For For For For For For	
ristol- umber	Myers Squibb Co. Proposal text Elect Peter J. Arduini Elect Deepak L. Bhatt Elect Christopher Boerner Elect Julia A. Haller Elect Karen H. Vousden Elect Phyllis R. Yale Elect Derica W. Rice Elect Theodore R. Samuels, II Elect Manuel Hidalgo Medina	Proponent Management	Management Decision For For For For For For For F	Pecision For For For For For For For F	
ristol- umber	Myers Squibb Co. Proposal text Elect Peter J. Arduini Elect Deepak L. Bhatt Elect Christopher Boerner Elect Julia A. Haller Elect Karen H. Vousden Elect Phyllis R. Yale Elect Derica W. Rice Elect Theodore R. Samuels, II Elect Manuel Hidalgo Medina Elect Paula A. Price	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For F	
ristol- ristol-	Myers Squibb Co. Proposal text Elect Peter J. Arduini Elect Deepak L. Bhatt Elect Christopher Boerner Elect Julia A. Haller Elect Karen H. Vousden Elect Pyllis R. Yale Elect Derica W. Rice Elect Theodore R. Samuels, II Elect Manuel Hidalgo Medina Elect Paula A. Price Advisory Vote on Executive Compensation	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	
ristol- umber	Myers Squibb Co. Proposal text Elect Peter J. Arduini Elect Deepak L. Bhatt Elect Christopher Boerner Elect Julia A. Haller Elect Karen H. Vousden Elect Pyllis R. Yale Elect Derica W. Rice Elect Theodore R. Samuels, II Elect Manuel Hidalgo Medina Elect Paula A. Price Advisory Vote on Executive Compensation Ratification of Auditor	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For For For Fo	
iristol- umber	Myers Squibb Co. Proposal text Elect Peter J. Arduini Elect Deepak L. Bhatt Elect Christopher Boerner Elect Julia A. Haller Elect Karen H. Vousden Elect Phyllis R. Yale Elect Derica W. Rice Elect Theodore R. Samuels, II Elect Manuel Hidalgo Medina Elect Paula A. Price Advisory Vote on Executive Compensation Ratification of Auditor Amendment to Articles Regarding Officer Exculpation	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For For For Fo	Rationale
Garistol- Jumber Jumb	Myers Squibb Co. Proposal text Elect Peter J. Arduini Elect Deepak L. Bhatt Elect Christopher Boerner Elect Julia A. Haller Elect Karen H. Vousden Elect Phyllis R. Yale Elect Derica W. Rice Elect Theodore R. Samuels, II Elect Manuel Hidalgo Medina Elect Paula A. Price Advisory Vote on Executive Compensation Ratification of Auditor Amendment to Articles Regarding Officer Exculpation Shareholder Proposal Regarding Independent Chair	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For For For Fo	SHP Governance - Vote For when the proposal requests an independ board chairman or the separation of chair and CEO roles.
Bristol-Number	Myers Squibb Co. Proposal text Elect Peter J. Arduini Elect Deepak L. Bhatt Elect Christopher Boerner Elect Julia A. Haller Elect Karen H. Vousden Elect Phyllis R. Yale Elect Derica W. Rice Elect Theodore R. Samuels, II Elect Manuel Hidalgo Medina Elect Paula A. Price Advisory Vote on Executive Compensation Ratification of Auditor Amendment to Articles Regarding Officer Exculpation	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For For For Fo	Rationale SHP Governance - Vote For when the proposal requests an independ
Garistol-	Myers Squibb Co. Proposal text Elect Peter J. Arduini Elect Deepak L. Bhatt Elect Christopher Boerner Elect Julia A. Haller Elect Karen H. Vousden Elect Phyllis R. Yale Elect Derica W. Rice Elect Theodore R. Samuels, II Elect Manuel Hidalgo Medina Elect Paula A. Price Advisory Vote on Executive Compensation Ratification of Auditor Amendment to Articles Regarding Officer Exculpation Shareholder Proposal Regarding Independent Chair Shareholder Proposal Regarding Retention of Shares Until	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For For For Fo	SHP Governance - Vote For when the proposal requests an independ board chairman or the separation of chair and CEO roles. SHP Remuneration - Vote For when the proposal requests an
Number 2 3 4 5 Contact A	Myers Squibb Co. Proposal text Elect Peter J. Arduini Elect Deepak L. Bhatt Elect Christopher Boerner Elect Julia A. Haller Elect Karen H. Vousden Elect Phyllis R. Yale Elect Derica W. Rice Elect Theodore R. Samuels, II Elect Manuel Hidalgo Medina Elect Paula A. Price Advisory Vote on Executive Compensation Ratification of Auditor Amendment to Articles Regarding Officer Exculpation Shareholder Proposal Regarding Independent Chair Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age	Proponent Management Shareholder	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For For For Fo	SHP Governance - Vote For when the proposal requests an independ board chairman or the separation of chair and CEO roles. SHP Remuneration - Vote For when the proposal requests an improvement in the remuneration practices of the company.

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

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-F	irmenich 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	
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	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.
5	Elect Barbara G. Stymiest	Management	For	For	
6	Elect Galen G. Weston	Management	For	For	
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	Remuneration - Vote Against when substantial one-off payments are made without performance criteria
Getlink	(SE	Meeting Date	: 06.05.2024		Meeting Type: Mix
Number	Proposal text	Proponent	Management	Vote	Rationale
			Decision	Decision	
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)	-	For	For	
4	Appointment of Auditor for Sustainability Reporting (KPMG)	Management	For	For	
5	Elect Jean-Marc Janaillac	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	
	Amendments to Articles	-		For	
19		Management	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	
Hubbe	ll 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	
-	Elect Anthony J. Guzzi	Management	For	For	
4	Elect Allthory 5. Guzzi			For	
5	Elect Rhett A. Hernandez	Management	For	101	
		Management Management	For For	For	
5 6	Elect Rhett A. Hernandez Elect Neal J. Keating	Management	For	For	
5 6 7	Elect Rhett A. Hernandez Elect Neal J. Keating Elect Bonnie C. Lind	Management Management	For For	For For	
5 6 7 8	Elect Rhett A. Hernandez Elect Neal J. Keating Elect Bonnie C. Lind Elect John F. Malloy	Management Management Management	For For For	For For For	
5 6 7 8 9	Elect Rhett A. Hernandez Elect Neal J. Keating Elect Bonnie C. Lind Elect John F. Malloy Elect Jennifer M. Pollino	Management Management Management Management	For For For	For For For	
5 6 7 8 9	Elect Rhett A. Hernandez Elect Neal J. Keating Elect Bonnie C. Lind Elect John F. Malloy Elect Jennifer M. Pollino Advisory Vote on Executive Compensation	Management Management Management Management Management	For For For For	For For For For	
5 6 7 8 9 10	Elect Rhett A. Hernandez Elect Neal J. Keating Elect Bonnie C. Lind Elect John F. Malloy Elect Jennifer M. Pollino Advisory Vote on Executive Compensation Ratification of Auditor	Management Management Management Management Management Management Management	For For For For For	For For For	
5 6 7 8 9	Elect Rhett A. Hernandez Elect Neal J. Keating Elect Bonnie C. Lind Elect John F. Malloy Elect Jennifer M. Pollino Advisory Vote on Executive Compensation Ratification of Auditor	Management Management Management Management Management Management Management	For For For For For For	For For For For For	Meeting Type: Annual
5 6 7 8 9 10 11	Elect Rhett A. Hernandez Elect Neal J. Keating Elect Bonnie C. Lind Elect John F. Malloy Elect Jennifer M. Pollino Advisory Vote on Executive Compensation Ratification of Auditor	Management Management Management Management Management Management Management	For For For For For	For For For For	Meeting Type: Annual Rationale
5 6 7 8 9 10 11 Intel Co	Elect Rhett A. Hernandez Elect Neal J. Keating Elect Bonnie C. Lind Elect John F. Malloy Elect Jennifer M. Pollino Advisory Vote on Executive Compensation Ratification of Auditor	Management Management Management Management Management Management Management Management	For For For For For Management	For For For For Vote	
5 6 7 8 9 10 11	Elect Rhett A. Hernandez Elect Neal J. Keating Elect Bonnie C. Lind Elect John F. Malloy Elect Jennifer M. Pollino Advisory Vote on Executive Compensation Ratification of Auditor Orp. Proposal text	Management Management Management Management Management Management Management Mreeting Date	For For For For For Management Decision	For For For For Vote Decision	
5 6 7 8 9 10 11 Intel Co Number	Elect Rhett A. Hernandez Elect Neal J. Keating Elect Bonnie C. Lind Elect John F. Malloy Elect Jennifer M. Pollino Advisory Vote on Executive Compensation Ratification of Auditor Orp. Proposal text Elect Patrick P. Gelsinger	Management Management Management Management Management Management Meeting Date Proponent Management	For For For For For Management Decision For	For For For For Vote Decision For	
5 6 7 8 9 10 11 Intel Co Number	Elect Rhett A. Hernandez Elect Neal J. Keating Elect Bonnie C. Lind Elect John F. Malloy Elect Jennifer M. Pollino Advisory Vote on Executive Compensation Ratification of Auditor Orp. Proposal text Elect Patrick P. Gelsinger Elect James J. Goetz	Management Management Management Management Management Management Meeting Date Proponent Management Management Management	For	For For For For Vote Decision For	
5 6 7 8 9 10 11 Intel Co Number 1 2	Elect Rhett A. Hernandez Elect Neal J. Keating Elect Bonnie C. Lind Elect John F. Malloy Elect Jennifer M. Pollino Advisory Vote on Executive Compensation Ratification of Auditor Orp. Proposal text Elect Patrick P. Gelsinger Elect James J. Goetz Elect Andrea J. Goldsmith	Management Management Management Management Management Management Meeting Date Proponent Management Management Management Management Management Management	For	For	
5 6 7 8 9 10 11 Intel Co Number 1 2 3	Elect Rhett A. Hernandez Elect Neal J. Keating Elect Bonnie C. Lind Elect John F. Malloy Elect Jennifer M. Pollino Advisory Vote on Executive Compensation Ratification of Auditor Orp. Proposal text Elect Patrick P. Gelsinger Elect James J. Goetz Elect Andrea J. Goldsmith Elect Alyssa H. Henry	Management Management Management Management Management Management Meeting Date Proponent Management Management Management Management Management Management Management Management	For	For	Rationale
5 6 7 8 9 10 11 Intel C 0 Number 1 2 3 4 5	Elect Rhett A. Hernandez Elect Neal J. Keating Elect Bonnie C. Lind Elect John F. Malloy Elect Jennifer M. Pollino Advisory Vote on Executive Compensation Ratification of Auditor Orp. Proposal text Elect Patrick P. Gelsinger Elect James J. Goetz Elect Andrea J. Goldsmith Elect Alyssa H. Henry Elect S. Omar Ishrak	Management Management Management Management Management Management Meeting Date Proponent Management	For	For For For Vote Decision For For For For For For For For For	
5 6 7 8 9 10 11 Intel Co Number 1 2 3 4 5 6	Elect Rhett A. Hernandez Elect Neal J. Keating Elect Bonnie C. Lind Elect John F. Malloy Elect Jennifer M. Pollino Advisory Vote on Executive Compensation Ratification of Auditor Orp. Proposal text Elect Patrick P. Gelsinger Elect James J. Goetz Elect Andrea J. Goldsmith Elect Alyssa H. Henry Elect S. Omar Ishrak Elect Risa Lavizzo-Mourey	Management Management Management Management Management Management Meeting Date Proponent Management	For	For For For Vote Decision For For For For Against	Rationale

9 Ratification of 10 Ratification of 11 Ratification of 12 Ratification of 13 Elect Isabelle I 14 Elect Sven Nyr 15 Elect Grace Re 16 Elect Hans Str. 17 Elect Magdale 18 Elect Tom Joh 19 Authority to S 20 Elect Gunnar E 21 Number of Au 22 Directors' Fee: 23 Ratification of 24 Ratification of 25 Ratification of 26 Ratification of F 27 Allocation of F 28 Board Size 29 Elect Jacob W 30 Elect Marcus V 31 Elect Sara Öhr 32 Elect Katarina 33 Elect Christian 34 Elect Mats Ral 35 Elect Jacob W 36 Appointment 37 Remuneration 38 Adoption of SI 39 Adoption of SI 40 Authority to R		Management Management	For For	For For	
Remuneration Ratification of R	e with the Rules of Convocation	Management	For	For	
8 Ratification of 9 Ratification of 10 Ratification of 11 Ratification of 12 Ratification of 12 Ratification of 13 Elect Isabelle I 14 Elect Sven Nyr 15 Elect Grace Re 16 Elect Hans Str. 17 Elect Magdale 18 Elect Tom Joh 19 Authority to S 20 Elect Gunnar E 21 Number of Au 22 Directors' Fee: 23 Ratification of 24 Ratification of 25 Ratification of 26 Ratification of 27 Allocation of E 28 Board Size 29 Elect Jacob W. 30 Elect Marcus V 31 Elect Sara Öhr 32 Elect Katarina 33 Elect Christian 34 Elect Mats Ral 35 Elect Jacob W. 36 Appointment 37 Remuneratior 38 Adoption of S 39 Adoption of S 30 Authority to R 3	nd Reports	Management	For	For	
9 Ratification of 10 Ratification of 11 Ratification of 12 Ratification of 13 Elect Isabelle I 14 Elect Sven Nyr 15 Elect Grace Re 16 Elect Hans Str. 17 Elect Magdale 18 Elect Tom Joh 19 Authority to S 20 Elect Gunnar E 21 Number of Au 22 Directors' Fee: 23 Ratification of 24 Ratification of 25 Ratification of 26 Ratification of E 27 Allocation of E 28 Board Size 29 Elect Marcus V 30 Elect Marcus V 31 Elect Sara Öhr 32 Elect Katarina 33 Elect Christian 34 Elect Mats Ral 35 Elect Jacob W 36 Appointment 37 Remuneration 38 Adoption of SI 39 Adoption of SI 40 Authority to R	tion Report	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability.
10 Ratification of 11 Ratification of 12 Ratification of 13 Elect Isabelle I 14 Elect Sven Nyr 15 Elect Grace Re 16 Elect Hans Str. 17 Elect Magdale 18 Elect Tom Joh 19 Authority to S 20 Elect Gunnar E 21 Number of Au 22 Directors' Fee 23 Ratification of 24 Ratification of 25 Ratification of 26 Ratification of F 27 Allocation of F 28 Board Size 29 Elect Marcus W 30 Elect Marcus W 31 Elect Sara Öhr 32 Elect Katarina 33 Elect Christian 34 Elect Mats Ral 35 Elect Jacob W 36 Appointment 37 Remuneration 38 Adoption of SI 39 Adoption of SI 39 Adoption of SI 39 Adoption of SI 39 Adoption of SI 30 Authority to R	n of Gunnar Brock	Management	For	For	
11 Ratification of 12 Ratification of 13 Elect Isabelle I 14 Elect Sven Nyr 15 Elect Grace Re 16 Elect Hans Str. 17 Elect Magdale 18 Elect Tom Joh 19 Authority to S. 20 Elect Gunnar E 21 Number of Au 22 Directors' Fee 23 Ratification of 24 Ratification of 25 Ratification of E 26 Ratification of E 27 Allocation of E 28 Board Size 29 Elect Marcus V 30 Elect Marcus V 31 Elect Sara Öhr 32 Elect Katarina 33 Elect Christian 34 Elect Mats Ral 35 Elect Jacob W: 36 Appointment 37 Remuneratior 38 Adoption of SI 39 Adoption of SI 30 Authority to R	n of Johan Forssell	Management	For	For	
11 Ratification of 12 Ratification of 13 Elect Isabelle I 14 Elect Sven Nyr 15 Elect Grace Re 16 Elect Hans Str. 17 Elect Magdale 18 Elect Tom Joh 19 Authority to S. 20 Elect Gunnar E 21 Number of Au 22 Directors' Fee 23 Ratification of 24 Ratification of 25 Ratification of 26 Ratification of F 27 Allocation of F 28 Board Size 29 Elect Jacob Wa 30 Elect Marcus Wa 31 Elect Sara Öhr 32 Elect Katarina 33 Elect Christian 34 Elect Mats Ral 35 Elect Jacob Wa 36 Appointment 37 Remuneration 38 Adoption of SI 39 Adoption of SI 39 Adoption of SI 39 Adoption of SI 30 Authority to R		Management	For	For	
12 Ratification of 13 Elect Isabelle I 14 Elect Sven Nyr 15 Elect Grace Re 16 Elect Hans Str. 17 Elect Magdale 18 Elect Tom Joh 19 Authority to S 20 Elect Gunnar E 21 Number of Au 22 Directors' Fee 23 Ratification of 24 Ratification of 25 Ratification of 26 Ratification of E 27 Allocation of E 28 Board Size 29 Elect Jacob Wa 30 Elect Marcus Wa 31 Elect Sara Öhr 32 Elect Katarina 33 Elect Christian 34 Elect Mats Ral 35 Elect Jacob Wa 36 Appointment 37 Remuneration 38 Adoption of SI 39 Adoption of SI 39 Adoption of SI 39 Adoption of SI 30 Authority to R		Management	For	For	
13 Elect Isabelle I 14 Elect Sven Nyr 15 Elect Grace Re 16 Elect Hans Str. 17 Elect Magdale 18 Elect Tom Joh 19 Authority to S 20 Elect Gunnar E 21 Number of Au 22 Directors' Fee 23 Ratification of 24 Ratification of 25 Ratification of 26 Ratification of F 27 Allocation of F 28 Board Size 29 Elect Jacob W 30 Elect Marcus W 31 Elect Sara Öhr 32 Elect Katarina 33 Elect Christian 34 Elect Mats Ral 35 Elect Jacob W 36 Appointment 37 Remuneratior 38 Adoption of SI 39 Adoption of SI 30 Authority to R	······································	Management	For	For	
Elect Sven Nyr Elect Grace Re Elect Grace Re Elect Grace Re Elect Hans Str. Elect Magdale Elect Tom Joh Authority to S Elect Gunnar E Number of Au Elect Gunnar E Ratification of Ratification of Ratification of F Board Size Elect Jacob W Elect Marcus V Elect Marcus V Elect Sara Öhr Elect Katarina Elect Christian Elect Mats Ral Elect Jacob W Appointment Remuneratior Remuneratior Adoption of SI		Management	For	Against	Less than 75% Attendance
16 Elect Hans Str. 17 Elect Magdale 18 Elect Tom Joh 19 Authority to S 20 Elect Gunnar E 21 Number of Au 22 Directors' Fee: 23 Ratification of 24 Ratification of 25 Ratification of 26 Ratification of F 27 Allocation of F 28 Board Size 29 Elect Jacob W 30 Elect Marcus V 31 Elect Sara Öhr 32 Elect Katarina 33 Elect Christian 34 Elect Mats Ral 35 Elect Jacob W 36 Appointment 37 Remuneration 38 Adoption of SI 39 Adoption of SI 39 Adoption of SI 30 Authority to R		Management	For	For	Less than 7570 Attendance
17 Elect Magdale 18 Elect Tom Joh 19 Authority to S 20 Elect Gunnar E 21 Number of Au 22 Directors' Fee 23 Ratification of 24 Ratification of 25 Ratification of 26 Ratification of 27 Allocation of F 28 Board Size 29 Elect Jacob W 30 Elect Marcus W 31 Elect Sara Öhr 32 Elect Christian 33 Elect Christian 34 Elect Jacob W 36 Appointment 37 Remuneratior 38 Adoption of S 39 Adoption of S 39 Adoption of S 30 Authority to R	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.
18 Elect Tom Joh 19 Authority to S. 20 Elect Gunnar E 21 Number of Au 22 Directors' Fee 23 Ratification of 24 Ratification of 25 Ratification of 26 Ratification of E 27 Allocation of E 28 Board Size 29 Elect Jacob W 30 Elect Marcus V 31 Elect Sara Öhr 32 Elect Katarina 33 Elect Christian 34 Elect Mats Ral 35 Elect Jacob W 36 Appointment 37 Remuneratior 38 Adoption of SI 39 Adoption of SI 40 Authority to R	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
18 Elect Tom Joh 19 Authority to S 20 Elect Gunnar E 21 Number of Au 22 Directors' Fee 23 Ratification of 24 Ratification of 25 Ratification of 26 Ratification of E 27 Allocation of E 28 Board Size 29 Elect Jacob W 30 Elect Marcus V 31 Elect Sara Öhr 32 Elect Katarina 33 Elect Christian 34 Elect Mats Ral 35 Elect Jacob W 36 Appointment 37 Remuneratior 38 Adoption of S 39 Adoption of S 40 Authority to R	lalena Gerger	Management	For	For	
19 Authority to S 20 Elect Gunnar E 21 Number of Au 22 Directors' Fee 23 Ratification of 24 Ratification of 25 Ratification of 26 Ratification of F 27 Allocation of F 28 Board Size 29 Elect Jacob W 30 Elect Marcus W 31 Elect Sara Öhr 32 Elect Katarina 33 Elect Christian 34 Elect Mats Ral 35 Elect Jacob W 36 Appointment 37 Remuneratior 38 Adoption of S 39 Adoption of S 30 Authority to R		Management	For	For	
20 Elect Gunnar E 21 Number of Au 22 Directors' Fee 23 Ratification of 24 Ratification of 25 Ratification of 26 Ratification of E 27 Allocation of E 28 Board Size 29 Elect Jacob W 30 Elect Marcus V 31 Elect Sara Öhr 32 Elect Katarina 33 Elect Christian 34 Elect Mats Ral 35 Elect Jacob W 36 Appointment 37 Remuneratior 38 Adoption of S 39 Adoption of S 40 Authority to R		Management	For	For	
21 Number of Au 22 Directors' Fee 23 Ratification of 24 Ratification of 25 Ratification of 26 Ratification of 27 Allocation of E 28 Board Size 29 Elect Jacob W 30 Elect Marcus V 31 Elect Sara Öhr 32 Elect Katarina 33 Elect Christian 34 Elect Mats Ral 35 Elect Jacob W 36 Appointment 37 Remuneratior 38 Adoption of SI 39 Adoption of SI 40 Authority to R		Management	For	For	
22 Directors' Fee 23 Ratification of 24 Ratification of 25 Ratification of 26 Ratification of 27 Allocation of F 28 Board Size 29 Elect Jacob W 30 Elect Marcus V 31 Elect Sara Öhr 32 Elect Katarina 33 Elect Christian 34 Elect Mats Ral 35 Elect Jacob W 36 Appointment 37 Remuneratior 38 Adoption of S 39 Adoption of S 40 Authority to R			For	For	
23 Ratification of 24 Ratification of 25 Ratification of 26 Ratification of 27 Allocation of F 28 Board Size 29 Elect Jacob W 30 Elect Marcus V 31 Elect Sara Öhr 32 Elect Katarina 33 Elect Christian 34 Elect Mats Ral 35 Elect Jacob W 36 Appointment 37 Remuneratior 38 Adoption of S 39 Adoption of S 40 Authority to R		Management			
24 Ratification of 25 Ratification of 26 Ratification of 27 Allocation of I 28 Board Size 29 Elect Jacob Wa 30 Elect Marcus V 31 Elect Stara Öhr 32 Elect Katarina 33 Elect Christian 34 Elect Jacob Wa 35 Elect Jacob Wa 36 Appointment 37 Remuneration 38 Adoption of Si 39 Adoption of Si 40 Authority to R		Management	For	For	
25 Ratification of 26 Ratification of 27 Allocation of F 28 Board Size 29 Elect Jacob W 30 Elect Marcus V 31 Elect Sara Öhr 32 Elect Katarina 33 Elect Christian 34 Elect Jacob W 35 Elect Jacob W 36 Appointment 37 Remuneration 38 Adoption of S 39 Adoption of S 40 Authority to R	<u>.</u>	Management	For	For	
26 Ratification of 27 Allocation of 128 Board Size 29 Elect Jacob Wa 30 Elect Marcus Wa 31 Elect Sara Öhr 32 Elect Katarina 33 Elect Christian 34 Elect Mats Ral 35 Elect Jacob Wa 36 Appointment 37 Remuneration 38 Adoption of Si 39 Adoption of Si 40 Authority to R		Management	For	For	
27 Allocation of F 28 Board Size 29 Elect Jacob Wa 30 Elect Marcus Va 31 Elect Sara Öhr 32 Elect Katarina 33 Elect Christian 34 Elect Mats Ral 35 Elect Jacob Wa 36 Appointment 37 Remuneration 38 Adoption of Si 39 Adoption of Si 40 Authority to R		Management	For	For	
28 Board Size 29 Elect Jacob Wa 30 Elect Marcus V 31 Elect Sara Öhr 32 Elect Katarina 33 Elect Christian 34 Elect Mats Ral 35 Elect Jacob Wa 36 Appointment 37 Remuneration 38 Adoption of Si 39 Adoption of Si 40 Authority to R		Management	For	For	
29 Elect Jacob Wards Appointment 37 Remuneratior 38 Adoption of Sl 40 Authority to R		Management	For	For	
30 Elect Marcus V 31 Elect Sara Öhr 32 Elect Katarina 33 Elect Christian 34 Elect Mats Ral 35 Elect Jacob W 36 Appointment 37 Remuneratior 38 Adoption of Si 39 Adoption of Si 40 Authority to R		Management	For	For	Board - Vote Against when the chair of the remuneration committee in
31 Elect Sara Öhr 32 Elect Katarina 33 Elect Christian 34 Elect Mats Ral 35 Elect Jacob Wa 36 Appointment 37 Remuneratior 38 Adoption of Si 39 Adoption of Si 40 Authority to R	•	Management	For	Against	not independent. Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such persistently unacceptable compensation practices.
32 Elect Katarina 33 Elect Christian 34 Elect Mats Ral 35 Elect Jacob W. 36 Appointment 37 Remuneratior 38 Adoption of SI 39 Adoption of SI 40 Authority to R		Management	For	For	
33 Elect Christian 34 Elect Mats Ral 35 Elect Jacob W. 36 Appointment 37 Remuneratior 38 Adoption of SI 39 Adoption of SI 40 Authority to R		Management	For	For	
Elect Mats Ral Elect Jacob W. Appointment Remuneratior Adoption of SI Adoption of SI Authority to R	ina Berg	Management	For	For	
35 Elect Jacob Wa 36 Appointment 37 Remuneration 38 Adoption of SI 39 Adoption of SI 40 Authority to R	ian Cederholm	Management	For	For	
36 Appointment 37 Remuneratior 38 Adoption of SI 39 Adoption of SI 40 Authority to R	Rahmström	Management	For	For	
37 Remuneration 38 Adoption of SI 39 Adoption of SI 40 Authority to R	Wallenberg as Chair of the Board	Management	For	Against	Board - Vote Against when the chair of the remuneration committee i not independent. Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such persistently unacceptable compensation practices.
37 Remuneration 38 Adoption of SI 39 Adoption of SI 40 Authority to R	ent of Auditor	Management	For	For	· · ·
Adoption of SI Adoption of SI Adoption of SI Authority to R		Management	For	For	
Adoption of SI Authority to R		Management	For	For	
40 Authority to R		Management	For	For	
		Management Management	For For	For For	
Vimco Poalty OR II					Mosting Type: Applied
Kimco Realty OP L		Meeting Date	Management	Vote	Meeting Type: Annual
Number Proposal text	2XI	Proponent	Decision	Decision	Rationale

		Decision	Decision	Rationale
Elect Philip E. Coviello	Management	For	For	
Elect Conor C. Flynn	Management	For	For	
	-			
	-			
	-	For		Board - Vote Against when the board fails to incorporate basic
Elect Valerie Richardson	Management	For	For	considerations for gender diversity.
Elect Richard B. Saltzman	Management	For	For	
	<u>=</u>			
	-			
Ratification of Auditor	Management	For	For	
rp	Meeting Date	: 06.05.2024		Meeting Type: Annual
Proposal text	Proponent	Management Decision	Vote Decision	Rationale
Ratification of Auditor	Management			
	<u>-</u>			
	-			
Elect Meg A. Divitto	Management	For	For	
Elect Justin Jude	Management	For	For	
Elect Blythe J. McGarvie	Management	For	For	
Elect John W. Mendel	Management	For	For	
	<u>-</u>			
	<u>=</u>			
	<u>=</u>			
Amendment to Certificate of Incorporation Regarding Officer	Management	For	For	
	Mosting Date	. OF OF 2024		Mosting Type, Appual
ли огоир, піс.	weeting Date		Voto	Meeting Type: Annual
Proposal text	Proponent	Decision	Decision	Rationale
Elect Ronnie S. Hawkins	Management	For	For	
Elect Deborah J. Kissire	Management	For	For	
Elect Gracia C. Martore	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingnes implement good governance standards, such as persistently unacceptable compensation practices.
Elect Patricia Salas Pineda	Management	For	For	
	-			
	-			
Elect Valerie M. Williams	Management	For	For	
Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Structure and Transparency හ Accountability.
Ratification of Auditor	Management	For	For	
Elect Mary C. Choksi	Management	For	For	
	-	For	For	
<u>.</u>	-			
Electronii D. Wich	Management	101	101	
Storage.	Meeting Date	: 06.05.2024		Meeting Type: Annual
Proposal text	Proponent	Management Decision	Vote Decision	Rationale
Elect Ronald L. Havner, Jr.	Management	For	For	
	-			
Elect Avedick B. Poladian	Management	For	For	
Elect John Reyes	Management	For	For	
Elect Joseph D. Russell, Jr.	Management	For	For	
	-	For	For	
		For		Board - Vote Against when the board fails to incorporate basic
· -				considerations for gender diversity.
Elect Paul S. Williams	Management	For	For	
Advisory Vote on Executive Compensation	Management	For	For	
Ratification of Auditor	Management	For	For	
bal Inc	Meeting Date	: 06.05.2024		Meeting Type: Annual
	,			
Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Elect Henry Moniz Elect Henry Moniz Elect Mary Hogan Preusse Elect Valerie Richardson Elect Richard B. Saltzman Advisory Vote on Executive Compensation Increase in Authorized Common Stock Ratification of Auditor TP Proposal text Ratification of Auditor Advisory Vote on Executive Compensation Elect Patrick Berard Elect Meg A. Divitto Elect Justin Jude Elect John W. Mendel Elect John W. Mendel Elect John Subramanian Elect Xavier Urbain Elect Tamink P. Zarcone Amendment to Certificate of Incorporation Regarding Officer Exculpation Dm Group, Inc. Proposal text Elect Mark D. Gerstein Elect Deborah J. Kissire Elect Deborah J. Kissire Elect Casandra Santos Elect Linda Johnson Rice Elect Linda Johnson Rice Elect Lassindra Santos Elect Userie M. Williams Advisory Vote on Executive Compensation Ratification of Auditor Elect Mary C. Choksi Elect Lonard S. Coleman, Jr. Elect John D. Wren Storage. Proposal text Elect Ronald L. Havner, Jr. Elect Ronald L. Havner, Jr. Elect Tamara Hughes Gustavson Elect Sankh Mitra Elect Ronald L. Havner, Jr. Elect Tamara Hughes Gustavson Elect Sankh Mitra Elect Ronald L. Havner, Jr. Elect Tamara Hughes Gustavson Elect Sankh Mitra Elect Ronald D. Spolalin Elect John Reyes Elect Avedick B. Poladian Elect Loragia S. Williams Advisory Vote on Executive Compensation Ratification of Auditor	Elect Frank Lourenso Management Elect Henry Moniz Management Elect Mary Hogan Preusse Management Elect Walerie Richardson Management Elect Valerie Richardson Management Management Elect Valerie Richardson Management Mana	Elect Frank Lourenso Elect Harny Moniz Elect Harny Moniz Elect Marny Hogan Preusse Elect Alerny Moniz Elect Alerny Moniz Elect Alerny Moniz Elect Richardson Elect Richardson Elect Richard B. Saltzman Advisory Vote on Executive Compensation Increase in Authorized Common Stock Ratification of Auditor Meeting Date: OF. O.5. 2024 Proposal text Proposal text Ratification of Auditor Ratification of Auditor Management For Advisory Vote on Executive Compensation Ratification of Auditor Ratification of Auditor Management For Elect Advisory Vote on Executive Compensation Ratification of Auditor Ratification of Auditor Ratification of Auditor Ratification of Auditor Advisory Vote on Executive Compensation Elect Alerny Elect Alerny Elect Alerny Management For Elect Meg A. Divitot Management Elect Alerny Elect Meg A. Divitot Management Elect Alerny Elect Alerny Management For Elect John W. Mendel Management Elect John W. Mendel Management Elect Alerny Elect Alerny Management Elect Collans Divitor Management Elect Collans Divitor Management For Elect Gracia C. Martore Elect Alerny Elect Gracia C. Martore Elect Lindia Johnson Rice Elect Collans J. K. Sissire Management For Elect Collans J. Management For Elect Collans Management For Elect Londia Elect Management For Elec	Elect Henry Moniz Elect Henry Moniz Elect Walering Dareusse Elect Walering Richardson Elect Walering Richardson Elect Walering Richardson Elect Brand B. Saltzman Advisory Vote on Executive Compensation Management For For For Increase in Authorized Common Stock Radification of Auditor Meeting Date: O6.05.2024 Proposal text Proposal tex

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	Demonstration Vate Assistative as accessors make as a consider
14	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when severance packages are awarded that exceed market best practice.
Swire P	Properties Limited	Meeting Date	: 06.05.2024		Meeting Type: Annual
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. Row	e Price Assoc Inc.	Meeting Date: 06.05.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management	Vote	Rationale
- Ivanibei	1 TOPOSUI TEXT	Поролене	Decision	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	Board - Vote Against when the board repeatedly shows unwillingness t
6	Elect Robert F. MacLellan	Management	For	Against	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
Advanc	ed Micro Devices Inc.	Meeting Date	: 07.05.2024		Meeting Type: Annual
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
	Proposal text	Proponent	Management	Vote	Rationale
	<u> </u>		Decision	Decision	
1	Ratify Christopher Townsend	Management	For	For	4.

10 E 111 E 112 A 113 R 114 S T CSX Corp	lect Craig B. Thompson lect Richard F. Wallman lect Virginia M. Wilson dvisory Vote on Executive Compensation tatification of Auditor hareholder Proposal Regarding Report on Nonhuman Primate ransportation	Management Management Management Management Management	For For For For Against	For For For Vote Decision For For	SHP - Vote For when the proposal requests the company to address material ESG risks. Meeting Type: Annual Rationale
10 E 11 E 12 A 13 R 14 S Ti	lect Craig B. Thompson lect Richard F. Wallman lect Virginia M. Wilson dvisory Vote on Executive Compensation tatification of Auditor hareholder Proposal Regarding Report on Nonhuman Primate ransportation	Management Management Management Management Management Shareholder Meeting Date:	For For For Against 07.05.2024	For For For Vote	material ESG risks. Meeting Type: Annual
0 E 1 E 2 A 3 R 4 S	lect Craig B. Thompson lect Richard F. Wallman lect Virginia M. Wilson dvisory Vote on Executive Compensation tatification of Auditor hareholder Proposal Regarding Report on Nonhuman Primate ransportation	Management Management Management Management Management Shareholder	For For For For Against	For For For	material ESG risks.
E E A R S	lect Craig B. Thompson lect Richard F. Wallman lect Virginia M. Wilson dvisory Vote on Executive Compensation latification of Auditor hareholder Proposal Regarding Report on Nonhuman Primate	Management Management Management Management Management	For For For For	For For For	
E E A	lect Craig B. Thompson lect Richard F. Wallman lect Virginia M. Wilson dvisory Vote on Executive Compensation latification of Auditor	Management Management Management Management Management	For For For	For For	
E E A	lect Craig B. Thompson lect Richard F. Wallman lect Virginia M. Wilson dvisory Vote on Executive Compensation	Management Management Management Management	For For	For For	
E E	lect Craig B. Thompson lect Richard F. Wallman lect Virginia M. Wilson	Management Management	For For	For	
	lect Craig B. Thompson	Management	For		
Е		-		For	
	lect George E. Massaro	Management	For	For	
	lect George Liado, Sr. lect Martin Mackay	Management	For	For	
	lect Deborah T. Kochevar lect George Llado, Sr.	Management Management	For For	For For	
	lect Reshema Kemps-Polanco	Management	For	For	
	lect Robert J. Bertolini	Management	For	For	
	lect Nancy C. Andrews	Management	For	For	
	lect James C. Foster	Management	For	For	
mber P	roposal text	Proponent	Management Decision	Vote Decision	Rationale
narles I	River Laboratories International Inc.	Meeting Date:			Meeting Type: Annual
А	uthority to Issue Repurchased Shares	Management	For	Against	Issue price discount not disclosed
	uthority to Repurchase Shares	Management	For	For	
	uthority to Issue Shares w/o Preemptive Rights	Management	For	Against	auditor is not in line with market best practice. Issue price discount not disclosed
	prointment of Auditor and Authority to Set Fees	Management Management	For	For Against	Audit/Financials - Vote Against when the allocation of fees paid to t
	lect ZHENG Jie	Management	For	For	
	lect WU Yonghua	Management	For	For	
	lect LAI Shixian	Management	For	For	
	lect DING Shizhong	Management	For	For	
А	Illocation of Profits/Dividends	Management	For	For	
	accounts and Reports	Management	For	For	
	mendments to Articles	Management	For	For	
	roposal text	Proponent	Management Decision	Vote Decision	Rationale
nta Spo	orts Products	Meeting Date:	07.05.2024		Meeting Type: Annual
R	atify Günther Thallinger	Management	For	For	
R	atify Giulio Terzariol	Management	For	For	
	atify Klaus-Peter Röhler	Management	For	For	
	atify Barbara Karuth-Zelle	Management	For	For	
	ratify Sirma Boshnakova	Management	For	For	
	latify Oliver Bäte	Management	For	For	
	uthority to Repurchase and Reissue Shares Illocation of Dividends	Management Management	For For	For	
	lect Jörg Schneider	Management Management	For	For For	
	lect Stephanie Bruce	Management	For	For	
	emuneration Report	Management	For	For	
	ppointment of Auditor	Management	For	For	
	atify Primiano Di Paolo	Management	For	For	
	ratify Jürgen Lawrenz	Management	For	For	
	latify Frank Kirsch	Management	For	For	
	latify Dean-Claude Le Goaer	Management Management	For	For	
	tatify Friedrich Eichiner Latify Jean-Claude Le Goaër	Management	For For	For For	
	latify Rashmy Chatterjee	Management	For	For	
	latify Christine Bosse	Management	For	For	
	atify Sophie Boissard	Management	For	For	
R	atify Herbert Hainer	Management	For	For	
R	atify Gabriele Burkhardt-Berg	Management	For	For	
	latify Michael Diekmann	Management	For	For	
	atify Renate Wagner atify Andreas Wimmer	Management Management	For For	For For	
	roposal text	Proponent	Decision	Decision	Rationale

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	unacceptable compensation practices.
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	Flect J. Steven Whisler	Management	For	For	
12	Elect John J. Zillmer	Management	For	For	
13	Ratification of Auditor	Management	For	For	Commission and the Double of Commission of the C
14	Advisory Vote on Executive Compensation	Management	For	Against	Concerning pay practices; Pay for performance disconnect
15	Shareholder Proposal Regarding Formation of Railroad Safety Committee	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to address material ESG risks, we would value the company delegating these specific risks to an existing committee.
First So	lar 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	
2	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which
			<u>-</u>		improve shareholder rights.
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	
Ciload	Sciences Inc	Mosting Data	. 07 05 2024		Mosting Type: Appual
	Sciences, Inc.	Meeting Date		Vote	Meeting Type: Annual
	Proposal text	Meeting Date Proponent	: 07.05.2024 Management Decision	Vote Decision	Meeting Type: Annual Rationale
Number 1	Proposal text Amendment to Certificate of Incorporation Regarding Officer Exculpation	Proponent Management	Management Decision For	Decision For	Rationale
Number 1	Proposal text Amendment to Certificate of Incorporation Regarding Officer Exculpation Shareholder Proposal Regarding Non-Management Employee Representation on the Board	Proponent Management Shareholder	Management Decision For Against	Decision For For	Rationale We support employee representation in the board.
Number 1 2 3	Proposal text Amendment to Certificate of Incorporation Regarding Officer Exculpation Shareholder Proposal Regarding Non-Management Employee Representation on the Board Shareholder Proposal Regarding Report on Company Response to State Policies Regulating Abortion	Proponent Management Shareholder	Management Decision For Against Against	Decision For For Against	Rationale We support employee representation in the board. SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companiess ESG efforts.
Number 1 2 3	Proposal text Amendment to Certificate of Incorporation Regarding Officer Exculpation Shareholder Proposal Regarding Non-Management Employee Representation on the Board Shareholder Proposal Regarding Report on Company Response	Proponent Management Shareholder	Management Decision For Against	Decision For For	Rationale We support employee representation in the board. SHP - Vote Against when there are concerns that the objective of the
Number 1 2 3	Proposal text Amendment to Certificate of Incorporation Regarding Officer Exculpation Shareholder Proposal Regarding Non-Management Employee Representation on the Board Shareholder Proposal Regarding Report on Company Response to State Policies Regulating Abortion Shareholder Proposal Regarding Retention of Shares Until	Proponent Management Shareholder	Management Decision For Against Against	Decision For For Against	Rationale We support employee representation in the board. SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companiess ESG efforts. SHP Remuneration - Vote For when the proposal requests an
Number 1 2 3	Proposal text Amendment to Certificate of Incorporation Regarding Officer Exculpation Shareholder Proposal Regarding Non-Management Employee Representation on the Board Shareholder Proposal Regarding Report on Company Response to State Policies Regulating Abortion Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age	Proponent Management Shareholder Shareholder Shareholder	Management Decision For Against Against Against	Porision For For Against For	Rationale We support employee representation in the board. SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companiess ESG efforts. SHP Remuneration - Vote For when the proposal requests an
Number 1 2 3 4 5	Proposal text Amendment to Certificate of Incorporation Regarding Officer Exculpation Shareholder Proposal Regarding Non-Management Employee Representation on the Board Shareholder Proposal Regarding Report on Company Response to State Policies Regulating Abortion Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age Elect Jacqueline K. Barton	Proponent Management Shareholder Shareholder Shareholder Management	Management Decision For Against Against Against For	For For Against For For	Rationale We support employee representation in the board. SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companiess ESG efforts. SHP Remuneration - Vote For when the proposal requests an
Number 1 2 3 4 5 6	Proposal text Amendment to Certificate of Incorporation Regarding Officer Exculpation Shareholder Proposal Regarding Non-Management Employee Representation on the Board Shareholder Proposal Regarding Report on Company Response to State Policies Regulating Abortion Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age Elect Jacqueline K. Barton Elect Jeffrey A. Bluestone	Proponent Management Shareholder Shareholder Shareholder Management Management	Management Decision For Against Against Against For For	For Against For For For	Rationale We support employee representation in the board. SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companiess ESG efforts. SHP Remuneration - Vote For when the proposal requests an
Number 1 2 3 4 5 6 7	Proposal text Amendment to Certificate of Incorporation Regarding Officer Exculpation Shareholder Proposal Regarding Non-Management Employee Representation on the Board Shareholder Proposal Regarding Report on Company Response to State Policies Regulating Abortion Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age Elect Jacqueline K. Barton Elect Jeffrey A. Bluestone Elect Sandra J. Horning	Proponent Management Shareholder Shareholder Shareholder Management Management Management Management	Management Decision For Against Against Against For For For	For Against For For For For For For	Rationale We support employee representation in the board. SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companiess ESG efforts. SHP Remuneration - Vote For when the proposal requests an
Number 1 2 3 4 5 6 7 8	Proposal text Amendment to Certificate of Incorporation Regarding Officer Exculpation Shareholder Proposal Regarding Non-Management Employee Representation on the Board Shareholder Proposal Regarding Report on Company Response to State Policies Regulating Abortion Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age Elect Jacqueline K. Barton Elect Jeffrey A. Bluestone Elect Sandra J. Horning Elect Kelly A. Kramer	Proponent Management Shareholder Shareholder Shareholder Management Management Management Management Management Management	Management Decision For Against Against Against For For For For For For	For Against For For For For For For For For	Rationale We support employee representation in the board. SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companiess ESG efforts. SHP Remuneration - Vote For when the proposal requests an
Number 1 2 3 4 5 6 7 8 9	Proposal text Amendment to Certificate of Incorporation Regarding Officer Exculpation Shareholder Proposal Regarding Non-Management Employee Representation on the Board Shareholder Proposal Regarding Report on Company Response to State Policies Regulating Abortion Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age Elect Jacqueline K. Barton Elect Jeffrey A. Bluestone Elect Sandra J. Horning Elect Kelly A. Kramer Elect Ted W. Love	Proponent Management Shareholder Shareholder Management Management Management Management Management Management Management Management Management	Management Decision For Against Against Against For For For For For For For Fo	For Against For	Rationale We support employee representation in the board. SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companiess ESG efforts. SHP Remuneration - Vote For when the proposal requests an
Number 1 2 3 4 5 6 7 8 9 10	Proposal text Amendment to Certificate of Incorporation Regarding Officer Exculpation Shareholder Proposal Regarding Non-Management Employee Representation on the Board Shareholder Proposal Regarding Report on Company Response to State Policies Regulating Abortion Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age Elect Jacqueline K. Barton Elect Jeffrey A. Bluestone Elect Sandra J. Horning Elect Kelly A. Kramer Elect Ted W. Love Elect Harish Manwani	Proponent Management Shareholder Shareholder Shareholder Management	Management Decision For Against Against For For For For For For For For For Fo	For Against For	Rationale We support employee representation in the board. SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companiess ESG efforts. SHP Remuneration - Vote For when the proposal requests an
Number 1 2 3 4 5 6 7 8 9 10 11	Proposal text Amendment to Certificate of Incorporation Regarding Officer Exculpation Shareholder Proposal Regarding Non-Management Employee Representation on the Board Shareholder Proposal Regarding Report on Company Response to State Policies Regulating Abortion Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age Elect Jacqueline K. Barton Elect Jacqueline K. Bluestone Elect Sandra J. Horning Elect Kelly A. Kramer Elect Ted W. Love Elect Harish Manwani Elect Daniel P. O'Day	Proponent Management Shareholder Shareholder Shareholder Management	Management Decision For Against Against For For For For For For For Fo	For Against For	Rationale We support employee representation in the board. SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companiess ESG efforts. SHP Remuneration - Vote For when the proposal requests an
Number 1 2 3 4 5 6 7 8 9 10 11 12	Proposal text Amendment to Certificate of Incorporation Regarding Officer Exculpation Shareholder Proposal Regarding Non-Management Employee Representation on the Board Shareholder Proposal Regarding Report on Company Response to State Policies Regulating Abortion Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age Elect Jacqueline K. Barton Elect Jacqueline K. Barton Elect Sandra J. Horning Elect Sandra J. Horning Elect Candra J. Horning Elect Tad W. Love Elect Harish Manwani Elect Daniel P. O'Day Elect Javier J. Rodriguez	Proponent Management Shareholder Shareholder Shareholder Management	Management Decision For Against Against For For For For For For For For For Fo	For Against For	Rationale We support employee representation in the board. SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companiess ESG efforts. SHP Remuneration - Vote For when the proposal requests an improvement in the remuneration practices of the company. Board - Vote Against when the board repeatedly fails to implement
Number 1 2 3 4 5 6 7 8 9 10 11 12 13	Proposal text Amendment to Certificate of Incorporation Regarding Officer Exculpation Shareholder Proposal Regarding Non-Management Employee Representation on the Board Shareholder Proposal Regarding Report on Company Response to State Policies Regulating Abortion Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age Elect Jacqueline K. Barton Elect Jacqueline K. Barton Elect Sandra J. Horning Elect Kelly A. Kramer Elect Ted W. Love Elect Harish Manwani Elect Daniel P. O'Day Elect Javier J. Rodriguez Elect Anthony Welters	Proponent Management Shareholder Shareholder Shareholder Management	Management Decision For Against Against For For For For For For For Fo	For Against For For For For For For For For For Against	Rationale We support employee representation in the board. SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companiess ESG efforts. SHP Remuneration - Vote For when the proposal requests an improvement in the remuneration practices of the company. Board - Vote Against when the board repeatedly fails to implement
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14	Proposal text Amendment to Certificate of Incorporation Regarding Officer Exculpation Shareholder Proposal Regarding Non-Management Employee Representation on the Board Shareholder Proposal Regarding Report on Company Response to State Policies Regulating Abortion Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age Elect Jacqueline K. Barton Elect Jacqueline K. Barton Elect Sandra J. Horning Elect Sandra J. Horning Elect Kelly A. Kramer Elect Ted W. Love Elect Harish Manwani Elect Daniel P. O'Day Elect Javier J. Rodriguez Elect Anthony Welters Ratification of Auditor Advisory Vote on Executive Compensation	Proponent Management Shareholder Shareholder Shareholder Management	Management Decision For Against Against For For For For For For For Fo	For Against For	Rationale We support employee representation in the board. SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companiess ESG efforts. SHP Remuneration - Vote For when the proposal requests an improvement in the remuneration practices of the company. Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices. Remuneration - Fails the remuneration framework assessment on
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15	Proposal text Amendment to Certificate of Incorporation Regarding Officer Exculpation Shareholder Proposal Regarding Non-Management Employee Representation on the Board Shareholder Proposal Regarding Report on Company Response to State Policies Regulating Abortion Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age Elect Jacqueline K. Barton Elect Jacqueline K. Barton Elect Sandra J. Horning Elect Sandra J. Horning Elect Kelly A. Kramer Elect Ted W. Love Elect Harish Manwani Elect Daniel P. O'Day Elect Javier J. Rodriguez Elect Anthony Welters Ratification of Auditor Advisory Vote on Executive Compensation	Proponent Management Shareholder Shareholder Shareholder Management	Management Decision For Against Against For For For For For For For Fo	For Against For	Rationale We support employee representation in the board. SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companiess ESG efforts. SHP Remuneration - Vote For when the proposal requests an improvement in the remuneration practices of the company. Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices. Remuneration - Fails the remuneration framework assessment on Structure.
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15	Proposal text Amendment to Certificate of Incorporation Regarding Officer Exculpation Shareholder Proposal Regarding Non-Management Employee Representation on the Board Shareholder Proposal Regarding Report on Company Response to State Policies Regulating Abortion Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age Elect Jacqueline K. Barton Elect Jacqueline K. Barton Elect Sandra J. Horning Elect Sandra J. Horning Elect Kelly A. Kramer Elect Ted W. Love Elect Harish Manwani Elect Daniel P. O'Day Elect Javier J. Rodriguez Elect Anthony Welters Ratification of Auditor Advisory Vote on Executive Compensation	Proponent Management Shareholder Shareholder Shareholder Management	Management Decision For Against Against Against For For For For For For For Fo	Pecision For For Against For For For For For For For Against For Against Vote Decision	Rationale We support employee representation in the board. SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companiess ESG efforts. SHP Remuneration - Vote For when the proposal requests an improvement in the remuneration practices of the company. Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices. Remuneration - Fails the remuneration framework assessment on Structure. Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 GPT Gro Number 1	Proposal text Amendment to Certificate of Incorporation Regarding Officer Exculpation Shareholder Proposal Regarding Non-Management Employee Representation on the Board Shareholder Proposal Regarding Report on Company Response to State Policies Regulating Abortion Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age Elect Jacqueline K. Barton Elect Jacqueline K. Barton Elect Sandra J. Horning Elect Kelly A. Kramer Elect Ted W. Love Elect Harish Manwani Elect Daniel P. O'Day Elect Javier J. Rodriguez Elect Anthony Welters Ratification of Auditor Advisory Vote on Executive Compensation DUP Proposal text Re-elect Vickki McFadden	Proponent Management Shareholder Shareholder Shareholder Management	Management Decision For Against Against Against For For For For For For For Fo	Pecision For For Against For For For For For For For Against For Against Vote Decision For	Rationale We support employee representation in the board. SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companiess ESG efforts. SHP Remuneration - Vote For when the proposal requests an improvement in the remuneration practices of the company. Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices. Remuneration - Fails the remuneration framework assessment on Structure. Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 GPT Gro Number 1 2	Proposal text Amendment to Certificate of Incorporation Regarding Officer Exculpation Shareholder Proposal Regarding Non-Management Employee Representation on the Board Shareholder Proposal Regarding Report on Company Response to State Policies Regulating Abortion Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age Elect Jacqueline K. Barton Elect Jacqueline K. Barton Elect Sandra J. Horning Elect Kelly A. Kramer Elect Ted W. Love Elect Harish Manwani Elect Daniel P. O'Day Elect Javier J. Rodriguez Elect Anthony Welters Ratification of Auditor Advisory Vote on Executive Compensation DUP Proposal text Re-elect Vickki McFadden Elect Louise Mason	Proponent Management Shareholder Shareholder Shareholder Management	Management Decision For Against Against Against For For For For For For For Fo	Pecision For For Against For For For For For For For Against For Against Vote Decision	Rationale We support employee representation in the board. SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companiess ESG efforts. SHP Remuneration - Vote For when the proposal requests an improvement in the remuneration practices of the company. Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices. Remuneration - Fails the remuneration framework assessment on Structure. Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 GPT Gro Number 1 2 3	Proposal text Amendment to Certificate of Incorporation Regarding Officer Exculpation Shareholder Proposal Regarding Non-Management Employee Representation on the Board Shareholder Proposal Regarding Report on Company Response to State Policies Regulating Abortion Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age Elect Jacqueline K. Barton Elect Jacqueline K. Barton Elect Sandra J. Horning Elect Kelly A. Kramer Elect Ted W. Love Elect Harish Manwani Elect Daniel P. O'Day Elect Javier J. Rodriguez Elect Anthony Welters Ratification of Auditor Advisory Vote on Executive Compensation Oup Proposal text Re-elect Vickki McFadden Elect Louise Mason Remuneration Report	Proponent Management Shareholder Shareholder Shareholder Management	Management Decision For Against Against Against For For For For For For For Fo	Pecision For For Against For For For For For For Against For Against For Against For Against For Against	Rationale We support employee representation in the board. SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companiess ESG efforts. SHP Remuneration - Vote For when the proposal requests an improvement in the remuneration practices of the company. Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices. Remuneration - Fails the remuneration framework assessment on Structure. Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 GPT Gro Number 1 2	Proposal text Amendment to Certificate of Incorporation Regarding Officer Exculpation Shareholder Proposal Regarding Non-Management Employee Representation on the Board Shareholder Proposal Regarding Report on Company Response to State Policies Regulating Abortion Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age Elect Jacqueline K. Barton Elect Jacqueline K. Barton Elect Sandra J. Horning Elect Kelly A. Kramer Elect Ted W. Love Elect Harish Manwani Elect Daniel P. O'Day Elect Javier J. Rodriguez Elect Anthony Welters Ratification of Auditor Advisory Vote on Executive Compensation DUP Proposal text Re-elect Vickki McFadden Elect Louise Mason	Proponent Management Shareholder Shareholder Shareholder Management	Management Decision For Against Against Against For For For For For For For Fo	Pecision For For Against For For For For For For For Against For Against Vote Decision For For For For For	Rationale We support employee representation in the board. SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companiess ESG efforts. SHP Remuneration - Vote For when the proposal requests an improvement in the remuneration practices of the company. Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices. Remuneration - Fails the remuneration framework assessment on Structure. Meeting Type: Annual

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	
	Authorisation of Political Donations	<u>_</u>			
10		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	
		aayement		. 91	
Haleor	ı 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	
		<u>-</u>			
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	
Hann 9	Seng Bank Ltd.	Meeting Date	: 07.05.2024		Meeting Type: Annual
	-	-	Management	Vote	- ''
Number 1	Proposal text Accounts and Reports	Proponent Management	Decision For	Decision For	Rationale
2	Elect Irene LEE Yun Lien	Management		Against	Serves on too many boards
		-	For		Serves our too many modius
4	Increase in Directors' Fees Appointment of Auditor and Authority to Set Fees	Management Management	For	For Against	Audit/Financials - Vote Against when the allocation of fees paid to the
5	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	auditor is not in line with market best practice. Potential dilution exceeds recommended threshold; Issue price discoun
6	Authority to Repurchase Shares	Management	For	For	not disclosed
Rentok	il Initial plc	Meeting Date	: 07.05.2024		Meeting Type: Annual
	Proposal text	Proponent	Management	Vote	Rationale
1	Elect Sarosh Mistry	Management	Decision	Decision For	NACOPAL
-	Elect Sal Osh Mistry	management	1 01	1 01	EO

NumberProposal textProponentManagement DecisionVote DecisionRationale2Elect John PettigrewManagementForFor3Elect Andy RansomManagementForFor4Elect Richard SolomonsManagementForFor5Elect Cathy TurnerManagementForFor6Elect Linda YuehManagementForFor7Appointment of AuditorManagementForFor8Authority to Set Auditor's FeesManagementForFor9Authority to Issue Shares w/ Preemptive RightsManagementForFor10Authority to Issue Shares w/ Preemptive RightsManagementForFor	
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	
Blect Andy Ransom Management For For Elect Richard Solomons Management For For Elect Cathy Turner Management For For Elect Linda Yueh Management For For Appointment of Auditor Management For For Authority to Set Auditor's Fees Management For For Authority to Set Auditor's Management For For Authority to Set Auditor's Management For For Authority to Issue Shares w/ Preemptive Rights Management For For Authority to Issue Shares w/ Preemptive Rights Management For For	
4Elect Richard SolomonsManagementForFor5Elect Cathy TurnerManagementForFor6Elect Linda YuehManagementForFor7Appointment of AuditorManagementForFor8Authority to Set Auditor's FeesManagementForFor9Authorisation of Political DonationsManagementForFor10Authority to Issue Shares w/o Preemptive RightsManagementForFor11Authority to Issue Shares w/o Preemptive RightsManagementForFor	
5Elect Cathy TurnerManagementForFor6Elect Linda YuehManagementForFor7Appointment of AuditorManagementForFor8Authority to Set Auditor's FeesManagementForFor9Authorisation of Political DonationsManagementForFor10Authority to Issue Shares w/ Preemptive RightsManagementForFor11Authority to Issue Shares w/o Preemptive RightsManagementForFor	
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	
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	
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	
8Authority to Set Auditor's FeesManagementForFor9Authorisation of Political DonationsManagementForFor10Authority to Issue Shares w/ Preemptive RightsManagementForFor11Authority to Issue Shares w/o Preemptive RightsManagementForFor	
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	
10 Authority to Issue Shares w/ Preemptive Rights Management For For 11 Authority to Issue Shares w/o Preemptive Rights Management For For	
11 Authority to Issue Shares w/o Preemptive Rights Management For For	
Authority to Issue Shares w/o Preemptive Rights (Specified Management For For	
Capital Investment)	
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	
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 Proposal text Proponent Proposal text Rationale	
Number Proposal text Proponent Decision Proponent Rationale	
	st when the board fails to incorporate basic
considerations for	genaer 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	
3	
12 Advisory Vote on Executive Compensation Management For Against Remuneration - Vo	te Against when the company fails to align pay with
12 Advisory Vote on Executive Compensation Management For Against Remuneration - Volume Performance.	te Against when the company fails to align pay with
12 Advisory Vote on Executive Compensation Management For Against Remuneration - Vo	te Against when the company fails to align pay with
12 Advisory Vote on Executive Compensation Management For Against Remuneration - Volume 13 Ratification of Auditor Management For For	
12 Advisory Vote on Executive Compensation Management For Against Remuneration - Vote performance. 13 Ratification of Auditor Management For For Vonovia SE Meeting Date: 07.05.2024 Meeting Type:	
Advisory Vote on Executive Compensation Management For Against Remuneration - Volume 13 Ratification of Auditor Management For For	
12 Advisory Vote on Executive Compensation Management For Against Remuneration - Vote performance. 13 Ratification of Auditor Management For For Vonovia SE Meeting Date: 07.05.2024 Meeting Type: Number Proposal text Proponent Management Decision Rationale	
12 Advisory Vote on Executive Compensation Management For Against Remuneration - Vote performance. 13 Ratification of Auditor Management For For Vonovia SE Meeting Date: 07.05.2024 Meeting Type: Number Proposal text Proponent Management Decision Rationale 1 Allocation of Dividends Management For For	
12 Advisory Vote on Executive Compensation Management For Against Remuneration - Vote performance. 13 Ratification of Auditor Management For For Vonovia SE Meeting Date: 07.05.2024 Meeting Type: Number Proposal text Proponent Management Decision Rationale 1 Allocation of Dividends Management For For 2 Ratification of Management Board Acts Management For For	
12 Advisory Vote on Executive Compensation Management For Against Remuneration - Vote performance. 13 Ratification of Auditor Management For For Vonovia SE Meeting Date: 07.05.2024 Meeting Type: Number Proposal text Proponent Management 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	
Advisory Vote on Executive Compensation Management For Against Remuneration - Vorperformance. Management For For Wonovia SE Meeting Date: 07.05.2024 Meeting Type: Number Proposal text Proponent Management For For Against Remuneration - Vorperformance. Meeting Type: Management Decision Rationale Allocation of Dividends Management For For Ratification of Management Board Acts Management For For Ratification of Supervisory Board Acts Management For For Against Remuneration - Vorperformance.	
Advisory Vote on Executive Compensation Management For Against Remuneration - Vor performance. Management For For Wonovia SE Meeting Date: 07.05.2024 Meeting Type: Number Proposal text Proponent Management Decision Rationale Allocation of Dividends Management For Ratification of Management Board Acts Management Management For For Ratification of Supervisory Board Acts Management Appointment of Auditor Management Managem	Annual
Advisory Vote on Executive Compensation Management For Against Remuneration - Vor performance. Management For For Wonovia SE Meeting Date: 07.05.2024 Meeting Type: Number Proposal text Proponent Management Decision Management For For Against Remuneration - Vor performance. Meeting Type: Management Decision Rationale Allocation of Dividends Management For Ratification of Management Board Acts Management Management For For Against Remuneration - Vor performance. Meeting Type: Management For For For	Annual
Advisory Vote on Executive Compensation Management For Against Remuneration - Vorperformance. Management For For Wonovia SE Meeting Date: 07.05.2024 Meeting Type: Number Proposal text Proponent Management For For Against Remuneration - Vorperformance. Meeting Type: Management Decision Rationale Allocation of Dividends Management For For Ratification of Management Board Acts Management For For Ratification of Supervisory Board Acts Management For For Against Remuneration - Vorperformance. Meeting Type: Management For For For Rationale	Annual
Advisory Vote on Executive Compensation Management For Against Remuneration - Vote performance. Management For Remuneration - Vote performance. Meeting Date: 07.05.2024 Meeting Type: Number Proposal text Proponent Management Decision Proposal text Proponent Management Decision Rationale Allocation of Dividends Management For Ratification of Management Board Acts Management Management For Ror Ratification of Supervisory Board Acts Management	Annual ding LTI grants
Advisory Vote on Executive Compensation Management For Against Remuneration - Vor performance. Management For For Wonovia SE Meeting Date: 07.05.2024 Meeting Type: Number Proposal text Proponent Management Decision Management For For Against Remuneration - Vor performance. For For Meeting Type: Management Decision Rationale Rationale Allocation of Dividends Management For Ratification of Management Board Acts Management For Ratification of Supervisory Board Acts Management For Against Change to outstand Management For Against Change to outstand	Annual ding LTI grants
Advisory Vote on Executive Compensation Management For Against Remuneration - Vote Pationale Remuneration - Vote Proposal text Management For For Meeting Date: 07.05.2024 Meeting Type: Management Proposal text Proponent Management Decision Decision Proposal text Proponent Proposal text Proponent Proposal text Proponent Proposal text Proposent For For Ratification of Dividends Management For For Ratification of Supervisory Board Acts Management For For Appointment of Auditor Management For For Management For For Management For For Elect Birgit M. Bohle Meeting Date: 07.05.2024 Meeting Type: Number Proposal text Management Vote Pationale	Annual ding LTI grants
Advisory Vote on Executive Compensation Management For Against Remuneration - Vote performance. Management For For Meeting Date: 07.05.2024 Meeting Type: Number Proposal text Proponent Management For For Against Remuneration - Vote performance. Meeting Type: Number Proposal text Proponent Management Decision Decision Pocision Pocision Management For For Ratification of Dividends Management For For Ratification of Supervisory Board Acts Management For For Appointment of Auditor Management For For	Annual ding LTI grants
Advisory Vote on Executive Compensation Management For Against Remuneration - Vote performance. Management For For Meeting Date: 07.05.2024 Meeting Type: Number Proposal text Proponent Management Decision Decision Decision Allocation of Dividends Management For For Rationale Management For For Rationale Management For For Rationale Management For For Rationale Management For For Meeting Type:	Annual ding LTI grants
Advisory Vote on Executive Compensation Management For Against Remuneration - Vote performance. Management For For Meeting Date: 07.05.2024 Meeting Type: Number Proposal text Proponent Management Decision Decision Decision Pationale Allocation of Dividends Management For For Ratification of Management Board Acts Management For For Ratification of Supervisory Board Acts Management For For Against Remuneration - Vote performance. Meeting Type: Meeting Type: Meeting Type: Management For For For For Management For Against Change to outstan Meeting Date: 07.05.2024 Meeting Type: Mumber Proposal text Meeting Type:	Annual ding LTI grants
Advisory Vote on Executive Compensation Management For Against Remuneration - Vorgerformance. Management For For Wonovia SE Meeting Date: 07.05.2024 Meeting Type: Number Proposal text Proponent Management For For Advisory Vote Decision Retionale Management For For Against Remuneration - Vorgerformance. Meeting Type: Management Proposal text Proponent Management Decision Pecision Retionale Management For For Against Change to outstan For For Management For For Meeting Date: 07.05.2024 Meeting Type: Meeting Type: Number Proposal text Proponent Management Decision Por Management For For Meeting Type: Management For For Management Proposal text Proponent Proposal text Proponent Management Proposal text Proponent Management Proposal text Proponent Management Proposal text Proponent Proposal text Proposal text Proponent Proposal text Proposal text Proponent Proposal text Proposal text Proposal text Proposal text Proposal text Proposal text Proposa	Annual ding LTI grants
Advisory Vote on Executive Compensation Management For Against Remuneration - Vorperformance. Management For For Wonovia SE Meeting Date: 07.05.2024 Meeting Type: Number Proposal text Proponent Management For For Advisory Vote Decision Rationale Management For For Rationale Management For For Rationale Management For For Meeting Type: Wolters Kluwers NV Meeting Date: 07.05.2024 Meeting Type: Meeting Type: Meeting Type: Meeting Type: Management For For Against Change to outstan Meeting Type: Meeting Type: Meeting Type: Meeting Type: Meeting Type: Management For For Accounts and Reports Management For For Adainagement For For	Annual ding LTI grants
Advisory Vote on Executive Compensation Management For Against Remuneration - Vor performance. Management For For Wonovia SE Meeting Date: 07.05.2024 Meeting Type: Number Proposal text Proponent Management For For Adainst Meeting Type: Number Proposal text Proponent Management Decision Management For For Rationale Ratification of Dividends Management For For Ratification of Supervisory Board Acts Management For For Appointment of Auditor Management For For Against Change to outstan Meeting Type: Wolters Kluwers NV Meeting Date: 07.05.2024 Meeting Type: Management Proposal text Proponent Management Management Por For Management Proposal text Proponent Management Por For Adainst Meeting Type: Meeting Type: Meeting Type: Meeting Type: Meeting Type: Management Proposal text Meeting Type: Management Proposal text Proponent Management Por For Adainst Management Por For Adainst Management Por For Adainst Meeting Type: Management Por For Adainst Meeting Type: Meeting Type: Management Proposal text Meeting Type: Management Por For Adainst Management Por For Adainst Management Por For Adainst Meeting Type:	Annual ding LTI grants
Advisory Vote on Executive Compensation Management For Against Remuneration - Vorperformance. Management For For Wonovia SE Meeting Date: 07.05.2024 Meeting Type: Number Proposal text Proponent Management For For Advisory Vote Decision Decision Decision Rationale Allocation of Dividends Management For For Ratification of Supervisory Board Acts Management For For Appointment of Auditor Management For For Remuneration Report Management For For Against Change to outstan Management For For Wolters Kluwers NV Meeting Date: 07.05.2024 Meeting Type: Management For For Accounts and Reports Management For For Adainagement For For Accounts and Reports Management For For Adainagement For For	Annual ding LTI grants
Advisory Vote on Executive Compensation Management For Against Remuneration - Voperformance. Management For For Wonovia SE Meeting Date: 07.05.2024 Meeting Type: Number Proposal text Proponent Decision Decision Decision Advisory Orden Decision Management For For Against Remuneration Report Management For For Against Meeting Type: Meeting Type: Management For For Advisory Orden Decision Management For For Against Change to outstan Management For For Accounts and Reports Management For For Accounts and Reports Management For For Against Change to outstan Meeting Type: Management For For Management For For Accounts and Reports Management For For Accounts and Reports Management For For Accounts and Reports Management For For Against Change to outstan Management For For For Accounts and Reports Management For For For Accounts and Reports Management For For For Against Change Type: Meeting Type:	Annual ding LTI grants
Advisory Vote on Executive Compensation Management For Against Remuneration - Voeperformance. Management For For Wonovia SE Meeting Date: 07.05.2024 Meeting Type: Number Proposal text Proponent Decision Decision Decision Decision Nanagement For For Ratification of Dividends Management For For Ratification of Management Board Acts Management For For Ratification of Supervisory Board Acts Management For For Management For Against Change to outstan Meeting Type: Wolters Kluwers NV Meeting Date: 07.05.2024 Meeting Type: Management For For Accounts and Reports Management For For Accounts and Reports Management For For Management For For Accounts and Reports Management For For Elect Jack P. de Kreij to the Supervisory Board Management For For Elect Jack P. de Kreij to the Supervisory Board Management For For Elect Jack P. de Kreij to the Supervisory Board Management For For	Annual ding LTI grants
Advisory Vote on Executive Compensation Management For Against Remuneration - Voperformance. Management For For Wonovia SE Meeting Date: 07.05.2024 Meeting Type: Number Proposal text Proponent Decision Decision Decision Advisory Orden Decision Management For For Against Remuneration Report Management For For Against Meeting Type: Meeting Type: Management For For Advisory Orden Decision Management For For Against Change to outstan Management For For Accounts and Reports Management For For Accounts and Reports Management For For Against Change to outstan Meeting Type: Management For For Management For For Accounts and Reports Management For For Accounts and Reports Management For For Accounts and Reports Management For For Against Change to outstan Management For For For Accounts and Reports Management For For For Accounts and Reports Management For For For Against Change Type: Meeting Type:	Annual ding LTI grants
Advisory Vote on Executive Compensation Management For Against Remuneration - Voperformance. Management For For Wonovia SE Meeting Date: 07.05.2024 Meeting Type: Number Proposal text Proponent Decision Decision Decision Advisory Order Decision Management For For Against Remuneration Report Management For For Against Change to outstan Report For For Management For Against Change to outstan Meeting Type: Wolters Kluwers NV Meeting Date: 07.05.2024 Meeting Type: Management For For Elect David W. Sides to the Supervisory Board Acts Management For For Elect David W. Sides to the Supervisory Board Management For For Elect Jack P. de Kreij to the Supervisory Board Management For For	Annual ding LTI grants
Advisory Vote on Executive Compensation Management For Against Remuneration - Voperformance. Management For For Meeting Date: 07.05.2024 Meeting Type: Number Proposal text Proponent Management For For Allocation of Dividends Ratification of Management Board Acts Management For For Ratification of Supervisory Board Acts Management For For Against Change to outstan For Management For For Meeting Date: 07.05.2024 Meeting Type: Wolters Kluwers NV Meeting Date: 07.05.2024 Meeting Type: Management For For Accounts and Reports Management For For Elect Dack P. de Kreij to the Supervisory Board Management For For For Elect Jack P. de Kreij to the Supervisory Board Management For For Elect Sophie V. Vandebroek to the Supervisory Board Management For For Elect Sophie V. Vandebroek to the Supervisory Board Management For For	Annual ding LTI grants
Advisory Vote on Executive Compensation Management For Against Remuneration - Voperformance. Management For For Management For For Vonovia SE Meeting Date: 07.05.2024 Meeting Type: Number Proposal text Proponent Management Decision Decision Decision Decision Against Remuneration - Voperformance. Rationale Rationale Rationale Proponent Decision Decision Rationale Rationale Decision of Dividends Management For For Ratification of Management Board Acts Management For For Ratification of Supervisory Board Acts Management For For Management For For Management For For Remuneration Report Management For For Elect Birgit M. Bohle Management For For Meeting Date: 07.05.2024 Meeting Type: Wolters Kluwers NV Meeting Date: 07.05.2024 Meeting Type: Management For For Against Change to outstan For For Wolters I Management For For Management For For Against Change to outstan For For Wolters Kluwers NV Meeting Date: 07.05.2024 Meeting Type: Management For For Accounts and Reports Management For For Accounts and Reports Management For For Allocation of Dividends Management For For Ratification of Management Board Acts Management For For Ratification of Supervisory Board Acts Management For For Elect David W. Sides to the Supervisory Board Management For For Elect Sophie V. Vandebroek to the Supervisory Board Management For For Elect Jack P. de Kreij to the Supervisory Board Management For For Supervisory Board Remuneration Policy Management For For	Annual ding LTI grants
Advisory Vote on Executive Compensation Management For Against Remuneration - Voperformance. Management For For Management For For Vonovia SE Meeting Date: O7.05.2024 Meeting Type: Number Proposal text Proponent Management For For Against Remuneration Policy Management For For Against Remuneration Policy Management For For Against Remuneration Policy Management For For Against Change to outstan Report Management For For Manage	Annual ding LTI grants
Remuneration - Voperformance. Number Proposal text Prop	Annual ding LTI grants
Remuneration - Voperformance. Advisory Vote on Executive Compensation Management For For For Wonovia SE Meeting Date: O7.05.2024 Meeting Type: Number Proposal text Proponent Against Proposal text Proponent Against Management For For Against Remuneration - Voperformance. Rationale Rationale Proponent Management For For Against Meeting Type: Meeting Typ	Annual ding LTI grants
Advisory Vote on Executive Compensation Management For Against Remuneration - Voperformance. Management For For Wonovia SE Meeting Date: 07.05.2024 Meeting Type: Number Proposal text Proponent Management Decision Decision Decision Rationale Allocation of Dividends Ratification of Management Board Acts Management For For Ratification of Supervisory Board Acts Management For For Remuneration Report Management For For Remuneration Report Management For For Elect Birgit M. Bohle Wolters Kluwers NV Meeting Date: 07.05.2024 Meeting Type: Management For For Ratification of Dividends Management For For Against Change to outstan Proposal text Proponent Management For For Meeting Date: 07.05.2024 Meeting Type: Meeting Type: Accounts and Report Management For For Accounts and Reports Management For For Elect Accounts and Supervisory Board Acts Management For For Elect David W. Sides to the Supervisory Board Management For For Elect David W. Sides to the Supervisory Board Management For For Elect Sophie V. Vandebroek to the Supervisory Board Management For For Supervisory Board Remuneration Policy Management For For Supervisory Board Remuneration Policy Management For For Authority to Suppress Preemptive Rights Management For For Authority to Suppress Preemptive Rights Management For For	Annual ding LTI grants

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 Whitbread	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	
Zhejiar	ng 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 Ca	apital Group Ltd	Meeting Date	e: 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	related party transactions.
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	
Avanto	-		e: 08.05.2024		Meeting Type: Annual
		_	Management	Vote	
	Proposal text Ratification of Auditor	Proponent	Decision	Decision	Rationale
2	Advisory Vote on Executive Compensation	Management Management	For	For Against	Remuneration - Vote Against when sign-on packages are awarded that
3	Elect Gregory L. Summe	Management	For	Against	exceed market best practice Board - Vote Against when the board fails to incorporate basic
	Amendment Regarding Officer Exculpation	Management	For	For	considerations for gender diversity.

Number	Drongsal tout	Drananant	Management	Vote	Pationale
Number	Proposal text	Proponent	Decision	Decision	Rationale Board - Vote Against when the board repeatedly shows unwillingness to
5	Elect Michael Severino	Management	For	Against	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	
12	Elect 503Epil Massaro	Management	101	101	
CME G	oup 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	
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	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
7	Elect Bryan T. Durkin	Management	For	For	acceptable (entaileration practices)
8	Elect Harold Ford, Jr.	Management	For	For	
9		-		For	
	Elect Martin J. Gepsman	Management	For		
10	Elect Daniel G. Kaye	Management	For	For	
11	Elect Phyllis M. Lockett	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
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	
18	Ratification of Auditor	Management	For	For	
10			101		Remuneration - Vote Against when the remuneration assessment
19	Advisory Vote on Executive Compensation	Management	For	Against	
				Agamst	framework shows a lack of adequate structure.
Discove	er Financial Services	Meeting Date:		Agumst	Meeting Type: Annual
	er Financial Services Proposal text	Meeting Date:		Vote Decision	·
		-	08.05.2024 Management	Vote	Meeting Type: Annual
Number	Proposal text Elect J. Michael Shepherd	Proponent Management	08.05.2024 Management Decision	Vote Decision	Meeting Type: Annual
Number 1 2	Proposal text Elect J. Michael Shepherd Elect Beverley A. Sibblies	Proponent Management Management	08.05.2024 Management Decision For For	Vote Decision For For	Meeting Type: Annual
Number 1 2 3	Proposal text Elect J. Michael Shepherd Elect Beverley A. Sibblies Elect Jennifer L. Wong	Proponent Management Management Management	08.05.2024 Management Decision For For For	Vote Decision For For	Meeting Type: Annual
Number 1 2 3 4	Proposal text Elect J. Michael Shepherd Elect Beverley A. Sibblies Elect Jennifer L. Wong Advisory Vote on Executive Compensation	Proponent Management Management Management Management Management	Management Decision For For For For For	Vote Decision For For For	Meeting Type: Annual
Number 1 2 3 4 5	Proposal text Elect J. Michael Shepherd Elect Beverley A. Sibblies Elect Jennifer L. Wong Advisory Vote on Executive Compensation Elect Candace H. Duncan	Proponent Management Management Management Management Management Management	Management Decision For For For For For For For For	Vote Decision For For For For	Meeting Type: Annual
Number 1 2 3 4 5	Proposal text Elect J. Michael Shepherd Elect Beverley A. Sibblies Elect Jennifer L. Wong Advisory Vote on Executive Compensation Elect Candace H. Duncan Elect Joseph F. Eazor	Proponent Management Management Management Management Management Management	Management Decision For For For For For For For F	Vote Decision For For For For For	Meeting Type: Annual
Number 1 2 3 4 5 6 7	Proposal text Elect J. Michael Shepherd Elect Beverley A. Sibblies Elect Jennifer L. Wong Advisory Vote on Executive Compensation Elect Candace H. Duncan Elect Joseph F. Eazor Elect Kathy L. Lonowski	Proponent Management Management Management Management Management Management Management Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For	Meeting Type: Annual
Number 1 2 3 4 5 6 7 8	Proposal text Elect J. Michael Shepherd Elect Beverley A. Sibblies Elect Jennifer L. Wong Advisory Vote on Executive Compensation Elect Candace H. Duncan Elect Joseph F. Eazor Elect Kathy L. Lonowski Elect Thomas G. Maheras	Proponent Management Management Management Management Management Management Management Management Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For	Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9	Proposal text Elect J. Michael Shepherd Elect Beverley A. Sibblies Elect Jennifer L. Wong Advisory Vote on Executive Compensation Elect Candace H. Duncan Elect Joseph F. Eazor Elect Kathy L. Lonowski Elect Thomas G. Maheras Elect Daniela O'Leary-Gill	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For	Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10	Proposal text Elect J. Michael Shepherd Elect Beverley A. Sibblies Elect Jennifer L. Wong Advisory Vote on Executive Compensation Elect Candace H. Duncan Elect Joseph F. Eazor Elect Kathy L. Lonowski Elect Thomas G. Maheras Elect Daniela O'Leary-Gill Elect John B. Owen	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9	Proposal text Elect J. Michael Shepherd Elect Beverley A. Sibblies Elect Jennifer L. Wong Advisory Vote on Executive Compensation Elect Candace H. Duncan Elect Joseph F. Eazor Elect Kathy L. Lonowski Elect Thomas G. Maheras Elect Daniela O'Leary-Gill	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For	Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10	Proposal text Elect J. Michael Shepherd Elect Beverley A. Sibblies Elect Jennifer L. Wong Advisory Vote on Executive Compensation Elect Candace H. Duncan Elect Joseph F. Eazor Elect Kathy L. Lonowski Elect Thomas G. Maheras Elect Daniela O'Leary-Gill Elect John B. Owen	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11	Proposal text Elect J. Michael Shepherd Elect Beverley A. Sibblies Elect Jennifer L. Wong Advisory Vote on Executive Compensation Elect Candace H. Duncan Elect Joseph F. Eazor Elect Kathy L. Lonowski Elect Thomas G. Maheras Elect Daniela O'Leary-Gill Elect John B. Owen Elect David L. Rawlinson II	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual Rationale
Number 1 2 3 4 5 6 7 8 9 10 11 12 13	Proposal text Elect J. Michael Shepherd Elect Beverley A. Sibblies Elect Jennifer L. Wong Advisory Vote on Executive Compensation Elect Candace H. Duncan Elect Joseph F. Eazor Elect Kathy L. Lonowski Elect Thomas G. Maheras Elect Daniela O'teary-Gill Elect John B. Owen Elect David L. Rawlinson II Elect Michael G. Rhodes	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual Rationale
Number 1 2 3 4 5 6 7 8 9 10 11 12 13	Proposal text Elect J. Michael Shepherd Elect Beverley A. Sibblies Elect Jennifer L. Wong Advisory Vote on Executive Compensation Elect Candace H. Duncan Elect Joseph F. Eazor Elect Kathy L. Lonowski Elect Thomas G. Maheras Elect Daniela O'Leary-Gill Elect John B. Owen Elect David L. Rawlinson II Elect Michael G. Rhodes Ratification of Auditor	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For	Meeting Type: Annual Rationale Proposal withdrawn
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 LPL Fin	Proposal text Elect J. Michael Shepherd Elect Beverley A. Sibblies Elect Jennifer L. Wong Advisory Vote on Executive Compensation Elect Candace H. Duncan Elect Joseph F. Eazor Elect Kathy L. Lonowski Elect Thomas G. Maheras Elect Daniela O'Leary-Gill Elect John B. Owen Elect David L. Rawlinson II Elect Michael G. Rhodes Ratification of Auditor Ancial Holdings Inc	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For	Meeting Type: Annual Rationale Proposal withdrawn Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 LPL Fin Number 1	Proposal text Elect J. Michael Shepherd Elect Beverley A. Sibblies Elect Jennifer L. Wong Advisory Vote on Executive Compensation Elect Candace H. Duncan Elect Joseph F. Eazor Elect Kathy L. Lonowski Elect Thomas G. Maheras Elect Daniela O'Leary-Gill Elect John B. Owen Elect David L. Rawlinson II Elect Michael G. Rhodes Ratification of Auditor Ancial Holdings Inc Proposal text Elect Dan H. Arnold	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual Rationale Proposal withdrawn Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 LPL Fin Number 1 2	Proposal text Elect J. Michael Shepherd Elect Beverley A. Sibblies Elect Jennifer L. Wong Advisory Vote on Executive Compensation Elect Candace H. Duncan Elect Joseph F. Eazor Elect Kathy L. Lonowski Elect Thomas G. Maheras Elect Daniela O'Leary-Gill Elect John B. Owen Elect David L. Rawlinson II Elect Michael G. Rhodes Ratification of Auditor Proposal text Elect Dan H. Arnold Elect Edward C. Bernard	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual Rationale Proposal withdrawn Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 LPL Fin Number 1 2 3	Proposal text Elect J. Michael Shepherd Elect Beverley A. Sibblies Elect Jennifer L. Wong Advisory Vote on Executive Compensation Elect Candace H. Duncan Elect Joseph F. Eazor Elect Kathy L. Lonowski Elect Thomas G. Maheras Elect Daniela O'Leary-Gill Elect John B. Owen Elect David L. Rawlinson II Elect Michael G. Rhodes Ratification of Auditor ancial Holdings Inc Proposal text Elect Dan H. Arnold Elect Edward C. Bernard Elect H. Paulett Eberhart	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For	Meeting Type: Annual Rationale Proposal withdrawn Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 LPL Fin Number 1 2 3 4	Proposal text Elect J. Michael Shepherd Elect Beverley A. Sibblies Elect Jennifer L. Wong Advisory Vote on Executive Compensation Elect Candace H. Duncan Elect Joseph F. Eazor Elect Kathy L. Lonowski Elect Thomas G. Maheras Elect Daniela O'Leary-Gill Elect John B. Owen Elect David L. Rawlinson II Elect Michael G. Rhodes Ratification of Auditor ancial Holdings Inc Proposal text Elect Dan H. Arnold Elect Edward C. Bernard Elect H. Paulett Eberhart Elect William F. Glavin, Jr.	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual Rationale Proposal withdrawn Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 LPL Fin Number 1 2 3	Proposal text Elect J. Michael Shepherd Elect Beverley A. Sibblies Elect Jennifer L. Wong Advisory Vote on Executive Compensation Elect Candace H. Duncan Elect Joseph F. Eazor Elect Kathy L. Lonowski Elect Thomas G. Maheras Elect Daniela O'Leary-Gill Elect John B. Owen Elect David L. Rawlinson II Elect Michael G. Rhodes Ratification of Auditor ancial Holdings Inc Proposal text Elect Dan H. Arnold Elect Edward C. Bernard Elect H. Paulett Eberhart	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For	Meeting Type: Annual Rationale Proposal withdrawn Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 LPL Fin Number 1 2 3 4	Proposal text Elect J. Michael Shepherd Elect Beverley A. Sibblies Elect Jennifer L. Wong Advisory Vote on Executive Compensation Elect Candace H. Duncan Elect Joseph F. Eazor Elect Kathy L. Lonowski Elect Thomas G. Maheras Elect Daniela O'Leary-Gill Elect John B. Owen Elect David L. Rawlinson II Elect Michael G. Rhodes Ratification of Auditor ancial Holdings Inc Proposal text Elect Dan H. Arnold Elect Edward C. Bernard Elect H. Paulett Eberhart Elect William F. Glavin, Jr.	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual Rationale Proposal withdrawn Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 LPL Fin Number 1 2 3 4 5	Proposal text Elect J. Michael Shepherd Elect Beverley A. Sibblies Elect Jennifer L. Wong Advisory Vote on Executive Compensation Elect Candace H. Duncan Elect Joseph F. Eazor Elect Kathy L. Lonowski Elect Thomas G. Maheras Elect Daniela O'Leary-Gill Elect John B. Owen Elect David L. Rawlinson II Elect Michael G. Rhodes Ratification of Auditor ancial Holdings Inc Proposal text Elect Dan H. Arnold Elect Edward C. Bernard Elect H. Paulett Eberhart Elect William F. Glavin, Jr. Elect Albert J. Ko	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual Rationale Proposal withdrawn Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 LPL Fin Number 1 2 3 4 5 6	Proposal text Elect J. Michael Shepherd Elect Beverley A. Sibblies Elect Jennifer L. Wong Advisory Vote on Executive Compensation Elect Candace H. Duncan Elect Joseph F. Eazor Elect Kathy L. Lonowski Elect Thomas G. Maheras Elect Daniela O'Leary-Gill Elect John B. Owen Elect David L. Rawlinson II Elect Michael G. Rhodes Ratification of Auditor ancial Holdings Inc Proposal text Elect Dan H. Arnold Elect Edward C. Bernard Elect H. Paulett Eberhart Elect William F. Glavin, Jr. Elect Allison H. Mnookin	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For	Meeting Type: Annual Rationale Proposal withdrawn Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 LPL Fin. Number 1 2 3 4 5 6 7	Proposal text Elect J. Michael Shepherd Elect Beverley A. Sibblies Elect Jennifer L. Wong Advisory Vote on Executive Compensation Elect Candace H. Duncan Elect Joseph F. Eazor Elect Kathy L. Lonowski Elect Thomas G. Maheras Elect Daniela O'Leary-Gill Elect John B. Owen Elect David L. Rawlinson II Elect Michael G. Rhodes Ratification of Auditor ancial Holdings Inc Proposal text Elect Dan H. Arnold Elect Edward C. Bernard Elect H. Paulett Eberhart Elect William F. Glavin, Jr. Elect Allison H. Mnookin Elect Anne M. Mulcahy	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For	Meeting Type: Annual Rationale Proposal withdrawn Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 LPL Fin 1 2 3 4 5 6 7 8 9 1 9 1 9 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Proposal text Elect J. Michael Shepherd Elect Beverley A. Sibblies Elect Jennifer L. Wong Advisory Vote on Executive Compensation Elect Candace H. Duncan Elect Joseph F. Eazor Elect Kathy L. Lonowski Elect Thomas G. Maheras Elect Daniela O'Leary-Gill Elect John B. Owen Elect David L. Rawlinson II Elect Michael G. Rhodes Ratification of Auditor ancial Holdings Inc Proposal text Elect Dan H. Arnold Elect Edward C. Bernard Elect H. Paulett Eberhart Elect William F. Glavin, Jr. Elect Allison H. Mnookin Elect Anne M. Mulcahy Elect James S. Putnam Elect Richard P. Schifter	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual Rationale Proposal withdrawn Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 LPL Fin 1 2 3 4 5 6 7 8 9 10 11 10 11	Proposal text Elect J. Michael Shepherd Elect Beverley A. Sibblies Elect Jennifer L. Wong Advisory Vote on Executive Compensation Elect Candace H. Duncan Elect Joseph F. Eazor Elect Kathy L. Lonowski Elect Thomas G. Maheras Elect Daniela O'Leary-Gill Elect John B. Owen Elect David L. Rawlinson II Elect Michael G. Rhodes Ratification of Auditor ancial Holdings Inc Proposal text Elect Dan H. Arnold Elect Edward C. Bernard Elect H. Paulett Eberhart Elect William F. Glavin, Jr. Elect Allison H. Mnookin Elect Anne M. Mulcahy Elect James S. Putnam Elect Richard P. Schifter Elect Corey E. Thomas	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual Rationale Proposal withdrawn Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 LPL Fin 1 2 3 4 5 6 7 8 9 1 9 1 9 1 1 1 1 1 1 1 1 1 1 1 1 1 1	Proposal text Elect J. Michael Shepherd Elect Beverley A. Sibblies Elect Jennifer L. Wong Advisory Vote on Executive Compensation Elect Candace H. Duncan Elect Joseph F. Eazor Elect Kathy L. Lonowski Elect Thomas G. Maheras Elect Daniela O'Leary-Gill Elect John B. Owen Elect David L. Rawlinson II Elect Michael G. Rhodes Ratification of Auditor ancial Holdings Inc Proposal text Elect Dan H. Arnold Elect Edward C. Bernard Elect H. Paulett Eberhart Elect William F. Glavin, Jr. Elect Allison H. Mnookin Elect Anne M. Mulcahy Elect James S. Putnam Elect Richard P. Schifter	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual Rationale Proposal withdrawn Meeting Type: Annual

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 Leagh 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	Southorn Corn	Meeting Date:	00 05 2024		Meeting Type: Annual
	s Southern Corp.		Management	Vote	- · · ·
Number	Proposal text	Proponent	Decision	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	
•		aagement			

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	
14	Shareholder Proposal Regarding Disclosure of Financed	Management	101	101	SHP Environment - Vote For when proposal requests sustainability or
15	Emissions	Shareholder	Against	For	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.
Prolog	is Inc	Meeting Date	: 08.05.2024		Meeting Type: Annual
Number	Proposal text	Proponent	Management	Vote	Rationale
	<u> </u>	·	Decision	Decision	Board - Vote Against when the board fails to incorporate basic
2	Elect Lydia H. Kennard Elect Irving F. Lyons, III	Management Management	For	Against For	considerations for gender diversity.
3	Elect Guy Metcalfe		For	For	
		Management			
4	Elect Avid Modjtabai	Management	For	For	
5	Elect Hamid R. Moghadam	Management	For	For	
6	Elect Cristina G. Bita	Management	For	For	
7	Elect James B. Connor Elect George L. Fotiades	Management Management	For	For Against	Board - Vote Against when the board repeatedly fails to implement
	-	-	101		acceptable remuneration practices.
9	Elect Carl B. Webb	Management	For	For	Remuneration - Vote Against when substantial one-off payments are
10	Advisory Vote on Executive Compensation	Management	For	Against	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	
Stante	c Inc	Meeting Date	. 08 02 2024		Meeting Type: Annual
			Management	Vote	
Number	Proposal text	Proponent	Decision	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 Lif	e Financial, Inc.	Meeting Date	: 08.05.2024		Meeting Type: Annual
	Proposal text	Proponent	Management	Vote	Rationale
1	Elect Stephanie L. Coyles	Management	Decision For	Decision 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 Mallovy 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	

	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Appointment of Auditor	Management	For	For	
	Advisory Vote on Executive Compensation	Management	For	For	
	Elect Deepak Chopra	Management	For	For	
elus C	orp.	Meeting Date: 08.05.2024			Meeting Type: Annual
lumber	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Amendment to the Deferred Share Unit Plan	Management	For	For	
	Elect Raymond T. Chan	Management	For	For	
	Elect Hazel Claxton	Management	For	For	
	Elect Lisa de Wilde	Management	For	For	
	Elect Victor G. Dodig			For	
		Management	For		
	Elect Darren Entwistle	Management	For	For	
	Elect Martha Hall Findlay	Management	For	For	
	Elect Thomas E. Flynn	Management	For	For	
	Elect Mary Jo Haddad	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
)	Elect Christine Magee	Management	For	For	acceptable remaineration practices.
	Elect John P. Manley	Management	For	For	
	Elect David Mowat	Management	For	For	
	Elect Marc Parent	Management	For	For	
	Elect Denise Pickett	Management	For	For	
	Elect W. Sean Willy	Management	For	For	
6	Appointment of Auditor and Authority to Set Fees	Management	For	For	
7	Advisory Vote on Executive Compensation	Management	For	Against	Pay for performance disconnect; Remuneration - Vote Against whe disclosure on remuneration practices is insufficient and there are concerns of board accountability.
ractor	Supply Co.	Meeting Date: 08.05.2024			Meeting Type: Annual
lumber	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Elect Joy Brown	Management	For	For	
	Elect Ricardo Cardenas	Management	For	For	
	Elect Meg Ham	Management	For	For	
	Elect André J. Hawaux	Management	For	For	
	Elect Denise L. Jackson	Management	For	For	
	Elect Ramkumar Krishnan	Management	For	For	
	Elect Edna K. Morris				
		Management	For	For	
	Elect Mark J. Weikel	Management	For	For	
	Elect Harry A. Lawton III	Management	For	For	
	Ratification of Auditor	Management	For	For	
1	Advisory Vote on Executive Compensation	Management	For	For	
	Union Pacific Corp.		Meeting Date: 08.05.2024		** · · · · ·
	Pacific Corp.	Meeting Date	. 08.05.2024		Meeting Type: Annual
Inion F umber	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
Inion F umber	Proposal text Elect William J. DeLaney	Proponent Management	Management Decision For	Decision For	
Jnion F Jumber	Proposal text	Proponent	Management Decision	Decision	
Inion F umber	Proposal text Elect William J. DeLaney	Proponent Management	Management Decision For	Decision For	
Jnion F Jumber	Proposal text Elect William J. DeLaney Elect David B. Dillon	Proponent Management Management	Management Decision For For	Decision For For	
Inion F umber	Proposal text Elect William J. DeLaney Elect David B. Dillon Elect Sheri H. Edison	Proponent Management Management Management	Management Decision For For	Decision For For For	
Inion F umber	Proposal text Elect William J. DeLaney Elect David B. Dillon Elect Sheri H. Edison Elect Teresa M. Finley	Proponent Management Management Management Management	Management Decision For For For	Decision For For For For	
Inion F umber	Proposal text Elect William J. DeLaney Elect David B. Dillon Elect Sheri H. Edison Elect Teresa M. Finley Elect Deborah C. Hopkins Elect Jane Holl Lute	Proponent Management Management Management Management Management Management Management	Management Decision For For For For For	Decision For For For For For For	
Jnion F lumber	Proposal text Elect William J. DeLaney Elect David B. Dillon Elect Sheri H. Edison Elect Teresa M. Finley Elect Deborah C. Hopkins Elect Jane Holl Lute Elect Michael R. McCarthy	Proponent Management Management Management Management Management Management Management Management	Management Decision For For For For For For	Decision For For For For For For For For	
Jnion F Jumber	Proposal text Elect William J. DeLaney Elect David B. Dillon Elect Sheri H. Edison Elect Teresa M. Finley Elect Deborah C. Hopkins Elect Jane Holl Lute Elect Michael R. McCarthy Elect Doyle R. Simons	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For F	
Jnion F lumber	Proposal text Elect William J. DeLaney Elect David B. Dillon Elect Sheri H. Edison Elect Teresa M. Finley Elect Deborah C. Hopkins Elect Jane Holl Lute Elect Michael R. McCarthy Elect Doyle R. Simons Elect John K. Tien Jr.	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For F	
Inion F umber	Proposal text Elect William J. DeLaney Elect David B. Dillon Elect Sheri H. Edison Elect Teresa M. Finley Elect Deborah C. Hopkins Elect Jane Holl Lute Elect Michael R. McCarthy Elect Doyle R. Simons Elect John K. Tien Jr. Elect V. James Vena	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For F	
Jnion F lumber	Proposal text Elect William J. DeLaney Elect David B. Dillon Elect Sheri H. Edison Elect Teresa M. Finley Elect Deborah C. Hopkins Elect Jane Holl Lute Elect Michael R. McCarthy Elect Doyle R. Simons Elect John K. Tien Jr. Elect V. James Vena Elect John P. Wiehoff	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For F	
Jnion F lumber	Proposal text Elect William J. DeLaney Elect David B. Dillon Elect Sheri H. Edison Elect Teresa M. Finley Elect Deborah C. Hopkins Elect Jane Holl Lute Elect Michael R. McCarthy Elect Doyle R. Simons Elect John K. Tien Jr. Elect V. James Vena Elect John P. Wiehoff Elect Christopher J. Williams	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	
Umber Umber	Proposal text Elect William J. DeLaney Elect David B. Dillon Elect Sheri H. Edison Elect Teresa M. Finley Elect Deborah C. Hopkins Elect Jane Holl Lute Elect Michael R. McCarthy Elect Doyle R. Simons Elect John K. Tien Jr. Elect V. James Vena Elect John P. Wiehoff Elect Christopher J. Williams Ratification of Auditor	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	
Jnion Flumber	Proposal text Elect William J. DeLaney Elect David B. Dillon Elect Sheri H. Edison Elect Teresa M. Finley Elect Deborah C. Hopkins Elect Jane Holl Lute Elect Michael R. McCarthy Elect Doyle R. Simons Elect John K. Tien Jr. Elect V. James Vena Elect John P. Wiehoff Elect Christopher J. Williams	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	
Umber Umber Umber	Proposal text Elect William J. DeLaney Elect David B. Dillon Elect Sheri H. Edison Elect Teresa M. Finley Elect Deborah C. Hopkins Elect Jane Holl Lute Elect Michael R. McCarthy Elect Doyle R. Simons Elect John K. Tien Jr. Elect V. James Vena Elect John P. Wiehoff Elect Christopher J. Williams Ratification of Auditor	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	
Jnion F lumber	Proposal text Elect William J. DeLaney Elect David B. Dillon Elect Sheri H. Edison Elect Teresa M. Finley Elect Deborah C. Hopkins Elect Jane Holl Lute Elect Michael R. McCarthy Elect Doyle R. Simons Elect John K. Tien Jr. Elect V. James Vena Elect John P. Wiehoff Elect Christopher J. Williams Ratification of Auditor Advisory Vote on Executive Compensation	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	Rationale SHP Remuneration - Vote For when the proposal requests that the company seeks shareholder approval prior to entering severance
Jnion F Number 2 3 4 5 6 7 3 9 0 1 2 3 4 5 6	Proposal text Elect William J. DeLaney Elect David B. Dillon Elect Sheri H. Edison Elect Teresa M. Finley Elect Deborah C. Hopkins Elect Jane Holl Lute Elect Michael R. McCarthy Elect Doyle R. Simons Elect John K. Tien Jr. Elect V. James Vena Elect John P. Wiehoff Elect Christopher J. Williams Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Severance Approval Policy Shareholder Proposal Regarding Amending the Charter of the	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For For For Fo	SHP Remuneration - Vote For when the proposal requests that the company seeks shareholder approval prior to entering severance agreements which provide substantial benefits. SHP - Vote Against when the company sufficiently addresses the
Jnion F Jnion F Jnited	Proposal text Elect William J. DeLaney Elect David B. Dillon Elect Sheri H. Edison Elect Teresa M. Finley Elect Deborah C. Hopkins Elect Jane Holl Lute Elect Michael R. McCarthy Elect Doyle R. Simons Elect John K. Tien Jr. Elect V. James Vena Elect John P. Wiehoff Elect Christopher J. Williams Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Severance Approval Policy Shareholder Proposal Regarding Amending the Charter of the Safety and Service Quality Committee	Proponent Management Shareholder	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For For For Fo	SHP Remuneration - Vote For when the proposal requests that the company seeks shareholder approval prior to entering severance agreements which provide substantial benefits. SHP - Vote Against when the company sufficiently addresses the concerns raised by the topic of the proposal.
Jnion F Jniber Jnited Jnited	Proposal text Elect William J. DeLaney Elect David B. Dillon Elect Sheri H. Edison Elect Teresa M. Finley Elect Deborah C. Hopkins Elect Jane Holl Lute Elect Michael R. McCarthy Elect Doyle R. Simons Elect John K. Tien Jr. Elect V. James Vena Elect John P. Wiehoff Elect Christopher J. Williams Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Severance Approval Policy Shareholder Proposal Regarding Amending the Charter of the Safety and Service Quality Committee	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	SHP Remuneration - Vote For when the proposal requests that the company seeks shareholder approval prior to entering severance agreements which provide substantial benefits. SHP - Vote Against when the company sufficiently addresses the concerns raised by the topic of the proposal. Meeting Type: Annual

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	
Vaniman	. Communications Inc	Mastina Data	. 00 05 2024		Marking Times Approal
verizor	Communications Inc	Meeting Date		Voto	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		For	For	
		Management			
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	
	Shareholder Proposal Regarding Third-Party Study of Policy to				SHP - vote Against when the phrasing of the proposal is deemed to be
13	Prohibit Political Contributions	Shareholder	Against	Against	too ambiguous SHP - Vote For when proposal requests companies to review their
14	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	For	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 companiess 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 GI	obal Inc	Meeting Date	: 08.05.2024		Meeting Type: Mix
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Flort Louis Philippa Carrière	Managagaga			
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	
	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	
	Amendments to By-Laws	Management	For	For	
Zebra 1	echnologies 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	Board - Vote Against when the board repeatedly shows unwillingness to
2	Elect Satish Dhanasekaran	Management	For	Withhold	implement good governance standards, such as persistently unacceptable compensation practices.
3	Elect Ross W. Manire	Management	For	For	
	Lee	Management	101	101	

			Management	Vote	
Number	Proposal text	Proponent	Decision	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 Inte	ractive 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	
	2023 Supervisors' Report	Management	For	For	
	2023 Annual Report and Its Summary	Management	For	For	
	2023 Accounts and Reports	Management	For	For	
	2023 Allocation of Profits/Dividends	Management	For	For	
	Appointment of Auditor	Management	For	For	
	2024 Authority to Give Guarantees	Management	For	For	
	Approval of Line of Credit	Management	For	For	
	Adjustment on Independent Directors' Fees	<u>=</u>	For	For	
9	Adjustment on independent directors rees	Management	rui	rui	Vote Against when the company has not provided sufficient
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	
	Amendments of Procedural Rules: Board Meetings	Management	For	For	
				For	
	Amendments of Independent Directors Work System Amendments of Management System of Paiced Funds	Management	For		
	Amendments of Management System of Raised Funds	Management	For	For	
	Amendments to Procedural Rules: Supervisory Meetings	Management	For	For	
	Board Authorization to Allow Board of Directors to Decide 2024 Interim Profit Distribution	¹ Management	For	For	
Akama	i Technologies Inc	Meeting Date	: 09.05.2024		Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
		·			
	Elect Sharon Y. Bowen	Management	For	For	
	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	
	Amendment to Articles to Limit the Liability of Certain Officers	Management	For	For	
	Right to Adjourn Meeting	Management	For	For	
	Ratification of Auditor	Management	For	For	
				FUI	Supermajority vote requirements can impede shareholders' ability to
14	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Against	For	approve ballot items that are in their interests
	Amendment to the 2013 Stock Incentive Plan Advisory Vote on Executive Compensation	Management Management	For For	For For	
Colgata	a Palmaliya Co	Meeting Date	. 00 0E 2024		Meeting Type: Annual
	e-Palmolive Co.	-	Management	Vote	
	Proposal text	Proponent	Decision	Decision	Rationale
	Elect John P. Bilbrey	Management	For	For	
2	Elect John T. Cahill	Management	For	For	
	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	
	Elect Noel R. Wallace	Management	For	For	
	Ratification of Auditor	Management	For	For	
	Advisory Vote on Executive Compensation	Management	For	For	
	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	SHP Governance - Vote For when proposal requests independent Board Chairman/Separation of Chair and CEO
Marriot	tt International, Inc.	Meeting Date	: 09.05.2024		Meeting Type: Annual
	Proposal text	Proponent Proponent	Management	Vote	Rationale
MUTTINET	ι τοροσαι τελι	i Topolietit	Decision	Decision	Nutrollate
1	Elect Anthony G. Capuano	Management	For	For	
	Elect Anthony G. Capuano Elect Isabella D. Goren	Management Management	For For	For For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
3	Elect Deborah Marriott Harrison	Management	For	For	
4	Elect Frederick A. Henderson	Management	For	Against	Adopted forum selection clause in past year w/o shareholder approva
		-			Adopted fordin selection clause in past year w/o shareholder approve
	Elect Lauren R. Hobart	Management	For	For	
5	Elect Debra L. Lee	Management	For	For	
7	Elect Aylwin B. Lewis	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness implement good governance standards, such as persistently unacceptable compensation practices.
3	Elect David S. Marriott	Management	For	For	
	Elect Margaret M. McCarthy	Management	For	For	
	Elect Grant F. Reid	-		For	
		Management	For		
	Elect Horacio D. Rozanski	Management	For	For	
2	Elect Susan C. Schwab	Management	For	For	
3	Ratification of Auditor	Management	For	For	
4	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Structure and Height.
	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.
	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests the comparto increase disclosure & transparency on compensation practices.
Progre:	ssive Corp.	Meeting Date	: 09.05.2024		Meeting Type: Annual
Number	Proposal text	Proponent	Management	Vote	Rationale
	' Elect Danelle M. Barrett	Management	Decision For	Decision For	
<u>)</u>	Elect Philip F. Bleser	Management	For	For	
	Elect Stuart B. Burgdoerfer	Management	For	For	
	Elect Pamela J. Craig	Management	For	For	
	Elect Charles A. Davis	Management	For	For	
,	Elect Roger N. Farah	Management	For	For	
	Elect Lawton W. Fitt	Management	For	For	
	Elect Susan Patricia Griffith	Management	For	For	
	Elect Devin C. Johnson	-	For	For	
		Management			
	Elect Jeffrey D. Kelly	Management	For	For	
1	Ratification of Auditor	Management	For	For	
	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
13	Elect Barbara R. Snyder	Management	For	For	
4	Elect Kahina Van Dyke	Management	For	For	
5	Approval of the 2024 Equity Incentive Plan	Management	For	For	
6	Advisory Vote on Executive Compensation	Management	For	For	
Terna -	Trasmissione Elettricita Rete Nazionale	Meeting Date	. 00 05 2024		Meeting Type: Annual
		-	Management	Vote	
	Proposal text	Proponent	Decision	Decision	Rationale
	Accounts and Reports	Management	For	For	
	Allocation of Dividends	Management	For	For	
	Approval of the 2024-2028 Performance Share Plan	Management	For	For	
	Authority to Repurchase and Reissue Shares to Service 2024- 2028 Performance Share Plan	Management	For	For	
	2020 i criorinance share i lan			Ган	
:	Pamunaration Policy				
5	Remuneration Policy	Management	For	For	Pomunaration, Vota Against when severance nackages are awarded
	Remuneration Policy Remuneration Report	Management	For	Against	Remuneration - Vote Against when severance packages are awarded that exceed market best practice.
5		-	For		
S Wester	Remuneration Report	Management	For		that exceed market best practice.
Wester Number	Remuneration Report In Digital Corp. Proposal text	Management Meeting Date	For : 09.05.2024 Management	Against	that exceed market best practice. Meeting Type: Special
Vester Iumber	Remuneration Report The Digital Corp. Proposal text Right to Adjourn Meeting	Management Meeting Date Proponent Management	For O9.05.2024 Management Decision For	Against Vote Decision For	that exceed market best practice. Meeting Type: Special
Vester lumber	Remuneration Report The Digital Corp. Proposal text Right to Adjourn Meeting Increase in Authorized Common Stock	Management Meeting Date Proponent Management Management	For C 09.05.2024 Management Decision For For	Against Vote Decision For For	that exceed market best practice. Meeting Type: Special
Vester lumber	Remuneration Report The Digital Corp. Proposal text Right to Adjourn Meeting Increase in Authorized Common Stock Amendment to Articles to Limit the Liability of Certain Officers	Management Meeting Date Proponent Management Management Management	For CO9.05.2024 Management Decision For For For	Against Vote Decision For For	that exceed market best practice. Meeting Type: Special
Wester	Remuneration Report The Digital Corp. Proposal text Right to Adjourn Meeting Increase in Authorized Common Stock Amendment to Articles to Limit the Liability of Certain Officers Amendment to Articles Regarding Removal of Provisions	Management Meeting Date Proponent Management Management	For C 09.05.2024 Management Decision For For	Against Vote Decision For For	that exceed market best practice. Meeting Type: Special
Wester Number	Remuneration Report The Digital Corp. Proposal text Right to Adjourn Meeting Increase in Authorized Common Stock Amendment to Articles to Limit the Liability of Certain Officers	Management Meeting Date Proponent Management Management Management	For CO9.05.2024 Management Decision For For For	Against Vote Decision For For	that exceed market best practice. Meeting Type: Special
Wester Number 1 2 3 4	Remuneration Report The Digital Corp. Proposal text Right to Adjourn Meeting Increase in Authorized Common Stock Amendment to Articles to Limit the Liability of Certain Officers Amendment to Articles Regarding Removal of Provisions Amendment to Articles to Limit the Liability of Certain Western	Management Meeting Date Proponent Management Management Management Management	For CO9.05.2024 Management Decision For For For For For	Vote Decision For For For	that exceed market best practice. Meeting Type: Special
Wester Number 1 2 3 4 5	Remuneration Report To Digital Corp. Proposal text Right to Adjourn Meeting Increase in Authorized Common Stock Amendment to Articles to Limit the Liability of Certain Officers Amendment to Articles Regarding Removal of Provisions Amendment to Articles to Limit the Liability of Certain Western Digital Technologies Officers	Management Meeting Date Proponent Management Management Management Management Management	For CO9.05.2024 Management Decision For For For For For	Vote Decision For For For	that exceed market best practice. Meeting Type: Special Rationale
Vester lumber Vheate	Remuneration Report In Digital Corp. Proposal text Right to Adjourn Meeting Increase in Authorized Common Stock Amendment to Articles to Limit the Liability of Certain Officers Amendment to Articles Regarding Removal of Provisions Amendment to Articles to Limit the Liability of Certain Western Digital Technologies Officers on Precious Metals Corp	Management Meeting Date Proponent Management Management Management Management Management Management Management Management	For CO9.05.2024 Management Decision For For For For For For Management CO9.05.2024	Vote Decision For For For For Vote	that exceed market best practice. Meeting Type: Special Rationale Meeting Type: Mix
Vester lumber Vheate	Remuneration Report To Digital Corp. Proposal text Right to Adjourn Meeting Increase in Authorized Common Stock Amendment to Articles to Limit the Liability of Certain Officers Amendment to Articles Regarding Removal of Provisions Amendment to Articles to Limit the Liability of Certain Western Digital Technologies Officers on Precious Metals Corp Proposal text Elect George L. Brack	Management Meeting Date Proponent Management Management Management Management Management Meeting Date Proponent Management	For CO9.05.2024 Management Decision For For For For For For For F	Vote Decision For For For Vote Decision For	that exceed market best practice. Meeting Type: Special Rationale Meeting Type: Mix
Vester Jumber Vheate	Remuneration Report To Digital Corp. Proposal text Right to Adjourn Meeting Increase in Authorized Common Stock Amendment to Articles to Limit the Liability of Certain Officers Amendment to Articles Regarding Removal of Provisions Amendment to Articles Regarding Removal of Provisions Amendment to Articles to Limit the Liability of Certain Western Digital Technologies Officers On Precious Metals Corp Proposal text Elect George L. Brack Elect Jaimie Donovan	Management Meeting Date Proponent Management	For CO9.05.2024 Management Decision For For For For For For For F	Vote Decision For For For Vote Decision For For	that exceed market best practice. Meeting Type: Special Rationale Meeting Type: Mix
Vester Jumber Vheate	Remuneration Report To Digital Corp. Proposal text Right to Adjourn Meeting Increase in Authorized Common Stock Amendment to Articles to Limit the Liability of Certain Officers Amendment to Articles Regarding Removal of Provisions Amendment to Articles to Limit the Liability of Certain Western Digital Technologies Officers On Precious Metals Corp Proposal text Elect George L. Brack Elect Jaimie Donovan Elect R. Peter Gillin	Management Meeting Date Proponent Management	For CO9.05.2024 Management Decision For For For For For For For F	Vote Decision For For For Vote Decision For For	that exceed market best practice. Meeting Type: Special Rationale Meeting Type: Mix
Wester Number Number Number Number	Remuneration Report To Digital Corp. Proposal text Right to Adjourn Meeting Increase in Authorized Common Stock Amendment to Articles to Limit the Liability of Certain Officers Amendment to Articles Regarding Removal of Provisions Amendment to Articles to Limit the Liability of Certain Western Digital Technologies Officers On Precious Metals Corp Proposal text Elect George L. Brack Elect Jaimie Donovan Elect R. Peter Gillin Advisory Vote on Executive Compensation	Management Meeting Date Proponent Management	For CO9.05.2024 Management Decision For For For For For For For F	Vote Decision For For For Vote Decision For For For	Meeting Type: Special Rationale Meeting Type: Mix Rationale
Vester Jumber Vheate	Remuneration Report The Digital Corp. Proposal text Right to Adjourn Meeting Increase in Authorized Common Stock Amendment to Articles to Limit the Liability of Certain Officers Amendment to Articles Regarding Removal of Provisions Amendment to Articles to Limit the Liability of Certain Western Digital Technologies Officers On Precious Metals Corp Proposal text Elect George L. Brack Elect Jaimie Donovan Elect R. Peter Gillin Advisory Vote on Executive Compensation Transaction of Other Business	Management Meeting Date Proponent Management Management	For CO9.05.2024 Management Decision For For For For For For For F	Vote Decision For For For Vote Decision For For For For Against	that exceed market best practice. Meeting Type: Special Rationale Meeting Type: Mix
Wester Number 2 3 4 5 Wheate Number	Remuneration Report To Digital Corp. Proposal text Right to Adjourn Meeting Increase in Authorized Common Stock Amendment to Articles to Limit the Liability of Certain Officers Amendment to Articles Regarding Removal of Provisions Amendment to Articles Regarding Removal of Provisions Amendment to Articles to Limit the Liability of Certain Western Digital Technologies Officers On Precious Metals Corp Proposal text Elect George L. Brack Elect Jaimie Donovan Elect R. Peter Gillin Advisory Vote on Executive Compensation	Management Meeting Date Proponent Management	For CO9.05.2024 Management Decision For For For For For For For F	Vote Decision For For For Vote Decision For For For	that exceed market best practice. Meeting Type: Special Rationale Meeting Type: Mix Rationale

Ni la a	Description	D	Management	Vote	Deticuel
Number	Proposal text	Proponent	Decision	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	
Zimme	er Biomet Holdings Inc	Meeting Date	: 09.05.2024		Meeting Type: Annual
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 t 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 Lto	d.	Meeting Date	: 10.05.2024		Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	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 In	ternational NV	Meeting Date	: 12.05.2024		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			For	-	
	Allocation of Dividends	Management	101	For	
4	Allocation of Dividends Ratification of Management Board Acts	Management Management	For	For	
		<u>_</u>			
5	Ratification of Management Board Acts	Management	For	For	
5 6	Ratification of Management Board Acts Ratification of Supervisory Board Acts	Management Management	For For	For For	
4 5 6 7 8	Ratification of Management Board Acts Ratification of Supervisory Board Acts Supervisory Board Remuneration Policy	Management Management Management	For For For	For For For	
5 6 7 8	Ratification of Management Board Acts Ratification of Supervisory Board Acts Supervisory Board Remuneration Policy Supervisory Board Fees (FY2024)	Management Management Management Management	For For For	For For For	
5 6 7 8 9	Ratification of Management Board Acts Ratification of Supervisory Board Acts Supervisory Board Remuneration Policy Supervisory Board Fees (FY2024) Elect Didier Lamouche to the Supervisory Board	Management Management Management Management Management	For For For For	For For For For	
5 6 7 8 9	Ratification of Management Board Acts Ratification of Supervisory Board Acts Supervisory Board Remuneration Policy Supervisory Board Fees (FY2024) Elect Didier Lamouche to the Supervisory Board Elect Tania Micki to the Supervisory Board	Management Management Management Management Management Management Management	For For For For For	For For For For For	
5 6 7	Ratification of Management Board Acts Ratification of Supervisory Board Acts Supervisory Board Remuneration Policy Supervisory Board Fees (FY2024) Elect Didier Lamouche to the Supervisory Board Elect Tania Micki to the Supervisory Board Elect Martin A. van den Brink to the Supervisory Board	Management Management Management Management Management Management Management Management Management	For For For For For For For	For For For For For For	
5 6 7 8 9 10 11	Ratification of Management Board Acts Ratification of Supervisory Board Acts Supervisory Board Remuneration Policy Supervisory Board Fees (FY2024) Elect Didier Lamouche to the Supervisory Board Elect Tania Micki to the Supervisory Board Elect Martin A. van den Brink to the Supervisory Board Appointment of Auditor Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
5 6 7 8 9 10 11 12	Ratification of Management Board Acts Ratification of Supervisory Board Acts Supervisory Board Remuneration Policy Supervisory Board Fees (FY2024) Elect Didier Lamouche to the Supervisory Board Elect Tania Micki to the Supervisory Board Elect Martin A. van den Brink to the Supervisory Board Appointment of Auditor Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
5 6 7 8 9 10 11 12 13	Ratification of Management Board Acts Ratification of Supervisory Board Acts Supervisory Board Remuneration Policy Supervisory Board Fees (FY2024) Elect Didier Lamouche to the Supervisory Board Elect Tania Micki to the Supervisory Board Elect Martin A. van den Brink to the Supervisory Board Appointment of Auditor Authority to Issue Shares w/ Preemptive Rights Authority to Repurchase Shares	Management	For	For	
5 6 7 8 9 10 11 12 13 14	Ratification of Management Board Acts Ratification of Supervisory Board Acts Supervisory Board Remuneration Policy Supervisory Board Fees (FY2024) Elect Didier Lamouche to the Supervisory Board Elect Tania Micki to the Supervisory Board Elect Martin A. van den Brink to the Supervisory Board Appointment of Auditor Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
5 6 7 8 9 10 11 12 13 14 15	Ratification of Management Board Acts Ratification of Supervisory Board Acts Supervisory Board Remuneration Policy Supervisory Board Fees (FY2024) Elect Didier Lamouche to the Supervisory Board Elect Tania Micki to the Supervisory Board Elect Martin A. van den Brink to the Supervisory Board Appointment of Auditor Authority to Issue Shares w/ Preemptive Rights Authority to Repurchase Shares Cancellation of Shares	Management	For	For	Meeting Type: Annual
5 6 7 8 9 10 11 12 13 14 15 16	Ratification of Management Board Acts Ratification of Supervisory Board Acts Supervisory Board Remuneration Policy Supervisory Board Fees (FY2024) Elect Didier Lamouche to the Supervisory Board Elect Tania Micki to the Supervisory Board Elect Martin A. van den Brink to the Supervisory Board Appointment of Auditor Authority to Issue Shares w/ Preemptive Rights Authority to Repurchase Shares Cancellation of Shares Amendments to Articles	Management	For	For	Meeting Type: Annual Rationale
5 6 7 8 9 10 11 12 13 14 15 16 Alexan	Ratification of Management Board Acts Ratification of Supervisory Board Acts Supervisory Board Remuneration Policy Supervisory Board Fees (FY2024) Elect Didier Lamouche to the Supervisory Board Elect Tania Micki to the Supervisory Board Elect Martin A. van den Brink to the Supervisory Board Appointment of Auditor Authority to Issue Shares w/ Preemptive Rights Authority to Repurchase Shares Cancellation of Shares Amendments to Articles Idria Real Estate Equities Inc.	Management	For	For	- '
5 6 7 8 9 10 11 12 13 14 15 16 Alexan Number	Ratification of Management Board Acts Ratification of Supervisory Board Acts Supervisory Board Remuneration Policy Supervisory Board Fees (FY2024) Elect Didier Lamouche to the Supervisory Board Elect Tania Micki to the Supervisory Board Elect Martin A. van den Brink to the Supervisory Board Appointment of Auditor Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Cancellation of Shares Amendments to Articles dria Real Estate Equities Inc. Proposal text	Management	For	For	- '
5 6 7 8 9 10 11 12 13 14 15 16 Alexan Number 1	Ratification of Management Board Acts Ratification of Supervisory Board Acts Supervisory Board Remuneration Policy Supervisory Board Fees (FY2024) Elect Didier Lamouche to the Supervisory Board Elect Tania Micki to the Supervisory Board Elect Martin A. van den Brink to the Supervisory Board Appointment of Auditor Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Cancellation of Shares Amendments to Articles dria Real Estate Equities Inc. Proposal text Elect Joel S. Marcus	Management	For	For	- ''
5 6 7 8 9 10 11 12 13 14 15 16 Alexan Number 1 2 3	Ratification of Management Board Acts Ratification of Supervisory Board Acts Supervisory Board Remuneration Policy Supervisory Board Fees (FY2024) Elect Didier Lamouche to the Supervisory Board Elect Tania Micki to the Supervisory Board Elect Martin A. van den Brink to the Supervisory Board Appointment of Auditor Authority to Issue Shares w/ Preemptive Rights Authority to Repurchase Shares Cancellation of Shares Amendments to Articles Idria Real Estate Equities Inc. Proposal text Elect Joel S. Marcus Elect Steven R. Hash Elect James P. Cain	Management	For	For	
5 6 7 8 9 10 11 12 13 14 15 16 Alexan Number 1 2 3 4	Ratification of Management Board Acts Ratification of Supervisory Board Acts Supervisory Board Remuneration Policy Supervisory Board Fees (FY2024) Elect Didier Lamouche to the Supervisory Board Elect Tania Micki to the Supervisory Board Elect Martin A. van den Brink to the Supervisory Board Appointment of Auditor Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Cancellation of Shares Amendments to Articles dria Real Estate Equities Inc. Proposal text Elect Joel S. Marcus Elect Steven R. Hash	Management	For	For	
5 6 7 8 9 10 11 12 13 14 15 16 Alexan Number 1 2 3 4	Ratification of Management Board Acts Ratification of Supervisory Board Acts Supervisory Board Remuneration Policy Supervisory Board Fees (FY2024) Elect Didier Lamouche to the Supervisory Board Elect Tania Micki to the Supervisory Board Elect Martin A. van den Brink to the Supervisory Board Appointment of Auditor Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Cancellation of Shares Amendments to Articles Idria Real Estate Equities Inc. Proposal text Elect Joel S. Marcus Elect Steven R. Hash Elect James P. Cain Elect Cynthia L. Feldmann Elect Maria C. Freire	Management	For	For	- '
5 6 7 8 9 10 11 12 13 14 15 16 Alexan Number 1 2 3 4 5 6	Ratification of Management Board Acts Ratification of Supervisory Board Acts Supervisory Board Remuneration Policy Supervisory Board Fees (FY2024) Elect Didier Lamouche to the Supervisory Board Elect Tania Micki to the Supervisory Board Elect Martin A. van den Brink to the Supervisory Board Appointment of Auditor Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Cancellation of Shares Amendments to Articles Idria Real Estate Equities Inc. Proposal text Elect Joel S. Marcus Elect Steven R. Hash Elect James P. Cain Elect Cynthia L. Feldmann Elect Maria C. Freire Elect Richard H. Klein	Management	For	For	- '
5 6 7 8 9 10 11 12 13 14 15 16 Alexan Number 1 2 3 4 5 6	Ratification of Management Board Acts Ratification of Supervisory Board Acts Supervisory Board Remuneration Policy Supervisory Board Fees (FY2024) Elect Didier Lamouche to the Supervisory Board Elect Tania Micki to the Supervisory Board Elect Martin A. van den Brink to the Supervisory Board Appointment of Auditor Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Cancellation of Shares Amendments to Articles Idria Real Estate Equities Inc. Proposal text Elect Joel S. Marcus Elect Steven R. Hash Elect James P. Cain Elect Cynthia L. Feldmann Elect Maria C. Freire Elect Richard H. Klein Elect Sheila K. McGrath	Management	For	For	
5 6 7 8 9 10 11 12 13 14 15 16 Alexan Number 1 2 3 4 5 6 7	Ratification of Management Board Acts Ratification of Supervisory Board Acts Supervisory Board Remuneration Policy Supervisory Board Fees (FY2024) Elect Didier Lamouche to the Supervisory Board Elect Tania Micki to the Supervisory Board Elect Martin A. van den Brink to the Supervisory Board Appointment of Auditor Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Cancellation of Shares Amendments to Articles dria Real Estate Equities Inc. Proposal text Elect Joel S. Marcus Elect Steven R. Hash Elect James P. Cain Elect Cynthia L. Feldmann Elect Maria C. Freire Elect Richard H. Klein Elect Sheila K. McGrath Elect Michael A. Woronoff	Management	For	For	- ''
5 6 7 8 9 10 11 12 13 14 15 16 Alexan Number 1 2 3 4 5 6 7 8	Ratification of Management Board Acts Ratification of Supervisory Board Acts Supervisory Board Remuneration Policy Supervisory Board Fees (FY2024) Elect Didier Lamouche to the Supervisory Board Elect Tania Micki to the Supervisory Board Elect Martin A. van den Brink to the Supervisory Board Appointment of Auditor Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Cancellation of Shares Amendments to Articles Idria Real Estate Equities Inc. Proposal text Elect Joel S. Marcus Elect Steven R. Hash Elect James P. Cain Elect Cynthia L. Feldmann Elect Maria C. Freire Elect Richard H. Klein Elect Sheila K. McGrath Elect Michael A. Woronoff Amendment to the 1997 Stock Award and Incentive Plan	Management	For	For	- ''
5 6 7 8 9 10 11 12 13 14 15 16 Alexan Number 1 2 3 4 5 6 7	Ratification of Management Board Acts Ratification of Supervisory Board Acts Supervisory Board Remuneration Policy Supervisory Board Fees (FY2024) Elect Didier Lamouche to the Supervisory Board Elect Tania Micki to the Supervisory Board Elect Martin A. van den Brink to the Supervisory Board Appointment of Auditor Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Cancellation of Shares Amendments to Articles dria Real Estate Equities Inc. Proposal text Elect Joel S. Marcus Elect Steven R. Hash Elect James P. Cain Elect Cynthia L. Feldmann Elect Maria C. Freire Elect Richard H. Klein Elect Sheila K. McGrath Elect Michael A. Woronoff	Management	For	For	

Allstate	e 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		<u>.</u>	For	For	
	Elect Gregg M. Sherrill	Management			
10	Elect Judith A. Sprieser	Management	For	For	
11	Elect Perry M. Traquina	Management	For	For	
12	Elect Monica Turner	Management	For	For	
13 14	Elect Thomas J. Wilson Advisory Vote on Executive Compensation	Management Management	For	For Against	Remuneration - Vote Against when substantial one-off payments are
	,				made without performance criteria.
15 16	Ratification of Auditor Shareholder Proposal Regarding Independent Chair	Management Shareholder	For Against	For	SHP Governance - Vote For when the proposal requests an independent
					board chairman or the separation of chair and CEO roles.
Center	e Corp.	Meeting Date			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	-			
12	Ratification of Auditor	Management	For	For For	
13	Shareholder Proposal Regarding GHG Targets and Alignment with the Paris Agreement	Management Shareholder	For Against	For	SHP Environment - Vote For when reasonable shareholder proposals request companies to prepare and plan for mitigating environmental risks.
Deutsc	he Boerse AG	Meeting Date	: 13.05.2024		Meeting Type: Annual
Number	Proposal text	Proponent	Management	Vote	Rationale
1	Allocation of Dividends	Management	Decision For	Decision For	Kationale
2	Ratification of Management Board Acts	Management	For	Abstain	Ongoing investigations
	Ratification of Supervisory Board Acts	-			Origoning investigations
4	Authority to Issue Convertible Debt Instruments; Increase in	Management Management	For	For	
5	Conditional Capital 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	<u>=</u>	For	For	
		Management			
12	Elect Clara Christina Strait	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 18	Appointment of Auditor Appointment of Sustainability Auditor	Management Management	For For	For For	
Epiroc	AB	Meeting Date	: 13.05.2024		Meeting Type: Annual
•	Proposal text	Proponent	Management	Vote	Rationale
wumber	Opening of Meeting; Election of Presiding Chair	Management	Decision	Decision For	ranonale
1	Specific of meeting, Election of Freshalling Chall	Management	For	For	
	Agenda		1 01	101	
2	Agenda Compliance with the Pulse of Convertion	<u>=</u>	Eor	Eor	
2	Compliance with the Rules of Convocation	Management	For	For	
2 3 4	Compliance with the Rules of Convocation Accounts and Reports	Management Management	For	For	
1 2 3 4 5	Compliance with the Rules of Convocation	Management			

numper	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	
	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) Authority to Transfer Treasury Shares (Personnel Option Plan 2024)	Management 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	
		Meeting Date:	13.05.2024		Meeting Type: Annual
Essex P	Property Trust, Inc.	meeting Dater			
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
Number	Proposal text Elect John V. Arabia	Proponent Management	Decision For	Decision For	
Number	Proposal text	Proponent	Decision	Decision	
Number	Proposal text Elect John V. Arabia Elect Keith R. Guericke Elect Anne B. Gust	Proponent Management	Decision For	Decision For For For	
Number 1 2	Proposal text Elect John V. Arabia Elect Keith R. Guericke Elect Anne B. Gust Elect Maria R. Hawthorne	Proponent Management Management Management Management	Decision For For	Decision For For	
Number 1 2 3	Proposal text Elect John V. Arabia Elect Keith R. Guericke Elect Anne B. Gust	Proponent Management Management Management	Decision For For	Decision For For For	
Number 1 2 3 4 5	Proposal text Elect John V. Arabia Elect Keith R. Guericke Elect Anne B. Gust Elect Maria R. Hawthorne Elect Amal M. Johnson Elect Mary Kasaris	Proponent Management Management Management Management	Decision For For For For	Decision For For For For	
Number 1 2 3 4 5	Proposal text Elect John V. Arabia Elect Keith R. Guericke Elect Anne B. Gust Elect Maria R. Hawthorne Elect Amal M. Johnson	Proponent Management Management Management Management Management	Decision For For For For For	Decision For For For For For	
Number 1 2 3 4 5	Proposal text Elect John V. Arabia Elect Keith R. Guericke Elect Anne B. Gust Elect Maria R. Hawthorne Elect Amal M. Johnson Elect Mary Kasaris	Proponent Management Management Management Management Management Management	Pocision For For For For For For	Decision For For For For For For	
Number 1 2 3 4 5 6 7	Proposal text Elect John V. Arabia Elect Keith R. Guericke Elect Anne B. Gust Elect Maria R. Hawthorne Elect Amal M. Johnson Elect Mary Kasaris Elect Angela L. Kleiman	Proponent Management Management Management Management Management Management Management Management	Pocision For For For For For For For	Decision For For For For For For For F	
Number 1 2 3 4 5 6 7	Proposal text Elect John V. Arabia Elect Keith R. Guericke Elect Anne B. Gust Elect Maria R. Hawthorne Elect Amal M. Johnson Elect Mary Kasaris Elect Angela L. Kleiman Elect Irving F. Lyons, III	Proponent Management Management Management Management Management Management Management Management Management	Pocision For For For For For For For F	Decision For For For For For For For F	
Number 1 2 3 4 5 6 7 8 9 10 11	Proposal text Elect John V. Arabia Elect Keith R. Guericke Elect Anne B. Gust Elect Maria R. Hawthorne Elect Amal M. Johnson Elect Mary Kasaris Elect Angela L. Kleiman Elect Irving F. Lyons, III Elect George M. Marcus Ratification of Auditor Advisory Vote on Executive Compensation	Proponent Management	Pocision For For For For For For For F	Decision For For For For For For For F	Rationale
Number 1 2 3 4 5 6 7 8 9 10 11 Labora	Proposal text Elect John V. Arabia Elect Keith R. Guericke Elect Anne B. Gust Elect Maria R. Hawthorne Elect Amal M. Johnson Elect Mary Kasaris Elect Angela L. Kleiman Elect Irving F. Lyons, III Elect George M. Marcus Ratification of Auditor	Proponent Management	Decision For For For For For For For F	Decision For For For For For For For F	
Number 1 2 3 4 5 6 7 8 9 10 11 Labora Number	Proposal text Elect John V. Arabia Elect Keith R. Guericke Elect Anne B. Gust Elect Maria R. Hawthorne Elect Amal M. Johnson Elect Mary Kasaris Elect Angela L. Kleiman Elect Irving F. Lyons, III Elect George M. Marcus Ratification of Auditor Advisory Vote on Executive Compensation tory Corp. Of America Holdings	Proponent Management	Decision For For For For For For For For For Fo	Decision For For For For For For For F	Rationale Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 Labora Number 1	Proposal text Elect John V. Arabia Elect Keith R. Guericke Elect Anne B. Gust Elect Maria R. Hawthorne Elect Amal M. Johnson Elect Mary Kasaris Elect Angela L. Kleiman Elect Irving F. Lyons, III Elect George M. Marcus Ratification of Auditor Advisory Vote on Executive Compensation tory Corp. Of America Holdings Proposal text Elect Kerrii B. Anderson	Proponent Management	Decision For For For For For For For F	Decision For For For For For For For F	Rationale Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 Labora Number 1 2	Proposal text Elect John V. Arabia Elect Keith R. Guericke Elect Anne B. Gust Elect Maria R. Hawthorne Elect Amal M. Johnson Elect Mary Kasaris Elect Angela L. Kleiman Elect Irving F. Lyons, III Elect George M. Marcus Ratification of Auditor Advisory Vote on Executive Compensation tory Corp. Of America Holdings Proposal text Elect Kerrii B. Anderson Elect Jeffrey A. Davis	Proponent Management	Decision For For For For For For For F	Decision For For For For For For For F	Rationale Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 Labora Number 1 2 3	Proposal text Elect John V. Arabia Elect Keith R. Guericke Elect Anne B. Gust Elect Maria R. Hawthorne Elect Amal M. Johnson Elect Mary Kasaris Elect Angela L. Kleiman Elect Irving F. Lyons, III Elect George M. Marcus Ratification of Auditor Advisory Vote on Executive Compensation tory Corp. Of America Holdings Proposal text Elect Kerrii B. Anderson Elect Jeffrey A. Davis Elect D. Gary Gilliland	Proponent Management	Decision For For For For For For For F	Decision For For For For For For For For For Fo	Rationale Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 Labora Number 1 2 3 4	Proposal text Elect John V. Arabia Elect Keith R. Guericke Elect Anne B. Gust Elect Maria R. Hawthorne Elect Amal M. Johnson Elect Mary Kasaris Elect Angela L. Kleiman Elect Irving F. Lyons, III Elect George M. Marcus Ratification of Auditor Advisory Vote on Executive Compensation tory Corp. Of America Holdings Proposal text Elect Kerrii B. Anderson Elect Jeffrey A. Davis Elect D. Gary Gilliland Elect Kirsten M. Kliphouse	Proponent Management	Decision For For For For For For For F	Decision For For For For For For For For For Fo	Rationale Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 Labora Number 1 2 3 4 5	Proposal text Elect John V. Arabia Elect Keith R. Guericke Elect Anne B. Gust Elect Maria R. Hawthorne Elect Amal M. Johnson Elect Mary Kasaris Elect Angela L. Kleiman Elect Irving F. Lyons, III Elect George M. Marcus Ratification of Auditor Advisory Vote on Executive Compensation tory Corp. Of America Holdings Proposal text Elect Kerrii B. Anderson Elect Jeffrey A. Davis Elect D. Gary Gilliland Elect Kirsten M. Kliphouse Elect Garheng Kong	Proponent Management	Decision For For For For For For For F	Decision For For For For For For For For For Fo	Rationale Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 Labora Number 1 2 3 4 5 6	Proposal text Elect John V. Arabia Elect Keith R. Guericke Elect Anne B. Gust Elect Maria R. Hawthorne Elect Amal M. Johnson Elect Mary Kasaris Elect Angela L. Kleiman Elect Irving F. Lyons, III Elect George M. Marcus Ratification of Auditor Advisory Vote on Executive Compensation tory Corp. Of America Holdings Proposal text Elect Kerrii B. Anderson Elect Jeffrey A. Davis Elect D. Gary Gilliland Elect Kirsten M. Kliphouse Elect Garheng Kong Elect Peter M. Neupert	Proponent Management	Decision For For For For For For For F	Decision For For For For For For For For For Fo	Rationale Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 Labora Number 1 2 3 4 5 6 7	Proposal text Elect John V. Arabia Elect Keith R. Guericke Elect Anne B. Gust Elect Maria R. Hawthorne Elect Amal M. Johnson Elect Mary Kasaris Elect Angela L. Kleiman Elect Irving F. Lyons, III Elect George M. Marcus Ratification of Auditor Advisory Vote on Executive Compensation tory Corp. Of America Holdings Proposal text Elect Kerrii B. Anderson Elect Jeffrey A. Davis Elect D. Gary Gilliland Elect Kirsten M. Kliphouse Elect Garheng Kong Elect Peter M. Neupert Elect Richelle P. Parham	Proponent Management	Decision For For For For For For For F	Decision For For For For For For For For For Fo	Rationale Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 Labora Number 1 2 3 4 5 6 7 8	Proposal text Elect John V. Arabia Elect Keith R. Guericke Elect Anne B. Gust Elect Maria R. Hawthorne Elect Amal M. Johnson Elect Mary Kasaris Elect Angela L. Kleiman Elect Irving F. Lyons, III Elect George M. Marcus Ratification of Auditor Advisory Vote on Executive Compensation tory Corp. Of America Holdings Proposal text Elect Kerrii B. Anderson Elect Jeffrey A. Davis Elect D. Gary Gilliland Elect Kirsten M. Kliphouse Elect Garheng Kong Elect Peter M. Neupert Elect Richelle P. Parham Elect Paul B. Rothman	Proponent Management	Decision For For For For For For For F	Decision For For For For For For For For For Fo	Rationale Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 Labora Number 1 2 3 4 5 6 7 8 9 9	Proposal text Elect John V. Arabia Elect Keith R. Guericke Elect Anne B. Gust Elect Maria R. Hawthorne Elect Amal M. Johnson Elect Mary Kasaris Elect Angela L. Kleiman Elect Irving F. Lyons, III Elect George M. Marcus Ratification of Auditor Advisory Vote on Executive Compensation tory Corp. Of America Holdings Proposal text Elect Kerrii B. Anderson Elect Jeffrey A. Davis Elect D. Gary Gilliland Elect Kirsten M. Kliphouse Elect Garheng Kong Elect Peter M. Neupert Elect Richelle P. Parham Elect Paul B. Rothman Elect Adam H. Schechter	Proponent Management	Decision For For For For For For For F	Decision For For For For For For For For For Fo	Rationale Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 Labora Number 1 2 3 4 5 6 7 8 9 10	Proposal text Elect John V. Arabia Elect Keith R. Guericke Elect Anne B. Gust Elect Maria R. Hawthorne Elect Amal M. Johnson Elect Mary Kasaris Elect Angela L. Kleiman Elect Irving F. Lyons, III Elect George M. Marcus Ratification of Auditor Advisory Vote on Executive Compensation tory Corp. Of America Holdings Proposal text Elect Kerrii B. Anderson Elect Jeffrey A. Davis Elect D. Gary Gilliland Elect Kirsten M. Kliphouse Elect Garheng Kong Elect Peter M. Neupert Elect Richelle P. Parham Elect Paul B. Rothman Elect Adam H. Schechter Elect Kathryn E. Wengel	Proponent Management	Decision For For For For For For For F	Decision For For For For For For For For For Fo	Rationale Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 Labora Number 1 2 3 4 5 6 7 8 9 9	Proposal text Elect John V. Arabia Elect Keith R. Guericke Elect Anne B. Gust Elect Maria R. Hawthorne Elect Amal M. Johnson Elect Mary Kasaris Elect Angela L. Kleiman Elect Irving F. Lyons, III Elect George M. Marcus Ratification of Auditor Advisory Vote on Executive Compensation tory Corp. Of America Holdings Proposal text Elect Kerrii B. Anderson Elect Jeffrey A. Davis Elect D. Gary Gilliland Elect Kirsten M. Kliphouse Elect Garheng Kong Elect Peter M. Neupert Elect Richelle P. Parham Elect Paul B. Rothman Elect Adam H. Schechter	Proponent Management	Decision For For For For For For For F	Decision For For For For For For For For For Fo	Rationale Meeting Type: Annual

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	⁹ 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.
Motoro	ola 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	
	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	
	Elect Judy C. Lewent	Management	For	For	
	Elect Gregory K. Mondre	Management	For	For	
					Board - Vote Against when the board repeatedly fails to implement
8	Elect Joseph M. Tucci	Management	For	Against	acceptable remuneration practices.
9	Ratification of Auditor	Management	For	For	
	A1: W. 5 1: 6 1:		_		Remuneration - Fails the remuneration framework assessment on
10	Advisory Vote on Executive Compensation	Management	For	Against	Structure.
11	Amendment Regarding Officer Exculpation	Management	For	For	
Pruden	tial Financial Inc.	Meeting Date:	13 05 2024		Meeting Type: Annual
			Management	Vote	Rationale
Nullibei	Proposal text	Proponent	Decision	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	
	Elect Wendy E. Jones	Management	For	For	
	Elect Charles F. Lowrey	Management	For	For	
	Elect Kathleen A. Murphy	Management	For	For	
	Elect Sandra Pianalto	Management	For	For	
	Elect Christine A. Poon	Management	For	For	
	Elect Douglas A. Scovanner	-	For	For	
		Management	FUI		Board - Vote Against when the board repeatedly fails to implement
10	Elect Michael A. Todman	Management	For	Against	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 independen board chairman or the separation of chair and CEO roles.
Ventas	Inc	Meeting Date:	13 05 2024		Meeting Type: Annual
			Management	Vote	
Number	Proposal text	Proponent	Decision	Decision	Rationale
1	Elect Melody C. Barnes	Management	For	For	
	Elect Theodore R. Bigman	Management	For	For	
	Elect Debra A. Cafaro	Management	For	For	
	Elect Michael J. Embler	Management	For	For	
	Elect Matthew J. Lustig	Management	For	For	
	Elect Roxanne M. Martino	Management	For	For	
	Elect Marguerite M. Nader	Management	For	For	
	Elect Sean Nolan	Management	For	For	
	Elect Walter C. Rakowich	Management	For	For	
	Elect Joe V. Rodriguez	Management	For	For	
	Elect Sumit Roy	Management	For	For	
	Elect Maurice Smith	Management	For	For	
	Advisory Vote on Executive Compensation	Management	For	For	
14	Ratification of Auditor	Management	For	For	
America	an Water Works Co. Inc.	Meeting Date:			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					
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	
	Advisory Vote on Executive Compensation		For	For	
10	Ratification of Auditor	Management			
11	Ratification of Additor	Management	For	For	
Annaly	Capital Management Inc	Meeting Date	e: 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	
	Elect Vicki Williams	Management			
12 12			For	For	
13 14	Advisory Vote on Executive Compensation Ratification of Auditor	Management	For For	For	
14	RAUNCATION OF AUGITOF	Management	FOI	For	
Blackro	ock Inc.	Meeting Date	e: 14.05.2024		Meeting Type: Annual
Number	Proposal text	Proponent	Management	Vote	Rationale
			Decision	Decision	
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	
					SHP - Vote Against when there are concerns that the aim of the
20	Shareholder Proposal Regarding EEO Policy Risk Report	Shareholder	Against	Against	proposal is to hinder the ESG efforts of the company. SHP Governance - Vote For when the proposal requests an independent
21	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	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	e: 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	
	Discharge of Board Members and of the Executive				
4	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	

Mana Mana Mana Mana Mana Mana Mana Mana	Management	For	Against For For For For For For For For For Fo	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.
Mana Mana Mana Mana Mana Mana Mana Mana	Management	For	For	
Mana Mana Mana Mana Mana Mana Mana Mana	Management	For	For	
Mana Mana Mana Mana Mana Mana Mana Mana	Management	For	For	
Mana Mana Mana Mana Mana Mana Mana Mana	Management	For	For	
Mana Mana Mana Mana Mana Mana Mana Mana	Management	For	For	
Mana Mana Mana Mana Mana Mana Mana Mana	Management	For	For	
Mana Mana Mana Mana Mana Mana Mana Mana	Management	For	For	
Mana Mana Mana Mana Mana Mana Mana Mana	Management	For	For	
Mana Mana Mana Mana Mana Mana Mana Mana	Management	For	For	
Mana Mana man Resources Mana Human Resources Mana an Mana Mana Mana Mana Mana Mana	Management	For	For	
Mana Mana man Resources Mana Human Resources Mana an Mana Mana Mana Mana Mana Mana	Management	For	For	
Mana man Resources Mana Human Resources Mana an Mana Mana Mana Mana Mana Mana	Management	For	For For For For For For For For For Against	
man Resources Mana Human Resources Mana an Mana Mana Mana eport Mana Mana Mana Mana Mana Mana Mana Mana	Management	For For For For For For For For For And For	For For For For For For For For Against	
Human Resources Mana an Mana Anana Mana Political Share	Management	For For For For For For For For	For For For For For For For Against	
f the Human Mana an Mana Mana Mana Mana Mana Mana	Management Meeting Date: 1 Proponent Management Management Management Management Management Management	For For For For For For For And For For For For For For For For N/A ### 14.05.2024 Management Decision For	For For For For For For Against	
an Mana Mana Mana Mana Mana Mana Mana M	Management	For For For For For For AN/A ### 14.05.2024 Management Decision For	For For For For For For Against	
Mana Mana Mana eport Mana Mana Mana Mana Mana Mana Mana Man	Management Management Management Management Management Management Management Management Management Meeting Date: 1 Proponent Management Management Management Management Management Management	For For For For For N/A Management Decision For	For For For For Against	
Mana Mana Mana Mana Mana Mana Mana Mana	Management Management Management Management Management Management Management Meeting Date: 1 Proponent Management Management Management Management Management Management	For For For For N/A * 14.05.2024 Management Decision For	For For For For Against	
Mana Ana Ana Ana Ana Ana Ana Ana Ana Ana	Management Management Management Management Management Management Meeting Date: 1 Proponent Management Management Management Management Management	For For For N/A 14.05.2024 Management Decision For	For For For Against	
eport Mana Mana Mana Mana Mana Mana Mana Mana	Management Management Management Management Management Meeting Date: 1 Proponent Management Management Management Management Management	For For For N/A 14.05.2024 Management Decision For	For For For Against	
Mana Mana Mana Mana Maee Propo Mana Mana Mana Mana Mana Political Share	Management Management Management Management Meeting Date: 1 Proponent Management Management Management Management Management	For For N/A 14.05.2024 Management Decision For	For For Against	
Mana Mana Mana Mee Propo Mana Mana Mana Mana Mana Political Share	Management Management Management Meeting Date: 1. Proponent Management Management Management Management	For For N/A 14.05.2024 Management Decision For	For For Against	
Mana Maee Propo Mana Mana Mana Mana Mana Mana Political Share	Management Management Meeting Date: 1. Proponent Management Management Management Management	For N/A 14.05.2024 Management Decision For	For Against Vote	
Mana Mee Propo Mana Mana Mana Mana Political Share	Meeting Date: 1. Proponent Management Management Management Management	N/A 14.05.2024 Management Decision For	Against Vote	
Mana Mee Propo Mana Mana Mana Mana Political Share	Meeting Date: 1. Proponent Management Management Management Management	Management Decision	Vote	
Mee Propo Mana Mana Mana Mana Political Share	Meeting Date: 1. Proponent Management Management Management	Management Decision	Vote	Granting unfettered discretion is unwise
Propo Mana Mana Mana Mana Political Share	Proponent Management Management Management	Management Decision For		
Mana Mana Mana Mana Mana Political Share	Management Management Management	Decision For		Meeting Type: Annual
Mana Mana Mana Mana Political Share	Management Management			Rationale
Mana Mana Mana Political Share	Management	FUI	For For	
Mana Political Share	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices
Political Share	manayement	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria
Political Share	Managanant	Ган	Гоч	made without performance criteria
Sildle	Management	For	For	CUR VI Al I ' L II I
Мее	Shareholder	Against	Abstain	SHP - Vote Abstain when the we support the spirit of the proposal, however the request is considered to be too prescriptive.
Mee				
Micc	Meeting Date: 1			Meeting Type: Annual
	Proponent	Management Decision	Vote Decision	Rationale
	Management			
Mana		For	For	
Mana	Management	For For	For For	
	-			
Mana	Management	For	For	
	Management Management	For For	For For	
Mana	Management Management Management	For For For	For For For	
Mana Mana	Management Management Management Management	For For For	For For For	
Mana Mana Mana	Management Management Management Management Management	For For For For	For For For For	
Mana Mana Mana Mana	Management Management Management Management Management Management Management	For For For For For	For For For For For	
Mana Mana Mana Mana Mana	Management Management Management Management Management Management Management Management	For For For For For For For For For	For	
Mana Mana Mana Mana Mana Fees Mana	Management Management Management Management Management Management Management	For For For For For For For	For For For For For For For	
Mana Mana Mana Mana Mana Fees Mana	Management Management Management Management Management Management Management Management Management	For	For	Meeting Type: Annual
Mana Mana Mana Mana Mana Fees Mana Mana	Management	For For For For For For For And	For For For For For For For Vote	Meeting Type: Annual Rationale
Mana Mana Mana Mana Mana Mana Fees Mana Mana Mana Mana	Management Meeting Date: 1	For For For For For For For For And	For For For For For For Vote Decision	
Mana Mana Mana Mana Mana Mana Fees Mana Mana Mana Mana Mana Mana	Management Meeting Date: 1 Proponent Management	For	For For For For For For Vote Decision	
Mana Mana Mana Mana Mana Fees Mana Mana Mana Mana Mana Mana Mana	Management Meeting Date: 1 Proponent Management Management	For	For	
Mana Mana Mana Mana Mana Fees Mana Mana Mana Mana Mee	Management	For	For	
Mana Mana Mana Mana Mana Fees Mana Mana Mana Mana Mee	Management	For	For	
Mana Mana Mana Mana Mana Mana Fees Mana Mana Mee	Management Meeting Date: 1 Proponent Management Management Management Management Management Management Management Management Management	For	For	
Mana Mana Mana Mana Mana Fees Mana Mana Mana Mana Mana Mana Mana Man	Management	For	For	
Mana Mana Mana Mana Mana Mana Fees Mana Mana Mana Mana Mana Mana Mana Man	Management	For	For	
Mana Mana Mana Mana Mana Mana Fees Mana Mana Mana Mana Mana Mana Mana Man	Management	For	For	
		-	Meeting Date: 14.05.2024 Proponent Management Decision	Proponent Management Decision Management For For Management For For 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	
Hartfo	rd 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. Ruesterholz	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	anacceptable compensation practices.
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.
	atala C. Danasta III.a	Meeting Date	: 14.05.2024		Meeting Type: Annual
Host H	otels හ Resorts Inc	meeting Date			
			Management	Vote	Rationale
Number	Proposal text	Proponent	Decision	Decision	Rationale
Number	Proposal text Elect Mary L. Baglivo	Proponent Management	Decision For	Decision For	Rationale
Number 1 2	Proposal text Elect Mary L. Baglivo Elect Herman E. Bulls	Proponent Management Management	Decision For For	Decision For For	Rationale
Number 1 2 3	Proposal text Elect Mary L. Baglivo Elect Herman E. Bulls Elect Diana M. Laing	Proponent Management Management Management	Decision For For For	Decision For For For	Rationale
Number 1 2 3 4	Proposal text Elect Mary L. Baglivo Elect Herman E. Bulls Elect Diana M. Laing Elect Richard E. Marriott	Proponent Management Management Management Management	Decision For For For For	Decision For For For For	Rationale
Number 1 2 3 4 5	Proposal text Elect Mary L. Baglivo Elect Herman E. Bulls Elect Diana M. Laing Elect Richard E. Marriott Elect Mary Hogan Preusse	Proponent Management Management Management Management Management Management	Decision For For For For For	Pecision For For For For For	Rationale
Number 1 2 3 4 5 6	Proposal text Elect Mary L. Baglivo Elect Herman E. Bulls Elect Diana M. Laing Elect Richard E. Marriott Elect Mary Hogan Preusse Elect Walter C. Rakowich	Proponent Management Management Management Management Management Management	Decision For For For For For For For	Pecision For For For For For For	Rationale
Number 1 2 3 4 5 6 7	Proposal text Elect Mary L. Baglivo Elect Herman E. Bulls Elect Diana M. Laing Elect Richard E. Marriott Elect Mary Hogan Preusse Elect Walter C. Rakowich Elect James F. Risoleo	Proponent Management Management Management Management Management Management Management Management	Decision For For For For For For For F	Decision For For For For For For For F	Rationale
Number 1 2 3 4 5 6 7	Proposal text Elect Mary L. Baglivo Elect Herman E. Bulls Elect Diana M. Laing Elect Richard E. Marriott Elect Mary Hogan Preusse Elect Walter C. Rakowich Elect James F. Risoleo Elect Gordon H. Smith	Proponent Management Management Management Management Management Management Management Management Management	Decision For For For For For For For F	Poecision For For For For For For For F	Rationale
Number 1 2 3 4 5 6 7 8 9	Proposal text Elect Mary L. Baglivo Elect Herman E. Bulls Elect Diana M. Laing Elect Richard E. Marriott Elect Mary Hogan Preusse Elect Walter C. Rakowich Elect James F. Risoleo Elect Gordon H. Smith Elect A. William Stein	Proponent Management	Decision For For For For For For For F	Poecision For For For For For For For F	Rationale
Number 1 2 3 4 5 6 7 8 9 10	Proposal text Elect Mary L. Baglivo Elect Herman E. Bulls Elect Diana M. Laing Elect Richard E. Marriott Elect Mary Hogan Preusse Elect Walter C. Rakowich Elect James F. Risoleo Elect Gordon H. Smith Elect A. William Stein Ratification of Auditor	Proponent Management	Decision For For For For For For For F	Poecision For For For For For For For F	Rationale
Number 1 2 3 4 5 6 7 8 9	Proposal text Elect Mary L. Baglivo Elect Herman E. Bulls Elect Diana M. Laing Elect Richard E. Marriott Elect Mary Hogan Preusse Elect Walter C. Rakowich Elect James F. Risoleo Elect Gordon H. Smith Elect A. William Stein Ratification of Auditor Advisory Vote on Executive Compensation	Proponent Management	Decision For For For For For For For F	Pecision For For For For For For For F	Rationale
Number 1 2 3 4 5 6 7 8 9 10 11	Proposal text Elect Mary L. Baglivo Elect Herman E. Bulls Elect Diana M. Laing Elect Richard E. Marriott Elect Mary Hogan Preusse Elect Walter C. Rakowich Elect James F. Risoleo Elect Gordon H. Smith Elect A. William Stein Ratification of Auditor Advisory Vote on Executive Compensation Approval of the 2024 Comprehensive Stock and Cash Incentive	Proponent Management	Decision For For For For For For For F	Decision For For For For For For For For For Fo	Rationale Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 12 Old Do	Proposal text Elect Mary L. Baglivo Elect Herman E. Bulls Elect Diana M. Laing Elect Richard E. Marriott Elect Mary Hogan Preusse Elect Walter C. Rakowich Elect James F. Risoleo Elect Gordon H. Smith Elect A. William Stein Ratification of Auditor Advisory Vote on Executive Compensation Approval of the 2024 Comprehensive Stock and Cash Incentive Plan	Proponent Management	Decision For For For For For For For F	Decision For For For For For For For For For Fo	
Number 1 2 3 4 5 6 7 8 9 10 11 12 Old Do	Proposal text Elect Mary L. Baglivo Elect Herman E. Bulls Elect Diana M. Laing Elect Richard E. Marriott Elect Mary Hogan Preusse Elect Walter C. Rakowich Elect James F. Risoleo Elect Gordon H. Smith Elect A. William Stein Ratification of Auditor Advisory Vote on Executive Compensation Approval of the 2024 Comprehensive Stock and Cash Incentive Plan	Proponent Management	Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 12 Old Do Number	Proposal text Elect Mary L. Baglivo Elect Herman E. Bulls Elect Diana M. Laing Elect Richard E. Marriott Elect Mary Hogan Preusse Elect Walter C. Rakowich Elect James F. Risoleo Elect Gordon H. Smith Elect A. William Stein Ratification of Auditor Advisory Vote on Executive Compensation Approval of the 2024 Comprehensive Stock and Cash Incentive Plan minion Freight Line, Inc. Proposal text	Proponent Management	Decision For For For For For For For For For Fo	Pecision For For For For For For For For For Vote Decision	Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 12 Old Do Number 1	Proposal text Elect Mary L. Baglivo Elect Herman E. Bulls Elect Diana M. Laing Elect Richard E. Marriott Elect Mary Hogan Preusse Elect Walter C. Rakowich Elect James F. Risoleo Elect Gordon H. Smith Elect A. William Stein Ratification of Auditor Advisory Vote on Executive Compensation Approval of the 2024 Comprehensive Stock and Cash Incentive Plan Proposal text Elect Sherry A. Aaholm Elect David S. Congdon Elect John R. Congdon, Jr.	Proponent Management	Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 12 Old Do Number 1 2	Proposal text Elect Mary L. Baglivo Elect Herman E. Bulls Elect Diana M. Laing Elect Richard E. Marriott Elect Mary Hogan Preusse Elect Walter C. Rakowich Elect James F. Risoleo Elect Gordon H. Smith Elect A. William Stein Ratification of Auditor Advisory Vote on Executive Compensation Approval of the 2024 Comprehensive Stock and Cash Incentive Plan Proposal text Elect Sherry A. Aaholm Elect David S. Congdon Elect John R. Congdon, Jr. Elect Andrew S. Davis	Proponent Management	Decision For For For For For For For For For Fo	Pecision For For For For For For For F	Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 12 Old Do Number 1 2 3 4 5 6	Proposal text Elect Mary L. Baglivo Elect Herman E. Bulls Elect Diana M. Laing Elect Richard E. Marriott Elect Mary Hogan Preusse Elect Walter C. Rakowich Elect James F. Risoleo Elect Gordon H. Smith Elect A. William Stein Ratification of Auditor Advisory Vote on Executive Compensation Approval of the 2024 Comprehensive Stock and Cash Incentive Plan Proposal text Elect Sherry A. Aaholm Elect David S. Congdon Elect John R. Congdon, Jr. Elect Andrew S. Davis Elect Kevin M. Freeman	Proponent Management	Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 12 Old Do Number 1 2 3 4 5 6	Proposal text Elect Mary L. Baglivo Elect Herman E. Bulls Elect Diana M. Laing Elect Richard E. Marriott Elect Mary Hogan Preusse Elect Walter C. Rakowich Elect James F. Risoleo Elect Gordon H. Smith Elect A. William Stein Ratification of Auditor Advisory Vote on Executive Compensation Approval of the 2024 Comprehensive Stock and Cash Incentive Plan Proposal text Elect Sherry A. Aaholm Elect David S. Congdon Elect John R. Congdon, Jr. Elect Andrew S. Davis Elect Kevin M. Freeman Elect Bradley R. Gabosch	Proponent Management	Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 11 12 Old Do Number 1 2 3 4	Proposal text Elect Mary L. Baglivo Elect Herman E. Bulls Elect Diana M. Laing Elect Richard E. Marriott Elect Mary Hogan Preusse Elect Walter C. Rakowich Elect James F. Risoleo Elect Gordon H. Smith Elect A. William Stein Ratification of Auditor Advisory Vote on Executive Compensation Approval of the 2024 Comprehensive Stock and Cash Incentive Plan Proposal text Elect Sherry A. Aaholm Elect David S. Congdon Elect John R. Congdon, Jr. Elect Andrew S. Davis Elect Kevin M. Freeman	Proponent Management	Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	Meeting Type: Annual Rationale
Number 1 2 3 4 5 6 7 8 9 10 11 12 Old Do Number 1 2 3 4 5 6	Proposal text Elect Mary L. Baglivo Elect Herman E. Bulls Elect Diana M. Laing Elect Richard E. Marriott Elect Mary Hogan Preusse Elect Walter C. Rakowich Elect James F. Risoleo Elect Gordon H. Smith Elect A. William Stein Ratification of Auditor Advisory Vote on Executive Compensation Approval of the 2024 Comprehensive Stock and Cash Incentive Plan Proposal text Elect Sherry A. Aaholm Elect David S. Congdon Elect John R. Congdon, Jr. Elect Andrew S. Davis Elect Kevin M. Freeman Elect Bradley R. Gabosch	Proponent Management	Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	Meeting Type: Annual

Numher	Proposal text	Proponent	Management	Vote	Rationale
		·	Decision	Decision	Rationale
	Elect Wendy T. Stallings	Management	For	For	
11	Elect Thomas A. Stith, III	Management	For	For	
12	Elect Leo H. Suggs	Management	For	Withhold	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices
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	
	Ratification of Auditor	Management	For	For	
	Shareholder Proposal Regarding Adoption of GHG Targets and Alignment with the Paris Agreement	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
Relianc	e 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	
	Elect Mark V. Kaminski	Management	For	For	
	Elect Karla R. Lewis	Management	For	For	
	Elect Robert A. McEvoy	Management	For	For	
	Elect David W. Seeger	Management	For	For	
	Elect Douglas W. Stotlar	Management	For	For	
	Advisory Vote on Executive Compensation	Management	For	For	
	Ratification of Auditor	Management	For	For	
	Amendment to the 2015 Incentive Award Plan	<u>-</u>			
11	Amendment to the 2015 intentive 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	
	Elect Julia L. Coronado	Management	For	For	
	Elect Dirk A. Kempthorne	Management	For	For	
	Elect Harold M. Messmer, Jr.	Management	For	For	
	Elect Marc H. Morial	Management	For	For	
	Elect Robert J. Pace	Management	For	For	
	Elect Fredrick A. Richman	Management	For	For	
	Elect M. Keith Waddell		For	For	
		Management			
	Elect Marnie H. Wilking	Management	For	For	
	Advisory Vote on Executive Compensation Ratification of Auditor	Management	For	For	
11	Ratification of Additor	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	
	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	Management	For	For	
5	Remuneration Report	Management	For	Against	Remuneration - Vote Against when the compensation committee exercises its discretion to lower performance goals or increase awards without sufficient justification
6	Elect Aicha Evans	Management	For	For	
	Elect Gerhard Oswald	Management	For	For	
	Elect Friederike Rotsch	Management	For	Against	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
		Management	For	For	
9	Elect Ralf Herbrich		For	For	
		Management			
10	Elect Pekka Ala-Pietilä	Management Management		For	
10 11		Management Management Management	For For	For For	
10 11 12	Elect Pekka Ala-Pietilä Supervisory Board Remuneration Policy Amendments to Articles	Management Management	For For		Meeting Type: Annual
10 11 12 State S	Elect Pekka Ala-Pietilä Supervisory Board Remuneration Policy Amendments to Articles treet Corp.	Management Management Meeting Date:	For For 14.05.2024 Management	For	Meeting Type: Annual
10 11 12 State S i Number	Elect Pekka Ala-Pietilä Supervisory Board Remuneration Policy Amendments to Articles treet Corp. Proposal text	Management Management Meeting Date: Proponent	For For 14.05.2024 Management Decision	For Vote Decision	Meeting Type: Annual Rationale
10 11 12 State S Number	Elect Pekka Ala-Pietilä Supervisory Board Remuneration Policy Amendments to Articles treet Corp. Proposal text Elect Patrick de Saint-Aignan	Management Management Meeting Date: Proponent Management	For For 14.05.2024 Management Decision For	For Vote Decision For	
10 11 12 State S i Number 1	Elect Pekka Ala-Pietilä Supervisory Board Remuneration Policy Amendments to Articles treet Corp. Proposal text Elect Patrick de Saint-Aignan Elect Marie A. Chandoha	Management Management Meeting Date: Proponent Management Management	For For Management Decision For For	Vote Decision For	
10 11 12 State S Number 1 2 3	Elect Pekka Ala-Pietilä Supervisory Board Remuneration Policy Amendments to Articles treet Corp. Proposal text Elect Patrick de Saint-Aignan Elect Marie A. Chandoha Elect Donna DeMaio	Management Management Meeting Date: Proponent Management Management Management	For For Management Decision For For For	Vote Decision For For	
10 11 12 State S Number 1 2 3 4	Elect Pekka Ala-Pietilä Supervisory Board Remuneration Policy Amendments to Articles treet Corp. Proposal text Elect Patrick de Saint-Aignan Elect Marie A. Chandoha	Management Management Meeting Date: Proponent Management Management	For For Management Decision For For	Vote Decision For	

7 EI 8 EI 9 EI 10 EI 11 EI 12 EI	Elect Sara Mathew Elect William L. Meaney Elect Ronald P. O'Hanley Elect Sean O'Sullivan		Decision	Decision	Rationale
8 EI 9 EI 10 EI 11 EI 12 EI	Elect Ronald P. O'Hanley	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
9 El 10 El 11 El 12 El 13 A		Management	For	For	
10 EI 11 EI 12 EI 13 A	Elect Sean O'Sullivan	Management	For	For	
10 EI 11 EI 12 EI 13 A	and the second of second or second o	Management	For	For	
11 EI 12 EI 13 A	Elect Julio A. Portalatin	-	For	For	
12 El 13 A		Management			
13 A	Elect John B. Rhea	Management	For	For	
	Elect Gregory L. Summe	Management	For	For	
	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when sign-on packages are awarded that
14 R	Advisory vote on executive compensation	Management	101	Agamst	exceed market best practice
	Ratification of Auditor	Management	For	For	
Travelers	rs Companies Inc.	Meeting Date	: 14.05.2024		Meeting Type: Annual
	Proposal text	Proponent	Management	Vote	Rationale
	Elect Russell G. Golden	Management	Decision For	Decision For	Materials
	Elect William J. Kane	Management	For	For	
3 El	Elect Thomas B. Leonardi	Management	For	For	
4 El	Elect Clarence Otis, Jr.	Management	For	Against	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
5 El	Elect Elizabeth E. Robinson	Management	For	For	
6 El	Elect Rafael Santana	Management	For	For	
	Elect Todd C. Schermerhorn	Management	For	For	
		<u>=</u>			
	Elect Alan D. Schnitzer	Management	For	For	
9 El	Elect Laurie J. Thomsen	Management	For	For	
10 El	Elect Bridget A. van Kralingen	Management	For	For	
11 EI	Elect David S. Williams	Management	For	For	
	Ratification of Auditor	Management	For	For	
	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 SI	Shareholder Proposal Regarding Methane Report	Shareholder	Against	For	SHP Environment - Vote For when the proposal requests sustainability or environmental reports.
1F C	Shougholder Dranged Degending Disclosure of CUC Emissions	Charabaldar	Amaimat	Fa.,	SHP Environment - Vote For when the proposal requests sustainability
SI	Shareholder Proposal Regarding Disclosure of GHG Emissions Shareholder Proposal Regarding Human Rights Risks and	Shareholder	Against	For	or environmental reports. SHP Social - Vote For when the proposal requests the company to report
U OI	Underwriting Process Shareholder Proposal Regarding Including Pay Ratio in	Shareholder	Against	For	on their compliance with international human rights standards.
	Executive Compensation	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive
	nalytics Inc	Meeting Date	: 14.05.2024		Meeting Type: Annual
Verisk Ar	·	Meeting Date Proponent	Management Decision	Vote Decision	Meeting Type: Annual Rationale
Verisk Ar Number Pi	nalytics Inc		Management		
Verisk Ar Number Pi	nalytics Inc Proposal text	Proponent	Management Decision	Decision	Rationale Board - Vote Against when the chair of the remuneration committee is
Verisk Ar Number Pi 1 El 2 El	nalytics Inc Proposal text Elect Vincent K. Brooks Elect Jeffrey Dailey	Proponent Management Management	Management Decision For	Decision For Against	Rationale
Verisk Ar Number Pi 1 El 2 El 3 El	Proposal text Elect Vincent K. Brooks Elect Jeffrey Dailey Elect Bruce E. Hansen	Proponent Management Management Management	Management Decision For For	Decision For Against For	Rationale Board - Vote Against when the chair of the remuneration committee is
Verisk Ar Number Pr 1 El 2 El 3 El 4 El	Proposal text Elect Vincent K. Brooks Elect Jeffrey Dailey Elect Bruce E. Hansen Elect Gregory Hendrick	Proponent Management Management Management Management	Management Decision For For For	Decision For Against For For	Rationale Board - Vote Against when the chair of the remuneration committee is
Verisk Ar Number Pi 1 El 2 El 3 El 4 El 5 El	Proposal text Elect Vincent K. Brooks Elect Jeffrey Dailey Elect Bruce E. Hansen Elect Gregory Hendrick Elect Kathleen A. Hogenson	Proponent Management Management Management Management Management Management	Management Decision For For For For	Pecision For Against For For For	Rationale Board - Vote Against when the chair of the remuneration committee is
Verisk Ar Number Pi 1 El 2 El 3 El 4 El 5 El	Proposal text Elect Vincent K. Brooks Elect Jeffrey Dailey Elect Bruce E. Hansen Elect Gregory Hendrick	Proponent Management Management Management Management	Management Decision For For For	Decision For Against For For	Rationale Board - Vote Against when the chair of the remuneration committee is
Verisk Ar Number Pr 1 El 2 El 3 El 4 El 5 El 6 El	Proposal text Elect Vincent K. Brooks Elect Jeffrey Dailey Elect Bruce E. Hansen Elect Gregory Hendrick Elect Kathleen A. Hogenson	Proponent Management Management Management Management Management Management	Management Decision For For For For	Pecision For Against For For For	Rationale Board - Vote Against when the chair of the remuneration committee is
Verisk Ar Number Pi 1 El 2 El 3 El 4 El 5 El 6 El 7 El	Proposal text Elect Vincent K. Brooks Elect Jeffrey Dailey Elect Bruce E. Hansen Elect Gregory Hendrick Elect Kathleen A. Hogenson Elect Wendy E. Lane	Proponent Management Management Management Management Management Management Management	Management Decision For For For For For	Decision For Against For For For For	Rationale Board - Vote Against when the chair of the remuneration committee is
Verisk Ar Number Pi 1 El 2 El 3 El 4 El 5 El 6 El 7 El 8 El	Proposal text Elect Vincent K. Brooks Elect Jeffrey Dailey Elect Bruce E. Hansen Elect Gregory Hendrick Elect Kathleen A. Hogenson Elect Wendy E. Lane Elect Samuel G. Liss Elect Lee M. Shavel	Proponent Management Management Management Management Management Management Management Management Management	Management Decision For For For For For For For	Pecision For Against For For For For For For For	Rationale Board - Vote Against when the chair of the remuneration committee is
Verisk Ar Number Pi 1 El 2 El 3 El 4 El 5 El 6 El 7 El 8 El 9 El	Proposal text Elect Vincent K. Brooks Elect Jeffrey Dailey Elect Bruce E. Hansen Elect Gregory Hendrick Elect Kathleen A. Hogenson Elect Wendy E. Lane Elect Samuel G. Liss Elect Lee M. Shavel Elect Clumide Soroye	Proponent Management	Management Decision For For For For For For For F	Pecision For Against For For For For For For For Fo	Rationale Board - Vote Against when the chair of the remuneration committee is
Verisk Ar Number Primary 1 El 2 El 3 El 4 El 5 El 6 El 7 El 8 El 9 El 10 El	Proposal text Elect Vincent K. Brooks Elect Jeffrey Dailey Elect Bruce E. Hansen Elect Gregory Hendrick Elect Kathleen A. Hogenson Elect Wendy E. Lane Elect Samuel G. Liss Elect Lee M. Shavel Elect Olumide Soroye Elect Kimberly S. Stevenson	Proponent Management	Management Decision For For For For For For For F	Decision For Against For For For For For For For Fo	Rationale Board - Vote Against when the chair of the remuneration committee is
Verisk Ar Number Primary 1 El 2 El 3 El 4 El 5 El 6 El 7 El 8 El 9 El 10 El	Proposal text Elect Vincent K. Brooks Elect Jeffrey Dailey Elect Bruce E. Hansen Elect Gregory Hendrick Elect Kathleen A. Hogenson Elect Wendy E. Lane Elect Samuel G. Liss Elect Lee M. Shavel Elect Clumide Soroye	Proponent Management	Management Decision For For For For For For For F	Pecision For Against For For For For For For For Fo	Rationale Board - Vote Against when the chair of the remuneration committee is
Verisk Ar Number Primary 1 El 2 El 3 El 4 El 5 El 6 El 7 El 8 El 9 El 10 El 11 El	Proposal text Elect Vincent K. Brooks Elect Jeffrey Dailey Elect Bruce E. Hansen Elect Gregory Hendrick Elect Kathleen A. Hogenson Elect Wendy E. Lane Elect Samuel G. Liss Elect Lee M. Shavel Elect Olumide Soroye Elect Kimberly S. Stevenson	Proponent Management	Management Decision For For For For For For For F	Decision For Against For For For For For For For Fo	Rationale Board - Vote Against when the chair of the remuneration committee is
Verisk Ar Number Primary 1 El 2 El 3 El 4 El 5 El 6 El 7 El 8 El 9 El 10 El 11 El 12 A	Proposal text Elect Vincent K. Brooks Elect Jeffrey Dailey Elect Bruce E. Hansen Elect Gregory Hendrick Elect Kathleen A. Hogenson Elect Wendy E. Lane Elect Samuel G. Liss Elect Lee M. Shavel Elect Olumide Soroye Elect Kimberly S. Stevenson Elect Therese M. Vaughan	Proponent Management	Management Decision For For For For For For For F	Pecision For Against For For For For For For For Fo	Rationale Board - Vote Against when the chair of the remuneration committee is
Verisk Ar Number Pi 1 El 2 El 3 El 4 El 5 El 6 El 7 El 8 El 9 El 11 El 11 El 11 El 12 A	Proposal text Elect Vincent K. Brooks Elect Jeffrey Dailey Elect Bruce E. Hansen Elect Gregory Hendrick Elect Kathleen A. Hogenson Elect Wendy E. Lane Elect Samuel G. Liss Elect Lee M. Shavel Elect Olumide Soroye Elect Kimberly S. Stevenson Elect Therese M. Vaughan Advisory Vote on Executive Compensation	Proponent Management	Management Decision For For For For For For For F	Decision For Against For For For For For For For Fo	Rationale Board - Vote Against when the chair of the remuneration committee is
Verisk Ar Number P 1	Proposal text Elect Vincent K. Brooks Elect Jeffrey Dailey Elect Gregory Hendrick Elect Kathleen A. Hogenson Elect Wendy E. Lane Elect Samuel G. Liss Elect Lee M. Shavel Elect Olumide Soroye Elect Kimberly S. Stevenson Elect Therese M. Vaughan Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Simple Majority Vote	Proponent Management	Management Decision For For For For For For For F	Pecision For Against For For For For For For For Fo	Rationale Board - Vote Against when the chair of the remuneration committee is not independent. SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.
Verisk Ar Number Pi 1	Proposal text Elect Vincent K. Brooks Elect Jeffrey Dailey Elect Bruce E. Hansen Elect Gregory Hendrick Elect Kathleen A. Hogenson Elect Wendy E. Lane Elect Samuel G. Liss Elect Lee M. Shavel Elect Olumide Soroye Elect Kimberly S. Stevenson Elect Therese M. Vaughan Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Simple Majority Vote	Proponent Management	Management Decision For For For For For For For F	Decision For Against For For For For For For For Fo	Rationale Board - Vote Against when the chair of the remuneration committee is not independent. SHP Governance - Vote For when the proposal requests changes which improve shareholder rights. Meeting Type: Annual
Verisk Ar Number Pi 1 El 2 El 3 El 4 El 5 El 6 El 7 El 10 El 11	Proposal text Elect Vincent K. Brooks Elect Jeffrey Dailey Elect Bruce E. Hansen Elect Gregory Hendrick Elect Kathleen A. Hogenson Elect Wendy E. Lane Elect Samuel G. Liss Elect Lee M. Shavel Elect Columide Soroye Elect Kimberly S. Stevenson Elect Kimberly S. Stevenson Elect Therese M. Vaughan Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Simple Majority Vote Pharmaceuticals, Inc.	Proponent Management Proponent	Management Decision For For For For For For For F	Decision For Against For	Rationale Board - Vote Against when the chair of the remuneration committee is not independent. SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.
Verisk Ar Number Pi 1 El 2 El 3 El 4 El 5 El 6 El 7 El 8 El 10 El 11 El 11 El 12 Ar 14 Sl Vertex Pl Number Pi 1 El	Proposal text Elect Vincent K. Brooks Elect Jeffrey Dailey Elect Bruce E. Hansen Elect Gregory Hendrick Elect Kathleen A. Hogenson Elect Wendy E. Lane Elect Samuel G. Liss Elect Lee M. Shavel Elect Olumide Soroye Elect Kimberly S. Stevenson Elect Therese M. Vaughan Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Simple Majority Vote Pharmaceuticals, Inc. Proposal text Elect Sangeeta N. Bhatia	Proponent Management	Management Decision For For For For For For For F	Decision For Against For	Rationale Board - Vote Against when the chair of the remuneration committee is not independent. SHP Governance - Vote For when the proposal requests changes which improve shareholder rights. Meeting Type: Annual
Verisk Ar Number Pi 1 El 2 El 3 El 4 El 5 El 6 El 7 El 8 El 10 El 11 El 12 Ar 14 Sl Vertex Pi Number Pi 1 El 2 El	Proposal text Elect Vincent K. Brooks Elect Jeffrey Dailey Elect Bruce E. Hansen Elect Gregory Hendrick Elect Kathleen A. Hogenson Elect Wendy E. Lane Elect Samuel G. Liss Elect Lee M. Shavel Elect Olumide Soroye Elect Kimberly S. Stevenson Elect Therese M. Vaughan Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Simple Majority Vote Pharmaceuticals, Inc. Proposal text Elect Sangeeta N. Bhatia Elect Lloyd A. Carney	Proponent Management	Management Decision For For For For For For For F	Decision For Against For	Rationale Board - Vote Against when the chair of the remuneration committee is not independent. SHP Governance - Vote For when the proposal requests changes which improve shareholder rights. Meeting Type: Annual
Verisk Ar Number Pi 1 El 2 El 3 El 4 El 5 El 6 El 7 El 8 El 10 El 11 El 11 El 11 El 11 Sl Vertex Pi Number Pi 1 El 2 El 3 El 3 El 3 El 6 El 11 El 12 A 14 Sl	Proposal text Elect Vincent K. Brooks Elect Jeffrey Dailey Elect Bruce E. Hansen Elect Gregory Hendrick Elect Kathleen A. Hogenson Elect Wendy E. Lane Elect Samuel G. Liss Elect Lee M. Shavel Elect Olumide Soroye Elect Kimberly S. Stevenson Elect Therese M. Vaughan Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Simple Majority Vote Pharmaceuticals, Inc. Proposal text Elect Sangeeta N. Bhatia Elect Lloyd A. Carney Elect Alan M. Garber	Proponent Management	Management Decision For For For For For For For F	Decision For Against For For For For For For For Fo	Rationale Board - Vote Against when the chair of the remuneration committee is not independent. SHP Governance - Vote For when the proposal requests changes which improve shareholder rights. Meeting Type: Annual
Verisk Ar Number Pi 1 El 2 El 3 El 4 El 5 El 6 El 7 El 8 El 10 El 11 El 11 El 11 El 11 Sl Vertex Pi Number Pi 1 El 2 El 3 El 3 El 3 El 6 El 11 El 12 A 14 Sl	Proposal text Elect Vincent K. Brooks Elect Jeffrey Dailey Elect Bruce E. Hansen Elect Gregory Hendrick Elect Kathleen A. Hogenson Elect Wendy E. Lane Elect Samuel G. Liss Elect Lee M. Shavel Elect Olumide Soroye Elect Kimberly S. Stevenson Elect Therese M. Vaughan Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Simple Majority Vote Pharmaceuticals, Inc. Proposal text Elect Sangeeta N. Bhatia Elect Lloyd A. Carney	Proponent Management	Management Decision For For For For For For For F	Decision For Against For	Rationale Board - Vote Against when the chair of the remuneration committee is not independent. SHP Governance - Vote For when the proposal requests changes which improve shareholder rights. Meeting Type: Annual
Verisk Ar Number Pi 1 El 2 El 3 El 4 El 5 El 6 El 7 El 8 El 10 El 11 El 11 El 11 El 12 Ar 14 Sl Vertex Pi Number Pi 1 El 2 El 3 El 4 El 4 El 4 El	Proposal text Elect Vincent K. Brooks Elect Jeffrey Dailey Elect Bruce E. Hansen Elect Gregory Hendrick Elect Kathleen A. Hogenson Elect Wendy E. Lane Elect Samuel G. Liss Elect Lee M. Shavel Elect Olumide Soroye Elect Kimberly S. Stevenson Elect Therese M. Vaughan Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Simple Majority Vote Pharmaceuticals, Inc. Proposal text Elect Sangeeta N. Bhatia Elect Lloyd A. Carney Elect Alan M. Garber	Proponent Management	Management Decision For For For For For For For F	Decision For Against For For For For For For For Fo	Rationale Board - Vote Against when the chair of the remuneration committee is not independent. SHP Governance - Vote For when the proposal requests changes which improve shareholder rights. Meeting Type: Annual
Verisk Ar Number Pi 1 El 2 El 3 El 4 El 5 El 6 El 7 El 8 El 10 El 11 El 11 El 12 Ar 14 Sl Vertex Pi Number Pi 1 El 2 El 3 El 4 El 5 El 6 El 7 El 8 El 9 El 10 El 11 El 12 Ar 14 Sl	Proposal text Elect Vincent K. Brooks Elect Jeffrey Dailey Elect Bruce E. Hansen Elect Gregory Hendrick Elect Kathleen A. Hogenson Elect Wendy E. Lane Elect Samuel G. Liss Elect Lee M. Shavel Elect Olumide Soroye Elect Kimberly S. Stevenson Elect Therese M. Vaughan Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Simple Majority Vote Pharmaceuticals, Inc. Proposal text Elect Sangeeta N. Bhatia Elect Lloyd A. Carney Elect Alan M. Garber Elect Reshma Kewalramani	Proponent Management Management	Management Decision For For For For For For For F	Decision For Against For	Rationale Board - Vote Against when the chair of the remuneration committee is not independent. SHP Governance - Vote For when the proposal requests changes which improve shareholder rights. Meeting Type: Annual

9 E	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
9 E	Elect Bruce I. Sachs	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement
				-	acceptable remuneration practices.
	Elect Jennifer Schneider	Management	For	For	
	Elect Nancy A. Thornberry	Management	For	For	
	Elect Suketu Upadhyay	Management	For	For	
12 R	Ratification of Auditor	Management	For	For	
13 A	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 S	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.
	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 & Damp; transparency on compensation practices.
Repliger	n Corp.	Meeting Date:	15.05.2024		Meeting Type: Annual
Number F	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Elect Tony J. Hunt	Management	For	For	
2 E	Elect Karen Dawes	Management	For	For	
3 E	Elect Nicolas M. Barthelemy	Management	For	For	
4 E	Elect Carrie Eglinton Manner	Management	For	For	
5 E	Elect Konstantin Konstantinov	Management	For	For	
	Elect Martin D. Madaus	Management	For	For	
	Elect Rohin Mhatre	Management	For	For	
	Elect Glenn P. Muir	Management	For	For	
	Elect Margaret A. Pax	Management	For	For	
10 R	Ratification of Auditor	Management	For	For	
11 A	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when sign-on packages are awarded that exceed market best practice. $ \label{eq:condition} % \begin{center} \beg$
AT&T, Ir	nc.	Meeting Date:	15.05.2024		Meeting Type: Annual
			Management	Vote	
	Proposal text	Proponent	Decision	Decision	Rationale
1 E	Elect Scott T. Ford	Management	For	For	
2 E	Elect Glenn H. Hutchins	Management	For	Against	Board - Vote Against when the board fails to incorporate basic
				<u>-</u>	considerations for gender diversity.
3 E	Elect William E. Kennard	Management	For	For	
4 E	Elect Stephen J. Luczo	Management	For	For	
5 E	Elect Marissa A. Mayer	Management	For	For	
6 E	Elect Michael B. McCallister	Management	For	For	
7 E	Elect Beth E. Mooney	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
8 E	Elect Matthew K. Rose	Management	For	For	
	Elect John T. Stankey	Management	For	For	
		<u>=</u>			
	Elect Cynthia B. Taylor	Management	For	For	
11 E	Elect Luis A. Ubiñas	Management	For	For	
12 R	Ratification of Auditor	Management	For	For	
13 A	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote manually when remuneration is deemed excessive and bears a significant cost.
14 S	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.
	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 S	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
	ay Communities Inc.	Meeting Date:	15 05 2024		Meeting Type: Annual
Avalonh	•		Management	Vote	
	ALDUCAL TOTAL	Proponent	Decision	Decision	Rationale
Number P	<u> </u>	Managamant	For	For	
Number P	Elect Glyn F. Aeppel	Management	For	For	
Number P 1 E 2 E	Elect Glyn F. Aeppel Elect Terry S. Brown	Management	For	For	
Number P 1 E 2 E 3 E	Elect Glyn F. Aeppel Elect Terry S. Brown Elect Ronald L. Havner, Jr.	-			
Number P 1 E 2 E 3 E	Elect Glyn F. Aeppel Elect Terry S. Brown	Management	For	For	
Number P 1 E 2 E 3 E 4 E	Elect Glyn F. Aeppel Elect Terry S. Brown Elect Ronald L. Havner, Jr.	Management Management	For For	For For	
Number P 1	Elect Glyn F. Aeppel Elect Terry S. Brown Elect Ronald L. Havner, Jr. Elect Stephen P. Hills	Management Management Management	For For	For For	
Number P 1	Elect Glyn F. Aeppel Elect Terry S. Brown Elect Ronald L. Havner, Jr. Elect Stephen P. Hills Elect Christopher B. Howard Elect Richard J. Lieb	Management Management Management Management Management	For For For	For For For	
Number P 1	Elect Glyn F. Aeppel Elect Terry S. Brown Elect Ronald L. Havner, Jr. Elect Stephen P. Hills Elect Christopher B. Howard Elect Richard J. Lieb	Management Management Management Management Management Management	For For For For For	For For For For	
Number P 1	Elect Glyn F. Aeppel Elect Terry S. Brown Elect Ronald L. Havner, Jr. Elect Stephen P. Hills Elect Christopher B. Howard Elect Richard J. Lieb Elect Nnenna Lynch Elect Charles E. Mueller, Jr.	Management Management Management Management Management Management Management	For For For For For For For	For For For For For For For	
Number P 1	Elect Glyn F. Aeppel Elect Terry S. Brown Elect Ronald L. Havner, Jr. Elect Stephen P. Hills Elect Christopher B. Howard Elect Richard J. Lieb Elect Nnenna Lynch Elect Charles E. Mueller, Jr. Elect Timothy J. Naughton	Management Management Management Management Management Management Management Management Management	For For For For For For For For	For For For For For For For For	
Number P 1	Elect Glyn F. Aeppel Elect Terry S. Brown Elect Ronald L. Havner, Jr. Elect Stephen P. Hills Elect Christopher B. Howard Elect Richard J. Lieb Elect Nnenna Lynch Elect Charles E. Mueller, Jr.	Management Management Management Management Management Management Management	For For For For For For For	For For For For For For For	
Number P 1	Elect Glyn F. Aeppel Elect Terry S. Brown Elect Ronald L. Havner, Jr. Elect Stephen P. Hills Elect Christopher B. Howard Elect Richard J. Lieb Elect Nnenna Lynch Elect Charles E. Mueller, Jr. Elect Timothy J. Naughton	Management Management Management Management Management Management Management Management Management	For For For For For For For For	For For For For For For For For	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.

Number	Proposal text	Proponent	Management	Vote	Rationale
13	Ratification of Auditor	Management	Decision For	Decision For	
		Management	FOI	roi	
Capger	mini	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 15	Elect Christophe Merveilleux du Vignaux Appointment of Auditor for Sustainability Reporting (Mazars)	Management Management	For For	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	
	Authority to Issue Shares and Convertible Debt w/ Preemptive	-			
19	Rights Authority to Issue Shares and Convertible Debt w/o Preemptive	Management	For	For	
20	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	
28 29	Authorisation of Legal Formalities Elect Laurence Metzke	Management Management	For Against	For Against	Alternate nominee preferred
29		<u>-</u>	Against		Alternate nominee preferred Meeting Type: Annual
29 Chubb	Elect Laurence Metzke Limited	Management Meeting Date:	Against 15.05.2024		Meeting Type: Annual
29 Chubb	Elect Laurence Metzke Limited Proposal text	Management	Against	Against	·
Chubb Number	Elect Laurence Metzke Limited Proposal text Accounts and Reports	Management Meeting Date: Proponent Management	Against 15.05.2024 Management Decision For	Against Vote Decision For	Meeting Type: Annual
Chubb Number 1 2	Elect Laurence Metzke Limited Proposal text Accounts and Reports Allocation of Profits	Management Meeting Date: Proponent Management Management	Against 15.05.2024 Management Decision For For	Against Vote Decision For For	Meeting Type: Annual
Chubb Number 1 2 3	Elect Laurence Metzke Limited Proposal text Accounts and Reports Allocation of Profits Dividends from Reserves	Management Meeting Date: Proponent Management Management Management	Against 15.05.2024 Management Decision For For For	Vote Decision For For	Meeting Type: Annual
Chubb Number 1 2 3 4	Elect Laurence Metzke Limited Proposal text Accounts and Reports Allocation of Profits Dividends from Reserves Ratification of Board Acts	Management Meeting Date: Proponent Management Management Management Management Management	Against 15.05.2024 Management Decision For For For For	Vote Decision For For For	Meeting Type: Annual
Chubb Number 1 2 3 4 5	Elect Laurence Metzke Limited Proposal text Accounts and Reports Allocation of Profits Dividends from Reserves Ratification of Board Acts Election of Statutory Auditors	Management Meeting Date: Proponent Management Management Management Management Management Management	Against 15.05.2024 Management Decision For For For For For For	Vote Decision For For For For	Meeting Type: Annual
Chubb Number 1 2 3 4 5 6	Elect Laurence Metzke Limited Proposal text Accounts and Reports Allocation of Profits Dividends from Reserves Ratification of Board Acts Election of Statutory Auditors Ratification of Auditor	Management Meeting Date: Proponent Management Management Management Management Management Management Management Management	Against 15.05.2024 Management Decision For For For For For For For For For	Vote Decision For For For For For For For	Meeting Type: Annual
Chubb Number 1 2 3 4 5 6 7	Elect Laurence Metzke Limited Proposal text Accounts and Reports Allocation of Profits Dividends from Reserves Ratification of Board Acts Election of Statutory Auditors Ratification of Auditor Appointment of Special Auditor	Management Meeting Date: Proponent Management	Against 15.05.2024 Management Decision For For For For For For For For For Fo	Vote Decision For	Meeting Type: Annual
29 Chubb Number 1 2 3 4 5 6 7 8	Elect Laurence Metzke Limited Proposal text Accounts and Reports Allocation of Profits Dividends from Reserves Ratification of Board Acts Election of Statutory Auditors Ratification of Auditor Appointment of Special Auditor Elect Evan G. Greenberg	Management Meeting Date: Proponent Management	Against 15.05.2024 Management Decision For For For For For For For For For Fo	Vote Decision For	Meeting Type: Annual
29 Chubb Number 1 2 3 4 5 6 7	Elect Laurence Metzke Limited Proposal text Accounts and Reports Allocation of Profits Dividends from Reserves Ratification of Board Acts Election of Statutory Auditors Ratification of Auditor Appointment of Special Auditor	Management Meeting Date: Proponent Management	Against 15.05.2024 Management Decision For For For For For For For For For Fo	Vote Decision For	Meeting Type: Annual
29 Chubb Number 1 2 3 4 5 6 7 8 9	Elect Laurence Metzke Limited Proposal text Accounts and Reports Allocation of Profits Dividends from Reserves Ratification of Board Acts Election of Statutory Auditors Ratification of Auditor Appointment of Special Auditor Elect Evan G. Greenberg Elect Michael P. Connors	Management Meeting Date: Proponent Management	Against 15.05.2024 Management Decision For For For For For For For For For Fo	Vote Decision For	Meeting Type: Annual
29 Chubb Number 1 2 3 4 5 6 7 8 9 10 11	Elect Laurence Metzke Limited Proposal text Accounts and Reports Allocation of Profits Dividends from Reserves Ratification of Board Acts Election of Statutory Auditors Ratification of Auditor Appointment of Special Auditor Elect Evan G. Greenberg Elect Michael P. Connors Elect Michael G. Atieh Elect Nancy K. Buese	Management Meeting Date: Proponent Management	Against 15.05.2024 Management Decision For For For For For For For F	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual
29 Chubb Number 1 2 3 4 5 6 7 8 9 10 11 12	Elect Laurence Metzke Limited Proposal text Accounts and Reports Allocation of Profits Dividends from Reserves Ratification of Board Acts Election of Statutory Auditors Ratification of Auditor Appointment of Special Auditor Elect Evan G. Greenberg Elect Michael P. Connors Elect Michael G. Atieh Elect Nancy K. Buese Elect Sheila P. Burke	Management Meeting Date: Proponent Management	Against 15.05.2024 Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual
29 Chubb Number 1 2 3 4 5 6 7 8 9 10 11	Elect Laurence Metzke Limited Proposal text Accounts and Reports Allocation of Profits Dividends from Reserves Ratification of Board Acts Election of Statutory Auditors Ratification of Auditor Appointment of Special Auditor Elect Evan G. Greenberg Elect Michael P. Connors Elect Michael G. Atieh Elect Nancy K. Buese	Management Meeting Date: Proponent Management	Against 15.05.2024 Management Decision For For For For For For For F	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual
29 Chubb Number 1 2 3 4 5 6 7 8 9 10 11 12 13	Elect Laurence Metzke Limited Proposal text Accounts and Reports Allocation of Profits Dividends from Reserves Ratification of Board Acts Election of Statutory Auditors Ratification of Auditor Appointment of Special Auditor Elect Evan G. Greenberg Elect Michael P. Connors Elect Michael G. Atieh Elect Nancy K. Buese Elect Sheila P. Burke Elect Nelson J. Chai	Management Meeting Date: Proponent Management	Against 15.05.2024 Management Decision For For For For For For For F	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual
29 Chubb Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14	Elect Laurence Metzke Limited Proposal text Accounts and Reports Allocation of Profits Dividends from Reserves Ratification of Board Acts Election of Statutory Auditors Ratification of Auditor Appointment of Special Auditor Elect Evan G. Greenberg Elect Michael P. Connors Elect Michael G. Atieh Elect Nancy K. Buese Elect Sheila P. Burke Elect Nelson J. Chai Elect Michael L. Corbat	Management Meeting Date: Proponent Management	Against 15.05.2024 Management Decision For For For For For For For F	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual
29 Chubb Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15	Elect Laurence Metzke Limited Proposal text Accounts and Reports Allocation of Profits Dividends from Reserves Ratification of Board Acts Election of Statutory Auditors Ratification of Auditor Appointment of Special Auditor Elect Evan G. Greenberg Elect Michael P. Connors Elect Michael G. Atieh Elect Nancy K. Buese Elect Sheila P. Burke Elect Nelson J. Chai Elect Michael L. Corbat Elect Robert J. Hugin	Management Meeting Date: Proponent Management	Against 15.05.2024 Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual
29 Chubb Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	Elect Laurence Metzke Limited Proposal text Accounts and Reports Allocation of Profits Dividends from Reserves Ratification of Board Acts Election of Statutory Auditors Ratification of Auditor Appointment of Special Auditor Elect Evan G. Greenberg Elect Michael P. Connors Elect Michael G. Atieh Elect Nancy K. Buese Elect Sheila P. Burke Elect Nelson J. Chai Elect Michael L. Corbat Elect Robert J. Hugin Elect Robert W. Scully	Management Meeting Date: Proponent Management	Against 15.05.2024 Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual
29 Chubb Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	Elect Laurence Metzke Limited Proposal text Accounts and Reports Allocation of Profits Dividends from Reserves Ratification of Board Acts Election of Statutory Auditors Ratification of Auditor Appointment of Special Auditor Elect Evan G. Greenberg Elect Michael P. Connors Elect Michael P. Connors Elect Nancy K. Buese Elect Nancy K. Buese Elect Nelson J. Chai Elect Nelson J. Chai Elect Robert J. Hugin Elect Robert W. Scully Elect Theodore E. Shasta	Management Meeting Date: Proponent Management	Against 15.05.2024 Management Decision For For For For For For For F	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual Rationale Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
29 Chubb Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	Elect Laurence Metzke Limited Proposal text Accounts and Reports Allocation of Profits Dividends from Reserves Ratification of Board Acts Election of Statutory Auditors Ratification of Auditor Appointment of Special Auditor Elect Evan G. Greenberg Elect Michael P. Connors Elect Michael G. Atieh Elect Nancy K. Buese Elect Sheila P. Burke Elect Nelson J. Chai Elect Robert J. Hugin Elect Robert W. Scully Elect Theodore E. Shasta Elect David H. Sidwell Elect Olivier Steimer Elect Frances F. Townsend	Management Meeting Date: Proponent Management	Against 15.05.2024 Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Meeting Type: Annual Rationale Board - Vote Against when the board fails to incorporate basic
29 Chubb Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	Elect Laurence Metzke Limited Proposal text Accounts and Reports Allocation of Profits Dividends from Reserves Ratification of Board Acts Election of Statutory Auditors Ratification of Auditor Appointment of Special Auditor Elect Evan G. Greenberg Elect Michael P. Connors Elect Michael P. Connors Elect Michael G. Atieh Elect Nancy K. Buese Elect Sheila P. Burke Elect Nelson J. Chai Elect Robert J. Hugin Elect Robert J. Hugin Elect Robert W. Scully Elect Theodore E. Shasta Elect David H. Sidwell Elect Olivier Steimer Elect Frances F. Townsend Elect Evan G. Greenberg as Chair	Management Meeting Date: Proponent Management	Against 15.05.2024 Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Rationale Board - Vote Against when the board fails to incorporate basic considerations for gender diversity. Board - Vote Against when the board repeatedly fails to implement
29 Chubb Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20	Elect Laurence Metzke Limited Proposal text Accounts and Reports Allocation of Profits Dividends from Reserves Ratification of Board Acts Election of Statutory Auditors Ratification of Auditor Appointment of Special Auditor Elect Evan G. Greenberg Elect Michael P. Connors Elect Michael G. Atieh Elect Nancy K. Buese Elect Sheila P. Burke Elect Nelson J. Chai Elect Robert J. Hugin Elect Robert W. Scully Elect Theodore E. Shasta Elect David H. Sidwell Elect Olivier Steimer Elect Frances F. Townsend	Management Meeting Date: Proponent Management	Against 15.05.2024 Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Rationale 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.
29 Chubb Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21	Elect Laurence Metzke Limited Proposal text Accounts and Reports Allocation of Profits Dividends from Reserves Ratification of Board Acts Election of Statutory Auditors Ratification of Auditor Appointment of Special Auditor Elect Evan G. Greenberg Elect Michael P. Connors Elect Michael P. Connors Elect Michael G. Atieh Elect Nancy K. Buese Elect Sheila P. Burke Elect Nelson J. Chai Elect Robert J. Hugin Elect Robert J. Hugin Elect Robert W. Scully Elect Theodore E. Shasta Elect David H. Sidwell Elect Olivier Steimer Elect Frances F. Townsend Elect Evan G. Greenberg as Chair	Management Meeting Date: Proponent Management	Against 15.05.2024 Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Rationale 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. Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
29 Chubb Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22	Elect Laurence Metzke Limited Proposal text Accounts and Reports Allocation of Profits Dividends from Reserves Ratification of Board Acts Election of Statutory Auditors Ratification of Auditor Appointment of Special Auditor Elect Evan G. Greenberg Elect Michael P. Connors Elect Michael P. Connors Elect Michael G. Atieh Elect Nancy K. Buese Elect Sheila P. Burke Elect Nelson J. Chai Elect Nichael L. Corbat Elect Robert J. Hugin Elect Robert W. Scully Elect Theodore E. Shasta Elect David H. Sidwell Elect Olivier Steimer Elect Frances F. Townsend Elect Evan G. Greenberg as Chair Election of Michael P. Connors	Management Meeting Date: Proponent Management	Against 15.05.2024 Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Rationale 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.
29 Chubb Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	Elect Laurence Metzke Limited Proposal text Accounts and Reports Allocation of Profits Dividends from Reserves Ratification of Board Acts Election of Statutory Auditors Ratification of Auditor Appointment of Special Auditor Elect Evan G. Greenberg Elect Michael P. Connors Elect Michael P. Connors Elect Michael G. Atieh Elect Nancy K. Buese Elect Sheila P. Burke Elect Nelson J. Chai Elect Robert J. Hugin Elect Robert J. Hugin Elect Robert W. Scully Elect Theodore E. Shasta Elect David H. Sidwell Elect Clivier Steimer Elect Evan G. Greenberg as Chair Elect Evan G. Greenberg as Chair Election of Michael P. Connors Election of David H. Sidwell	Management Meeting Date: Proponent Management	Against 15.05.2024 Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Rationale 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. Board - Vote Against when the board fails to incorporate basic considerations for gender diversity. Board - Vote Against when the board fails to incorporate basic considerations for gender diversity. Board - Vote Against when the board repeatedly fails to implement
29 Chubb Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23	Elect Laurence Metzke Limited Proposal text Accounts and Reports Allocation of Profits Dividends from Reserves Ratification of Board Acts Election of Statutory Auditors Ratification of Auditor Appointment of Special Auditor Elect Evan G. Greenberg Elect Michael P. Connors Elect Michael G. Atieh Elect Nancy K. Buese Elect Sheila P. Burke Elect Nelson J. Chai Elect Robert J. Hugin Elect Robert J. Hugin Elect Robert W. Scully Elect Theodore E. Shasta Elect David H. Sidwell Elect Frances F. Townsend Elect Evan G. Greenberg as Chair Election of David H. Sidwell Election of Frances F. Townsend	Management Meeting Date: Proponent Management	Against 15.05.2024 Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Rationale 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. Board - Vote Against when the board fails to incorporate basic considerations for gender diversity. Board - Vote Against when the board fails to incorporate basic considerations for gender diversity. Board - Vote Against when the board repeatedly fails to implement
29 Chubb Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25	Elect Laurence Metzke Limited Proposal text Accounts and Reports Allocation of Profits Dividends from Reserves Ratification of Board Acts Election of Statutory Auditors Ratification of Auditor Appointment of Special Auditor Elect Evan G. Greenberg Elect Michael P. Connors Elect Michael G. Atieh Elect Nancy K. Buese Elect Sheila P. Burke Elect Nelson J. Chai Elect Nichael L. Corbat Elect Robert J. Hugin Elect Robert J. Hugin Elect Robert W. Scully Elect Theodore E. Shasta Elect David H. Sidwell Elect Olivier Steimer Elect Evan G. Greenberg as Chair Election of Michael P. Connors Election of David H. Sidwell Election of Frances F. Townsend Appointment of Independent Proxy (Switzerland)	Management Meeting Date: Proponent Management	Against 15.05.2024 Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Rationale 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. Board - Vote Against when the board fails to incorporate basic considerations for gender diversity. Board - Vote Against when the board fails to incorporate basic considerations for gender diversity. Board - Vote Against when the board repeatedly fails to implement

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	numework shows a lack of adequate structure.
					SHP Environment - Vote For when the proposal requests sustainability
34	Shareholder Proposal Regarding Disclosure of GHG Emissions Shareholder Proposal Regarding Median Gender and Racial	Shareholder	Against	For	or environmental reports. SHP Remuneration - Vote For when the proposal requests the company
35	Pay Equity Report	Shareholder	Against	For	to increase disclosure & Damp; transparency on compensation practices.
36	Additional or Amended Proposals	Management	For	Against	Granting unfettered discretion is unwise
CVS He	CVS Health Corp		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	numework shows a lack of adequate structure.
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 repor on their compliance with international human rights standards.
	Shareholder Proposal Regarding Mandatory Director				SHP Governance - Vote For when the proposal requests changes which
17	Resignation Policy	Shareholder	Against	For	improve shareholder rights. SHP Remuneration - Vote For when the proposal requests that the
18	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	For	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
	Elect Donald W. Blair	Managament			
1		Management	For	For	
3	Elect Lisa Campbell Elect Andrew W. Houston	Management Management	For 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,
	Elect Sara Mathew	Management	For	Withhold	one vote principle. Board - Vote Against when the board repeatedly fails to implement
5		<u> </u>	For		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	Domunoration Fails the remunaration from
11	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on structure.
Fresen	ius 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	Management	For	For	
	of Legal Form Change)	y			71

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	Vote Decision	Rationale
1	2023 Accounts and Reports	Management	Decision 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			
Home	Depot, Inc.	Meeting Date	: 15.05.2024		Meeting Type: Annual
	Depot, Inc. Proposal text	Meeting Date Proponent	Management Decision	Vote Decision	Meeting Type: Annual Rationale
	Proposal text	Proponent	Management Decision	Decision	
Number		Proponent Management	Management		
Number	Proposal text Elect Gerard J. Arpey	Proponent	Management Decision For	Decision For	
Number 1 2	Proposal text Elect Gerard J. Arpey Elect Ari Bousbib Elect Jeffery H. Boyd	Proponent Management Management	Management Decision For	Decision For For	Rationale Board - Vote Against when the board fails to incorporate basic
Number 1 2 3	Proposal text Elect Gerard J. Arpey Elect Ari Bousbib	Proponent Management Management Management	Management Decision For For	Decision For For Against	Rationale Board - Vote Against when the board fails to incorporate basic
Number 1 2 3	Proposal text Elect Gerard J. Arpey Elect Ari Bousbib Elect Jeffery H. Boyd Elect Gregory D. Brenneman	Proponent Management Management Management Management	Management Decision For For For	Decision For For Against For	Rationale Board - Vote Against when the board fails to incorporate basic
Number 1 2 3 4 5	Proposal text Elect Gerard J. Arpey Elect Ari Bousbib Elect Jeffery H. Boyd Elect Gregory D. Brenneman Elect J. Frank Brown	Proponent Management Management Management Management Management Management	Management Decision For For For For	Decision For For Against For For	Rationale Board - Vote Against when the board fails to incorporate basic
Number 1 2 3 4 5 6	Proposal text Elect Gerard J. Arpey Elect Ari Bousbib Elect Jeffery H. Boyd Elect Gregory D. Brenneman Elect J. Frank Brown Elect Edward P. Decker	Proponent Management Management Management Management Management Management Management	Management Decision For For For For For	Decision For For Against For For For	Rationale Board - Vote Against when the board fails to incorporate basic
Number 1 2 3 4 5 6 7	Proposal text Elect Gerard J. Arpey Elect Ari Bousbib Elect Jeffery H. Boyd Elect Gregory D. Brenneman Elect J. Frank Brown Elect Edward P. Decker Elect Wayne M. Hewett	Proponent Management Management Management Management Management Management Management Management	Management Decision For For For For For For	Pecision For Against For For For For For	Rationale Board - Vote Against when the board fails to incorporate basic
Number 1 2 3 4 5 6 7	Proposal text Elect Gerard J. Arpey Elect Ari Bousbib Elect Jeffery H. Boyd Elect Gregory D. Brenneman Elect J. Frank Brown Elect Edward P. Decker Elect Wayne M. Hewett Elect Manuel Kadre	Proponent Management Management Management Management Management Management Management Management Management	Management Decision For For For For For For For For For Fo	Decision For For Against For For For For For For	Rationale Board - Vote Against when the board fails to incorporate basic
Number 1 2 3 4 5 6 7 8 9	Proposal text Elect Gerard J. Arpey Elect Ari Bousbib Elect Jeffery H. Boyd Elect Gregory D. Brenneman Elect J. Frank Brown Elect Edward P. Decker Elect Wayne M. Hewett Elect Manuel Kadre Elect Stephanie C. Linnartz	Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For Against For For For For For For For Fo	Rationale Board - Vote Against when the board fails to incorporate basic
Number 1 2 3 4 5 6 7 8 9 10	Proposal text Elect Gerard J. Arpey Elect Ari Bousbib Elect Jeffery H. Boyd Elect Gregory D. Brenneman Elect J. Frank Brown Elect Edward P. Decker Elect Wayne M. Hewett Elect Manuel Kadre Elect Stephanie C. Linnartz Elect Paula Santilli	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For Against For For For For For For For For For Fo	Rationale Board - Vote Against when the board fails to incorporate basic
Number 1 2 3 4 5 6 7 8 9 10 11	Proposal text Elect Gerard J. Arpey Elect Ari Bousbib Elect Jeffery H. Boyd Elect Gregory D. Brenneman Elect J. Frank Brown Elect Edward P. Decker Elect Wayne M. Hewett Elect Manuel Kadre Elect Stephanie C. Linnartz Elect Paula Santilli Elect Caryn Seidman-Becker	Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For Against For For For For For For For Fo	Rationale Board - Vote Against when the board fails to incorporate basic
Number 1 2 3 4 5 6 7 8 9 10 11 12	Proposal text Elect Gerard J. Arpey Elect Ari Bousbib Elect Jeffery H. Boyd Elect Gregory D. Brenneman Elect J. Frank Brown Elect Edward P. Decker Elect Wayne M. Hewett Elect Manuel Kadre Elect Stephanie C. Linnartz Elect Paula Santilii Elect Caryn Seidman-Becker Ratification of Auditor	Proponent Management	Management Decision For For For For For For For F	Pecision For For Against For For For For For For For For For Fo	Rationale Board - Vote Against when the board fails to incorporate basic considerations for gender diversity. Remuneration - Vote Against when severance packages are awarded
Number 1 2 3 4 5 6 7 8 9 10 11 12 13	Proposal text Elect Gerard J. Arpey Elect Ari Bousbib Elect Jeffery H. Boyd Elect Gregory D. Brenneman Elect J. Frank Brown Elect Edward P. Decker Elect Wayne M. Hewett Elect Manuel Kadre Elect Stephanie C. Linnartz Elect Paula Santilli Elect Caryn Seidman-Becker Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Disclosure of Director	Proponent Management	Management Decision For For For For For For For F	Pecision For For For For For For For For For Fo	Remuneration - Vote Against when the board fails to incorporate basic considerations for gender diversity. Remuneration - Vote Against when severance packages are awarded that exceed market best practice SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company. SHP - Vote For when the proposal requests the company to review their political spending and lobbying activities. These expenses must be
Number 1 2 3 4 5 6 7 8 9 10 11 12 13	Proposal text Elect Gerard J. Arpey Elect Ari Bousbib Elect Jeffery H. Boyd Elect Gregory D. Brenneman Elect J. Frank Brown Elect Edward P. Decker Elect Wayne M. Hewett Elect Manuel Kadre Elect Stephanie C. Linnartz Elect Paula Santilli Elect Caryn Seidman-Becker Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Disclosure of Director Donations Shareholder Proposal Regarding Report on Political	Proponent Management	Management Decision For For For For For For For F	Pecision For For For For For For For For For Against Against Against	Remuneration - Vote Against when the board fails to incorporate basic considerations for gender diversity. Remuneration - Vote Against when severance packages are awarded that exceed market best practice SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company. 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
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14	Proposal text Elect Gerard J. Arpey Elect Ari Bousbib Elect Jeffery H. Boyd Elect Gregory D. Brenneman Elect J. Frank Brown Elect Edward P. Decker Elect Wayne M. Hewett Elect Wanuel Kadre Elect Stephanie C. Linnartz Elect Paula Santilli Elect Caryn Seidman-Becker Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Disclosure of Director Donations Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency Shareholder Proposal Regarding Charitable Contributions	Proponent Management Shareholder	Management Decision For For For For For For For For For Fo	Pecision For For Against For For For For For For For Against Against Against	Remuneration - Vote Against when the board fails to incorporate basic considerations for gender diversity. Remuneration - Vote Against when severance packages are awarded that exceed market best practice SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company. 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. SHP - Vote Against when there are concerns that the aim of the
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15	Proposal text Elect Gerard J. Arpey Elect Ari Bousbib Elect Jeffery H. Boyd Elect Gregory D. Brenneman Elect J. Frank Brown Elect Edward P. Decker Elect Wayne M. Hewett Elect Manuel Kadre Elect Stephanie C. Linnartz Elect Paula Santilli Elect Caryn Seidman-Becker Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Disclosure of Director Donations Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency Shareholder Proposal Regarding Charitable Contributions Disclosure Shareholder Proposal Regarding Report on Civil Rights and	Proponent Management Shareholder Shareholder	Management Decision For For For For For For For For For Fo	Pecision For For Against For	Remuneration - Vote Against when severance packages are awarded that exceed market best practice SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of 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. SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company. SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company. SHP Environment - Vote For when the proposal requests sustainability or environmental reports.
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15	Proposal text Elect Gerard J. Arpey Elect Ari Bousbib Elect Jeffery H. Boyd Elect Gregory D. Brenneman Elect J. Frank Brown Elect Edward P. Decker Elect Wayne M. Hewett Elect Manuel Kadre Elect Stephanie C. Linnartz Elect Aryn Seidman-Becker Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Disclosure of Director Donations Shareholder Proposal Regarding Charitable Contributions Disclosure Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Proponent Management Shareholder Shareholder Shareholder	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For For For Fo	Remuneration - Vote Against when severance packages are awarded that exceed market best practice SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company. SHP - Vote Against when there are concerns that the aim of the 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. SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company. SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company. SHP Environment - Vote For when the proposal requests sustainability
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17	Proposal text Elect Gerard J. Arpey Elect Ari Bousbib Elect Jeffery H. Boyd Elect Gregory D. Brenneman Elect J. Frank Brown Elect Edward P. Decker Elect Wayne M. Hewett Elect Manuel Kadre Elect Stephanie C. Linnartz Elect Paula Santilli Elect Caryn Seidman-Becker Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Disclosure of Director Donations Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination Shareholder Proposal Regarding Biodiversity Assessment Shareholder Proposal Regarding Amendment to Clawback Policy	Proponent Management Shareholder Shareholder Shareholder Shareholder	Management Decision For For For For For For For For For Fo	Pecision For	Remuneration - Vote Against when severance packages are awarded that exceed market best practice SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company. 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. SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company. SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company. SHP Environment - Vote For when the proposal requests sustainability or environmental reports. SHP Remuneration - Vote For when the proposal asks for the
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 Illumin	Proposal text Elect Gerard J. Arpey Elect Ari Bousbib Elect Jeffery H. Boyd Elect Gregory D. Brenneman Elect J. Frank Brown Elect Edward P. Decker Elect Wayne M. Hewett Elect Manuel Kadre Elect Stephanie C. Linnartz Elect Paula Santilli Elect Caryn Seidman-Becker Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Disclosure of Director Donations Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination Shareholder Proposal Regarding Biodiversity Assessment Shareholder Proposal Regarding Amendment to Clawback Policy	Proponent Management Shareholder Shareholder Shareholder Shareholder Shareholder Shareholder	Management Decision For For For For For For For For For Fo	Decision For For Against For For For For For For For Against Against For Against Vote	Remuneration - Vote Against when the board fails to incorporate basic considerations for gender diversity. Remuneration - Vote Against when severance packages are awarded that exceed market best practice SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company. 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. SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company. SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company. SHP Environment - Vote For when the proposal requests sustainability or environmental reports. SHP Remuneration - Vote For when the proposal asks for the introduction or improvement of clawback provisions.
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 Illumin Number	Proposal text Elect Gerard J. Arpey Elect Ari Bousbib Elect Jeffery H. Boyd Elect Gregory D. Brenneman Elect J. Frank Brown Elect Edward P. Decker Elect Wayne M. Hewett Elect Manuel Kadre Elect Stephanie C. Linnartz Elect Paula Santilli Elect Caryn Seidman-Becker Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Disclosure of Director Donations Shareholder Proposal Regarding Charitable Contributions Disclosure Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination Shareholder Proposal Regarding Biodiversity Assessment Shareholder Proposal Regarding Amendment to Clawback Policy a Inc Proposal text	Proponent Management Shareholder	Management Decision For For For For For For For For For Fo	Decision For For Against For For For For For For For Against Against Against Against Against Vote Decision	Remuneration - Vote Against when severance packages are awarded that exceed market best practice SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company. 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. SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company. SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company. SHP Environment - Vote For when the proposal requests sustainability or environmental reports. SHP Remuneration - Vote For when the proposal asks for the introduction or improvement of clawback provisions.
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 Illumin Number 1	Proposal text Elect Gerard J. Arpey Elect Ari Bousbib Elect Jeffery H. Boyd Elect Gregory D. Brenneman Elect J. Frank Brown Elect Edward P. Decker Elect Wayne M. Hewett Elect Manuel Kadre Elect Stephanie C. Linnartz Elect Paula Santilli Elect Caryn Seidman-Becker Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Disclosure of Director Donations Shareholder Proposal Regarding Charitable Contributions Disclosure Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination Shareholder Proposal Regarding Biodiversity Assessment Shareholder Proposal Regarding Amendment to Clawback Policy a Inc Proposal text Elect Frances Arnold	Proponent Management Shareholder Shareholder Shareholder Shareholder Shareholder Shareholder Shareholder Shareholder Meeting Date Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For Against For For For For For For For Against Against Against Against Vote Decision For	Remuneration - Vote Against when the board fails to incorporate basic considerations for gender diversity. Remuneration - Vote Against when severance packages are awarded that exceed market best practice SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company. 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. SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company. SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company. SHP Environment - Vote For when the proposal requests sustainability or environmental reports. SHP Remuneration - Vote For when the proposal asks for the introduction or improvement of clawback provisions.
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 Illumin Number 1 2	Proposal text Elect Gerard J. Arpey Elect Ari Bousbib Elect Jeffery H. Boyd Elect Gregory D. Brenneman Elect J. Frank Brown Elect Edward P. Decker Elect Wayne M. Hewett Elect Manuel Kadre Elect Stephanie C. Linnartz Elect Paula Santilli Elect Caryn Seidman-Becker Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Disclosure of Director Donations Shareholder Proposal Regarding Charitable Contributions Disclosure Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination Shareholder Proposal Regarding Biodiversity Assessment Shareholder Proposal Regarding Amendment to Clawback Policy a Inc Proposal text Elect Frances Arnold Elect Caroline D. Dorsa	Proponent Management Shareholder Shareholder Shareholder Shareholder Shareholder Shareholder Meeting Date Proponent Management Management Management	Management Decision For For For For For For For For For Fo	Decision For For Against For For For For For For For Against Against Against Against Against Against For For For For For For For For For Fo	Remuneration - Vote Against when severance packages are awarded that exceed market best practice SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company. 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. SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company. SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company. SHP Environment - Vote For when the proposal requests sustainability or environmental reports. SHP Remuneration - Vote For when the proposal asks for the introduction or improvement of clawback provisions.
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 18 19 Illumin Number 1	Proposal text Elect Gerard J. Arpey Elect Ari Bousbib Elect Jeffery H. Boyd Elect Gregory D. Brenneman Elect J. Frank Brown Elect Edward P. Decker Elect Wayne M. Hewett Elect Manuel Kadre Elect Stephanie C. Linnartz Elect Paula Santilli Elect Caryn Seidman-Becker Ratification of Auditor Advisory Vote on Executive Compensation Shareholder Proposal Regarding Disclosure of Director Donations Shareholder Proposal Regarding Charitable Contributions Disclosure Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination Shareholder Proposal Regarding Biodiversity Assessment Shareholder Proposal Regarding Amendment to Clawback Policy a Inc Proposal text Elect Frances Arnold	Proponent Management Shareholder Shareholder Shareholder Shareholder Shareholder Shareholder Shareholder Shareholder Meeting Date Proponent Management	Management Decision For For For For For For For For For Fo	Decision For For Against For For For For For For For Against Against Against Against Vote Decision For	Remuneration - Vote Against when severance packages are awarded that exceed market best practice SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company. 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. SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company. SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company. SHP Environment - Vote For when the proposal requests sustainability or environmental reports. SHP Remuneration - Vote For when the proposal asks for the introduction or improvement of clawback provisions.

	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	Elect Gary S. Guthart	Management	For	For	
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	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
10	Elect Jacob Thaysen	Management	For	For	
11	Elect Scott B. Ullem	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance ; Remuneration - Vote Against when sign-on packages are awarded that exceed market best practice.
Marsh	හ 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	
2	Elect John Q. Doyle	Management	For	For	
3	Elect Óscar Fanjul Martín	Management	For	For	
4	Elect H. Edward Hanway	Management		For	
5	Elect Judith Hartmann	<u>-</u>	For	For	
		Management	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	Shareholder action by written consent enables shareholders to take action on important issues that arise between annual meetings
O`Reill	y 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	
2	Elect David E. O'Reilly	Management	For	For	
3	Elect Larry P. O'Reilly	Management	For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards
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	·
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.
Otis W	orldwide 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	
2	Elect Jeffrey H. Black	Management	For	For	
3	Elect Jill C. Brannon	Management	For	For	
4		Management	For	For	
•	Flect Nelda J. Connors	a.iugcillellt			
5	Elect Nelda J. Connors	-	For	For	
5	Elect Kathy Hopinkah Hannan	Management	For	For	
6	Elect Kathy Hopinkah Hannan Elect Shailesh G. Jejurikar	Management Management	For	For	
6 7	Elect Kathy Hopinkah Hannan Elect Shailesh G. Jejurikar Elect Christopher J. Kearney	Management Management Management	For For	For For	
6 7 8	Elect Kathy Hopinkah Hannan Elect Shailesh G. Jejurikar Elect Christopher J. Kearney Elect Judith F. Marks	Management Management Management Management	For For For	For For For	
6 7 8 9	Elect Kathy Hopinkah Hannan Elect Shailesh G. Jejurikar Elect Christopher J. Kearney Elect Judith F. Marks Elect Margaret M.V. Preston	Management Management Management Management Management	For For For	For For For	
6 7 8 9 10	Elect Kathy Hopinkah Hannan Elect Shailesh G. Jejurikar Elect Christopher J. Kearney Elect Judith F. Marks Elect Margaret M.V. Preston Elect Shelley Stewart, Jr.	Management Management Management Management Management Management Management	For For For For	For For For For	
6 7 8 9	Elect Kathy Hopinkah Hannan Elect Shailesh G. Jejurikar Elect Christopher J. Kearney Elect Judith F. Marks Elect Margaret M.V. Preston	Management Management Management Management Management	For For For	For For For	
6 7 8 9	Elect Kathy Hopinkah Hannan Elect Shailesh G. Jejurikar Elect Christopher J. Kearney Elect Judith F. Marks Elect Margaret M.V. Preston Elect Shelley Stewart, Jr.	Management Management Management Management Management Management Management	For For For For	For For For For	
6 7 8 9 10	Elect Kathy Hopinkah Hannan Elect Shailesh G. Jejurikar Elect Christopher J. Kearney Elect Judith F. Marks Elect Margaret M.V. Preston Elect Shelley Stewart, Jr. Elect John H. Walker	Management Management Management Management Management Management Management	For For For For For	For For For For For	
6 7 8 9 10 11	Elect Kathy Hopinkah Hannan Elect Shailesh G. Jejurikar Elect Christopher J. Kearney Elect Judith F. Marks Elect Margaret M.V. Preston Elect Shelley Stewart, Jr. Elect John H. Walker Advisory Vote on Executive Compensation	Management Management Management Management Management Management Management Management Management	For For For For For For	For For For For For For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights

Quest	Diagnostics, Inc.	Meeting Date	e: 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	-	For	For	
	Elect Gary M. Pfeiffer	Management			
8		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
Univer	sal 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	-		For	
8	Elect Cathia Lawson-Hall to the Board of Directors	Management Management	For		Board - Vote Against when the audit committee is not sufficiently
9	Elect Cyrille Bolloré to the Board of Directors	Management	For	Against For	independent
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	
Westin	ghouse 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	e: 15.05.2024		Meeting Type: Annual
	Proposal text	Proponent	Management	Vote	Rationale
1	Elect Jeanne Beliveau Dunn	Management	Decision For	Decision 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	
	Elect Mark D. Morelli	-			
6		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	
					74

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	Serves on too many boards
9	Elect Mirian M. Graddick-Weir		For	For	
		Management			
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.
Iberdro	ola S.A.	Meeting Date	: 16.05.2024		Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts	Managament	For	For	
	Accounts	Management			
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	
Interco	ntinental Exchange Inc	Meeting Date	: 16.05.2024		Meeting Type: Annual
	Proposal text	Proponent	Management	Vote	Rationale
1	Elect Sharon Y. Bowen	Management	Decision For	Decision For	
2	Elect Shantella E. Cooper	Management	For	For	
3	Elect Duriya M. Farooqui	Management	For	For	
4	Elect Lord Hague of Richmond	-	For	For	
4	LIECT LOTA HAGUE OF KICHIHOHA	Management	FUI	FUI	Pozzd Voto Against when the heard report illustrate from the
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	Floot Virginia Addicatt	Managament		For	
2	Elect Virginia Addicott Elect James A. Bell	Management	For		
		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 thei 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 Gro	oup SA/NV	Meeting Date	: 20.05.2024		Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Assessment and Demonter Allert Line of Dirit	Mana			
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 Gro	oup SA/NV	Meeting Date: 20.05.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management	Vote	Rationale
	- Toposar text	. roponent	Decision	Decision	National C
1	Amendments to Articles	Management	For	For	
2	Increase in Authorised Capital	Management	For	For	
Henry S	Schein Inc.	Meeting Date	: 20.05.2024		Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	mi				
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		-		FUI	
		Management			
	Elect Anne H. Margulies	Management Management	For	For	
9	Elect Anne H. Margulies Elect Mark E. Mlotek	Management	For For	For For	
9 10	Elect Anne H. Margulies Elect Mark E. Mlotek Elect Carol Raphael	Management Management	For For For	For For	
9 10 11	Elect Anne H. Margulies Elect Mark E. Mlotek Elect Carol Raphael Elect Scott Serota	Management Management Management	For For For	For For For	
9 10 11 12	Elect Anne H. Margulies Elect Mark E. Mlotek Elect Carol Raphael Elect Scott Serota Elect Bradley T. Sheares	Management Management Management Management	For For For For	For For For For	
9 10 11 12 13	Elect Anne H. Margulies Elect Mark E. Mlotek Elect Carol Raphael Elect Scott Serota Elect Bradley T. Sheares Elect Reed V. Tuckson	Management Management Management Management Management	For For For For For	For For For For For	
9 10 11 12 13 14	Elect Anne H. Margulies Elect Mark E. Mlotek Elect Carol Raphael Elect Scott Serota Elect Bradley T. Sheares Elect Reed V. Tuckson Amendment to the 2020 Stock Incentive Plan	Management Management Management Management Management Management	For For For For For For For	For For For For For For For	
9 10 11 12 13 14 15	Elect Anne H. Margulies Elect Mark E. Mlotek Elect Carol Raphael Elect Scott Serota Elect Bradley T. Sheares Elect Reed V. Tuckson Amendment to the 2020 Stock Incentive Plan Advisory Vote on Executive Compensation	Management Management Management Management Management Management Management	For	For For For For For For For For For	
9 10 11 12 13 14	Elect Anne H. Margulies Elect Mark E. Mlotek Elect Carol Raphael Elect Scott Serota Elect Bradley T. Sheares Elect Reed V. Tuckson Amendment to the 2020 Stock Incentive Plan	Management Management Management Management Management Management	For For For For For For For	For For For For For For For	
9 10 11 12 13 14 15	Elect Anne H. Margulies Elect Mark E. Mlotek Elect Carol Raphael Elect Scott Serota Elect Bradley T. Sheares Elect Reed V. Tuckson Amendment to the 2020 Stock Incentive Plan Advisory Vote on Executive Compensation	Management Management Management Management Management Management Management	For	For For For For For For For For For	Meeting Type: Annual
9 10 11 12 13 14 15 16	Elect Anne H. Margulies Elect Mark E. Mlotek Elect Carol Raphael Elect Scott Serota Elect Bradley T. Sheares Elect Reed V. Tuckson Amendment to the 2020 Stock Incentive Plan Advisory Vote on Executive Compensation Ratification of Auditor	Management Management Management Management Management Management Management Management	For	For For For For For For For For For	Meeting Type: Annual Rationale
9 10 11 12 13 14 15 16 JPMorg	Elect Anne H. Margulies Elect Mark E. Mlotek Elect Carol Raphael Elect Scott Serota Elect Bradley T. Sheares Elect Reed V. Tuckson Amendment to the 2020 Stock Incentive Plan Advisory Vote on Executive Compensation Ratification of Auditor	Management	For For For For For For For Anagement	For For For For For For For Vote	Rationale
9 10 11 12 13 14 15 16 JPMorg	Elect Anne H. Margulies Elect Mark E. Mlotek Elect Carol Raphael Elect Scott Serota Elect Bradley T. Sheares Elect Reed V. Tuckson Amendment to the 2020 Stock Incentive Plan Advisory Vote on Executive Compensation Ratification of Auditor gan Chase & Co. Proposal text	Management Management Management Management Management Management Management Management Management Mroponent	For For For For For For For Anagement Decision	For	- ''
9 10 11 12 13 14 15 16 JPMorg	Elect Anne H. Margulies Elect Mark E. Mlotek Elect Carol Raphael Elect Scott Serota Elect Bradley T. Sheares Elect Reed V. Tuckson Amendment to the 2020 Stock Incentive Plan Advisory Vote on Executive Compensation Ratification of Auditor gan Chase & Co. Proposal text Elect Linda B. Bammann	Management Meeting Date	For	For	Rationale Board - Vote Against when the board repeatedly fails to implement
9 10 11 12 13 14 15 16 JPMorg Number 1	Elect Anne H. Margulies Elect Mark E. Mlotek Elect Carol Raphael Elect Scott Serota Elect Bradley T. Sheares Elect Reed V. Tuckson Amendment to the 2020 Stock Incentive Plan Advisory Vote on Executive Compensation Ratification of Auditor gan Chase & Co. Proposal text Elect Linda B. Bammann Elect Stephen B. Burke	Management	For	For	Rationale Board - Vote Against when the board repeatedly fails to implement
9 10 11 12 13 14 15 16 JPMorg Number 1 2 3 4	Elect Anne H. Margulies Elect Mark E. Mlotek Elect Carol Raphael Elect Scott Serota Elect Bradley T. Sheares Elect Reed V. Tuckson Amendment to the 2020 Stock Incentive Plan Advisory Vote on Executive Compensation Ratification of Auditor gan Chase & Co. Proposal text Elect Linda B. Bammann Elect Stephen B. Burke Elect Todd A. Combs Elect Alicia Boler Davis	Management	For	For	Rationale Board - Vote Against when the board repeatedly fails to implement
9 10 11 12 13 14 15 16 JPMorg Number 1 2 3 4 5	Elect Anne H. Margulies Elect Mark E. Mlotek Elect Carol Raphael Elect Scott Serota Elect Bradley T. Sheares Elect Reed V. Tuckson Amendment to the 2020 Stock Incentive Plan Advisory Vote on Executive Compensation Ratification of Auditor gan Chase & Co. Proposal text Elect Linda B. Bammann Elect Stephen B. Burke Elect Todd A. Combs Elect Alicia Boler Davis Elect James Dimon	Management	For	For	Rationale Board - Vote Against when the board repeatedly fails to implement
9 10 11 12 13 14 15 16 JPMorg Number 1 2 3 4 5 6	Elect Anne H. Margulies Elect Mark E. Mlotek Elect Carol Raphael Elect Scott Serota Elect Bradley T. Sheares Elect Reed V. Tuckson Amendment to the 2020 Stock Incentive Plan Advisory Vote on Executive Compensation Ratification of Auditor gan Chase & Co. Proposal text Elect Linda B. Bammann Elect Stephen B. Burke Elect Todd A. Combs Elect Alicia Boler Davis Elect James Dimon Elect Alex Gorsky	Management	For	For	Rationale Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
9 10 11 12 13 14 15 16 JPMorg Number 1 2 3 4 5 6	Elect Anne H. Margulies Elect Mark E. Mlotek Elect Carol Raphael Elect Scott Serota Elect Bradley T. Sheares Elect Reed V. Tuckson Amendment to the 2020 Stock Incentive Plan Advisory Vote on Executive Compensation Ratification of Auditor gan Chase & Co. Proposal text Elect Linda B. Bammann Elect Stephen B. Burke Elect Todd A. Combs Elect Alicia Boler Davis Elect James Dimon Elect Alex Gorsky Elect Mellody Hobson	Management	For	For	Rationale Board - Vote Against when the board repeatedly fails to implement
9 10 11 12 13 14 15 16 JPMorg 1 2 3 4 5 6 7 8	Elect Anne H. Margulies Elect Mark E. Mlotek Elect Carol Raphael Elect Scott Serota Elect Bradley T. Sheares Elect Reed V. Tuckson Amendment to the 2020 Stock Incentive Plan Advisory Vote on Executive Compensation Ratification of Auditor gan Chase & Co. Proposal text Elect Linda B. Bammann Elect Stephen B. Burke Elect Todd A. Combs Elect Alicia Boler Davis Elect James Dimon Elect Alex Gorsky Elect Mellody Hobson Elect Phebe N. Novakovic	Management	For	For For For For For For For For For Against For Against For	Rationale Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices. Board - Vote Against if the company has insufficient management of
9 10 11 12 13 14 15 16 JPMorg Number 1 2 3 4 5 6 7 8 9	Elect Anne H. Margulies Elect Mark E. Mlotek Elect Carol Raphael Elect Scott Serota Elect Bradley T. Sheares Elect Reed V. Tuckson Amendment to the 2020 Stock Incentive Plan Advisory Vote on Executive Compensation Ratification of Auditor gan Chase & Co. Proposal text Elect Linda B. Bammann Elect Stephen B. Burke Elect Todd A. Combs Elect Alicia Boler Davis Elect James Dimon Elect Alex Gorsky Elect Mellody Hobson Elect Phebe N. Novakovic Elect Virginia M. Rometty	Management	For	For For For For For For For For Against For	Rationale Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices. Board - Vote Against if the company has insufficient management of
9 10 11 12 13 14 15 16 JPMorg Number 1 2 3 4 5 6 7 8	Elect Anne H. Margulies Elect Mark E. Mlotek Elect Carol Raphael Elect Scott Serota Elect Bradley T. Sheares Elect Reed V. Tuckson Amendment to the 2020 Stock Incentive Plan Advisory Vote on Executive Compensation Ratification of Auditor gan Chase & Co. Proposal text Elect Linda B. Bammann Elect Stephen B. Burke Elect Todd A. Combs Elect Alicia Boler Davis Elect James Dimon Elect Alex Gorsky Elect Mellody Hobson Elect Phebe N. Novakovic	Management	For	For For For For For For For For For Against For Against For	Rationale Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices. Board - Vote Against if the company has insufficient management of

Number	Proposal text	Proponent	Management	Vote	Rationale
- Ivamber	Troposartext	Торонен	Decision	Decision	
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	SHP Governance - Vote For when the proposal requests an independent
14	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	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	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the
20	Non-Discrimination	Silarenoluei	Agamst	Agamst	proposal is to hinder the ESG efforts of the company.
Princip	oal Financial Group Inc	Meeting Date	: 20.05.2024		Meeting Type: Annual
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	
Songc	heng Performance Development Co., Ltd.	Meeting Date: 20.05.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management	Vote	Rationale
		·	Decision	Decision	, additional to
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	
Veralt	o Corp	Meeting Date	: 20.05.2024		Meeting Type: Annual
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	ii o governance concerns
5	Advisory Vote on Executive Compensation	Management	For	For	
6	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	
Alian T	Fechnology, Inc.	Meeting Date	: 21.05.2024		Meeting Type: Annual
			Management	Vote	
	Proposal text	Proponent	Decision	Decision	Rationale
1	Elect Kevin T. Conroy	Management	For	For	
2	Elect Kevin J. Dallas	Management	For	For	
2	Flort Joseph M. Hogan	Management	For	For For	
3	Elect Joseph Lacoh	Managament			
4	Elect Joseph Lacob	Management	For		
		Management Management	For For	For	Roard - Vote Arrainst when the hoard reneatedly fails to implement
4	Elect Joseph Lacob				Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
4 5	Elect Joseph Lacob Elect C. Raymond Larkin, Jr.	Management	For	For	
4 5 6	Elect Joseph Lacob Elect C. Raymond Larkin, Jr. Elect George J. Morrow	Management Management	For For	For Against	
4 5 6 7	Elect Joseph Lacob Elect C. Raymond Larkin, Jr. Elect George J. Morrow Elect Anne M. Myong	Management Management Management	For For	For Against For	
4 5 6 7 8	Elect Joseph Lacob Elect C. Raymond Larkin, Jr. Elect George J. Morrow Elect Anne M. Myong Elect Mojdeh Poul	Management Management Management Management	For For For	For Against For For	

			Managament	Voto	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Ratification of Auditor	Management	For	For	Dammaration Vata Assistativian the commentary assessment
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.
Amazo	n.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	Shareholder	Against	For	SHP Social - Vote For when the proposal requests the company to repor
18	Diligence Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	For	on their compliance with international human rights standards. 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 Gamp; 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. SHP Environment - Vote For when reasonable shareholder proposals
21	Shareholder Proposal Regarding Just Transition Reporting	Shareholder	Against	For	request companies to prepare and plan for mitigating environmental risks.
22		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 repor 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
Americ	an 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	
ر.	Authory vote on Executive Compensation	management	101	101	

Against

For

14

Shareholder Proposal Regarding Right to Call Special Meeting Shareholder

SHP Governance - Vote For when the proposal requests changes which improve shareholder rights

Shareholder Proposal Regarding Median Gender and Racial Proposed Regarding Median Gender and Racial Pay Equity Report Meeting Date: 21.05.2024 Meeting Type: Special Number Proposal text Proponent Decision Decision Shareholder Decision Rationale Meeting Type: Special Meeting Type: Special Meeting Type: Special Meeting Type: Special Rationale Rationale Rationale Rationale Rationale Rationale Rationale Rationale Reting Type: Annual Meeting Typ				Management	Vote	
Anoys Inc. Meeting Date: 21.05 2024 Meeting Date: 10.05 Pepoint of Decision Decisi	Number Pro	oposal text	Proponent			Rationale
Number Proposal text Management For Management For For			Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests the company to increase disclosure & Damp; transparency on compensation practices.
wording with Symposy, Inc. 1 Marge with Symposy, Inc. 2 Makway Yello an Coldein Pacialusts 1 Marge with Symposy, Inc. 3 Mograte Makway Yello an Coldein Pacialusts 1 Meeting Date: 21.05.2024 Weeting Type: Annual Weeting Date: 21.05.2024 Weeting Date	Ansys Inc.		Meeting Date	: 21.05.2024		Meeting Type: Special
2 Address visite on Colden Prachutes 8 Set Stor Properties, Inc. Meeting Date: 21.05.2024 Number Proposal text Proposed Inc. Meeting Date: 21.05.2024 Number Proposal text Proposed Inc. Management For	Number Pro	pposal text	Proponent			Rationale
Boston Properties, Inc. Meeting Date: 21.05.2024 Meeting Type: Annual	1 Me	erger with Synopsys, Inc.	Management	For	For	
Boston Properties, Inc. Meeting Date: 21.05.2024 Meeting Type: Annual	2 Adv	visory Vote on Golden Parachutes	Management	For	For	
Number Proposal text	3 Rig	ght to Adjourn Meeting	Management	For	For	
Number Proposal text Popposal text Poppos	Boston Pro	operties, Inc.	Meeting Date	: 21.05.2024		Meeting Type: Annual
2 Bet Carol k. Brilger 3 Bet Clane J. Hearhs 4 If Left Mary F. Kipp 5 Bet Left of Liver 6 Det Douglas T. Linde 6 Det Douglas T. Linde 6 Management For For 7 Bet Matthew J. Listing 6 Management For For 8 Bet Left Matthew J. Listing 7 Management For For 8 Bet Coven D. Thomas 8 Bet Time J. Naughton 8 Management For For 9 Bet Owen D. Thomas 9 Bet Coven D. Thomas 10 Bet State J. Wash Management For For 11 Bet Dev Kathony West 12 Advisory Vide on Drecurbe Compensation 13 Approval of the Employee Stock Purchase Plan 14 Residence of Auditor 15 Approval feet 16 Dev	Number Pro	pposal text	Proponent			Rationale
Sect Diagnet Hookins	1 Elec	ct Bruce W. Duncan	Management	For	For	
4 Bleck Mary L Kipp 5 Fleet Jour L Kibin 6 Fleet Douglas T. Linde 6 Fleet Marthew J. Lusting 6 Management 7 For 7 Fleet Marthew J. Lusting 6 Management 7 For 8 Fleet Marthew J. Lusting 8 Fleet Marthew J. Lusting 8 Fleet Timothy J. Nauython 9 Fleet Owen D. Thomas 9 Fleet Villiam H. Walton, III Management 1 For 1 Fleet William H. Walton, III Management 1 For 1 For 1 Fleet William H. Walton, III Management 1 For 1 For 1 Fleet Service on Executive Compensation 1 Management 1 For 2 For 3 Fleet Reginal H. Killyard 2 For 3 Fleet Reginal H. Killyard 3 Fleet Reginal H. Killyard 3 Fleet Reginal H. Killyard 4 Fleet Reginal H. Killyard 5 Fleet Reginal H. Killyard 5 Fleet Christopher T. Jenny 6 Fleet Robert S. Sulentic 6 Fleet Christopher T. Jenny 6 Fleet Robert S. Sulentic 7 Fleet Reginal H. Killyard 7 Fleet Christopher T. Jenny 8 Fleet Christopher T. Jenny 8 Fleet Christopher T. Jenny 9 Fleet Christopher	2 Elec	ct Carol B. Einiger	Management	For	For	
Set Elect Dec Ix Ix Ix	3 Elec	ct Diane J. Hoskins	Management	For	For	
Elect Douglos T. Linde	4 Elec	ct Mary E. Kipp	Management	For	For	
Retire Walthew J. Lustig Management For Against Walthough Considerations for gender diversity. Management For For For Sor Search Walthough Management For For For Sor Sort Walthough Management For For For Sort Sort Walthough Management For For For Sort Sort Walthough Management For For For Sort Sort Walthough Walthough Management For For For Sort Sort Walthough Wal	5 Elec	ect Joel I. Klein	Management	For	For	
8 Elect Matthew J. Lustig Management For Against Standard Vate Against when the board fails to incord considerations for gender diversity. 8 Elect Timothy J. Naugathon Management For For For Sor Sort William H. Walshon, III Management For For For Sort Sort William H. Walshon, III Management For For For Sort Sort Walshon H. Walshon, III Management For For For Sort Sort Walshon Management For For For Sort Sort Walshon Management For For For Sort Management For For For Management For For For Sort Management For For For For Management For For For For For For Management For For For For For For Management For For For For For For For Management For For For For For For For Management For	6 Elec	ect Douglas T. Linde	Management	For	For	
Beel Comment Name Name Name For For For For				For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
Rect William H. Walston, III Management For For For	8 Elec	ct Timothy J. Naughton	Management	For	For	,y-
Biect Derek Anthony West Management For For	9 Elec	ct Owen D. Thomas	Management	For	For	
Beck Derok Authony West Management For For	10 Elec	ct William H. Walton, III		For	For	
Advisory Vote on Executive Compensation Management For	11 Elec	ect Derek Anthony West	Management	For	For	
Management For					For	
Table Ratification of Auditor Meeting Date: 21.05.2024 Meeting Type: Annual						
Care						
Number Proposal text Proposal text Proposent Management Decision Decision Rationale Elect Berndon B. Boze Management For For For For Septial Management For For For Management For For Management For For For Management For For For Management For For For Management Management For For For Management Management For For For For Management Management For For For For For Management Management Management Management For For For For For For Management Management Management Management For For For For For For For Management Management Management Management For For For For Fo	14 Kut	incation of Addition	Management	101	101	
Fire Proposal text	CBRE Grou	up Inc	Meeting Date	: 21.05.2024		Meeting Type: Annual
Elect Beth F. Cobert	Number Pro	oposal text	Proponent			Rationale
Elect Reginald H. Gilyard Management For For For	1 Elec	ct Brandon B. Boze	Management	For	For	
Elect Shira D. Goodman Management For Management For Management For For Management For	2 Elec	ct Beth F. Cobert	Management	For	For	
Elect E.M. Blake Hutcheson Management For For For	3 Elec	ct Reginald H. Gilyard	Management	For	For	
For Elect Christopher T. Jenny Management For Against Board - Vote Against when the board fails to incord considerations for gender diversity.	4 Elec	ect Shira D. Goodman	Management	For	For	
be Leter Christopner I. Jehny Management For Against considerations for gender diversity. Elect Carardo I. Lopez Management For For For For For Elect Cuy Metcalfe Management For For For For Elect Coxar Munoz Management For For For For Elect Coxar Munoz Management For	5 Elec	ct E.M. Blake Hutcheson	Management	For	For	
Belet Coy Metcalfe	6 Elec	ct Christopher T. Jenny	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
9 Elect Oscar Munoz Management For For For Elect Robert E. Sulentic Management For For For Elect Sanjiv Yajnik Management For For For For For Elect Sanjiv Yajnik Management For For For For For For Management For For For For For For For Management For For For Management For For For For Management For For For For Management For For For Management For For For Management For For For For Management For For For Sor Management For For For Sor Management For For For Management For For For For For Management For For For For For Management For For For For Management For For For For For Management For For For For For For For Management For For For For For For Management For	7 Elec	ct Gerardo I. Lopez	Management	For	For	
Elect Robert E. Sulentic Management For	8 Elec	ct Guy Metcalfe	Management	For	For	
Blect Sanjiv Yajnik	9 Elec	ect Oscar Munoz	Management	For	For	
Ratification of Auditor Management For	10 Elec	ct Robert E. Sulentic	Management	For	For	
Ratification of Auditor Advisory Vote on Executive Compensation Management For For For Chailease Holding Company Limited Meeting Date: 21.05.2024 Meeting Type: Annual Number Proposal text Proponent Decision Management For For 2 2023 Accounts and Reports Authority to Issue Shares W/o Preemptive Rights Authority to Issue Shares W/o Preemptive Rights Amanagement For Amendments to Procedural Rules: Shareholder Meetings Meeting Date: 21.05.2024 Meeting Type: Annual Management For For Against Discount exceeds reasonable limits For For Crown Castle International Corp. Meeting Date: 21.05.2024 Meeting Type: Annual Management For For Elect Management Nominee P. Robert Bartolo Amanagement For Becision Management For For Elect Management Nominee Ari Q. Fitzgerald Management For For Elect Management Nominee Andrea J. Goldsmith Management For For Elect Management Nominee Andrea J. Goldsmith Management For For Elect Management Nominee Andrea J. Goldsmith Management Management For For For Elect Management Nominee Andrea J. Goldsmith Management Management For For Elect Management Nominee Revin T. Kabat Management Management Management For For Elect Management Nominee Kevin T. Kabat Management Management For For For Elect Management Nominee Anthony J. Melone Management For	11 Elec	ect Saniiy Yainik	Management	For	For	
The image and the image and its proposal text in th						
Number Proposal text Proponent Proponent Proposal text Proponent Proponent Proposal text Proponent Proposal text Proponent Proposal text Proponent Proposal text Proponent Proposal text Proponent Proposal text Proponent Proposal text Proponent Proposal text Proposal text Proponent Proposal text Proposal text Proponent Proposal text Proposal text Proponent Proposal text Proposa						
Number Proposal text Proponent Proponent Proposal text Proponent Proponent Proposal text Proponent Proposal text Proponent Proposal text Proponent Proposal text Proponent Proposal text Proponent Proposal text Proponent Proposal text Proposal text Proposal text Proposal text Proponent Proposal text Proposal text Proponent Proposal text P	Chailease	Holding Company Limited	Meeting Date	: 21.05.2024		Meeting Type: Annual
1 2023 Accounts and Reports Management For For 2023 Allocation of Profits/Dividends Management For For 30 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 Management For For For 4 Authority to Issue Shares w/o Preemptive Rights Management For For For For Meeting Type: Annual Management For				Management		
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 Proposal text Proponent Proponent Proposal text Proponent Proposal text Proponent Proposal text Proposal text Proposal Management For For For 2 Elect Management Nominee P. Robert Bartolo Management For For For 3 Elect Management Nominee Ari Q. Fitzgerald Management For For For 4 Elect Management Nominee Jason Genrich Management For For For 5 Elect Management Nominee Andrea J. Goldsmith Management For For For 6 Elect Management Nominee Tammy K. Jones Management For For For 7 Elect Management Nominee Anthony J. Melone Management For For For 8 Elect Management Nominee Anthony J. Melone Management For For For 9 For		·				
Authority to Issue Shares w/o Preemptive Rights Management For Against Discount exceeds reasonable limits 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 For For Elect Management Nominee P. Robert Bartolo Management For For Elect Management Nominee Cindy Christy Management For For Elect Management Nominee Ari Q. Fitzgerald Management For For Elect Management Nominee Jason Genrich Management For For Elect Management Nominee Andrea J. Goldsmith Management For For Elect Management Nominee Tammy K. Jones Management For For Elect Management Nominee Kevin T. Kabat Management For For Elect Management Nominee Kevin T. Kabat Management For For Elect Management Nominee Anthony J. Melone Management For For Management For For For						
Authority to Issue Shares w/o Preemptive Rights Management For Against Discount exceeds reasonable limits 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 For For Elect Management Nominee P. Robert Bartolo Management For For Elect Management Nominee Cridy Christy Management For For Elect Management Nominee Ari Q. Fitzgerald Management For For Elect Management Nominee Jason Genrich Management For For Elect Management Nominee Andrea J. Goldsmith Management For For Elect Management Nominee Tammy K. Jones Management For For Elect Management Nominee Tammy K. Jones Management For For Elect Management Nominee Kevin T. Kabat Management For For Management For For Elect Management Nominee Anthony J. Melone Management For For			-			
Amendments to Procedural Rules: Shareholder Meetings Management For For For Meeting Date: 21.05.2024 Meeting Type: Annual Number Proposal text Proponent Proponent Proposal text Proponent For Elect Management Nominee P. Robert Bartolo Management For Elect Management Nominee Cindy Christy Management For Elect Management Nominee Ari Q. Fitzgerald Management For Elect Management Nominee Jason Genrich Management For Elect Management Nominee Andrea J. Goldsmith Management For Elect Management Nominee Tammy K. Jones Management Management For For Elect Management Nominee Kevin T. Kabat Management Management For For For For For For For For For Fo	······································	·				
Crown Castle International Corp. Meeting Date: 21.05.2024 Management Proposal text Proponent Management Decision Proposal text Proponent Management For For Elect Management Nominee P. Robert Bartolo Management For For Elect Management Nominee Cindy Christy Management For For Elect Management Nominee Ari Q. Fitzgerald Management For For Elect Management Nominee Jason Genrich Management For For Elect Management Nominee Andrea J. Goldsmith Management For For Elect Management Nominee Tammy K. Jones Management For For Elect Management Nominee Kevin T. Kabat Management For For Management For For Management For For Management For For			-			Discount exceeds reasonable limits
Number Proposal text Proposal text Proponent Proponent Proponent Proposal text Proponent Proposal text Proponent Proposal text Proposal text Proponent Proposal text Propo	Crown Cas	stle International Corp.	Meeting Date	: 21.05.2024		Meeting Type: Annual
Elect Management Nominee P. Robert Bartolo Management For For For Select Management Nominee Ari Q. Fitzgerald Management For For For Select Management Nominee Jason Genrich Management For For Select Management Nominee Andrea J. Goldsmith Management For For Select Management Nominee Tammy K. Jones Management For For Select Management Nominee Tammy K. Jones Management For For Select Management Nominee Kevin T. Kabat Management For For Select Management Nominee Kevin T. Kabat Management For For For Select Management Nominee Anthony J. Melone Management For For For Select Management Nominee Anthony J. Melone Management For For For Select Management Nominee Anthony J. Melone Management For For For Select Management Nominee Anthony J. Melone Management For For For Select Management Nominee Anthony J. Melone Management For For Select Management Nominee Anthony J. Melone Management For For Select Management Nominee Anthony J. Melone Management For For Select Management Nominee Anthony J. Melone Management For For For Select Management Nominee Anthony J. Melone Management For For Select Management Nominee Anthony J. Melone Management For		· · · · · · · · · · · · · · · · · · ·		Management		
Elect Management Nominee Cindy Christy Management For For Elect Management Nominee Ari Q. Fitzgerald Management For For Elect Management Nominee Jason Genrich Management For For Elect Management Nominee Andrea J. Goldsmith Management For For Elect Management Nominee Tammy K. Jones Management For For Elect Management Nominee Kevin T. Kabat Management For For Elect Management Nominee Anthony J. Melone Management For For		·				
For			-			
Elect Management Nominee Jason Genrich Management For For Elect Management Nominee Andrea J. Goldsmith Management For For Elect Management Nominee Tammy K. Jones Management For For Elect Management Nominee Kevin T. Kabat Management For For Elect Management Nominee Anthony J. Melone 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			-			
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			<u>-</u>			
For			-			
8 Elect Management Nominee Anthony J. Melone Management For For			<u>-</u>			
	7 Elec	ct Management Nominee Kevin T. Kabat	Management	For	For	
9 Elect Management Nominee Sunit S. Patel Management For For	8 Elec	ct Management Nominee Anthony J. Melone	Management	For	For	
-	9 Elec	ct Management Nominee Sunit S. Patel	Management	For	For	
10 Elect Management Nominee Bradley E. Singer Management For For	10 Elec	ct Management Nominee Bradley E. Singer	Management	For	For	
11 Elect Management Nominee Kevin A. Stephens Management For For	11 Elec	ct Management Nominee Kevin A. Stephens	Management	For	For	

	2		Management	Vote	D. II.
umber	Proposal text	Proponent	Decision	Decision	Rationale
<u>)</u>	Elect Management Nominee Matthew Thornton III	Management	For	For	
	Elect Dissident Nominee Charles C. Green III	Shareholder	Withhold	Withhold	In favor of management nominees
	Elect Dissident Nominee Theodore B. Miller, Jr.	Shareholder	Withhold	Withhold	In favor of management nominees
	Elect Dissident Nominee Tripp H. Rice	Shareholder	Withhold	Withhold	In favor of management nominees
	Elect Dissident Nominee David P. Wheeler	Shareholder	Withhold	Withhold	In favor of management nominees
	Ratification of Auditor	Management	For	For	
3	Advisory Vote on Executive Compensation	Management	For	For	
)	Shareholder Proposal Regarding Repeal of Bylaw Amendments	Snarenolder	Against	Against	
quital	ble Holdings Inc	Meeting Date	: 21.05.2024		Meeting Type: Annual
umber	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Elect Francis A. Hondal	Management	For	For	
	Elect Arlene Isaacs-Lowe	Management	For	For	
	Elect Daniel G. Kaye	Management	For	For	
	Elect Joan Lamm-Tennant	Management	For	For	
	Elect Craig C. Mackay	Management	For	For	
	Elect Mark Pearson	Management	For	For	
	Elect Bertram L. Scott	Management	For	For	
	Elect George Stansfield	Management	For	For	
	Elect Charles G.T. Stonehill	Management	For	For	
)	Ratification of Auditor	Management	For	For	
	Advisory Vote on Executive Compensation	Management	For	For	
rste G	roup Bank AG	Meeting Date	: 21.05.2024		Meeting Type: Annual
umber	Proposal text	Proponent	Management	Vote	Rationale
			Decision	Decision	
	Allocation of Dividends	Management	For	For	
	Ratification of Management Board Acts	Management	For	For	
	Ratification of Supervisory Board Acts	Management	For	For	
	Appointment of Auditor for Sustainability Reporting	Management	For	For	
	Appointment of Auditor	Management	For	For	
	Supervisory Board Remuneration Policy	Management	For	For	
	Remuneration Report	Management	For	For	
	Supervisory Board Size	Management	For	For	
	Elect Caroline Kuhnert	Management	For	For	
	Elect Elisabeth Krainer Senger-Weiss	Management	For	For	
	Elect Michael Schuster	Management	For	For	
	Elect Walter Schuster	Management	For	For	Changes to Company Statutes - Vote Against when the Company ha
	Amendments to Articles	Management	For	Against	requested the right to hold a virtual-only meeting.
	Authority to Repurchase Shares	Management	For	For	
,	Authority to Reissue Shares	Management	For	For	
ITR Co	orporation Ltd.	Meeting Date	: 21.05.2024		Meeting Type: Annual
	Proposal text	Proponent	Management	Vote	Rationale
	<u>'</u>		Decision	Decision	·· ···
	Accounts and Reports	Management	For	For	
	Allocation of Profits/Dividends	Management	For	For	1
	Re-elect Christopher HUI Ching-yu	Management	For	Against	Less than 75% Attendance
	Re-elect HUI Siu-wai	Management	For	For	
	Re-elect Adrian WONG Koon-man	Management	For	For	
	Elect Ayesha Macpherson LAU	Management	For	For	
	Appointment of Auditor and Authority to Set Fees	Management	For	For	
	Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares	Management	For	For	
	AUTHORITY TO KENNICHASE STIGLES	Management	For	For	
	, , , , , , , , , , , , , , , , , , , ,				Meeting Type: Annual
euroc	crine Biosciences, Inc.	Meeting Date	: 21.05.2024		Meeting Type: Aimaai
		Meeting Date	Management Decision	Vote Decision	Rationale
leuroc umber	crine Biosciences, Inc.	-	Management		
	Proposal text	Proponent	Management Decision	Decision	
umber	Proposal text Elect William H. Rastetter Elect George J. Morrow Elect Leslie V. Norwalk	Proponent Management Management Management	Management Decision For For	Decision For Withhold For	Rationale Board - Vote Against when the board repeatedly fails to implement
	Proposal text Elect William H. Rastetter Elect George J. Morrow	Proponent Management Management	Management Decision For	Decision For Withhold	Rationale Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
	Proposal text Elect William H. Rastetter Elect George J. Morrow Elect Leslie V. Norwalk	Proponent Management Management Management	Management Decision For For	Decision For Withhold For	Rationale Board - Vote Against when the board repeatedly fails to implement
leuroc umber	Proposal text Elect William H. Rastetter Elect George J. Morrow Elect Leslie V. Norwalk Elect Christine A. Poon	Proponent Management Management Management Management	Management Decision For For For	Decision For Withhold For For	Rationale Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices. Remuneration - Vote Against when the remuneration assessment

Management

For

For

Ratification of Auditor

PayPal Holdings Inc		Meeting Date: 21.05.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Elect Rodney C. Adkins	Management	For	For	
	Elect Alex Chriss	Management	For	For	
	Elect Jonathan Christodoro	Management	For	For	
	Elect John J. Donahoe II			For	
	Elect David W. Dorman	Management Management	For	Against	Board - Vote Against when the board repeatedly fails to implement
		<u>-</u>			acceptable remuneration practices.
	Elect Enrique Lores	Management	For	For	Board - Vote Against when the board fails to incorporate basic
	Elect Gail J. McGovern	Management	For	Against	considerations for gender diversity.
	Elect Deborah M. Messemer	Management	For	For	
	Elect David M. Moffett	Management	For	For	
)	Elect Ann M. Sarnoff	Management	For	For	
	Elect Frank D. Yeary	Management	For	For	
	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are
	Amendment to the 2015 Equity Incentive Award Plan	Management	For	For	made without performance criteria
	Ratification of Auditor Shareholder Proposal Regarding Report on Civil Rights and	Management	For	For	SHP - Vote Against when there are concerns that the aim of the
)	Non-Discrimination Shareholder Proposal Regarding Shareholder Vote on Director	Shareholder	Against	Against	proposal is to hinder the ESG efforts of the company
	Compensation	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive
oss St	ores, Inc.	Meeting Date:	21.05.2024		Meeting Type: Annual
umber	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Elect Michael Balmuth	Management	For	For	
	Elect K. Gunnar Bjorklund	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
	Elect Michael J. Bush	Management	For	For	acceptable remuneration practices.
	Elect Edward G. Cannizzaro	Management	For	For	
	Elect Sharon D. Garrett	Management	For	For	
	Elect Michael J. Hartshorn	Management	For	For	
	Elect Stephen D. Milligan	Management	For	For	
	Elect Patricia H. Mueller	Management	For	For	
	Elect George P. Orban	Management	For	For	
	Elect Barbara Rentler	Management	For	For	
	Elect Doniel N. Sutton	Management	For	For	Remuneration - Vote Against when substantial one-off payments a
					Remilneration - vote Adainst when slinstantial one-off havments at
	Advisory Vote on Executive Compensation	Management	For	Against	made without performance criteria
2	Advisory Vote on Executive Compensation Ratification of Auditor	Management Management	For For	Against For	made without performance criteria
2 3	Advisory Vote on Executive Compensation	<u>-</u>			
2 3 4	Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Value Chain CHG Emissions Disclosure	Management Shareholder	For Against	For	made without performance criteria SHP Environment - Vote For when the proposal requests sustainabili or environmental reports.
2 3 1 hermo	Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Value Chain CHG Emissions Disclosure D Fisher Scientific Inc.	Management Shareholder Meeting Date:	For Against 21.05.2024 Management	For For Vote	made without performance criteria SHP Environment - Vote For when the proposal requests sustainabil or environmental reports. Meeting Type: Annual
e B I hermo umber	Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Value Chain GHG Emissions Disclosure D Fisher Scientific Inc. Proposal text	Management Shareholder Meeting Date: Proponent	For Against 21.05.2024 Management Decision	For For Vote Decision	made without performance criteria SHP Environment - Vote For when the proposal requests sustainabil or environmental reports.
e B I h ermo umber	Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Value Chain GHG Emissions Disclosure D Fisher Scientific Inc. Proposal text Elect Marc N. Casper	Management Shareholder Meeting Date: Proponent Management	For Against 21.05.2024 Management Decision For	For Vote Decision For	made without performance criteria SHP Environment - Vote For when the proposal requests sustainable or environmental reports. Meeting Type: Annual
h ermo umber	Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Value Chain GHG Emissions Disclosure Disc	Management Shareholder Meeting Date: Proponent Management Management	For Against 21.05.2024 Management Decision For For	For For Vote Decision For For	made without performance criteria SHP Environment - Vote For when the proposal requests sustainable or environmental reports. Meeting Type: Annual
h ermo umber	Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Value Chain GHG Emissions Disclosure Disc	Management Shareholder Meeting Date: Proponent Management	For Against 21.05.2024 Management Decision For	For Vote Decision For	made without performance criteria SHP Environment - Vote For when the proposal requests sustainable or environmental reports. Meeting Type: Annual
hermo	Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Value Chain GHG Emissions Disclosure Disc	Management Shareholder Meeting Date: Proponent Management Management	For Against 21.05.2024 Management Decision For For	For For Vote Decision For For	made without performance criteria SHP Environment - Vote For when the proposal requests sustainable or environmental reports. Meeting Type: Annual
hermo	Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Value Chain GHG Emissions Disclosure Disc	Management Shareholder Meeting Date: Proponent Management Management Management	For Against 21.05.2024 Management Decision For For For	For For Vote Decision For For	made without performance criteria SHP Environment - Vote For when the proposal requests sustainable or environmental reports. Meeting Type: Annual
hermo	Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Value Chain CHG Emissions Disclosure Disc	Management Shareholder Meeting Date: Proponent Management Management Management Management Management Management Management	For Against 21.05.2024 Management Decision For For For For For For	For For Vote Decision For For For For For	made without performance criteria SHP Environment - Vote For when the proposal requests sustainable or environmental reports. Meeting Type: Annual
h ermo umber	Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Value Chain CHG Emissions Disclosure Disc	Management Shareholder Meeting Date: Proponent Management Management Management Management Management Management Management Management Management	Against 21.05.2024 Management Decision For For For For For For For For For Fo	For For Vote Decision For For For For For For For	made without performance criteria SHP Environment - Vote For when the proposal requests sustainable or environmental reports. Meeting Type: Annual
e B I I hermo	Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Value Chain GHG Emissions Disclosure Disc	Management Shareholder Meeting Date: Proponent Management	Against 21.05.2024 Management Decision For For For For For For For For For Fo	For For Vote Decision For	made without performance criteria SHP Environment - Vote For when the proposal requests sustainable or environmental reports. Meeting Type: Annual
2 3 1 hermo umber	Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Value Chain GHG Emissions Disclosure Disc	Management Shareholder Meeting Date: Proponent Management	Against 21.05.2024 Management Decision For For For For For For For For For Fo	For For Vote Decision For	made without performance criteria SHP Environment - Vote For when the proposal requests sustainable or environmental reports. Meeting Type: Annual
2 3 1 h ermc umber	Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Value Chain CHG Emissions Disclosure Disc	Management Shareholder Meeting Date: Proponent Management	Against 21.05.2024 Management Decision For For For For For For For For For Fo	For For Vote Decision For	made without performance criteria SHP Environment - Vote For when the proposal requests sustainable or environmental reports. Meeting Type: Annual
2 3 1 h ermc umber	Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Value Chain GHG Emissions Disclosure Disc	Management Shareholder Meeting Date: Proponent Management	Against 21.05.2024 Management Decision For For For For For For For For For Fo	For For Vote Decision For	made without performance criteria SHP Environment - Vote For when the proposal requests sustainable or environmental reports. Meeting Type: Annual
e e e e e e e e e e e e e e e e e e e	Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Value Chain CHG Emissions Disclosure Disc	Management Shareholder Meeting Date: Proponent Management	Against 21.05.2024 Management Decision For For For For For For For For For Fo	For For Vote Decision For	made without performance criteria SHP Environment - Vote For when the proposal requests sustainable or environmental reports. Meeting Type: Annual
e e e e e e e e e e e e e e e e e e e	Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Value Chain CHG Emissions Disclosure Disc	Management Shareholder Meeting Date: Proponent Management	Against 21.05.2024 Management Decision For For For For For For For For For Fo	For For Vote Decision For	made without performance criteria SHP Environment - Vote For when the proposal requests sustainable or environmental reports. Meeting Type: Annual
hermo	Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Value Chain GHG Emissions Disclosure Disc	Management Shareholder Meeting Date: Proponent Management	Against 21.05.2024 Management Decision For For For For For For For For For Fo	For For Vote Decision For	made without performance criteria SHP Environment - Vote For when the proposal requests sustainable or environmental reports. Meeting Type: Annual
2 3 4 hermo	Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Value Chain GHG Emissions Disclosure Disc	Management Shareholder Meeting Date: Proponent Management	Against 21.05.2024 Management Decision For For For For For For For For For Fo	For For Vote Decision For	made without performance criteria SHP Environment - Vote For when the proposal requests sustainabil or environmental reports. Meeting Type: Annual
2 3 4 3 4 1 1 1 2 3 4	Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Value Chain GHG Emissions Disclosure Defisher Scientific Inc. Proposal text Elect Marc N. Casper Elect Nelson J. Chai Elect Ruby R. Chandy Elect C. Martin Harris Elect Tyler Jacks Elect Jennifer M. Johnson Elect R. Alexandra Keith Elect James C. Mullen Elect Debora L. Spar Elect Scott M. Sperling Elect Dion J. Weisler Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Simple Majority Vote	Management Shareholder Meeting Date: Proponent Management Shareholder	For Against 21.05.2024 Management Decision For For For For For For For For For Fo	For For Vote Decision For	made without performance criteria SHP Environment - Vote For when the proposal requests sustainabil or environmental reports. Meeting Type: Annual Rationale
2 3 4 4 hermo	Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Value Chain GHG Emissions Disclosure Defisher Scientific Inc. Proposal text Elect Marc N. Casper Elect Nelson J. Chai Elect Ruby R. Chandy Elect C. Martin Harris Elect Tyler Jacks Elect Jennifer M. Johnson Elect R. Alexandra Keith Elect James C. Mullen Elect Debora L. Spar Elect Scott M. Sperling Elect Dion J. Weisler Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Simple Majority Vote	Management Shareholder Meeting Date: Proponent Management Shareholder	For Against 21.05.2024 Management Decision For For For For For For For For For Fo	For	made without performance criteria SHP Environment - Vote For when the proposal requests sustainable or environmental reports. Meeting Type: Annual Rationale Meeting Type: Annual
2 3 4 4 hermo	Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Value Chain GHG Emissions Disclosure Defisher Scientific Inc. Proposal text Elect Marc N. Casper Elect Nelson J. Chai Elect Ruby R. Chandy Elect C. Martin Harris Elect Tyler Jacks Elect Jennifer M. Johnson Elect R. Alexandra Keith Elect James C. Mullen Elect Debora L. Spar Elect Scott M. Sperling Elect Dion J. Weisler Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Simple Majority Vote Towers Watson Public Limited Co Proposal text	Management Shareholder Meeting Date: Proponent Management Shareholder	For Against 21.05.2024 Management Decision For For For For For For For For For Fo	For For Vote Decision For	made without performance criteria SHP Environment - Vote For when the proposal requests sustainabi or environmental reports. Meeting Type: Annual Rationale
2 3 4 4 hermo	Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Value Chain GHG Emissions Disclosure Defisher Scientific Inc. Proposal text Elect Marc N. Casper Elect Nelson J. Chai Elect Ruby R. Chandy Elect C. Martin Harris Elect Tyler Jacks Elect Jennifer M. Johnson Elect R. Alexandra Keith Elect James C. Mullen Elect Debora L. Spar Elect Scott M. Sperling Elect Dion J. Weisler Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Simple Majority Vote	Management Shareholder Meeting Date: Proponent Management Shareholder	Against 21.05.2024 Management Decision For For For For For For For For For Fo	For	made without performance criteria SHP Environment - Vote For when the proposal requests sustainable or environmental reports. Meeting Type: Annual Rationale Meeting Type: Annual
2 3 4 4 hermo	Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Value Chain GHG Emissions Disclosure Defisher Scientific Inc. Proposal text Elect Marc N. Casper Elect Nelson J. Chai Elect Ruby R. Chandy Elect C. Martin Harris Elect Tyler Jacks Elect Jennifer M. Johnson Elect R. Alexandra Keith Elect James C. Mullen Elect Debora L. Spar Elect Scott M. Sperling Elect Dion J. Weisler Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Simple Majority Vote Towers Watson Public Limited Co Proposal text	Management Shareholder Meeting Date: Proponent Management Proponent	For Against 21.05.2024 Management Decision For For For For For For For For For Fo	For	made without performance criteria SHP Environment - Vote For when the proposal requests sustainabil or environmental reports. Meeting Type: Annual Rationale Meeting Type: Annual
2 3 4 4 hermo	Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Value Chain GHG Emissions Disclosure Defisher Scientific Inc. Proposal text Elect Marc N. Casper Elect Nelson J. Chai Elect Ruby R. Chandy Elect C. Martin Harris Elect Tyler Jacks Elect Jennifer M. Johnson Elect R. Alexandra Keith Elect James C. Mullen Elect Debora L. Spar Elect Scott M. Sperling Elect Door J. Weisler Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Simple Majority Vote Towers Watson Public Limited Co Proposal text Elect Inga K. Beale Elect Fumbi Chima	Management Shareholder Meeting Date: Proponent Management	For Against 21.05.2024 Management Decision For For For For For For For For For Fo	For	made without performance criteria SHP Environment - Vote For when the proposal requests sustainable or environmental reports. Meeting Type: Annual Rationale Meeting Type: Annual
2 3 4 4 hermo 2 2 3 4 Villis To	Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Value Chain GHG Emissions Disclosure Defisher Scientific Inc. Proposal text Elect Marc N. Casper Elect Nelson J. Chai Elect Ruby R. Chandy Elect C. Martin Harris Elect Tyler Jacks Elect Jennifer M. Johnson Elect R. Alexandra Keith Elect James C. Mullen Elect Debora L. Spar Elect Scott M. Sperling Elect Dion J. Weisler Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Simple Majority Vote Towers Watson Public Limited Co Proposal text Elect Inga K. Beale Elect Fumbi Chima Elect Stephen M. Chipman	Management Shareholder Meeting Date: Proponent Management	For Against 21.05.2024 Management Decision For For For For For For For For For Fo	For	made without performance criteria SHP Environment - Vote For when the proposal requests sustainabil or environmental reports. Meeting Type: Annual Rationale Meeting Type: Annual
2 3 4 4 hermo	Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Value Chain GHG Emissions Disclosure Defisher Scientific Inc. Proposal text Elect Marc N. Casper Elect Nelson J. Chai Elect Ruby R. Chandy Elect C. Martin Harris Elect Tyler Jacks Elect Jennifer M. Johnson Elect R. Alexandra Keith Elect James C. Mullen Elect Debora L. Spar Elect Scott M. Sperling Elect Dion J. Weisler Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Simple Majority Vote Towers Watson Public Limited Co Proposal text Elect Inga K. Beale Elect Stephen M. Chipman Elect Stephen M. Chipman Elect Michael Hammond	Management Shareholder Meeting Date: Proponent Management	For Against 21.05.2024 Management Decision For For For For For For For For For Fo	For	made without performance criteria SHP Environment - Vote For when the proposal requests sustainabil or environmental reports. Meeting Type: Annual Rationale Meeting Type: Annual
2 3 4 Imper 1 2 3 4 Villis Tolumber	Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Value Chain GHG Emissions Disclosure Defisher Scientific Inc. Proposal text Elect Marc N. Casper Elect Nelson J. Chai Elect Ruby R. Chandy Elect C. Martin Harris Elect Tyler Jacks Elect Jennifer M. Johnson Elect R. Alexandra Keith Elect James C. Mullen Elect Debora L. Spar Elect Scott M. Sperling Elect Dion J. Weisler Advisory Vote on Executive Compensation Ratification of Auditor Shareholder Proposal Regarding Simple Majority Vote Towers Watson Public Limited Co Proposal text Elect Inga K. Beale Elect Fumbi Chima Elect Stephen M. Chipman	Management Shareholder Meeting Date: Proponent Management	For Against 21.05.2024 Management Decision For For For For For For For For For Fo	For	made without performance criteria SHP Environment - Vote For when the proposal requests sustainabil or environmental reports. Meeting Type: Annual Rationale Meeting Type: Annual

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
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
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		: 22.05.2024		Meeting Type: Annual Rationale
Number Proposal text		Proponent Management Decision	Vote Decision	
ect Barry J. Bentley	Management	For	For	
ect Gregory S. Bentley	Management	For	For	
ect Keith A. Bentley	Management	For	For	
ect Raymond B. Bentley	Management	For	For	
ect Kirk B. Griswold	Management	For	Withhold	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
ect Janet B. Haugen	Management	For	Withhold	Multi-class share structure with unequal voting rights
e	cct Barry J. Bentley cct Gregory S. Bentley cct Keith A. Bentley cct Raymond B. Bentley cct Kirk B. Griswold	Act Barry J. Bentley Management Act Gregory S. Bentley Management Act Keith A. Bentley Management Act Kaymond B. Bentley Management Act Kirk B. Griswold Management	poposal text Proponent Decision act Barry J. Bentley Management For act Gregory S. Bentley Management For act Keith A. Bentley Management For act Kaymond B. Bentley Management For act Kirk B. Griswold Management For	proposal text Proponent Decision Decision Decision Decision Decision Decision Decision Decision Management For For Ext Keith A. Bentley Management For For Ext Raymond B. Bentley Management For For Cut Kirk B. Griswold Management For Withhold

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
		<u>-</u>		-	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	acceptable remaindration practices.
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 $\pmb{\varepsilon}$ transparency on compensation practices.
					, , , ,
China Y	angtze 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 Appointment of Internal Auditor	Management Management	For For	For For	
					Shareholder Rights - Vote Against when there is insufficient information
7	Investment in Reverse Repurchase of T-Bonds	Management	For	Against	available for shareholders to make an informed decision. Shareholder Rights - Vote Against when there is insufficient information
8	2024 Investment Plan	Management	For	Against	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 informatior 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	Board - Vote Against when the board repeatedly fails to implement
8	Elect Sandra Rivera	Management	For	Against	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 13	Amendment to the 2004 Employee Stock Purchase Plan Ratification of Auditor	Management Management	For For	For For	
					Mosting Type, Appual
EXII a S	pace Storage Inc.	Meeting Date	22.05.2024	Vote	Meeting Type: Annual
	Proposal text	Proponent	Management Decision	Decision	Rationale
1	Elect Joseph J. Bonner	Management	For For	For	
3	Elect Joseph J. Bonner Elect Gary L. Crittenden	Management Management	For	For For	
4	Elect Susan S. Harnett	Management	For	For	
	Elect Spencer F. Kirk	Management	For	For	
5		Management	For	For	
5	Elect Joseph D. Margolis				
	Elect Joseph D. Margolis Elect Diane Olmstead	Management	For	For	
6		Management Management	For For	For For	
6 7	Elect Diane Olmstead				
6 7 8	Elect Diane Olmstead Elect Joseph V. Saffire	Management	For	For	

Number			Management	Vota	
IVUITIBEI	Proposal text	Proponent	Decision	Vote Decision	Rationale
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when remuneration arrangements included single-trigger change-of-control provisions.
nterpu	ıblic Group Of Cos., Inc.	Meeting Date	: 22.05.2024		Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Elect Jorge L. Benitez	Management	For	For	
	Elect Jocelyn E. Carter-Miller	Management	For	For	
	Elect Mary J. Steele Guilfoile				
	Elect Dawn Hudson	Management	For	For	
1		Management	For	For	
	Elect Philippe Krakowsky	Management	For	For	
	Elect Jonathan F. Miller	Management	For	For	
	Elect Patrick Q. Moore	Management	For	For	
	Elect Linda S. Sanford	Management	For	For	
1	Elect David M. Thomas	Management	For	For	
0	Elect E. Lee Wyatt Jr.	Management	For	For	
1	Ratification of Auditor	Management	For	For	
2	Advisory Vote on Executive Compensation	Management	For	For	
3	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests an independe board chairman or the separation of chair and CEO roles.
EG Im	mobilien SE	Meeting Date	Meeting Date: 22.05.2024		Meeting Type: Annual
lumber	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Allocation of Dividends	Management	For	For	
	Ratification of Management Board Acts	Management	For	For	
	Ratification of Supervisory Board Acts	Management	For	For	
	Appointment of Auditor	Management	For	For	
	Elect Christoph Beumer as Supervisory Board Member	Management	For	For	
	Supervisory Board Remuneration Policy	Management	For	For	
	Remuneration Report	Management	For	For	
	Remandation Report	Munagement	101	101	
Morga	n Stanley	Meeting Date: 22.05.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Elect Megan Butler	Management	For	For	
	Elect Thomas H. Glocer	Management	For	For	
	Elect James P. Gorman	Management	For	For	
	Elect James P. Gorman Elect Robert H. Herz	Management Management	For For	For For	
		<u>-</u>			
	Elect Robert H. Herz	Management	For	For	
	Elect Robert H. Herz Elect Erika H. James	Management Management	For For	For For	
	Elect Robert H. Herz Elect Erika H. James Elect Hironori Kamezawa	Management Management Management	For For For	For For For	
	Elect Robert H. Herz Elect Erika H. James Elect Hironori Kamezawa Elect Shelley B. Leibowitz	Management Management Management Management Management	For For For For	For For For For	
	Elect Robert H. Herz Elect Erika H. James Elect Hironori Kamezawa Elect Shelley B. Leibowitz Elect Stephen J. Luczo Elect Judith A. Miscik	Management Management Management Management Management Management	For For For For For	For For For For For	
)	Elect Robert H. Herz Elect Erika H. James Elect Hironori Kamezawa Elect Shelley B. Leibowitz Elect Stephen J. Luczo	Management Management Management Management Management	For For For For	For For For For	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
0	Elect Robert H. Herz Elect Erika H. James Elect Hironori Kamezawa Elect Shelley B. Leibowitz Elect Stephen J. Luczo Elect Judith A. Miscik Elect Masato Miyachi	Management Management Management Management Management Management Management Management	For For For For For For	For For For For For For For	
1 5 6 7 8 9 0 0	Elect Robert H. Herz Elect Erika H. James Elect Hironori Kamezawa Elect Shelley B. Leibowitz Elect Stephen J. Luczo Elect Judith A. Miscik Elect Masato Miyachi Elect Dennis M. Nally	Management Management Management Management Management Management Management Management Management	For For For For For For For For For	For For For For For For Against	
1 5 6 7 8 9 0 1 1 2	Elect Robert H. Herz Elect Erika H. James Elect Hironori Kamezawa Elect Shelley B. Leibowitz Elect Stephen J. Luczo Elect Judith A. Miscik Elect Masato Miyachi Elect Dennis M. Nally Elect Edward Pick	Management	For	For	
1 5 7 8 9 0 0 1 1 2 3 4	Elect Robert H. Herz Elect Erika H. James Elect Hironori Kamezawa Elect Shelley B. Leibowitz Elect Stephen J. Luczo Elect Judith A. Miscik Elect Masato Miyachi Elect Dennis M. Nally Elect Edward Pick Elect Mary L. Schapiro	Management	For	For For For For For For For For For Against For For	acceptable remuneration practices. Board - Vote Against if the company has insufficient management of climate-related risks and opportunities; Adopted forum selection clau
1 5 5 7 8 9 0 1 1 2 3 4	Elect Robert H. Herz Elect Erika H. James Elect Hironori Kamezawa Elect Shelley B. Leibowitz Elect Stephen J. Luczo Elect Judith A. Miscik Elect Masato Miyachi Elect Dennis M. Nally Elect Edward Pick Elect Mary L. Schapiro Elect Perry M. Traquina	Management	For	For For For For For For For Against For For	acceptable remuneration practices. Board - Vote Against if the company has insufficient management of
1 5 6 7 8 9 0 1 1 2 2 3 4	Elect Robert H. Herz Elect Erika H. James Elect Hironori Kamezawa Elect Shelley B. Leibowitz Elect Stephen J. Luczo Elect Judith A. Miscik Elect Masato Miyachi Elect Dennis M. Nally Elect Edward Pick Elect Mary L. Schapiro Elect Perry M. Traquina Elect Rayford Wilkins Jr.	Management	For	For For For For Against For For Against	acceptable remuneration practices. Board - Vote Against if the company has insufficient management of climate-related risks and opportunities; Adopted forum selection clau in past year w/o shareholder approval.
1 5 7 3 9 0 1 1 2 3 4 5 6	Elect Robert H. Herz Elect Erika H. James Elect Hironori Kamezawa Elect Shelley B. Leibowitz Elect Stephen J. Luczo Elect Judith A. Miscik Elect Masato Miyachi Elect Dennis M. Nally Elect Edward Pick Elect Mary L. Schapiro Elect Perry M. Traquina Elect Rayford Wilkins Jr. Ratification of Auditor	Management	For	For For For For For Against For For For For For For For	acceptable remuneration practices. Board - Vote Against if the company has insufficient management of climate-related risks and opportunities; Adopted forum selection claus in past year w/o shareholder approval. Remuneration - Vote Against when the company fails to align pay with
6 6 7 8 9 0 1 2 3 4 4 5 6 7	Elect Robert H. Herz Elect Erika H. James Elect Hironori Kamezawa Elect Shelley B. Leibowitz Elect Stephen J. Luczo Elect Judith A. Miscik Elect Masato Miyachi Elect Dennis M. Nally Elect Edward Pick Elect Mary L. Schapiro Elect Perry M. Traquina Elect Rayford Wilkins Jr. Ratification of Auditor Advisory Vote on Executive Compensation	Management	For	For For For For Against For Against For Against	Board - Vote Against if the company has insufficient management of climate-related risks and opportunities; Adopted forum selection clausin past year w/o shareholder approval. Remuneration - Vote Against when the company fails to align pay with performance. SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
1 5 6 7 8 9 0 1 2 3 4 5 6 7 8 9	Elect Robert H. Herz Elect Erika H. James Elect Hironori Kamezawa Elect Shelley B. Leibowitz Elect Stephen J. Luczo Elect Judith A. Miscik Elect Masato Miyachi Elect Dennis M. Nally Elect Edward Pick Elect Amy L. Schapiro Elect Perry M. Traquina Elect Rayford Wilkins Jr. Ratification of Auditor Advisory Vote on Executive Compensation Approval of the Employee Stock Purchase Plan Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Management Shareholder	For	For For For For Against For Against For Against For For Against For For	Board - Vote Against if the company has insufficient management of climate-related risks and opportunities; Adopted forum selection clausin past year w/o shareholder approval. Remuneration - Vote Against when the company fails to align pay witt performance. SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company. SHP - Vote For when the proposal requests the company to review the political spending and lobbying activities. These expenses must be
00 11 22 33 44 55 66 67 7 88 8 9 9 0	Elect Robert H. Herz Elect Erika H. James Elect Hironori Kamezawa Elect Shelley B. Leibowitz Elect Stephen J. Luczo Elect Judith A. Miscik Elect Masato Miyachi Elect Dennis M. Nally Elect Edward Pick Elect Mary L. Schapiro Elect Perry M. Traquina Elect Rayford Wilkins Jr. Ratification of Auditor Advisory Vote on Executive Compensation Approval of the Employee Stock Purchase Plan Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Management Shareholder	For	For For For For Against For Against For Against For Against For Against	Board - Vote Against if the company has insufficient management of climate-related risks and opportunities; Adopted forum selection clausin past year w/o shareholder approval. Remuneration - Vote Against when the company fails to align pay with performance. SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company. SHP - Vote For when the proposal requests the company to review the political spending and lobbying activities. These expenses must be consistent with their sustainability strategy and should be aligned with
1 5 6 7 8 9 0 1 2 3 4 5 6 7 8 9	Elect Robert H. Herz Elect Erika H. James Elect Hironori Kamezawa Elect Shelley B. Leibowitz Elect Stephen J. Luczo Elect Judith A. Miscik Elect Masato Miyachi Elect Dennis M. Nally Elect Edward Pick Elect Mary L. Schapiro Elect Perry M. Traquina Elect Rayford Wilkins Jr. Ratification of Auditor Advisory Vote on Executive Compensation Approval of the Employee Stock Purchase Plan Shareholder Proposal Regarding Report on Board Oversight of Discrimination Shareholder Proposal Regarding Lobbying Report Shareholder Proposal Regarding Clean Energy Supply Financing	Management Shareholder	For For For For For For For For Against Against	For For For For For For For Against For Against For Against For Against For Against For Against	Board - Vote Against if the company has insufficient management of climate-related risks and opportunities; Adopted forum selection clausin past year w/o shareholder approval. Remuneration - Vote Against when the company fails to align pay with performance. SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company. SHP - Vote For when the proposal requests the company to review the 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. SHP - Vote For when the proposal aims to increase transparency on
166678899	Elect Robert H. Herz Elect Erika H. James Elect Hironori Kamezawa Elect Shelley B. Leibowitz Elect Stephen J. Luczo Elect Stephen J. Luczo Elect Judith A. Miscik Elect Masato Miyachi Elect Dennis M. Nally Elect Edward Pick Elect Mary L. Schapiro Elect Perry M. Traquina Elect Rayford Wilkins Jr. Ratification of Auditor Advisory Vote on Executive Compensation Approval of the Employee Stock Purchase Plan Shareholder Proposal Regarding Report on Board Oversight of Discrimination Shareholder Proposal Regarding Lobbying Report Shareholder Proposal Regarding Clean Energy Supply Financing Ratio	Management Shareholder Shareholder	For For For For For For For For Against Against	For For For For For For For Against For Against For Against For Against For Against For Against	Board - Vote Against if the company has insufficient management of climate-related risks and opportunities; Adopted forum selection clausin past year w/o shareholder approval. Remuneration - Vote Against when the company fails to align pay with performance. SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company. SHP - Vote For when the proposal requests the company to review the 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. SHP - Vote For when the proposal aims to increase transparency on material ESG issues.
10 10 10 10 11 12 13 14 15 16 17 18 19 10 11	Elect Robert H. Herz Elect Erika H. James Elect Hironori Kamezawa Elect Shelley B. Leibowitz Elect Stephen J. Luczo Elect Judith A. Miscik Elect Masato Miyachi Elect Dennis M. Nally Elect Edward Pick Elect Mary L. Schapiro Elect Perry M. Traquina Elect Rayford Wilkins Jr. Ratification of Auditor Advisory Vote on Executive Compensation Approval of the Employee Stock Purchase Plan Shareholder Proposal Regarding Report on Board Oversight of Discrimination Shareholder Proposal Regarding Lobbying Report Shareholder Proposal Regarding Clean Energy Supply Financing Ratio	Management Shareholder Shareholder Meeting Date	For	For For For For For Against	Board - Vote Against if the company has insufficient management of climate-related risks and opportunities; Adopted forum selection clausin past year w/o shareholder approval. Remuneration - Vote Against when the company fails to align pay with performance. SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company. SHP - Vote For when the proposal requests the company to review the 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. SHP - Vote For when the proposal aims to increase transparency on material ESG issues.
NextEra	Elect Robert H. Herz Elect Erika H. James Elect Hironori Kamezawa Elect Shelley B. Leibowitz Elect Stephen J. Luczo Elect Judith A. Miscik Elect Masato Miyachi Elect Dennis M. Nally Elect Edward Pick Elect Hary L. Schapiro Elect Perry M. Traquina Elect Rayford Wilkins Jr. Ratification of Auditor Advisory Vote on Executive Compensation Approval of the Employee Stock Purchase Plan Shareholder Proposal Regarding Report on Board Oversight of Discrimination Shareholder Proposal Regarding Lobbying Report Shareholder Proposal Regarding Clean Energy Supply Financing Ratio a Energy Inc Proposal text	Management Shareholder Shareholder Meeting Date Proponent	For For For For For For For For For Against Against Management Decision	For For For For For For Against For Against For Against For Against For Vote Decision	Board - Vote Against if the company has insufficient management of climate-related risks and opportunities; Adopted forum selection claus in past year w/o shareholder approval. Remuneration - Vote Against when the company fails to align pay with performance. SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company. SHP - Vote For when the proposal requests the company to review the 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. SHP - Vote For when the proposal aims to increase transparency on material ESG issues.

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	
3	Elect David L. Porges	Management	For	For	
9	Elect Deborah Stahlkopf	Management	For	For	
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	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
14	Shareholder Proposal Regarding Disclosure of a Board Diversity and Skills Matrix	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
15	Shareholder Proposal Regarding Lobbying Alignment with Climate Commitments	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to review the 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.
Pruden	tial 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 Wadhwani	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	
	Authority to Issue Shares w/o Preemptive Rights (Specified	-			
21 22	Capital Investment) Authority to Repurchase Shares	Management Management	For	For	
23	Scrip Dividend	Management	For	For	
24					
	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
SBA CO	mmunications Corp.	Meeting Date		Vote	Meeting Type: Annual
	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	
Schnei	der 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 2023 Remuneration of Jean-Pascal Tricoire, Chair and Former	Management	For	For	
8	CEO (Until May 3, 2023)	Management	For	For	
9	2023 Remuneration of Peter Herweck, CEO (Since May 4, 2023)	Management	For	For	
					Qι

2	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11 ~	2023 Remuneration of Jean-Pascal Tricoire, Chair (Since May 4, 2023)	'Management	For	For	
11 2	2024 Remuneration Policy (CEO)	Management	For	For	
12 2	2024 Remuneration Policy (Chair)	Management	For	For	
13 2	2024 Remuneration Policy (Board of Directors)	Management	For	For	
	Elect Fred Kindle	Management	For	For	
	Elect Cécile Cabanis	Management	For	For	
	Elect Jill Lee	Management	For	For	
17 E	Elect Philippe Knoche	Management	For	For	
18 A	Authority to Repurchase and Reissue Shares	Management	For	For	
19 E	Employee Stock Purchase Plan	Management	For	For	
20 S	Stock Purchase Plan for Overseas Employees	Management	For	For	
	Authorisation of Legal Formalities	Management	For	For	
ServiceN	low Inc	Meeting Date:	22.05.2024		Meeting Type: Annual
Number P	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1 E	Elect Deborah Black	Management	For	For	
2 E	Elect Susan L. Bostrom	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
3 E	Elect Teresa Briggs	Management	For	For	
4 E	Elect Jonathan C. Chadwick	Management	For	For	
	Elect Paul E. Chamberlain	Management	For	For	
	Elect Lawrence J. Jackson, Jr.	Management	For	For	
		<u>-</u>			
	Elect Frederic B. Luddy	Management	For	For	
	Elect William R. McDermott	Management	For	For	
9 E	Elect Jeffrey A. Miller	Management	For	For	
10 E	Elect Joseph Quinlan	Management	For	For	
11 E	Elect Anita M. Sands	Management	For	For	
12 A	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 R	Ratification of Auditor	Management	For	For	S. detail.
14 S	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 I	High Speed Rail Corp.	Meeting Date:	22.05.2024		Meeting Type: Annual
Numher D	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
F					
	2022 Accounts and Panarts	Management			
1 2	2023 Accounts and Reports	Management	For	For	
1 2 2 2	2023 Allocation of Profits/Dividends	Management	For For	For For	
1 2 2 2			For	For	
1 2 2 2 3 A	2023 Allocation of Profits/Dividends	Management	For For	For For	
1 2 2 2 3 A 4 A	2023 Allocation of Profits/Dividends Amendments to Articles Amendments to Procedural Rules for Corporate Governance	Management Management	For For For	For For For	Meeting Type: Mix
1 2 2 2 3 A 4 A	2023 Allocation of Profits/Dividends Amendments to Articles Amendments to Procedural Rules for Corporate Governance	Management Management Management	For For For	For For For	Meeting Type: Mix Rationale
1 2 2 2 3 A 4 A Teleperf o	2023 Allocation of Profits/Dividends Amendments to Articles Amendments to Procedural Rules for Corporate Governance Formance	Management Management Management Meeting Date:	For For For Analysis of the second se	For For For Vote	
1 2 2 2 3 A 4 A A Teleperfo	2023 Allocation of Profits/Dividends Amendments to Articles Amendments to Procedural Rules for Corporate Governance Formance Proposal text Accounts and Reports	Management Management Management Meeting Date: Proponent Management	For For For 22.05.2024 Management Decision For	For For Vote Decision For	
1 2 2 2 3 A 4 A A TTeleperforMumber P 1 A 2 C C	2023 Allocation of Profits/Dividends Amendments to Articles Amendments to Procedural Rules for Corporate Governance Formance Proposal text Accounts and Reports Consolidated Accounts and Reports	Management Management Management Meeting Date: Proponent Management Management	For For For 22.05.2024 Management Decision For For	For For Vote Decision For	
1 2 2 2 3 A 4 A A TeleperforNumber P 1 A 2 C 3 A A	2023 Allocation of Profits/Dividends Amendments to Articles Amendments to Procedural Rules for Corporate Governance Formance Proposal text Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends	Management Management Management Meeting Date: Proponent Management Management Management Management	For For 22.05.2024 Management Decision For For For	For For Vote Decision For For	
1 2 2 2 3 A 4 A A Teleperformumber P 1 A 2 C 3 A 4 S	2023 Allocation of Profits/Dividends Amendments to Articles Amendments to Procedural Rules for Corporate Governance Formance Proposal text Accounts and Reports Consolidated Accounts and Reports	Management Management Management Meeting Date: Proponent Management Management	For For For 22.05.2024 Management Decision For For	For For Vote Decision For	Rationale Remuneration - Vote Against when the company fails to align pay with
1 2 2 2 3 A 4 A Teleperform P 1 A 2 C C C C C C C C C C C C C C C C C C	2023 Allocation of Profits/Dividends Amendments to Articles Amendments to Procedural Rules for Corporate Governance Formance Proposal text Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Special Auditors Report on Regulated Agreements	Management Management Meeting Date: Proponent Management Management Management Management Management	For For 22.05.2024 Management Decision For For For For For	For For Vote Decision For For For	Rationale Remuneration - Vote Against when the company fails to align pay with performance Remuneration - Vote Against when the company fails to align pay with
1 2 2 2 3 A 4 A A Teleperfor Number P 1 A 2 C C 3 A 4 S 5 2 6 2 2	2023 Allocation of Profits/Dividends Amendments to Articles Amendments to Procedural Rules for Corporate Governance Formance Proposal text Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Special Auditors Report on Regulated Agreements 2023 Remuneration Report	Management Management Management Meeting Date: Proponent Management Management Management Management Management Management Management	For For Z2.05.2024 Management Decision For For For For For For	For For Vote Decision For For For Against	Remuneration - Vote Against when the company fails to align pay with performance Remuneration - Vote Against when the company fails to align pay with performance Remuneration - Vote Against when the company fails to align pay with
1 2 2 2 3 A 4 A Teleperform P 1 A 2 2 C 2 3 A 4 S 5 2 6 2 7 2 2 2 2	2023 Allocation of Profits/Dividends Amendments to Articles Amendments to Procedural Rules for Corporate Governance Formance Proposal text Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Especial Auditors Report on Regulated Agreements 2023 Remuneration Report 2023 Remuneration of Daniel Julien, Chair and CEO 2023 Remuneration of Olivier Rigaudy, Deputy CEO and CFO 2023 Remuneration of Bhupender Singh, Deputy CEO (Since	Management Management Management Meeting Date: Proponent Management Management Management Management Management Management Management Management	For For 22.05.2024 Management Decision For For For For For For	For For Vote Decision For For Against Against	Remuneration - Vote Against when the company fails to align pay with performance Remuneration - Vote Against when the company fails to align pay with performance
1 2 2 2 3 A 4 A A Teleperform P 1 A 2 2 C C 3 A 4 S 5 2 C C 2 7 2 8 July 10 10 10 10 10 10 10 10 10 10 10 10 10	2023 Allocation of Profits/Dividends Amendments to Articles Amendments to Procedural Rules for Corporate Governance Formance Proposal text Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Expecial Auditors Report on Regulated Agreements 2023 Remuneration Report 2023 Remuneration of Daniel Julien, Chair and CEO 2023 Remuneration of Olivier Rigaudy, Deputy CEO and CFO 2023 Remuneration of Bhupender Singh, Deputy CEO (Since July 1, 2023)	Management Management Management Meeting Date: Proponent Management	For For Z2.05.2024 Management Decision For For For For For For For For For Fo	For For Vote Decision For For Against Against For	Remuneration - Vote Against when the company fails to align pay with performance Remuneration - Vote Against when the company fails to align pay with performance Remuneration - Vote Against when the company fails to align pay with
1 2 2 2 3 A 4 A A Teleperform A 2 C C C C C C C C C C C C C C C C C C	2023 Allocation of Profits/Dividends Amendments to Articles Amendments to Procedural Rules for Corporate Governance Formance Proposal text Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Expecial Auditors Report on Regulated Agreements 2023 Remuneration Report 2023 Remuneration of Daniel Julien, Chair and CEO 2023 Remuneration of Olivier Rigaudy, Deputy CEO and CFO 2023 Remuneration of Bhupender Singh, Deputy CEO (Since July 1, 2023) 2024 Remuneration Policy (Board of Directors)	Management Management Management Meeting Date: Proponent Management	For For Analogement Decision For For For For For For For For For Fo	For For Vote Decision For For Against Against For For For	Remuneration - Vote Against when the company fails to align pay with performance Remuneration - Vote Against when the company fails to align pay with performance Remuneration - Vote Against when the company fails to align pay with
1 2 2 2 3 4 A A Teleperform 1	2023 Allocation of Profits/Dividends Amendments to Articles Amendments to Procedural Rules for Corporate Governance Formance Proposal text Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Especial Auditors Report on Regulated Agreements 2023 Remuneration Report 2023 Remuneration of Daniel Julien, Chair and CEO 2023 Remuneration of Olivier Rigaudy, Deputy CEO and CFO 2023 Remuneration of Bhupender Singh, Deputy CEO (Since July 1, 2023) 2024 Remuneration Policy (Board of Directors) 2024 Remuneration Policy (Chair and co-CEO)	Management Management Management Meeting Date: Proponent Management	For For Z2.05.2024 Management Decision For For For For For For For For For Fo	For For Vote Decision For For Against Against For	Remuneration - Vote Against when the company fails to align pay with performance Remuneration - Vote Against when the company fails to align pay with performance Remuneration - Vote Against when the company fails to align pay with
1 2 2 2 3 A 4 A A TTEleperfice Number P 1 A 2 C C 3 A 4 S 5 2 6 2 7 2 8 July 9 2 9 10 2 B B 11 B B B B B B B B B B B B B B B	2023 Allocation of Profits/Dividends Amendments to Articles Amendments to Procedural Rules for Corporate Governance Formance Proposal text Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Expecial Auditors Report on Regulated Agreements 2023 Remuneration Report 2023 Remuneration of Daniel Julien, Chair and CEO 2023 Remuneration of Bhupender Singh, Deputy CEO and CFO 2023 Remuneration of Bhupender Singh, Deputy CEO (Since July 1, 2023) 2024 Remuneration Policy (Board of Directors) 2024 Remuneration Policy (Chair and co-CEO) 2024 Remuneration Policy (Deputy CEO and co-CEO, Bhupender Singh)	Management Management Management Meeting Date: Proponent Management	For For Analogement Decision For For For For For For For For For Fo	For For Vote Decision For For Against Against For For For	Remuneration - Vote Against when the company fails to align pay with performance Remuneration - Vote Against when the company fails to align pay with performance Remuneration - Vote Against when the company fails to align pay with
1 2 2 2 3 A 4 A A TEleperfice Number P 1 A 2 C C 3 A 4 S 5 5 2 6 2 7 2 2 8 2 10 2 2 11 2 8 R 12 R	2023 Allocation of Profits/Dividends Amendments to Articles Amendments to Procedural Rules for Corporate Governance Formance Proposal text Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Expecial Auditors Report on Regulated Agreements 2023 Remuneration Report 2023 Remuneration of Daniel Julien, Chair and CEO 2023 Remuneration of Bhupender Singh, Deputy CEO and CFO 2023 Remuneration of Bhupender Singh, Deputy CEO (Since July 1, 2023) 2024 Remuneration Policy (Board of Directors) 2024 Remuneration Policy (Chair and co-CEO) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy)	Management Management Management Meeting Date: Proponent Management	For For Z2.05.2024 Management Decision For For For For For For For For For Fo	For For Vote Decision For For Against Against For	Remuneration - Vote Against when the company fails to align pay with performance Remuneration - Vote Against when the company fails to align pay with performance Remuneration - Vote Against when the company fails to align pay with
1 2 2 2 3 4 A A TEleperform P 1 A 2 C 3 A 4 S 5 2 C 7 2 F 7 2 F 7 C 1 1 C 2 F 7 C 2 F	2023 Allocation of Profits/Dividends Amendments to Articles Amendments to Procedural Rules for Corporate Governance Formance Proposal text Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Epecial Auditors Report on Regulated Agreements 2023 Remuneration Report 2023 Remuneration of Daniel Julien, Chair and CEO 2023 Remuneration of Bhupender Singh, Deputy CEO and CFO 2023 Remuneration Policy (Board of Directors) 2024 Remuneration Policy (Chair and co-CEO) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2025 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2026 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2027 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2028 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2029 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2020 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2020 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2021 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy)	Management Management Management Meeting Date: Proponent Management	For	For	Remuneration - Vote Against when the company fails to align pay with performance Remuneration - Vote Against when the company fails to align pay with performance Remuneration - Vote Against when the company fails to align pay with
1 2 2 2 3 4 A A TEleperform P 1 A 2 C 3 A 4 S 5 2 C 7 2 F 7 2 F 7 C 1 1 C 2 F 7 C 2 F	2023 Allocation of Profits/Dividends Amendments to Articles Amendments to Procedural Rules for Corporate Governance Formance Proposal text Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Epecial Auditors Report on Regulated Agreements 2023 Remuneration Report 2023 Remuneration of Daniel Julien, Chair and CEO 2023 Remuneration of Olivier Rigaudy, Deputy CEO and CFO 2023 Remuneration of Bhupender Singh, Deputy CEO (Since July 1, 2023) 2024 Remuneration Policy (Board of Directors) 2024 Remuneration Policy (Chair and co-CEO) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy)	Management Management Management Meeting Date: Proponent Management	For	For For Vote Decision For For Against Against For	Remuneration - Vote Against when the company fails to align pay with performance Remuneration - Vote Against when the company fails to align pay with performance Remuneration - Vote Against when the company fails to align pay with
1 2 2 2 3 4 A A TEleperfice Number P 1 A 2 C 3 A 4 S 5 2 C 5 2 D 10 2 2 D 10 2 D 11 B 2 C 11	2023 Allocation of Profits/Dividends Amendments to Articles Amendments to Procedural Rules for Corporate Governance Formance Proposal text Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Epecial Auditors Report on Regulated Agreements 2023 Remuneration Report 2023 Remuneration of Daniel Julien, Chair and CEO 2023 Remuneration of Bhupender Singh, Deputy CEO and CFO 2023 Remuneration Policy (Board of Directors) 2024 Remuneration Policy (Chair and co-CEO) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2025 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2026 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2027 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2028 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2029 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2020 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2020 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2021 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy)	Management Management Management Meeting Date: Proponent Management	For	For	Remuneration - Vote Against when the company fails to align pay with performance Remuneration - Vote Against when the company fails to align pay with performance Remuneration - Vote Against when the company fails to align pay with
1 2 2 2 3 4 A A TEleperfic Number P 1 A 2 C 3 A 4 S 5 2 C 5 2 D 10 2 2 D 10 2 D 11 B 12 C R 13 A (ii 14 R 15 R	2023 Allocation of Profits/Dividends Amendments to Articles Amendments to Procedural Rules for Corporate Governance Formance Proposal text Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Epecial Auditors Report on Regulated Agreements 2023 Remuneration Report 2023 Remuneration of Daniel Julien, Chair and CEO 2023 Remuneration of Bhupender Singh, Deputy CEO and CFO 2023 Remuneration Policy (Board of Directors) 2024 Remuneration Policy (Chair and co-CEO) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2025 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2026 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2026 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2027 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2028 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2029 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2020 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2021 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2022 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2023 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy)	Management Management Management Meeting Date: Proponent Management	For	For	Remuneration - Vote Against when the company fails to align pay with performance Remuneration - Vote Against when the company fails to align pay with performance Remuneration - Vote Against when the company fails to align pay with
1 2 2 2 3 4 A A TEleperfu Number P	2023 Allocation of Profits/Dividends Amendments to Articles Amendments to Procedural Rules for Corporate Governance Formance Proposal text Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Epecial Auditors Report on Regulated Agreements 2023 Remuneration Report 2023 Remuneration of Daniel Julien, Chair and CEO 2023 Remuneration of Bhupender Singh, Deputy CEO and CFO 2023 Remuneration Policy (Board of Directors) 2024 Remuneration Policy (Chair and co-CEO) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2025 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2026 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2027 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2028 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2029 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2020 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2021 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2022 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2023 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy)	Management Management Management Meeting Date: Proponent Management	For	For	Remuneration - Vote Against when the company fails to align pay with performance Remuneration - Vote Against when the company fails to align pay with performance Remuneration - Vote Against when the company fails to align pay with
1 2 2 2 3 4 A A TEleperfu Number P	2023 Allocation of Profits/Dividends Amendments to Articles Amendments to Procedural Rules for Corporate Governance Formance Proposal text Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Epecial Auditors Report on Regulated Agreements 2023 Remuneration Report 2023 Remuneration of Daniel Julien, Chair and CEO 2023 Remuneration of Bhupender Singh, Deputy CEO and CFO 2023 Remuneration Policy (Board of Directors) 2024 Remuneration Policy (Chair and co-CEO) 2024 Remuneration Policy (Deputy CEO and CFO, Olivier Rigaudy)	Management Management Management Meeting Date: Proponent Management	For	For	Remuneration - Vote Against when the company fails to align pay with performance Remuneration - Vote Against when the company fails to align pay with performance Remuneration - Vote Against when the company fails to align pay with

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	
:3	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights and/or to Increase Capital in Case of Exchange Offers	Management	For	For	
	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	For	
5	Greenshoe	Management	For	For	
	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	
7	Employee Stock Purchase Plan	Management	For	For	
.8	Authority to Issue Performance Shares	Management	For	For	
9	Authorisation of Legal Formalities	Management	For	For	
Vaters	Corp.	Meeting Date:	22.05.2024		Meeting Type: Annual
lumber	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Elect Flemming Ørnskov	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
	Elect Linda Baddour	Management	For	For	aciaciono ioi gendel direibity.
	Elect Udit Batra	Management	For	For	
	Elect Daniel Brennan	Management	For	For	
	Elect Richard H. Fearon	-		For	
		Management	For		
	Elect Pearl S. Huang	Management	For	For	
	Elect Wei Jiang	Management	For	For	
	Elect Christopher A. Kuebler	Management	For	For	
	Elect Mark P. Vergnano	Management	For	For	
	Ratification of Auditor	Management	For	For	
	Advisory Vote on Executive Compensation	Management	For	For	
	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	For	For	
Vellto	wer OP LLC	Meeting Date:	22.05.2024		Meeting Type: Annual
lumhar	Proposal text	Proponent	Management	Vote	Rationale
idilibei	1 Toposul text	Торонен	Decision	Decision	Rationale
	Elect Kenneth J. Bacon	Management	For	For	
	Elect Karen B. DeSalvo	Management	For	For	
	Elect Dennis G. Lopez	Management	For	For	
	Elect Shankh Mitra	Management	For	For	
	Elect Ade J. Patton	Management	For	For	
	Elect Diana W. Reid	Management	For	For	
	Elect Sergio D. Rivera	Management	For	For	
	Elect Johnese M. Spisso	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
	Elect Kathryn M. Sullivan	Management	For	For	
	Ratification of Auditor	Management	For	For	
	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when remuneration is deemed excess and bears a significant cost
2	Amendment to Articles to Limit the Liability of Certain Officers	Management	For	For	and bears a significant cost
	Increase in Authorized Common Stock	Management	For	For	
IA Gro	oup Limited	Meeting Date:	23.05.2024		Meeting Type: Annual
lumber	Proposal text	Proponent	Management	Vote	Rationale
	Accounts and Reports	·	Decision For	Decision For	
	Accounts and reports	Management			
	Allocation of Duofita/Divisionals		For	For	
	Allocation of Profits/Dividends	Management	F	F	
	Elect LEE Yuan Siong	Management	For	For	
	Elect LEE Yuan Siong Elect CHOW Chung Kong	Management Management	For	For	
	Elect LEE Yuan Siong Elect CHOW Chung Kong Elect John Barrie HARRISON	Management Management Management	For For	For For	
	Elect LEE Yuan Siong Elect CHOW Chung Kong Elect John Barrie HARRISON Elect Cesar V. Purisima	Management Management Management Management	For For	For For	
	Elect LEE Yuan Siong Elect CHOW Chung Kong Elect John Barrie HARRISON Elect Cesar V. Purisima Elect Mari Elka Pangestu	Management Management Management Management Management	For For	For For	
	Elect LEE Yuan Siong Elect CHOW Chung Kong Elect John Barrie HARRISON Elect Cesar V. Purisima Elect Mari Elka Pangestu Elect ONG Chong Tee	Management Management Management Management	For For	For For	
	Elect LEE Yuan Siong Elect CHOW Chung Kong Elect John Barrie HARRISON Elect Cesar V. Purisima Elect Mari Elka Pangestu	Management Management Management Management Management	For For For	For For For	
0	Elect LEE Yuan Siong Elect CHOW Chung Kong Elect John Barrie HARRISON Elect Cesar V. Purisima Elect Mari Elka Pangestu Elect ONG Chong Tee Elect Nor Shamsiah Mohd Yunus Appointment of Auditor and Authority to Set Fees	Management Management Management Management Management Management	For For For For	For For For For	
	Elect LEE Yuan Siong Elect CHOW Chung Kong Elect John Barrie HARRISON Elect Cesar V. Purisima Elect Mari Elka Pangestu Elect ONG Chong Tee Elect Nor Shamsiah Mohd Yunus	Management Management Management Management Management Management Management Management	For For For For For	For For For For For	
0	Elect LEE Yuan Siong Elect CHOW Chung Kong Elect John Barrie HARRISON Elect Cesar V. Purisima Elect Mari Elka Pangestu Elect ONG Chong Tee Elect Nor Shamsiah Mohd Yunus Appointment of Auditor and Authority to Set Fees	Management Management Management Management Management Management Management Management Management	For For For For For For For	For For For For For For For	
2 2 3 4 5 5 5 7 7 8 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	Elect LEE Yuan Siong Elect CHOW Chung Kong Elect John Barrie HARRISON Elect Cesar V. Purisima Elect Mari Elka Pangestu Elect ONG Chong Tee Elect Nor Shamsiah Mohd Yunus Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/o Preemptive Rights	Management	For	For For For For For For For For For	Meeting Type: Annual
2 3 4 5 5 7 8 9 0 0 1 1 2	Elect LEE Yuan Siong Elect CHOW Chung Kong Elect John Barrie HARRISON Elect Cesar V. Purisima Elect Mari Elka Pangestu Elect ONG Chong Tee Elect Nor Shamsiah Mohd Yunus Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares	Management	For	For For For For For For For For For	Meeting Type: Annual Rationale

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
	Elect LAM Yiu Kin	Management	For	For	board is not sufficiently independent, less than 75% Attendance
4					
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 discour 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 I	Merchants Port Holdings Company Ltd	Meeting Date	: 26.05.2024		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 XU Song	Management	For	For	
4	Elect YANG Guolin	Management	For	For	
		Management			Serves on too many boards
5	Elect Nicholas CHAN Hiu Fung		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 discour 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
			Managamant	Vete	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report	Management	For	Against	Discretionary awards
2	Accounts and Reports	Management	For	For	
	Allocation of Dividends	Management	For	For	
4	Appointment of Auditor	Management	For	For	
5	Remuneration Policy	Management	For	For	
6				F	
U	Amendments to Long-Term Incentive Plan	Management	For	For	
7	Ratification of Executive Directors' Acts	Management	For	For	
7 8	Ratification of Executive Directors' Acts Ratification of Non-Executives' Acts	Management Management	For For	For For	
7 8	Ratification of Executive Directors' Acts	Management	For	For	
7 8 9	Ratification of Executive Directors' Acts Ratification of Non-Executives' Acts	Management Management	For For	For For	
7 8 9 10	Ratification of Executive Directors' Acts Ratification of Non-Executives' Acts Authority to Repurchase Shares	Management Management Management	For For For	For For	Meeting Type: Mix
7 8 9 10 Gildan	Ratification of Executive Directors' Acts Ratification of Non-Executives' Acts Authority to Repurchase Shares Cancellation of Shares	Management Management Management Management	For For For For Management	For For For Vote	Meeting Type: Mix
7 8 9 10 Gildan	Ratification of Executive Directors' Acts Ratification of Non-Executives' Acts Authority to Repurchase Shares Cancellation of Shares Activewear Inc Proposal text	Management Management Management Management Meeting Date	For For For 2: 27.05.2024	For For For	
7 8 9 10 Gildan Number	Ratification of Executive Directors' Acts Ratification of Non-Executives' Acts Authority to Repurchase Shares Cancellation of Shares Activewear Inc	Management Management Management Management Meeting Date	For For For For Management	For For For Vote	
7 8 9 10 Gildan Number	Ratification of Executive Directors' Acts Ratification of Non-Executives' Acts Authority to Repurchase Shares Cancellation of Shares Activewear Inc Proposal text	Management Management Management Management Meeting Date Proponent	For For For For Management Decision	For For For Vote Decision	
7 8 9 10 Gildan Number	Ratification of Executive Directors' Acts Ratification of Non-Executives' Acts Authority to Repurchase Shares Cancellation of Shares Activewear Inc Proposal text Appointment of Auditor	Management Management Management Management Meeting Date Proponent Management	For For For Str. 27.05.2024 Management Decision Do Not Vote	For For Vote Decision For	Rationale Shareholder nominees are deemed qualified and are preferred over
7 8 9 10 Gildan Number 1	Ratification of Executive Directors' Acts Ratification of Non-Executives' Acts Authority to Repurchase Shares Cancellation of Shares Activewear Inc Proposal text Appointment of Auditor	Management Management Management Management Meeting Date Proponent Management	For For For Str. 27.05.2024 Management Decision Do Not Vote	For For Vote Decision For	Rationale Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO
7 8 9 10 Gildan Number 1	Ratification of Executive Directors' Acts Ratification of Non-Executives' Acts Authority to Repurchase Shares Cancellation of Shares Activewear Inc Proposal text Appointment of Auditor Elect Karen Stuckey	Management Management Management Management Meeting Date Proponent Management Management	For For For Structure Stru	For For Vote Decision For	Rationale Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal.
7 8 9 10 Gildan Number 1 2	Ratification of Executive Directors' Acts Ratification of Non-Executives' Acts Authority to Repurchase Shares Cancellation of Shares Activewear Inc Proposal text Appointment of Auditor Elect Karen Stuckey	Management Management Management Management Meeting Date Proponent Management Management	For For For Structure Stru	For For Vote Decision For	Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO
7 8 9 10 Gildan Number 1 2	Ratification of Executive Directors' Acts Ratification of Non-Executives' Acts Authority to Repurchase Shares Cancellation of Shares Activewear Inc Proposal text Appointment of Auditor Elect Karen Stuckey Elect J.P. Towner	Management Management Management Management Meeting Date Proponent Management Management Management	For For For For 2: 27.05.2024 Management Decision Do Not Vote Do Not Vote	For For Vote Decision For For	Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal.
7 8 9 10 Gildan Number 1 2 3	Ratification of Executive Directors' Acts Ratification of Non-Executives' Acts Authority to Repurchase Shares Cancellation of Shares Activewear Inc Proposal text Appointment of Auditor Elect Karen Stuckey Elect J.P. Towner	Management Management Management Management Meeting Date Proponent Management Management Management	For For For For 2: 27.05.2024 Management Decision Do Not Vote Do Not Vote	For For Vote Decision For For	Rationale Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal.
7 8 9 10 Gildan Number 1 2 3	Ratification of Executive Directors' Acts Ratification of Non-Executives' Acts Authority to Repurchase Shares Cancellation of Shares Activewear Inc Proposal text Appointment of Auditor Elect Karen Stuckey Elect J.P. Towner Elect Michael Kneeland Elect Michener Chandlee	Management Management Management Management Meeting Date Proponent Management Management Management Management Management Management	For For For For St. 27.05.2024 Management Decision Do Not Vote	For For For For For For For	Rationale Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over
7 8 9 10 Gildan Number 1 2 3	Ratification of Executive Directors' Acts Ratification of Non-Executives' Acts Authority to Repurchase Shares Cancellation of Shares Activewear Inc Proposal text Appointment of Auditor Elect Karen Stuckey Elect J.P. Towner Elect Michael Kneeland	Management Management Management Management Meeting Date Proponent Management Management Management Management	For For For For Start 27.05.2024 Management Decision Do Not Vote Do Not Vote Do Not Vote Do Not Vote	For For Vote Decision For For	Rationale Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal.
7 8 9 10 Gildan Number 1 2 3 4	Ratification of Executive Directors' Acts Ratification of Non-Executives' Acts Authority to Repurchase Shares Cancellation of Shares Activewear Inc Proposal text Appointment of Auditor Elect Karen Stuckey Elect J.P. Towner Elect Michael Kneeland Elect Michener Chandlee Elect Ghislain Houle	Management Management Management Management Meeting Date Proponent Management Management Management Management Management Management Management	For For For For For Start 27.05.2024 Management Decision Do Not Vote Do Not Vote Do Not Vote Do Not Vote Do Not Vote Do Not Vote Do Not Vote	For	Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal.
7 8 9 10 Gildan Number 1 2 3 4	Ratification of Executive Directors' Acts Ratification of Non-Executives' Acts Authority to Repurchase Shares Cancellation of Shares Activewear Inc Proposal text Appointment of Auditor Elect Karen Stuckey Elect J.P. Towner Elect Michael Kneeland Elect Michener Chandlee	Management Management Management Management Meeting Date Proponent Management Management Management Management Management Management	For For For For St. 27.05.2024 Management Decision Do Not Vote	For For For For For For For	Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal.
7 8 9 10 Gildan Number 1 2 3 4 5	Ratification of Executive Directors' Acts Ratification of Non-Executives' Acts Authority to Repurchase Shares Cancellation of Shares Activewear Inc Proposal text Appointment of Auditor Elect Karen Stuckey Elect J.P. Towner Elect Michael Kneeland Elect Michener Chandlee Elect Ghislain Houle Elect Mélanie Kau	Management Management Management Management Meeting Date Proponent Management Management Management Management Management Management Management Management Management	For For For For For St. 27.05.2024 Management Decision Do Not Vote	For For For For For For For For For	Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal.
7 8 9 10 Gildan Number 1 2 3 4 5	Ratification of Executive Directors' Acts Ratification of Non-Executives' Acts Authority to Repurchase Shares Cancellation of Shares Activewear Inc Proposal text Appointment of Auditor Elect Karen Stuckey Elect J.P. Towner Elect Michael Kneeland Elect Michener Chandlee Elect Ghislain Houle	Management Management Management Management Meeting Date Proponent Management Management Management Management Management Management Management	For For For For For Start 27.05.2024 Management Decision Do Not Vote Do Not Vote Do Not Vote Do Not Vote Do Not Vote Do Not Vote Do Not Vote	For	Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal.
7 8 9 10 Gildan	Ratification of Executive Directors' Acts Ratification of Non-Executives' Acts Authority to Repurchase Shares Cancellation of Shares Activewear Inc Proposal text Appointment of Auditor Elect Karen Stuckey Elect J.P. Towner Elect Michael Kneeland Elect Michener Chandlee Elect Ghislain Houle Elect Mélanie Kau	Management Management Management Management Meeting Date Proponent Management Management Management Management Management Management Management Management Management	For For For For For St. 27.05.2024 Management Decision Do Not Vote	For For For For For For For For For	Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal.
7 8 9 10 Gildan Number 1 2 3 4 5 6 7	Ratification of Executive Directors' Acts Ratification of Non-Executives' Acts Authority to Repurchase Shares Cancellation of Shares Activewear Inc Proposal text Appointment of Auditor Elect Karen Stuckey Elect J.P. Towner Elect Michael Kneeland Elect Michael Kneeland Elect Ghislain Houle Elect Mélanie Kau Elect Peter Lee Elect Glenn J. Chamandy	Management Management Management Management Meeting Date Proponent Management	For For For For For For 2: 27.05.2024 Management Decision Do Not Vote	For	Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal.
7 8 9 10 Gildan Number 1 2 3 4 5 6 7 8	Ratification of Executive Directors' Acts Ratification of Non-Executives' Acts Authority to Repurchase Shares Cancellation of Shares Activewear Inc Proposal text Appointment of Auditor Elect Karen Stuckey Elect J.P. Towner Elect Michael Kneeland Elect Michael Kneeland Elect Ghislain Houle Elect Ghislain Houle Elect Mélanie Kau Elect Peter Lee Elect Glenn J. Chamandy Elect Management Nominee Timothy Hodgson	Management Management Management Management Meeting Date Proponent Management	For For For For For St. 27.05.2024 Management Decision Do Not Vote	For For For For Against	Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder support not warranted
7 8 9 10 Gildan Number 1 2 3 4 5 6 7 8	Ratification of Executive Directors' Acts Ratification of Non-Executives' Acts Authority to Repurchase Shares Cancellation of Shares Activewear Inc Proposal text Appointment of Auditor Elect Karen Stuckey Elect J.P. Towner Elect Michael Kneeland Elect Michael Kneeland Elect Ghislain Houle Elect Ghislain Houle Elect Mélanie Kau Elect Peter Lee Elect Glenn J. Chamandy Elect Management Nominee Timothy Hodgson Elect Management Nominee Lewis L. (Lee) Bird III	Management Management Management Management Meeting Date Proponent Management	For For For For For For E: 27.05.2024 Management Decision Do Not Vote	For For For For For For For Against Against	Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder support not warranted Shareholder support not warranted
7 8 9 10 Gildan Number 1 2 3 4 5	Ratification of Executive Directors' Acts Ratification of Non-Executives' Acts Authority to Repurchase Shares Cancellation of Shares Activewear Inc Proposal text Appointment of Auditor Elect Karen Stuckey Elect J.P. Towner Elect Michael Kneeland Elect Michael Kneeland Elect Ghislain Houle Elect Ghislain Houle Elect Mélanie Kau Elect Peter Lee Elect Glenn J. Chamandy Elect Management Nominee Timothy Hodgson	Management Management Management Management Meeting Date Proponent Management	For For For For For St. 27.05.2024 Management Decision Do Not Vote	For For For For Against	Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder nominees are deemed qualified and are preferred over management candidates due to concerns surrounding the recent CEO removal. Shareholder support not warranted

	0 11 1		Management	Vote	
Number	Proposal text	Proponent	Decision	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
21	Shareholder Proposal Regarding Report on Human Rights	Shareholder	Do Not Vote	For	single-trigger change-of-control provisions. SHP Social - Vote For when the proposal requests the company to repor
21	Infrastructure	Silarenoluei	DO NOT VOTE	101	on their compliance with international human rights standards.
Merck	ප 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	
	Elect Christine E. Seidman				
10		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.
Shenzh	nou International Group Hldgs	Meeting Date:	27.05.2024		Meeting Type: Annual
	, ,				<i>5</i> //
	The state of the s		Management	Vote	
	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	Decision For	Decision For	Rationale
1 2	Accounts and Reports Allocation of Profits/Dividends	Management Management	Decision For For	Decision For For	
1 2 3	Accounts and Reports Allocation of Profits/Dividends Elect MA Renhe	Management Management Management	Decision For For For	Decision For For Against	Rationale Insider on compensation committee
1 2 3 4	Accounts and Reports Allocation of Profits/Dividends Elect MA Renhe Elect HU Jijun	Management Management Management Management	Decision For For For For	Decision For For Against For	
1 2 3	Accounts and Reports Allocation of Profits/Dividends Elect MA Renhe Elect HU Jijun Elect LIU Xinggao	Management Management Management	Decision For For For	Decision For For Against	
1 2 3 4	Accounts and Reports Allocation of Profits/Dividends Elect MA Renhe Elect HU Jijun	Management Management Management Management	Decision For For For For	Decision For For Against For	
1 2 3 4 5	Accounts and Reports Allocation of Profits/Dividends Elect MA Renhe Elect HU Jijun Elect LIU Xinggao	Management Management Management Management Management	Decision For For For For For	Poecision For For Against For For	
1 2 3 4 5	Accounts and Reports Allocation of Profits/Dividends Elect MA Renhe Elect HU Jijun Elect LIU Xinggao Elect LIU Chunhong	Management Management Management Management Management Management	Decision For For For For For For	Pecision For For Against For For For	
1 2 3 4 5 6 7	Accounts and Reports Allocation of Profits/Dividends Elect MA Renhe Elect HU Jijun Elect LIU Xinggao Elect LIU Chunhong Elect WANG Feirong	Management Management Management Management Management Management Management	Decision For For For For For For For F	Decision For For Against For For For For For	
1 2 3 4 5 6 7	Accounts and Reports Allocation of Profits/Dividends Elect MA Renhe Elect HU Jijun Elect LIU Xinggao Elect LIU Chunhong Elect WANG Feirong Directors' Fees	Management Management Management Management Management Management Management Management	Decision For For For For For For For F	Pecision For For Against For For For For For For For	
1 2 3 4 5 6 7 8 9 9	Accounts and Reports Allocation of Profits/Dividends Elect MA Renhe Elect HU Jijun Elect LIU Xinggao Elect LIU Chunhong Elect WANG Feirong Directors' Fees Appointment of Auditor and Authority to Set Fees	Management	Decision For For For For For For For F	Pecision For For Against For	Insider on compensation committee
1 2 3 4 5 6 7 8 9 10	Accounts and Reports Allocation of Profits/Dividends Elect MA Renhe Elect HU Jijun Elect LIU Xinggao Elect LIU Chunhong Elect WANG Feirong Directors' Fees Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/o Preemptive Rights	Management	Decision For For For For For For For F	Pecision For For Against For For For For For For Against	Insider on compensation committee
1 2 3 4 4 5 6 7 8 9 10 11	Accounts and Reports Allocation of Profits/Dividends Elect MA Renhe Elect HU Jijun Elect LIU Xinggao Elect LIU Chunhong Elect WANG Feirong Directors' Fees Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares	Management	Decision For For For For For For For F	Pecision For For Against For	Insider on compensation committee Issue price discount not disclosed
1 2 3 4 5 6 7 8 8 9 10 11 12 13	Accounts and Reports Allocation of Profits/Dividends Elect MA Renhe Elect HU Jijun Elect LIU Xinggao Elect LIU Chunhong Elect WANG Feirong Directors' Fees Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Authority to Issue Repurchased Shares Amendments to Articles	Management	Decision For For For For For For For F	Pecision For For Against For For For For For For For Against For Against	Insider on compensation committee Issue price discount not disclosed Issue price discount not disclosed
1 2 3 4 5 6 7 8 9 10 11 12 13 Dollar	Accounts and Reports Allocation of Profits/Dividends Elect MA Renhe Elect HU Jijun Elect LIU Xinggao Elect LIU Chunhong Elect WANG Feirong Directors' Fees Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Authority to Issue Repurchased Shares Amendments to Articles General Corp.	Management	Decision For For For For For For For F	Pecision For For Against For For For For For For Against For Against For Against For	Insider on compensation committee Issue price discount not disclosed Issue price discount not disclosed Meeting Type: Annual
1 2 3 4 5 6 7 8 9 10 11 12 13 Dollar	Accounts and Reports Allocation of Profits/Dividends Elect MA Renhe Elect HU Jijun Elect LIU Xinggao Elect LIU Chunhong Elect WANG Feirong Directors' Fees Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Authority to Issue Repurchased Shares Amendments to Articles General Corp. Proposal text	Management	Decision For For For For For For For For For Fo	Pecision For For Against For For For For For Against For Against For Against For Against For	Insider on compensation committee Issue price discount not disclosed Issue price discount not disclosed
1 2 3 4 5 6 7 8 9 10 11 12 13 Dollar Number 1	Accounts and Reports Allocation of Profits/Dividends Elect MA Renhe Elect HU Jijun Elect LIU Xinggao Elect LIU Chunhong Elect WANG Feirong Directors' Fees Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Authority to Issue Repurchased Shares Amendments to Articles General Corp. Proposal text Elect Warren F. Bryant	Management	Decision For For For For For For For F	Pecision For For Against For For For For For Against For Against For Against For Against For	Insider on compensation committee Issue price discount not disclosed Issue price discount not disclosed Meeting Type: Annual
1 2 3 4 5 6 7 8 9 10 11 12 13 Dollar Number 1 2	Accounts and Reports Allocation of Profits/Dividends Elect MA Renhe Elect HU Jijun Elect LIU Xinggao Elect LIU Chunhong Elect WANG Feirong Directors' Fees Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Authority to Issue Repurchased Shares Amendments to Articles General Corp. Proposal text Elect Warren F. Bryant Elect Michael M. Calbert	Management	Decision For For For For For For For For For Fo	Decision For For Against For For For For For Against For Against For Against For Vote Decision For For For For For For	Insider on compensation committee Issue price discount not disclosed Issue price discount not disclosed Meeting Type: Annual
1 2 3 4 5 6 7 8 9 10 11 12 13 Dollar	Accounts and Reports Allocation of Profits/Dividends Elect MA Renhe Elect HU Jijun Elect LIU Xinggao Elect LIU Chunhong Elect WANG Feirong Directors' Fees Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Authority to Issue Repurchased Shares Amendments to Articles General Corp. Proposal text Elect Warren F. Bryant	Management	Decision For For For For For For For F	Pecision For For Against For For For For For Against For Against For Against For Against For	Insider on compensation committee Issue price discount not disclosed Issue price discount not disclosed Meeting Type: Annual Rationale
1 2 3 4 5 6 7 8 9 10 11 12 13 Dollar Number 1 2	Accounts and Reports Allocation of Profits/Dividends Elect MA Renhe Elect HU Jijun Elect LIU Xinggao Elect LIU Chunhong Elect WANG Feirong Directors' Fees Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Authority to Issue Repurchased Shares Amendments to Articles General Corp. Proposal text Elect Warren F. Bryant Elect Michael M. Calbert	Management	Decision For For For For For For For For For Fo	Decision For For Against For For For For For Against For Against For Against For Vote Decision For For For For For For	Insider on compensation committee Issue price discount not disclosed Issue price discount not disclosed Meeting Type: Annual
1 2 3 4 5 5 6 6 7 8 9 10 11 12 13 Dollar Number 1 2 3 4	Accounts and Reports Allocation of Profits/Dividends Elect MA Renhe Elect HU Jijun Elect LIU Xinggao Elect LIU Chunhong Elect WANG Feirong Directors' Fees Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Authority to Issue Repurchased Shares Amendments to Articles General Corp. Proposal text Elect Warren F. Bryant Elect Michael M. Calbert Elect Ana M. Chadwick	Management	Decision For For For For For For For F	Decision For For Against For For For For Against For Against For Against For Against For	Insider on compensation committee Issue price discount not disclosed Issue price discount not disclosed Meeting Type: Annual Rationale Board - Vote Against when the board repeatedly fails to implement
1 2 3 4 5 6 6 7 8 9 10 11 12 13 Dollar Number 1 2 3 4 5	Accounts and Reports Allocation of Profits/Dividends Elect MA Renhe Elect HU Jijun Elect LIU Xinggao Elect LIU Chunhong Elect WANG Feirong Directors' Fees Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Authority to Issue Repurchased Shares Amendments to Articles General Corp. Proposal text Elect Warren F. Bryant Elect Michael M. Calbert Elect Ana M. Chadwick Elect Patricia D. Fili-Krushel	Management	Decision For For For For For For For For For Fo	Pecision For For Against For For For For For Against For Vote Decision For For Against	Insider on compensation committee Issue price discount not disclosed Issue price discount not disclosed Meeting Type: Annual Rationale Board - Vote Against when the board repeatedly fails to implement
1 2 3 4 5 6 7 8 9 10 11 12 13 Dollar Number 1 2 3	Accounts and Reports Allocation of Profits/Dividends Elect MA Renhe Elect HU Jijun Elect LIU Xinggao Elect LIU Chunhong Elect WANG Feirong Directors' Fees Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Authority to Issue Repurchased Shares Amendments to Articles General Corp. Proposal text Elect Warren F. Bryant Elect Michael M. Calbert Elect Ana M. Chadwick Elect Patricia D. Fili-Krushel Elect Timothy I. McGuire	Management	Decision For For For For For For For For For Fo	Decision For For Against For For For For For Against For Vote Decision For For Against For	Insider on compensation committee Issue price discount not disclosed Issue price discount not disclosed Meeting Type: Annual Rationale Board - Vote Against when the board repeatedly fails to implement
1 2 3 4 5 6 6 7 8 9 10 11 12 13 Dollar Number 1 2 3 4 5 6 6 7	Accounts and Reports Allocation of Profits/Dividends Elect MA Renhe Elect HU Jijun Elect LIU Xinggao Elect LIU Chunhong Elect WANG Feirong Directors' Fees Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Authority to Issue Repurchased Shares Amendments to Articles General Corp. Proposal text Elect Warren F. Bryant Elect Michael M. Calbert Elect Ana M. Chadwick Elect Patricia D. Fili-Krushel Elect Timothy I. McGuire Elect David P. Rowland	Management	Decision For For For For For For For For For Fo	Decision For For Against For For For For For Against For Against For Vote Decision For	Insider on compensation committee Issue price discount not disclosed Issue price discount not disclosed Meeting Type: Annual Rationale Board - Vote Against when the board repeatedly fails to implement
1 2 3 4 5 6 6 7 8 9 10 11 12 13 Dollar Number 1 2 3 4 5 6 6 7 7 8	Accounts and Reports Allocation of Profits/Dividends Elect MA Renhe Elect HU Jijun Elect LIU Xinggao Elect LIU Chunhong Elect WANG Feirong Directors' Fees Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Authority to Issue Repurchased Shares Amendments to Articles General Corp. Proposal text Elect Warren F. Bryant Elect Michael M. Calbert Elect Ana M. Chadwick Elect Patricia D. Fili-Krushel Elect Timothy I. McGuire Elect David P. Rowland Elect Debra A. Sandler	Management	Decision For For For For For For For For For Fo	Decision For For Against For For For For For Against For Vote Decision For	Insider on compensation committee Issue price discount not disclosed Issue price discount not disclosed Meeting Type: Annual Rationale Board - Vote Against when the board repeatedly fails to implement
1 2 3 4 5 6 7 8 9 10 11 12 13 Dollar Number 1 2 3 4 5 6 7 8 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9 9	Accounts and Reports Allocation of Profits/Dividends Elect MA Renhe Elect HU Jijun Elect LIU Xinggao Elect LIU Chunhong Elect WANG Feirong Directors' Fees Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Authority to Issue Repurchased Shares Amendments to Articles General Corp. Proposal text Elect Warren F. Bryant Elect Michael M. Calbert Elect Ana M. Chadwick Elect Patricia D. Fili-Krushel Elect Timothy I. McGuire Elect David P. Rowland Elect Debra A. Sandler Elect Ralph E. Santana Elect Todd J. Vasos	Management	Decision For For For For For For For For For Fo	Decision For For Against For For For For Against For Against For Vote Decision For	Insider on compensation committee Issue price discount not disclosed Issue price discount not disclosed Meeting Type: Annual Rationale Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
1 2 3 4 5 6 7 8 9 10 11 12 13 Pollar Number 1 2 3 4 5 6 7 8 9 10 11 12 13 15 16 17 18 18 18 18 18 18 18 18 18 18 18 18 18	Accounts and Reports Allocation of Profits/Dividends Elect MA Renhe Elect HU Jijun Elect LIU Xinggao Elect LIU Chunhong Elect WANG Feirong Directors' Fees Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Authority to Issue Repurchased Shares Amendments to Articles General Corp. Proposal text Elect Warren F. Bryant Elect Michael M. Calbert Elect Ana M. Chadwick Elect Patricia D. Fili-Krushel Elect Timothy I. McGuire Elect David P. Rowland Elect Debra A. Sandler Elect Todd J. Vasos Advisory Vote on Executive Compensation	Management	Decision For For For For For For For F	Pecision For For Against For For For For Against For Against For Against For Against For For For For For For For Against For For For Against	Insider on compensation committee Issue price discount not disclosed Issue price discount not disclosed Meeting Type: Annual Rationale Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
1 2 3 4 5 6 7 8 9 10 11 12 13 Dollar Number 1 2 3 4 4 5 6 6 7 8 9 9 10 11 11 12 13 13 14 15 15 15 16 17 18 17 18 18 18 18 18 18 18 18 18 18 18 18 18	Accounts and Reports Allocation of Profits/Dividends Elect MA Renhe Elect HU Jijun Elect LIU Xinggao Elect LIU Chunhong Elect WANG Feirong Directors' Fees Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Authority to Issue Repurchased Shares Amendments to Articles General Corp. Proposal text Elect Warren F. Bryant Elect Michael M. Calbert Elect Ana M. Chadwick Elect Patricia D. Fili-Krushel Elect Timothy I. McGuire Elect David P. Rowland Elect Debra A. Sandler Elect Todd J. Vasos Advisory Vote on Executive Compensation Ratification of Auditor	Management	Decision For For For For For For For For For Fo	Pecision For For Against For For For For For Against For Vote Decision For For For For Against For Against For Against For For For Against For For For Against For	Insider on compensation committee Issue price discount not disclosed Issue price discount not disclosed Meeting Type: Annual Rationale Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices. Remuneration - Fails the remuneration framework assessment on Critical Factor. Concerns regarding compensation package granted to returning CEO.
1 2 3 4 5 6 7 8 9 10 11 12 13 Pollar 1 2 3 4 5 6 6 7 8 9 10 11 10 10 10 10 10 10 10 10 10 10 10	Accounts and Reports Allocation of Profits/Dividends Elect MA Renhe Elect HU Jijun Elect LIU Xinggao Elect LIU Chunhong Elect WANG Feirong Directors' Fees Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Authority to Issue Repurchased Shares Amendments to Articles General Corp. Proposal text Elect Warren F. Bryant Elect Michael M. Calbert Elect Ana M. Chadwick Elect Patricia D. Fili-Krushel Elect Timothy I. McGuire Elect David P. Rowland Elect Debra A. Sandler Elect Todd J. Vasos Advisory Vote on Executive Compensation	Management	Decision For For For For For For For F	Pecision For For Against For For For For Against For Against For Against For Against For For For For For For For Against For For For Against	Insider on compensation committee Issue price discount not disclosed Issue price discount not disclosed Meeting Type: Annual Rationale Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices. Remuneration - Fails the remuneration framework assessment on Critical Factor. Concerns regarding compensation package granted to

	oldings Inc	Meeting Date	: 28.05.2024		Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1 2	2023 Accounts and Reports 2023 Profit Distribution Plan	Management	For	For	
		Management	For	For	
Legran	d 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 Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For	For	
4 5	Appointment of Auditor for Sustainability Reporting (Mazars) Appointment of Auditor for Sustainability Reporting (PwC)	Management Management	For For	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	
	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights		For	For	
	Authority to Issue Shares and Convertible Debt Through Private Placement		For	For	
21	Greenshoe	Management	For	For	
22	Authority to Increase Capital Through Capitalisations	Management	For	For	
23	Employee Stock Purchase Plan Authority to Increase Capital in Consideration for Contributions	Management	For	For	
24	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 P	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 no 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	passed by a majority of unaffiliated shareholders
3	Elect John Arnold	Management	For	For	passed by a majority of unaffiliated shareholders
3	Elect John Arnold Elect Andrew W. Houston	Management Management	For For	For For	passed by a majority of unaffiliated shareholders
3 4 5	Elect John Arnold Elect Andrew W. Houston Elect Nancy Killefer	Management Management Management	For For For	For For For	passed by a majority of unaffiliated shareholders
3 4 5 6	Elect John Arnold Elect Andrew W. Houston Elect Nancy Killefer Elect Robert M. Kimmitt	Management Management Management Management	For For For	For For For	passed by a majority of unaffiliated shareholders
3 4 5 6 7	Elect John Arnold Elect Andrew W. Houston Elect Nancy Killefer Elect Robert M. Kimmitt Elect Hock E. Tan	Management Management Management Management Management	For For For For	For For For For	
3 4 5 6 7 8	Elect John Arnold Elect Andrew W. Houston Elect Nancy Killefer Elect Robert M. Kimmitt Elect Hock E. Tan Elect Tracey T. Travis	Management Management Management Management Management Management	For For For For For	For For For For Withhold	passed by a majority of unaffiliated shareholders Serves on too many boards
3 4 5 6 7 8 9	Elect John Arnold Elect Andrew W. Houston Elect Nancy Killefer Elect Robert M. Kimmitt Elect Hock E. Tan Elect Tracey T. Travis Elect Tony Xu	Management Management Management Management Management Management Management Management	For For For For For For For	For For For Withhold For	
3 4 5 6 7 8 9	Elect John Arnold Elect Andrew W. Houston Elect Nancy Killefer Elect Robert M. Kimmitt Elect Hock E. Tan Elect Tracey T. Travis Elect Tony Xu Elect Mark Zuckerberg	Management Management Management Management Management Management Management Management Management	For	For For For Withhold For For	
3 4 5 6 7 8 9	Elect John Arnold Elect Andrew W. Houston Elect Nancy Killefer Elect Robert M. Kimmitt Elect Hock E. Tan Elect Tracey T. Travis Elect Tony Xu Elect Mark Zuckerberg Ratification of Auditor Amendment to Certificate of Incorporation to Limit the Liability	Management Management Management Management Management Management Management Management	For For For For For For For	For For For Withhold For	
3 4 5 6 7 8 9 10 11	Elect John Arnold Elect Andrew W. Houston Elect Nancy Killefer Elect Robert M. Kimmitt Elect Hock E. Tan Elect Tracey T. Travis Elect Tony Xu Elect Mark Zuckerberg Ratification of Auditor Amendment to Certificate of Incorporation to Limit the Liability of Certain Officers	Management	For	For For For Withhold For For For For For	Serves on too many boards
3 4 5 6 7 8 9 10	Elect John Arnold Elect Andrew W. Houston Elect Nancy Killefer Elect Robert M. Kimmitt Elect Hock E. Tan Elect Tracey T. Travis Elect Tony Xu Elect Mark Zuckerberg Ratification of Auditor Amendment to Certificate of Incorporation to Limit the Liability	Management	For For For For For For For For For	For For For Withhold For For	
3 4 5 6 7 8 9 10 11 12 13	Elect John Arnold Elect Andrew W. Houston Elect Nancy Killefer Elect Robert M. Kimmitt Elect Hock E. Tan Elect Tracey T. Travis Elect Tracy Xu Elect Mark Zuckerberg Ratification of Auditor Amendment to Certificate of Incorporation to Limit the Liability of Certain Officers Amendment to the 2012 Equity Incentive Plan	Management	For	For For For Withhold For For For Against	Serves on too many boards Plan allows for repricing; Contains Evergreen Provisions SHP Governance - Vote For when the proposal requests changes which
3 4 5 6 7 8 9 10 11 12 13 14	Elect John Arnold Elect Andrew W. Houston Elect Nancy Killefer Elect Robert M. Kimmitt Elect Hock E. Tan Elect Tracey T. Travis Elect Tony Xu Elect Mark Zuckerberg Ratification of Auditor Amendment to Certificate of Incorporation to Limit the Liability of Certain Officers Amendment to the 2012 Equity Incentive Plan Shareholder Proposal Regarding Recapitalization Shareholder Proposal Regarding Report on Al Misinformation and Disinformation Shareholder Proposal Regarding Disclosure of Vote Results by Share Class	Management Shareholder Shareholder	For For For For For For For For For Against	For For For Withhold For For For For For For For For For Against	Plan allows for repricing; Contains Evergreen Provisions SHP Governance - Vote For when the proposal requests changes which improve shareholder rights SHP - Vote For when the proposal aims to increase transparency on
3 4 5 6 7 8 9 10 11 12 13 14	Elect John Arnold Elect Andrew W. Houston Elect Nancy Killefer Elect Robert M. Kimmitt Elect Hock E. Tan Elect Tracey T. Travis Elect Tracy T. Travis Elect Mark Zuckerberg Ratification of Auditor Amendment to Certificate of Incorporation to Limit the Liability of Certain Officers Amendment to the 2012 Equity Incentive Plan Shareholder Proposal Regarding Recapitalization Shareholder Proposal Regarding Report on Al Misinformation and Disinformation Shareholder Proposal Regarding Disclosure of Vote Results by	Management Shareholder Shareholder	For For For For For For For Against	For For Withhold For For For Against For	Serves on too many boards Plan allows for repricing; Contains Evergreen Provisions SHP Governance - Vote For when the proposal requests changes which improve shareholder rights SHP - Vote For when the proposal aims to increase transparency on material ESG issues SHP Governance - Vote For when the proposal requests changes which
3 4 5 6 7 8 9 10 11 12 13 14	Elect John Arnold Elect Andrew W. Houston Elect Nancy Killefer Elect Robert M. Kimmitt Elect Hock E. Tan Elect Tracey T. Travis Elect Tony Xu Elect Mark Zuckerberg Ratification of Auditor Amendment to Certificate of Incorporation to Limit the Liability of Certain Officers Amendment to the 2012 Equity Incentive Plan Shareholder Proposal Regarding Recapitalization Shareholder Proposal Regarding Disclosure of Vote Results by Share Class Shareholder Proposal Regarding Report on Human Rights Risks	Management Shareholder Shareholder	For For For For For For For Against Against	For For Withhold For For For For Against For For	Plan allows for repricing; Contains Evergreen Provisions SHP Governance - Vote For when the proposal requests changes which improve shareholder rights SHP - Vote For when the proposal aims to increase transparency on material ESG issues SHP Governance - Vote For when the proposal requests changes which improve shareholder rights SHP Social - Vote For when the proposal requests the company to repor

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 Politica Advertising and Restoring Enhanced Actions	l 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
Publici	s 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	Management	For	For	
6	Thornton) 2023 Remuneration Report	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are
	,			-	made without performance criteria Remuneration - Vote Against when the remuneration of non-executive
7	2023 Remuneration of Maurice Lévy, Supervisory Board Chair 2023 Remuneration of Arthur Sadoun, Management Board	Management	For	Against	directors is excessive relative to country or industry standards Remuneration - Vote Against when substantial one-off payments are
8	Chair 2023 Remuneration of Anne-Gabrielle Heilbronner,	Management	For	Against	made without performance criteria
9	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 $\mbox{\ensuremath{w/Preemptive}}\xspace$ Rights	Management	For	For	
17	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights		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	-	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	
20	Amendment to Governing Structure (Two-tier to One-tier) and	Management	For.	Fa.,	
29 30	Adoption of New Articles Elect Arthur Sadoun	Management	For	For	
30		Management	101	101	Board - Vote Against when the chair of the nominating committee is no
31	Elect Elisabeth Badinter	Management	For	Against	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	acceptable remaining and practices.

Wipro Ltd.		Meeting Date: 28.05.2024			Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale	
<u>l</u>	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	
)elta E	Electronic	Meeting Date: 29.05.2024			Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale	
	2022 Assessments and Danasta	Managamant				
l n	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 Functioning, 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	serves on too many boards	
14	Elect Jack J.T. HUANG	Management	For	For		
15	Elect Rose TSOU	Management	For	For		
					Comices on the amount heavile	
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 I	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		
	ountain Inc.				Meeting Type: Annual	
		Meeting Date	Management	Vote	- ··	
	Proposal text	Proponent	Decision	Decision	Rationale	
1	Elect Jennifer Allerton	Management	For	For		
2	Elect Pamela M. Arway	Management	For	For		
_	-11 1		_	_		
	Elect Clarke H. Bailey	Management	For	For		
4	Elect Kent P. Dauten	Management	For	For		
4	Elect Kent P. Dauten Elect Monte E. Ford					
4 5 6	Elect Kent P. Dauten Elect Monte E. Ford Elect Robin L. Matlock	Management Management Management	For For For	For For For		
4 5 6 7	Elect Kent P. Dauten Elect Monte E. Ford Elect Robin L. Matlock Elect William L. Meaney	Management Management Management Management	For For For	For For For		
4 5 6 7	Elect Kent P. Dauten Elect Monte E. Ford Elect Robin L. Matlock Elect William L. Meaney Elect Wendy J. Murdock	Management Management Management	For For For	For For For		
4 5 6 7 8	Elect Kent P. Dauten Elect Monte E. Ford Elect Robin L. Matlock Elect William L. Meaney Elect Wendy J. Murdock Elect Walter C. Rakowich	Management Management Management Management	For For For	For For For		
4 5 6 7 8	Elect Kent P. Dauten Elect Monte E. Ford Elect Robin L. Matlock Elect William L. Meaney Elect Wendy J. Murdock	Management Management Management Management Management	For For For For	For For For For		
4 5 6 7 8 9	Elect Kent P. Dauten Elect Monte E. Ford Elect Robin L. Matlock Elect William L. Meaney Elect Wendy J. Murdock Elect Walter C. Rakowich	Management Management Management Management Management Management	For For For For For	For For For For For		
4 5 6 7 8 9 10	Elect Kent P. Dauten Elect Monte E. Ford Elect Robin L. Matlock Elect William L. Meaney Elect Wendy J. Murdock Elect Walter C. Rakowich Elect Theodore R. Samuels, II	Management Management Management Management Management Management Management Management	For For For For For For For	For For For For For For For		
4 5 6 7 8 9 10 11	Elect Kent P. Dauten Elect Monte E. Ford Elect Robin L. Matlock Elect William L. Meaney Elect Wendy J. Murdock Elect Walter C. Rakowich Elect Theodore R. Samuels, II Elect Doyle R. Simons	Management Management Management Management Management Management Management Management Management	For	For For For For For For For For		
4 5 6 7 8 9 10 11 12	Elect Kent P. Dauten Elect Monte E. Ford Elect Robin L. Matlock Elect William L. Meaney Elect Wendy J. Murdock Elect Walter C. Rakowich Elect Theodore R. Samuels, II Elect Doyle R. Simons Amendment to Articles to Limit the Liability of Certain Officers	Management	For	For		
4 5 6 7 8 9 10 11 12 13	Elect Kent P. Dauten Elect Monte E. Ford Elect Robin L. Matlock Elect William L. Meaney Elect Wendy J. Murdock Elect Walter C. Rakowich Elect Theodore R. Samuels, II Elect Doyle R. Simons Amendment to Articles to Limit the Liability of Certain Officers Advisory Vote on Executive Compensation Ratification of Auditor	Management	For	For	Meeting Type: Annual	
4 5 6 7 8 9 10 11 12 13 14	Elect Kent P. Dauten Elect Monte E. Ford Elect Robin L. Matlock Elect William L. Meaney Elect Wendy J. Murdock Elect Walter C. Rakowich Elect Theodore R. Samuels, II Elect Doyle R. Simons Amendment to Articles to Limit the Liability of Certain Officers Advisory Vote on Executive Compensation Ratification of Auditor ASA Proposal text	Management	For	For	Meeting Type: Annual Rationale	
4 5 6 7 8 9 10 11 12 13 14 Mowi <i>J</i>	Elect Kent P. Dauten Elect Monte E. Ford Elect Robin L. Matlock Elect William L. Meaney Elect Wendy J. Murdock Elect Walter C. Rakowich Elect Theodore R. Samuels, II Elect Doyle R. Simons Amendment to Articles to Limit the Liability of Certain Officers Advisory Vote on Executive Compensation Ratification of Auditor	Management	For	For		
4 5 6 7 8 9 10 11 12 13 14 Mowi <i>I</i> Number	Elect Kent P. Dauten Elect Monte E. Ford Elect Robin L. Matlock Elect William L. Meaney Elect Wendy J. Murdock Elect Walter C. Rakowich Elect Theodore R. Samuels, II Elect Doyle R. Simons Amendment to Articles to Limit the Liability of Certain Officers Advisory Vote on Executive Compensation Ratification of Auditor ASA Proposal text	Management Meeting Date	For	For		
4 5 6 7 8 9 10 11 12 13 14 Mowi <i>A</i> Number 1	Elect Kent P. Dauten Elect Monte E. Ford Elect Robin L. Matlock Elect William L. Meaney Elect Wendy J. Murdock Elect Walter C. Rakowich Elect Theodore R. Samuels, II Elect Doyle R. Simons Amendment to Articles to Limit the Liability of Certain Officers Advisory Vote on Executive Compensation Ratification of Auditor ASA Proposal text Election of Presiding Chair	Management	For	For		
4 5 6 7 8 9 10 11 12 13 14 Mowi <i>J</i> Number 1 2	Elect Kent P. Dauten Elect Monte E. Ford Elect Robin L. Matlock Elect William L. Meaney Elect Wendy J. Murdock Elect Walter C. Rakowich Elect Theodore R. Samuels, II Elect Doyle R. Simons Amendment to Articles to Limit the Liability of Certain Officers Advisory Vote on Executive Compensation Ratification of Auditor ASA Proposal text Election of Presiding Chair Minutes	Management	For	For		
4 5 6 7 8 9 10 11 12 13 14 Mowi <i>A</i> Number 1 2 3	Elect Kent P. Dauten Elect Monte E. Ford Elect Robin L. Matlock Elect William L. Meaney Elect Wendy J. Murdock Elect Walter C. Rakowich Elect Theodore R. Samuels, II Elect Doyle R. Simons Amendment to Articles to Limit the Liability of Certain Officers Advisory Vote on Executive Compensation Ratification of Auditor ASA Proposal text Election of Presiding Chair Minutes Notice of Meeting; Agenda	Management Meeting Date Proponent Management Management Management Management Management Management Management	For	For		
3 4 5 6 7 8 9 10 11 12 13 14 Mowi <i>J</i> Number 1 2 3 4 5	Elect Kent P. Dauten Elect Monte E. Ford Elect Robin L. Matlock Elect William L. Meaney Elect Wendy J. Murdock Elect Walter C. Rakowich Elect Theodore R. Samuels, II Elect Doyle R. Simons Amendment to Articles to Limit the Liability of Certain Officers Advisory Vote on Executive Compensation Ratification of Auditor ASA Proposal text Election of Presiding Chair Minutes Notice of Meeting; Agenda Accounts and Reports; Allocation of Profits and Dividends	Management	For	For	Rationale Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for	
4 5 6 7 8 9 10 11 12 13 14 Mowi <i>A</i> Number 1 2 3 4 5	Elect Kent P. Dauten Elect Monte E. Ford Elect Robin L. Matlock Elect William L. Meaney Elect Wendy J. Murdock Elect Walter C. Rakowich Elect Theodore R. Samuels, II Elect Doyle R. Simons Amendment to Articles to Limit the Liability of Certain Officers Advisory Vote on Executive Compensation Ratification of Auditor ASA Proposal text Election of Presiding Chair Minutes Notice of Meeting; Agenda Accounts and Reports; Allocation of Profits and Dividends Allocation of Options to Executive Management Remuneration Report	Management	For	For	Rationale Remuneration - Vote Against when the remuneration plan does not	
4 5 6 7 8 9 10 11 12 13 14 Mowi A Number 1 2 3 4 5	Elect Kent P. Dauten Elect Monte E. Ford Elect Robin L. Matlock Elect William L. Meaney Elect Wendy J. Murdock Elect Walter C. Rakowich Elect Theodore R. Samuels, II Elect Doyle R. Simons Amendment to Articles to Limit the Liability of Certain Officers Advisory Vote on Executive Compensation Ratification of Auditor ASA Proposal text Election of Presiding Chair Minutes Notice of Meeting; Agenda Accounts and Reports; Allocation of Profits and Dividends Allocation of Options to Executive Management	Management	For	For	Rationale Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place fo	

13					
	Advisory Vote on Executive Compensation	Management	For	For	
12	Ratification of Auditor	Management	For	For	
11	Elect Sumit Roy	Management	For	For	
10	Elect Gregory T. McLaughlin	Management	For	For	
9	Elect Michael D. McKee	Management	For	For	
8	Elect Gerardo I. Lopez	Management	For	For	
7	Elect Jeff A. Jacobson	Management	For	For	
6	Elect Priya Huskins	Management	For	For	
5	Elect Mary Hogan Preusse	Management	For	For	, , , , арргот
1	Elect Reginald H. Gilyard	Management	For	Against	Adopted forum selection clause in past year w/o shareholder appro-
<u>'</u> 3	Elect Jacqueiine Brady Elect A. Larry Chapman	Management Management	For For	For For	
<u>2</u>	Elect Priscilla Almodovar Elect Jacqueline Brady	Management	For	For	
	<u> </u>	·	Decision	Decision	
	Proposal text	Proponent	Management	Vote	Rationale
Realty	Income Corp.	Meeting Date	. 29 05 2024		Meeting Type: Annual
:7	Elect WANG Guanggian as Independent Director	Management	For	For	
26	Elect JIN Li as Independent Director	Management	For	For	
 25	Elect Albert NG Kong Ping as Independent Director	Management	For	For	
24	Elect LIU Hong as Independent Director	Management	For	For	
23	Elect CHU Yiyun as Independent Director	Management	For	For	
21	Elect Kenneth NG Sing Yip as Independent Director	Management	For	For	
21	Amendments to Articles	Management	For	For	
9 20	Authority to Issue H Shares w/o Preemptive Rights Authority to Issue Debt Financing Instruments	Management Management	For For	For For	
8	Elect Clement HUNG Ka Hai as Independent Supervisor	Management	For	For	
7	Elect LIEW Fui Kiang as Independent Supervisor	Management	For	For	
6	Elect ZHU Xinrong as Independent Supervisor	Management	For	For	
5	Elect CAI Xun as Non-executive Director	Management	For	Against	Serves on too many boards
4	Elect HE Jianfeng as Non-executive Director	Management	For	For	Common the manufacture
		······			independent.
3	Elect YANG Xiaoping as Non-executive Director	Management	For	Against	Board - Vote Against when the audit committee is not sufficiently
2	Elect Soopakij Chearavanont XIE Jiren as Non-executive Directo	rManagement	For	For	
1	Elect FU Xin as Executive Director	Management	For	For	
0	Elect CAI Fangfang as Executive Director	Management	For	For	
	Elect Michael GUO as Executive Director	Management	For	For	
	Elect XIE Yonglin as Executive Director	Management	For	For	
	Elect MA Mingzhe as Executive Director	Management	For	For	
	Appointment of Auditor and Authority to Set Fees	Management	For	For	
i	Allocation of Profits/Dividends	Management	For	For	
1	Accounts and Reports	Management	For	For	
3	Annual Report	Management	For	For	
2	Supervisors' Report	Management	For	For	
1	Directors' Report	Management	For	For	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
ing Al	N Insurance (Group) Co. of China, Ltd.	Meeting Date	: 29.05.2024		Meeting Type: Annual
19	Authority to Issue Convertible Debt Instruments	Management	For	For	
18	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
17	Authority to Repurchase Shares	Management	For	For	
16	Authority to Distribute Dividends	Management	For	For	
15		Management	For	For	
4	Elect Anne Lise Ellingsen Gryte to the Nomination Committee	Management	For	For	
3	Elect Leif Teksum	Management	For	For	
2	Elect Kjersti Hobøl	Management	For	For	
1	Elect Peder Strand	Management	For	For	
0	Elect Kathrine Fredriksen	Management	Decision For	Decision For	
					Rationale

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
0	Flort C Omar Johnak	Managama			
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	
12	Natification of Additor	Management	101	101	
China M	Merchants Expressway Network හ Technology Ho	Meeting Date:	30.05.2024		Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Directors' Report	Management	For	For	
2	2023 Supervisors' Report	Management	For	For	
3	2023 Accounts and Reports	Management	For	For	
4	2024 Financial Budget	Management	For	For	
		<u>=</u>			
5	2023 Allocation of Profits/Dividends	Management	For	For	
6	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
	A Wholly-Owned Subsidiary's Provision of Guarantee for the				
7	Bank Comprehensive Credit Line Applied for by Its Controlled Subsidiary	Management	For	For	
-1					
Chungh	hwa Telecom	Meeting Date:	30.05.2024		Meeting Type: Annual
			Management	Vote	
Number	Proposal text	Proponent	Decision	Decision	Rationale
	2000 4 4 4 5				
1	2023 Accounts and Reports	Management	For	For	
2	2023 Profit Distribution Plan	Management	For	For	
3	Amendments to Articles	Management	For	For	
		-			Detential conflict of interacts
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
Number	Proposal text	Proponent	Management	Vote	Rationale
1	Elect Raul Alvarez	Management	Decision For	Decision 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		For	For	
		Management			
7	Elect Marvin R. Ellison	Management	For	For	
_	Elect Navdeep Gupta	Management	For	For	
8	Elect Navueep dupta				
		-	For		
9	Elect Brian C. Rogers	Management	For	For	
	Elect Brian C. Rogers Elect Bertram L. Scott	Management Management	For For		
9	Elect Brian C. Rogers	Management		For	
9 10	Elect Brian C. Rogers Elect Bertram L. Scott	Management Management	For	For For	
9 10 11 12	Elect Brian C. Rogers Elect Bertram L. Scott Elect Lawrence Simkins Elect Colleen Taylor	Management Management Management Management	For For	For For For	
9 10 11 12 13	Elect Brian C. Rogers Elect Bertram L. Scott Elect Lawrence Simkins Elect Colleen Taylor Elect Mary Elizabeth West	Management Management Management Management	For For For	For For For For	
9 10 11 12 13 14	Elect Brian C. Rogers Elect Bertram L. Scott Elect Lawrence Simkins Elect Colleen Taylor Elect Mary Elizabeth West Advisory Vote on Executive Compensation	Management Management Management Management Management Management	For For For For	For For For For For	
9 10 11 12 13	Elect Brian C. Rogers Elect Bertram L. Scott Elect Lawrence Simkins Elect Colleen Taylor Elect Mary Elizabeth West	Management Management Management Management	For For For	For For For For	
9 10 11 12 13 14	Elect Brian C. Rogers Elect Bertram L. Scott Elect Lawrence Simkins Elect Colleen Taylor Elect Mary Elizabeth West Advisory Vote on Executive Compensation Ratification of Auditor	Management Management Management Management Management Management Management	For For For For	For For For For For	Meeting Type: Annual
9 10 11 12 13 14	Elect Brian C. Rogers Elect Bertram L. Scott Elect Lawrence Simkins Elect Colleen Taylor Elect Mary Elizabeth West Advisory Vote on Executive Compensation	Management Management Management Management Management Management	For For For For For O2.06.2024	For For For For For	Meeting Type: Annual
9 10 11 12 13 14 15 Redeia	Elect Brian C. Rogers Elect Bertram L. Scott Elect Lawrence Simkins Elect Colleen Taylor Elect Mary Elizabeth West Advisory Vote on Executive Compensation Ratification of Auditor	Management Management Management Management Management Management Management	For For For For O2.06.2024 Management	For For For For For Vote	Meeting Type: Annual Rationale
9 10 11 12 13 14 15 Redeia Number	Elect Brian C. Rogers Elect Bertram L. Scott Elect Lawrence Simkins Elect Colleen Taylor Elect Mary Elizabeth West Advisory Vote on Executive Compensation Ratification of Auditor Corporacion S.A. Proposal text	Management Management Management Management Management Management Management Management Mroponent	For For For For O2.06.2024 Management Decision	For For For For For Vote Decision	
9 10 11 12 13 14 15 Redeia	Elect Brian C. Rogers Elect Bertram L. Scott Elect Lawrence Simkins Elect Colleen Taylor Elect Mary Elizabeth West Advisory Vote on Executive Compensation Ratification of Auditor Corporacion S.A. Proposal text Individual Accounts and Reports	Management Management Management Management Management Management Management Meeting Date: Proponent Management	For For For For O2.06.2024 Management	For For For For Vote Decision For	
9 10 11 12 13 14 15 Redeia Number	Elect Brian C. Rogers Elect Bertram L. Scott Elect Lawrence Simkins Elect Colleen Taylor Elect Mary Elizabeth West Advisory Vote on Executive Compensation Ratification of Auditor Corporacion S.A. Proposal text	Management Management Management Management Management Management Management Management Mroponent	For For For For O2.06.2024 Management Decision	For For For For For Vote Decision	
9 10 11 12 13 14 15 Redeia Number	Elect Brian C. Rogers Elect Bertram L. Scott Elect Lawrence Simkins Elect Colleen Taylor Elect Mary Elizabeth West Advisory Vote on Executive Compensation Ratification of Auditor Corporacion S.A. Proposal text Individual Accounts and Reports	Management Management Management Management Management Management Management Meeting Date: Proponent Management	For For For For O2.06.2024 Management Decision For	For For For For Vote Decision For	
9 10 11 12 13 14 15 Redeia Number 1 2 3	Elect Brian C. Rogers Elect Bertram L. Scott Elect Lawrence Simkins Elect Colleen Taylor Elect Mary Elizabeth West Advisory Vote on Executive Compensation Ratification of Auditor Corporacion S.A. Proposal text Individual Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends	Management Management Management Management Management Management Management Meeting Date: Proponent Management Management Management Management	For For For For O2.06.2024 Management Decision For For For	For For For For Vote Decision For For	
9 10 11 12 13 14 15 Redeia Number 1 2 3 4	Elect Brian C. Rogers Elect Bertram L. Scott Elect Lawrence Simkins Elect Colleen Taylor Elect Mary Elizabeth West Advisory Vote on Executive Compensation Ratification of Auditor Corporacion S.A. Proposal text Individual Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Report on Non-Financial Information	Management Management Management Management Management Management Management Meeting Date: Proponent Management Management Management Management Management Management	For For For O2.06.2024 Management Decision For For For For For For	For For For Vote Decision For For For	
9 10 11 12 13 14 15 Redeia Number 1 2 3	Elect Brian C. Rogers Elect Bertram L. Scott Elect Lawrence Simkins Elect Colleen Taylor Elect Mary Elizabeth West Advisory Vote on Executive Compensation Ratification of Auditor Corporacion S.A. Proposal text Individual Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends	Management Management Management Management Management Management Management Meeting Date: Proponent Management Management Management Management	For For For For O2.06.2024 Management Decision For For For	For For For For Vote Decision For For	
9 10 11 12 13 14 15 Redeia Number 1 2 3 4	Elect Brian C. Rogers Elect Bertram L. Scott Elect Lawrence Simkins Elect Colleen Taylor Elect Mary Elizabeth West Advisory Vote on Executive Compensation Ratification of Auditor Corporacion S.A. Proposal text Individual Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Report on Non-Financial Information	Management Management Management Management Management Management Management Meeting Date: Proponent Management Management Management Management Management Management	For For For O2.06.2024 Management Decision For For For For For For	For For For Vote Decision For For For	
9 10 11 12 13 14 15 Redeia Number 1 2 3 4 5 6	Elect Brian C. Rogers Elect Bertram L. Scott Elect Lawrence Simkins Elect Colleen Taylor Elect Mary Elizabeth West Advisory Vote on Executive Compensation Ratification of Auditor Corporacion S.A. Proposal text Individual Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Report on Non-Financial Information Ratification of Board Acts Elect Beatriz Corredor Sierra	Management Management Management Management Management Management Management Meeting Date: Proponent Management	For For For O2.06.2024 Management Decision For For For For For For For For For Fo	For For For Vote Decision For For For For	
9 10 11 12 13 14 15 Redeia Number 1 2 3 4 5 6	Elect Brian C. Rogers Elect Bertram L. Scott Elect Lawrence Simkins Elect Colleen Taylor Elect Mary Elizabeth West Advisory Vote on Executive Compensation Ratification of Auditor Corporacion S.A. Proposal text Individual Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Report on Non-Financial Information Ratification of Board Acts Elect Beatriz Corredor Sierra Elect Roberto García Merino	Management Management Management Management Management Management Management Meeting Date: Proponent Management	For For For O2.06.2024 Management Decision For For For For For For For For For Fo	For For For Vote Decision For	
9 10 11 12 13 14 15 Redeia Number 1 2 3 4 5 6 7 8	Elect Brian C. Rogers Elect Bertram L. Scott Elect Lawrence Simkins Elect Colleen Taylor Elect Mary Elizabeth West Advisory Vote on Executive Compensation Ratification of Auditor Corporacion S.A. Proposal text Individual Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Report on Non-Financial Information Ratification of Board Acts Elect Beatriz Corredor Sierra Elect Roberto García Merino Elect Guadalupe de la Mata Muñoz	Management Management Management Management Management Management Management Management Meeting Date: Proponent Management	For For For O2.06.2024 Management Decision For	For	
9 10 11 12 13 14 15 Redeia Number 1 2 3 4 5 6 7 8	Elect Brian C. Rogers Elect Bertram L. Scott Elect Lawrence Simkins Elect Colleen Taylor Elect Mary Elizabeth West Advisory Vote on Executive Compensation Ratification of Auditor Corporacion S.A. Proposal text Individual Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Report on Non-Financial Information Ratification of Board Acts Elect Beatriz Corredor Sierra Elect Roberto García Merino	Management Management Management Management Management Management Management Meeting Date: Proponent Management	For For For O2.06.2024 Management Decision For For For For For For For For For Fo	For For For Vote Decision For	
9 10 11 12 13 14 15 Redeia Number 1 2 3 4 5 6 7 8	Elect Brian C. Rogers Elect Bertram L. Scott Elect Lawrence Simkins Elect Colleen Taylor Elect Mary Elizabeth West Advisory Vote on Executive Compensation Ratification of Auditor Corporacion S.A. Proposal text Individual Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Report on Non-Financial Information Ratification of Board Acts Elect Beatriz Corredor Sierra Elect Roberto García Merino Elect Guadalupe de la Mata Muñoz	Management Management Management Management Management Management Management Management Meeting Date: Proponent Management	For For For O2.06.2024 Management Decision For	For	
9 10 11 12 13 14 15 Redeia Number 1 2 3 4 5 6 7 8 9 10	Elect Brian C. Rogers Elect Bertram L. Scott Elect Lawrence Simkins Elect Colleen Taylor Elect Mary Elizabeth West Advisory Vote on Executive Compensation Ratification of Auditor Corporacion S.A. Proposal text Individual Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Report on Non-Financial Information Ratification of Board Acts Elect Beatriz Corredor Sierra Elect Roberto García Merino Elect Guadalupe de la Mata Muñoz Authority to Issue Shares w/ or w/o Preemptive Rights Authority to Issue Debt Instruments	Management Management Management Management Management Management Management Management Meeting Date: Proponent Management	For For For O2.06.2024 Management Decision For For For For For For For For For Fo	For	
9 10 11 12 13 14 15 Redeia Number 1 2 3 4 5 6 7 8 9 10 11	Elect Brian C. Rogers Elect Bertram L. Scott Elect Lawrence Simkins Elect Colleen Taylor Elect Mary Elizabeth West Advisory Vote on Executive Compensation Ratification of Auditor Corporacion S.A. Proposal text Individual Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Report on Non-Financial Information Ratification of Board Acts Elect Beatriz Corredor Sierra Elect Roberto García Merino Elect Guadalupe de la Mata Muñoz Authority to Issue Shares w/ or w/o Preemptive Rights Authority to Repurchase and Reissue Shares	Management Management Management Management Management Management Management Management Meeting Date: Proponent Management	For For For O2.06.2024 Management Decision For For For For For For For For For Fo	For	
9 10 11 12 13 14 15 Redeia Number 1 2 3 4 5 6 7 8 9 10	Elect Brian C. Rogers Elect Bertram L. Scott Elect Lawrence Simkins Elect Colleen Taylor Elect Mary Elizabeth West Advisory Vote on Executive Compensation Ratification of Auditor Corporacion S.A. Proposal text Individual Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Report on Non-Financial Information Ratification of Board Acts Elect Beatriz Corredor Sierra Elect Roberto García Merino Elect Guadalupe de la Mata Muñoz Authority to Issue Shares w/ or w/o Preemptive Rights Authority to Repurchase and Reissue Shares Employee Share Purchase Plan	Management Management Management Management Management Management Management Management Meeting Date: Proponent Management	For For For O2.06.2024 Management Decision For For For For For For For For For Fo	For	
9 10 11 12 13 14 15 Redeia Number 1 2 3 4 5 6 7 8 9 10 11 12	Elect Brian C. Rogers Elect Bertram L. Scott Elect Lawrence Simkins Elect Colleen Taylor Elect Mary Elizabeth West Advisory Vote on Executive Compensation Ratification of Auditor Corporacion S.A. Proposal text Individual Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Report on Non-Financial Information Ratification of Board Acts Elect Beatriz Corredor Sierra Elect Roberto García Merino Elect Guadalupe de la Mata Muñoz Authority to Issue Shares w/ or w/o Preemptive Rights Authority to Repurchase and Reissue Shares Employee Share Purchase Plan Revocation of Authorities to Repurchase Shares and for	Management Management Management Management Management Management Management Management Meeting Date: Proponent Management	For	For	
9 10 11 12 13 14 15 Redeia Number 1 2 3 4 5 6 7 8 9 10 11	Elect Brian C. Rogers Elect Bertram L. Scott Elect Lawrence Simkins Elect Colleen Taylor Elect Mary Elizabeth West Advisory Vote on Executive Compensation Ratification of Auditor Corporacion S.A. Proposal text Individual Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Report on Non-Financial Information Ratification of Board Acts Elect Beatriz Corredor Sierra Elect Roberto García Merino Elect Guadalupe de la Mata Muñoz Authority to Issue Shares w/ or w/o Preemptive Rights Authority to Repurchase and Reissue Shares Employee Share Purchase Plan	Management Management Management Management Management Management Management Management Meeting Date: Proponent Management	For For For O2.06.2024 Management Decision For For For For For For For For For Fo	For	
9 10 11 12 13 14 15 Redeia Number 1 2 3 4 5 6 7 8 9 10 11 12	Elect Brian C. Rogers Elect Bertram L. Scott Elect Lawrence Simkins Elect Colleen Taylor Elect Mary Elizabeth West Advisory Vote on Executive Compensation Ratification of Auditor Corporacion S.A. Proposal text Individual Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Report on Non-Financial Information Ratification of Board Acts Elect Beatriz Corredor Sierra Elect Roberto García Merino Elect Guadalupe de la Mata Muñoz Authority to Issue Shares w/ or w/o Preemptive Rights Authority to Repurchase and Reissue Shares Employee Share Purchase Plan Revocation of Authorities to Repurchase Shares and for	Management Management Management Management Management Management Management Management Meeting Date: Proponent Management	For	For	
9 10 11 12 13 14 15 Redeia Number 1 2 3 4 5 6 7 8 9 10 11 12	Elect Brian C. Rogers Elect Bertram L. Scott Elect Lawrence Simkins Elect Colleen Taylor Elect Mary Elizabeth West Advisory Vote on Executive Compensation Ratification of Auditor Corporacion S.A. Proposal text Individual Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Report on Non-Financial Information Ratification of Board Acts Elect Beatriz Corredor Sierra Elect Roberto García Merino Elect Guadalupe de la Mata Muñoz Authority to Issue Shares w/ or w/o Preemptive Rights Authority to Repurchase and Reissue Shares Employee Share Purchase Plan Revocation of Authorities to Repurchase Shares and for Employee Purchase Plan	Management Management Management Management Management Management Management Management Meeting Date: Proponent Management	For	For	
9 10 11 12 13 14 15 Redeia Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15	Elect Brian C. Rogers Elect Bertram L. Scott Elect Lawrence Simkins Elect Colleen Taylor Elect Mary Elizabeth West Advisory Vote on Executive Compensation Ratification of Auditor Corporacion S.A. Proposal text Individual Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Report on Non-Financial Information Ratification of Board Acts Elect Beatriz Corredor Sierra Elect Roberto García Merino Elect Guadalupe de la Mata Muñoz Authority to Issue Shares w/ or w/o Preemptive Rights Authority to Repurchase and Reissue Shares Employee Share Purchase Plan Revocation of Authorities to Repurchase Shares and for Employee Purchase Plan Remuneration Report Directors' Fees	Management Management Management Management Management Management Management Management Meeting Date: Proponent Management	For	For	
9 10 11 12 13 14 15 6 7 8 9 10 11 12 13 14 15 16 16	Elect Brian C. Rogers Elect Bertram L. Scott Elect Lawrence Simkins Elect Colleen Taylor Elect Mary Elizabeth West Advisory Vote on Executive Compensation Ratification of Auditor Corporacion S.A. Proposal text Individual Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Report on Non-Financial Information Ratification of Board Acts Elect Beatriz Corredor Sierra Elect Roberto García Merino Elect Guadalupe de la Mata Muñoz Authority to Issue Shares w/ or w/o Preemptive Rights Authority to Repurchase and Reissue Shares Employee Share Purchase Plan Revocation of Authorities to Repurchase Shares and for Employee Purchase Plan Remuneration Report Directors' Fees Remuneration Policy	Management Management Management Management Management Management Management Management Meeting Date: Proponent Management	For	For	
9 10 11 12 13 14 15 Redeia Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15	Elect Brian C. Rogers Elect Bertram L. Scott Elect Lawrence Simkins Elect Colleen Taylor Elect Mary Elizabeth West Advisory Vote on Executive Compensation Ratification of Auditor Corporacion S.A. Proposal text Individual Accounts and Reports Consolidated Accounts and Reports Allocation of Profits/Dividends Report on Non-Financial Information Ratification of Board Acts Elect Beatriz Corredor Sierra Elect Roberto García Merino Elect Guadalupe de la Mata Muñoz Authority to Issue Shares w/ or w/o Preemptive Rights Authority to Repurchase and Reissue Shares Employee Share Purchase Plan Revocation of Authorities to Repurchase Shares and for Employee Purchase Plan Remuneration Report Directors' Fees	Management Management Management Management Management Management Management Management Meeting Date: Proponent 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
9	Elect Valerie C. Montgomery Rice Elect John H. Noseworthy	Management	For For	For For	
10	Elect Andrew Witty	Management 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.
Warne	r Bros. Discovery Inc	Meeting Date	: 02.06.2024		Meeting Type: Annual
	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Li Haslett Chen	Management	For	For	
2	Elect Richard W. Fisher	Management	For	For	Donal Vata Anginat substitute to and conserve the City of the Conserve the City of the Conserve the City of the Ci
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	Board Web Andrews II. I. 169 C. C.
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	
9	Elect David M. Zaslav Ratification of Auditor	Management Management	For For	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.
Bookin	ng 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 11	Elect Sumit Singh Flect Lynn M. Vojvodich Padakovich	Management	For	For	
11 12	Elect Lynn M. Vojvodich Radakovich Elect Vanessa A. Wittman	Management Management	For For	For For	
12 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	mamework shows a lack of adequate structure
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
	Assistant related information requests				material E50 issues

Cognizant Technology Solutions Corp.		Meeting Date: 03.06.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Elect Zein Abdalla	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
	Elect Vinita K. Bali	Management	For	For	- ·
	Elect Eric Branderiz	Management	For	For	
	Elect Archana Deskus	Management	For	For	
	Elect John M. Dineen	Management	For	For	
	Elect Ravi Kumar Singisetti	Management	For	For	
	Elect Leo S. Mackay, Jr.	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
	Elect Michael Patsalos-Fox	Management	For	For	acceptable remaineration practices.
	Elect Stephen J. Rohleder			For	
)		Management	For		
	Elect Abraham Schot	Management	For	For	
<u> </u>	Elect Joseph M. Velli	Management	For	For	
2	Elect Sandra S. Wijnberg	Management	For	For	
3	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the compensation committee exercises its discretion to lower performance goals or increase award without sufficient justification.
4	Amendment to Articles to Limit the Liability of Certain Officers	Management	For	For	minour summer parenteuron.
5	Ratification of Auditor		For	For	
)		Management	rui	rui	SHP - Vote Against when the company sufficiently addresses the
5	Shareholder Proposal Regarding Equitable Treatment of Shareholder-Nominated Directors	Shareholder	Against	Against	concerns raised by the topic of the proposal.
unipe	r Networks Inc	Meeting Date	: 03.06.2024		Meeting Type: Annual
lumber	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Elect Anne DelSanto	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
	Elect Kevin A. DeNuccio Elect James Dolce	Management Management	For For	For For	
	Elect Steven Fernandez	-		For	
		Management	For		
	Elect Christine M. Gorjanc	Management	For	For	
	Elect Janet B. Haugen	Management	For	For	
	Elect Scott Kriens	Management	For	For	
	Elect Rahul Merchant	Management	For	For	
	Elect Rami Rahim	Management	For	For	
)	Elect William Stensrud	Management	For	For	
	Ratification of Auditor	Management	For	For	
2	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the compensation committee exercises its discretion to lower performance goals or increase award without sufficient justification.
3	Amendment to the 2015 Equity Incentive Plan	Management	For	For	
1	Amendment to the 2008 Employee Stock Purchase Plan	Management	For	For	
•	Taiwan Semiconductor Manufacturing		: 03.06.2024		Meeting Type: Annual
	Semiconductor Manufacturing	-			
aiwan	Semiconductor Manufacturing Proposal text	Proponent	Management Decision	Vote Decision	Rationale
aiwan	Proposal text		Decision	Decision	Rationale
aiwan	Proposal text 2023 Accounts and Reports	Management	Decision For	Decision For	Rationale
aiwan	Proposal text 2023 Accounts and Reports Amendments to Articles of Association	Management Management	Decision For For	Decision For For	Rationale
aiwan	Proposal text 2023 Accounts and Reports Amendments to Articles of Association 2024 Employee Restricted Stock Plan	Management Management Management	Decision For For For	Decision For For For	Rationale
aiwan	Proposal text 2023 Accounts and Reports Amendments to Articles of Association 2024 Employee Restricted Stock Plan Elect WEI Che-Chia	Management Management Management Management	Decision For For For For	Decision For For For For	Rationale
aiwan umber	Proposal text 2023 Accounts and Reports Amendments to Articles of Association 2024 Employee Restricted Stock Plan	Management Management Management	Decision For For For	Decision For For For	Rationale
aiwar umber	Proposal text 2023 Accounts and Reports Amendments to Articles of Association 2024 Employee Restricted Stock Plan Elect WEI Che-Chia Elect TSENG Fan-Cheng Elect KUNG Ming-Hsin	Management Management Management Management Management Management Management	Decisión For For For For For For For	Decision For For For For Against	Less than 75% Attendance Board - Vote Against when the chair of the audit committee is not
aiwan umber	Proposal text 2023 Accounts and Reports Amendments to Articles of Association 2024 Employee Restricted Stock Plan Elect WEI Che-Chia Elect TSENG Fan-Cheng Elect KUNG Ming-Hsin Elect Sir Peter L. Bonfield	Management Management Management Management Management Management Management Management	Decisión For For For For For For For	Poecision For For For For For Against Against	Less than 75% Attendance Board - Vote Against when the chair of the audit committee is not
aiwan umber	Proposal text 2023 Accounts and Reports Amendments to Articles of Association 2024 Employee Restricted Stock Plan Elect WEI Che-Chia Elect TSENG Fan-Cheng Elect KUNG Ming-Hsin Elect Sir Peter L. Bonfield Elect Michael R. Splinter	Management Management Management Management Management Management Management Management Management	Pecisión For For For For For For For	Poecision For For For For Against Against	Less than 75% Attendance Board - Vote Against when the chair of the audit committee is not independent; Board - Vote Against when the audit committee is not
aiwa n umber	Proposal text 2023 Accounts and Reports Amendments to Articles of Association 2024 Employee Restricted Stock Plan Elect WEI Che-Chia Elect TSENG Fan-Cheng Elect KUNG Ming-Hsin Elect Sir Peter L. Bonfield Elect Michael R. Splinter Elect Moshe N.Gavrielov	Management	Pecisión For For For For For For For Fo	For For For Against For For For	Less than 75% Attendance Board - Vote Against when the chair of the audit committee is not independent; Board - Vote Against when the audit committee is not
aiwa n	Proposal text 2023 Accounts and Reports Amendments to Articles of Association 2024 Employee Restricted Stock Plan Elect WEI Che-Chia Elect TSENG Fan-Cheng Elect KUNG Ming-Hsin Elect Sir Peter L. Bonfield Elect Michael R. Splinter	Management Management Management Management Management Management Management Management Management	Pecisión For For For For For For For	Poecision For For For For Against Against	Less than 75% Attendance Board - Vote Against when the chair of the audit committee is not independent; Board - Vote Against when the audit committee is not
aiwan umber	Proposal text 2023 Accounts and Reports Amendments to Articles of Association 2024 Employee Restricted Stock Plan Elect WEI Che-Chia Elect TSENG Fan-Cheng Elect KUNG Ming-Hsin Elect Sir Peter L. Bonfield Elect Michael R. Splinter Elect Moshe N.Gavrielov	Management	Pecisión For For For For For For For Fo	For For For Against For For For	Less than 75% Attendance Board - Vote Against when the chair of the audit committee is not independent; Board - Vote Against when the audit committee is not
aiwan	Proposal text 2023 Accounts and Reports Amendments to Articles of Association 2024 Employee Restricted Stock Plan Elect WEI Che-Chia Elect TSENG Fan-Cheng Elect KUNG Ming-Hsin Elect Sir Peter L. Bonfield Elect Michael R. Splinter Elect Moshe N.Gavrielov Elect L. Rafael Reif	Management	Pecision For For For For For For For F	Pecision For For For For Against Against For For For	Less than 75% Attendance Board - Vote Against when the chair of the audit committee is not independent; Board - Vote Against when the audit committee is not
aiwan umber	Proposal text 2023 Accounts and Reports Amendments to Articles of Association 2024 Employee Restricted Stock Plan Elect WEI Che-Chia Elect TSENG Fan-Cheng Elect KUNG Ming-Hsin Elect Sir Peter L. Bonfield Elect Michael R. Splinter Elect Moshe N.Gavrielov Elect L. Rafael Reif Elect Ursula M. Burns	Management	Pecision For For For For For For For F	For For For Against For For For For For For For For For Fo	Less than 75% Attendance Board - Vote Against when the chair of the audit committee is not independent; Board - Vote Against when the audit committee is not
ilumber	Proposal text 2023 Accounts and Reports Amendments to Articles of Association 2024 Employee Restricted Stock Plan Elect WEI Che-Chia Elect TSENG Fan-Cheng Elect KUNG Ming-Hsin Elect Sir Peter L. Bonfield Elect Michael R. Splinter Elect Moshe N.Gavrielov Elect L. Rafael Reif Elect Ursula M. Burns Elect Lynn L. Elsenhans Elect LIN Chuan	Management	Pecision For For For For For For For F	For For Against For For For For For For For For For Fo	Less than 75% Attendance Board - Vote Against when the chair of the audit committee is not independent; Board - Vote Against when the audit committee is not sufficiently independent.
umber	Proposal text 2023 Accounts and Reports Amendments to Articles of Association 2024 Employee Restricted Stock Plan Elect WEI Che-Chia Elect TSENG Fan-Cheng Elect KUNG Ming-Hsin Elect Sir Peter L. Bonfield Elect Michael R. Splinter Elect Moshe N.Gavrielov Elect L. Rafael Reif Elect Ursula M. Burns Elect Lynn L. Elsenhans Elect LIN Chuan	Management	Pecision For For For For For For For F	For For Against For For For For For For For For For Fo	Less than 75% Attendance Board - Vote Against when the chair of the audit committee is not independent; Board - Vote Against when the audit committee is not sufficiently independent. Meeting Type: Annual
iaiwar Ilumber 0 1 2 3 3 TJX Col	Proposal text 2023 Accounts and Reports Amendments to Articles of Association 2024 Employee Restricted Stock Plan Elect WEI Che-Chia Elect TSENG Fan-Cheng Elect KUNG Ming-Hsin Elect Sir Peter L. Bonfield Elect Michael R. Splinter Elect Moshe N.Gavrielov Elect L. Rafael Reif Elect Ursula M. Burns Elect Lynn L. Elsenhans Elect LIN Chuan mpanies, Inc. Proposal text	Management Meeting Date	Decision For For For For For For For For For Fo	Pecision For For For Against Against For For For For For For For For For Fo	Less than 75% Attendance Board - Vote Against when the chair of the audit committee is not independent; Board - Vote Against when the audit committee is not sufficiently independent.
iaiwar Ilumber 0 1 2 3 3 IJX Col	Proposal text 2023 Accounts and Reports Amendments to Articles of Association 2024 Employee Restricted Stock Plan Elect WEI Che-Chia Elect TSENG Fan-Cheng Elect KUNG Ming-Hsin Elect Sir Peter L. Bonfield Elect Michael R. Splinter Elect Moshe N.Gavrielov Elect L. Rafael Reif Elect Ursula M. Burns Elect Lynn L. Elsenhans Elect LIN Chuan mpanies, Inc. Proposal text Elect José B. Alvarez	Management	Decision For For For For For For For For For Fo	Pecision For For For For Against Against For For For For For For For Fo	Less than 75% Attendance Board - Vote Against when the chair of the audit committee is not independent; Board - Vote Against when the audit committee is not sufficiently independent. Meeting Type: Annual
iaiwar Ilumber 0 1 2 3 3 TJX Col	Proposal text 2023 Accounts and Reports Amendments to Articles of Association 2024 Employee Restricted Stock Plan Elect WEI Che-Chia Elect TSENG Fan-Cheng Elect KUNG Ming-Hsin Elect Sir Peter L. Bonfield Elect Michael R. Splinter Elect Moshe N.Gavrielov Elect L. Rafael Reif Elect Ursula M. Burns Elect Lynn L. Elsenhans Elect LIN Chuan mpanies, Inc. Proposal text	Management Meeting Date	Decision For For For For For For For For For Fo	Pecision For For For Against Against For For For For For For For For For Fo	Less than 75% Attendance Board - Vote Against when the chair of the audit committee is not independent; Board - Vote Against when the audit committee is not sufficiently independent. Meeting Type: Annual Rationale Board - Vote Against when the board repeatedly fails to implement
aiwan umber 2 3 JJX Con	Proposal text 2023 Accounts and Reports Amendments to Articles of Association 2024 Employee Restricted Stock Plan Elect WEI Che-Chia Elect TSENG Fan-Cheng Elect KUNG Ming-Hsin Elect Sir Peter L. Bonfield Elect Michael R. Splinter Elect Moshe N.Gavrielov Elect L. Rafael Reif Elect Ursula M. Burns Elect Lynn L. Elsenhans Elect Lynn L. Elsenhans Elect LIN Chuan mpanies, Inc. Proposal text Elect José B. Alvarez Elect Alan M. Bennett Elect Rosemary T. Berkery	Management	Pecisión For For For For For For For Fo	Pecision For For For Against Against For For For For For For For Fo	Less than 75% Attendance Board - Vote Against when the chair of the audit committee is not independent; Board - Vote Against when the audit committee is not sufficiently independent. Meeting Type: Annual Rationale
umber O 1 2 3 UJX Con	Proposal text 2023 Accounts and Reports Amendments to Articles of Association 2024 Employee Restricted Stock Plan Elect WEI Che-Chia Elect TSENG Fan-Cheng Elect KUNG Ming-Hsin Elect Sir Peter L. Bonfield Elect Michael R. Splinter Elect Moshe N.Gavrielov Elect L. Rafael Reif Elect Ursula M. Burns Elect Lynn L. Elsenhans Elect LIN Chuan mpanies, Inc. Proposal text Elect José B. Alvarez Elect Alan M. Bennett	Management	Pecision For For For For For For For For For Fo	Pecision For For For For Against Against For For For For For For For Fo	Less than 75% Attendance Board - Vote Against when the chair of the audit committee is not independent; Board - Vote Against when the audit committee is not sufficiently independent. Meeting Type: Annual Rationale Board - Vote Against when the board repeatedly fails to implement

Numher	Proposal text	Proponent	Management	Vote	Rationale
- Tumber	Troposurtext	Troponent	Decision	Decision	Nationale
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	initia conditionalist.
11	Ratification of Auditor	Management	For	For	
			101		Remuneration - Vote Against when the remuneration assessment
12	Advisory Vote on Executive Compensation	Management	For	Against	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
_	2.00t7 mgold 7 m ondis	management		***************************************	acceptable remuneration practices; Less than 75% Attendance
3	Elect Kenneth I. Chenault	Management	For	Withhold	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
4	Ratification of Auditor	Management	For	For	considerations for gender diversity.
4	Ratification of Additor	Management	FUI	rui	Remuneration - Vote Against when the remuneration assessment
5	Advisory Vote on Executive Compensation	Management	For	Against	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	
		<u>-</u>	For	For	
4	Elect Jettrey A. Goldstein	Management	FUI		
4	Elect Jeffrey A. Goldstein Flect Lisa Hook	Management Management			
5	Elect Lisa Hook	Management	For	For	
5 6	Elect Lisa Hook Elect Kenneth T. Lamneck	Management Management	For For	For For	Roard - Vote Δgainst when the hoard repeatedly fails to implement
5	Elect Lisa Hook	Management	For	For	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
5 6	Elect Lisa Hook Elect Kenneth T. Lamneck	Management Management	For For	For For	
5 6 7 8	Elect Lisa Hook Elect Kenneth T. Lamneck Elect Gary L. Lauer Elect James B. Stallings, Jr.	Management Management Management Management	For For For	For For Against For	acceptable remuneration practices. Remuneration - Vote Against when substantial one-off payments are
5 6 7 8 9	Elect Lisa Hook Elect Kenneth T. Lamneck Elect Gary L. Lauer Elect James B. Stallings, Jr. Advisory Vote on Executive Compensation	Management Management Management Management Management	For For For	For Against For Against	acceptable remuneration practices.
5 6 7 8	Elect Lisa Hook Elect Kenneth T. Lamneck Elect Gary L. Lauer Elect James B. Stallings, Jr.	Management Management Management Management	For For For	For For Against For	acceptable remuneration practices. Remuneration - Vote Against when substantial one-off payments are
5 6 7 8 9	Elect Lisa Hook Elect Kenneth T. Lamneck Elect Gary L. Lauer Elect James B. Stallings, Jr. Advisory Vote on Executive Compensation	Management Management Management Management Management	For For For For	For Against For Against	acceptable remuneration practices. Remuneration - Vote Against when substantial one-off payments are
5 6 7 8 9 10 Hydro Number	Elect Lisa Hook Elect Kenneth T. Lamneck Elect Gary L. Lauer Elect James B. Stallings, Jr. Advisory Vote on Executive Compensation Ratification of Auditor One Ltd Proposal text	Management Management Management Management Management Management	For For For For	For Against For Against For Vote Decision	acceptable remuneration practices. Remuneration - Vote Against when substantial one-off payments are made without performance criteria
5 6 7 8 9 10 Hydro	Elect Lisa Hook Elect Kenneth T. Lamneck Elect Gary L. Lauer Elect James B. Stallings, Jr. Advisory Vote on Executive Compensation Ratification of Auditor One Ltd Proposal text Elect Cherie L. Brant	Management Management Management Management Management Management Management Management	For For For For O4.06.2024 Management	For Against For Against For Vote	acceptable remuneration practices. Remuneration - Vote Against when substantial one-off payments are made without performance criteria Meeting Type: Annual
5 6 7 8 9 10 Hydro Number	Elect Lisa Hook Elect Kenneth T. Lamneck Elect Gary L. Lauer Elect James B. Stallings, Jr. Advisory Vote on Executive Compensation Ratification of Auditor One Ltd Proposal text	Management Management Management Management Management Management Meeting Date: Proponent	For For For For O4.06.2024 Management Decision	For Against For Against For Vote Decision	acceptable remuneration practices. Remuneration - Vote Against when substantial one-off payments are made without performance criteria Meeting Type: Annual
5 6 7 8 9 10 Hydro Number	Elect Lisa Hook Elect Kenneth T. Lamneck Elect Gary L. Lauer Elect James B. Stallings, Jr. Advisory Vote on Executive Compensation Ratification of Auditor One Ltd Proposal text Elect Cherie L. Brant Elect David Hay Elect Timothy E. Hodgson	Management Management Management Management Management Management Meeting Date: Proponent Management	For For For For O4.06.2024 Management Decision For	For Against For Against For Vote Decision For	acceptable remuneration practices. Remuneration - Vote Against when substantial one-off payments are made without performance criteria Meeting Type: Annual
5 6 7 8 9 10 Hydro Number 1 2	Elect Lisa Hook Elect Kenneth T. Lamneck Elect Gary L. Lauer Elect James B. Stallings, Jr. Advisory Vote on Executive Compensation Ratification of Auditor One Ltd Proposal text Elect Cherie L. Brant Elect David Hay	Management Management Management Management Management Management Meeting Date: Proponent Management Management	For For For For O4.06.2024 Management Decision For For	For Against For Against For Vote Decision For For	acceptable remuneration practices. Remuneration - Vote Against when substantial one-off payments are made without performance criteria Meeting Type: Annual
5 6 7 8 9 10 Hydro Number 1 2 3	Elect Lisa Hook Elect Kenneth T. Lamneck Elect Gary L. Lauer Elect James B. Stallings, Jr. Advisory Vote on Executive Compensation Ratification of Auditor One Ltd Proposal text Elect Cherie L. Brant Elect David Hay Elect Timothy E. Hodgson	Management Management Management Management Management Management Management Meeting Date: Proponent Management Management Management Management	For For For O4.06.2024 Management Decision For For For	For Against For Against For Vote Decision For For	acceptable remuneration practices. Remuneration - Vote Against when substantial one-off payments are made without performance criteria Meeting Type: Annual
5 6 7 8 9 10 Hydro Number 1 2 3 4	Elect Lisa Hook Elect Kenneth T. Lamneck Elect Gary L. Lauer Elect James B. Stallings, Jr. Advisory Vote on Executive Compensation Ratification of Auditor One Ltd Proposal text Elect Cherie L. Brant Elect David Hay Elect Timothy E. Hodgson Elect David Lebeter	Management Management Management Management Management Management Management Meeting Date: Proponent Management Management Management Management Management	For For For O4.06.2024 Management Decision For For For For For For For For For	For Against For Against For Vote Decision For For For For	acceptable remuneration practices. Remuneration - Vote Against when substantial one-off payments are made without performance criteria Meeting Type: Annual
5 6 7 8 9 10 Hydro 1 2 3 4 5	Elect Lisa Hook Elect Kenneth T. Lamneck Elect Gary L. Lauer Elect James B. Stallings, Jr. Advisory Vote on Executive Compensation Ratification of Auditor One Ltd Proposal text Elect Cherie L. Brant Elect David Hay Elect Timothy E. Hodgson Elect David Lebeter Elect Stacey Mowbray	Management Management Management Management Management Management Management Meeting Date: Proponent Management Management Management Management Management Management Management	For For For Anagement Decision For	For Against For Against For Vote Decision For For For For For For	acceptable remuneration practices. Remuneration - Vote Against when substantial one-off payments are made without performance criteria Meeting Type: Annual
5 6 7 8 9 10 Hydro 1 2 3 4 5 6	Elect Lisa Hook Elect Kenneth T. Lamneck Elect Gary L. Lauer Elect James B. Stallings, Jr. Advisory Vote on Executive Compensation Ratification of Auditor One Ltd Proposal text Elect Cherie L. Brant Elect David Hay Elect Timothy E. Hodgson Elect David Lebeter Elect Stacey Mowbray Elect Mitch Panciuk	Management Management Management Management Management Management Meeting Date: Proponent Management	For For For Amanagement Decision For	For Against For Against For Vote Decision For For For For For For For For	acceptable remuneration practices. Remuneration - Vote Against when substantial one-off payments are made without performance criteria Meeting Type: Annual
5 6 7 8 9 10 Hydro 1 2 3 4 5 6 7	Elect Lisa Hook Elect Kenneth T. Lamneck Elect Gary L. Lauer Elect James B. Stallings, Jr. Advisory Vote on Executive Compensation Ratification of Auditor One Ltd Proposal text Elect Cherie L. Brant Elect David Hay Elect Timothy E. Hodgson Elect David Lebeter Elect Stacey Mowbray Elect Mitch Panciuk Elect Mark W. Podlasly	Management Management Management Management Management Management Meeting Date: Proponent Management	For For For Amanagement Decision For	For For Against For Vote Decision For	acceptable remuneration practices. Remuneration - Vote Against when substantial one-off payments are made without performance criteria Meeting Type: Annual
5 6 7 8 9 10 Hydro 1 2 3 4 5 6 7	Elect Lisa Hook Elect Kenneth T. Lamneck Elect Gary L. Lauer Elect James B. Stallings, Jr. Advisory Vote on Executive Compensation Ratification of Auditor One Ltd Proposal text Elect Cherie L. Brant Elect David Hay Elect Timothy E. Hodgson Elect David Lebeter Elect Stacey Mowbray Elect Mitch Panciuk Elect Mark W. Podlasly Elect Helga Reidel	Management Management Management Management Management Management Meeting Date: Proponent Management	For For For Management Decision For	For Against For Against For Vote Decision For	acceptable remuneration practices. Remuneration - Vote Against when substantial one-off payments are made without performance criteria Meeting Type: Annual
5 6 7 8 9 10 Hydro 1 2 3 4 5 6 7 8 9	Elect Lisa Hook Elect Kenneth T. Lamneck Elect Gary L. Lauer Elect James B. Stallings, Jr. Advisory Vote on Executive Compensation Ratification of Auditor One Ltd Proposal text Elect Cherie L. Brant Elect David Hay Elect Timothy E. Hodgson Elect David Lebeter Elect Stacey Mowbray Elect Mitch Panciuk Elect Mark W. Podlasly Elect Helga Reidel Elect Melissa Sonberg	Management Management Management Management Management Management Meeting Date: Proponent Management	For For For Management Decision For	For For Vote Decision For	acceptable remuneration practices. Remuneration - Vote Against when substantial one-off payments are made without performance criteria Meeting Type: Annual
5 6 7 8 9 10 Hydro 1 2 3 4 5 6 7 8 9 10	Elect Lisa Hook Elect Kenneth T. Lamneck Elect Gary L. Lauer Elect James B. Stallings, Jr. Advisory Vote on Executive Compensation Ratification of Auditor One Ltd Proposal text Elect Cherie L. Brant Elect David Hay Elect Timothy E. Hodgson Elect David Lebeter Elect Stacey Mowbray Elect Mitch Panciuk Elect Mark W. Podlasly Elect Helga Reidel Elect Melissa Sonberg Elect Brian Vaasjo	Management Management Management Management Management Management Meeting Date: Proponent Management	For For For Amanagement Decision For	For For Vote Decision For	acceptable remuneration practices. Remuneration - Vote Against when substantial one-off payments are made without performance criteria Meeting Type: Annual
5 6 7 8 9 10 Hydro 1 2 3 4 5 6 7 8 9 10	Elect Lisa Hook Elect Kenneth T. Lamneck Elect Gary L. Lauer Elect James B. Stallings, Jr. Advisory Vote on Executive Compensation Ratification of Auditor One Ltd Proposal text Elect Cherie L. Brant Elect David Hay Elect Timothy E. Hodgson Elect David Lebeter Elect Stacey Mowbray Elect Mitch Panciuk Elect Mitch Panciuk Elect Helga Reidel Elect Helga Reidel Elect Brian Vaasjo Elect Brian Vaasjo Elect Susan Wolburgh Jenah	Management Management Management Management Management Management Meeting Date: Proponent Management	For For For Management Decision For	For Against For Against For Vote Decision For	acceptable remuneration practices. Remuneration - Vote Against when substantial one-off payments are made without performance criteria Meeting Type: Annual
5 6 7 8 9 10 Hydro 1 2 3 4 5 6 7 8 9 10 11 12 13	Elect Lisa Hook Elect Kenneth T. Lamneck Elect Gary L. Lauer Elect James B. Stallings, Jr. Advisory Vote on Executive Compensation Ratification of Auditor One Ltd Proposal text Elect Cherie L. Brant Elect David Hay Elect Timothy E. Hodgson Elect David Lebeter Elect Stacey Mowbray Elect Mitch Panciuk Elect Mitch Panciuk Elect Mark W. Podlasly Elect Helga Reidel Elect Melissa Sonberg Elect Brian Vaasjo Elect Susan Wolburgh Jenah Appointment of Auditor and Authority to Set Fees Advisory Vote on Executive Compensation	Management Management Management Management Management Management Management Meeting Date: Proponent Management	For For For O4.06.2024 Management Decision For	For	Acceptable remuneration practices. Remuneration - Vote Against when substantial one-off payments are made without performance criteria Meeting Type: Annual Rationale
5 6 7 8 9 10 Hydro 1 2 3 4 5 6 7 8 9 10 11 12 13	Elect Lisa Hook Elect Kenneth T. Lamneck Elect Gary L. Lauer Elect James B. Stallings, Jr. Advisory Vote on Executive Compensation Ratification of Auditor One Ltd Proposal text Elect Cherie L. Brant Elect David Hay Elect Timothy E. Hodgson Elect David Lebeter Elect Stacey Mowbray Elect Mitch Panciuk Elect Mitch Panciuk Elect Mark W. Podlasly Elect Helga Reidel Elect Melissa Sonberg Elect Brian Vaasjo Elect Susan Wolburgh Jenah Appointment of Auditor and Authority to Set Fees Advisory Vote on Executive Compensation	Management Management Management Management Management Management Management Meeting Date: Proponent Management	For For For O4.06.2024 Management Decision For	For For Against For Vote Decision For	Acceptable remuneration practices. Remuneration - Vote Against when substantial one-off payments are made without performance criteria Meeting Type: Annual Rationale Meeting Type: Annual
5 6 7 8 9 10 Hydro 1 2 3 4 5 6 7 8 9 10 11 12 13	Elect Lisa Hook Elect Kenneth T. Lamneck Elect Gary L. Lauer Elect James B. Stallings, Jr. Advisory Vote on Executive Compensation Ratification of Auditor One Ltd Proposal text Elect Cherie L. Brant Elect David Hay Elect Timothy E. Hodgson Elect David Lebeter Elect Stacey Mowbray Elect Mitch Panciuk Elect Mitch Panciuk Elect Mark W. Podlasly Elect Helga Reidel Elect Melissa Sonberg Elect Brian Vaasjo Elect Susan Wolburgh Jenah Appointment of Auditor and Authority to Set Fees Advisory Vote on Executive Compensation	Management Management Management Management Management Management Management Meeting Date: Proponent Management	For For For O4.06.2024 Management Decision For	For	Acceptable remuneration practices. Remuneration - Vote Against when substantial one-off payments are made without performance criteria Meeting Type: Annual Rationale
5 6 7 8 9 10 Hydro 1 2 3 4 5 6 7 8 9 10 11 12 13 Mercae Number	Elect Lisa Hook Elect Kenneth T. Lamneck Elect Gary L. Lauer Elect James B. Stallings, Jr. Advisory Vote on Executive Compensation Ratification of Auditor One Ltd Proposal text Elect Cherie L. Brant Elect David Hay Elect Timothy E. Hodgson Elect David Lebeter Elect Stacey Mowbray Elect Mitch Panciuk Elect Mark W. Podlasly Elect Helga Reidel Elect Melissa Sonberg Elect Susan Wolburgh Jenah Appointment of Auditor and Authority to Set Fees Advisory Vote on Executive Compensation dollibre Inc Proposal text Elect Nicolás Galperin	Management Management Management Management Management Management Meeting Date: Proponent Management	For For For O4.06.2024 Management Decision For	For For Against For Vote Decision For	Acceptable remuneration practices. Remuneration - Vote Against when substantial one-off payments are made without performance criteria Meeting Type: Annual Rationale Meeting Type: Annual
5 6 7 8 9 10 Hydro 1 2 3 4 5 6 7 8 9 10 11 12 13 Merca Number	Elect Lisa Hook Elect Kenneth T. Lamneck Elect Gary L. Lauer Elect James B. Stallings, Jr. Advisory Vote on Executive Compensation Ratification of Auditor One Ltd Proposal text Elect Cherie L. Brant Elect David Hay Elect Timothy E. Hodgson Elect David Lebeter Elect Stacey Mowbray Elect Mitch Panciuk Elect Mark W. Podlasly Elect Helga Reidel Elect Melissa Sonberg Elect Susan Wolburgh Jenah Appointment of Auditor and Authority to Set Fees Advisory Vote on Executive Compensation dollibre Inc Proposal text	Management Management Management Management Management Management Meeting Date: Proponent Management	For For For O4.06.2024 Management Decision For	For For Against For Vote Decision For	Remuneration - Vote Against when substantial one-off payments are made without performance criteria Meeting Type: Annual Rationale Meeting Type: Annual Rationale Board - Vote Against when the board fails to incorporate basic
5 6 7 8 9 10 Hydro Number 1 2 3 4 5 6 7 8 9 10 11 12 13 Merca Number	Elect Lisa Hook Elect Kenneth T. Lamneck Elect Gary L. Lauer Elect James B. Stallings, Jr. Advisory Vote on Executive Compensation Ratification of Auditor One Ltd Proposal text Elect Cherie L. Brant Elect David Hay Elect Timothy E. Hodgson Elect David Lebeter Elect Stacey Mowbray Elect Mitch Panciuk Elect Mitch Panciuk Elect Mark W. Podlasly Elect Helga Reidel Elect Melissa Sonberg Elect Brian Vaasjo Elect Susan Wolburgh Jenah Appointment of Auditor and Authority to Set Fees Advisory Vote on Executive Compensation doLibre Inc Proposal text Elect Nicolás Galperin Elect Henrique Dubugras	Management Management Management Management Management Management Management Meeting Date: Proponent Management	For For For O4.06.2024 Management Decision For	For For Against For Vote Decision For	Acceptable remuneration practices. Remuneration - Vote Against when substantial one-off payments are made without performance criteria Meeting Type: Annual Rationale Meeting Type: Annual Rationale

Number	Proposal text	Proponent	Management	Vote	Rationale
	<u> </u>	·	Decision	Decision	
5	Ratification of Auditor	Management	For	For	
Scout2	4 SE	Meeting Date	: 04.06.2024		Meeting Type: Annual
Jeoutz	- 3 L	Wiccing Date			Meeting Type: Aimaai
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	
Thoms	on-Reuters Corp	Meeting Date	: 04.06.2024		Meeting Type: Annual
	·		Management	Vote	- · · ·
Number	Proposal text	Proponent	Decision	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	Floot W. Edmund Clark	Managament	For	Abstain	Board - Vote Against when the chair of the remuneration committee is
4	Elect W. Edmund Clark	Management	For	Abstain	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	
		Management	101	101	
Lululer	non 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
			Management	Vote	
	Proposal text	Proponent	Decision	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	
	Flort Anna M. Swaanay				Board - Vote Against when the board repeatedly fails to implement
9	Elect Anne M. Sweeney	Management	For	Against	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 ESC 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 1	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	Tamework shows a lack of adequate structure.
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
10	Set the Price Range at which the Company can Re-Allot	Management	FOI	FUI	
17	Treasury Shares	Management	For	For	
Allegio	n plc	Meeting Date	: 05.06.2024		Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
Number 1	Proposal text Elect Kirk S. Hachigian	Proponent Management			Rationale
	Elect Kirk S. Hachigian Elect Susan L. Main	· .	Decision	Decision	Rationale
1	Elect Kirk S. Hachigian	Management	Decision For	Decision For	Rationale
1 2	Elect Kirk S. Hachigian Elect Susan L. Main	Management Management	Decision For For	Decision For For	Rationale
1 2 3	Elect Kirk S. Hachigian Elect Susan L. Main Elect Steven C. Mizell	Management Management Management	Decision For For	Decision For For For	Rationale
1 2 3 4	Elect Kirk S. Hachigian Elect Susan L. Main Elect Steven C. Mizell Elect Nicole Parent Haughey	Management Management Management Management	Decision For For For For	Decision For For For For	Rationale
1 2 3 4 5	Elect Kirk S. Hachigian Elect Susan L. Main Elect Steven C. Mizell Elect Nicole Parent Haughey Elect Lauren B. Peters	Management Management Management Management Management	Decision For For For For For	Decision For For For For For	Rationale
1 2 3 4 5	Elect Kirk S. Hachigian Elect Susan L. Main Elect Steven C. Mizell Elect Nicole Parent Haughey Elect Lauren B. Peters Elect Ellen Rubin	Management Management Management Management Management Management Management	Decision For For For For For For	Pecision For For For For For For	Rationale
1 2 3 4 5 6 7	Elect Kirk S. Hachigian Elect Susan L. Main Elect Steven C. Mizell Elect Nicole Parent Haughey Elect Lauren B. Peters Elect Ellen Rubin Elect John H. Stone	Management Management Management Management Management Management Management Management	Decision For For For For For For For F	Decision For For For For For For For For	Rationale
1 2 3 4 5 6 7	Elect Kirk S. Hachigian Elect Susan L. Main Elect Steven C. Mizell Elect Nicole Parent Haughey Elect Lauren B. Peters Elect Ellen Rubin Elect John H. Stone Elect Dev Vardhan	Management	Decision For For For For For For For F	Pecision For For For For For For For F	Rationale
1 2 3 4 5 6 7 8	Elect Kirk S. Hachigian Elect Susan L. Main Elect Steven C. Mizell Elect Nicole Parent Haughey Elect Lauren B. Peters Elect Ellen Rubin Elect John H. Stone Elect Dev Vardhan Advisory Vote on Executive Compensation	Management	Decision For For For For For For For F	Pecision For For For For For For For F	Rationale
1 2 3 4 5 6 7 8 9 10	Elect Kirk S. Hachigian Elect Susan L. Main Elect Steven C. Mizell Elect Nicole Parent Haughey Elect Lauren B. Peters Elect Ellen Rubin Elect John H. Stone Elect Dev Vardhan Advisory Vote on Executive Compensation Appointment of Auditor and Authority to Set Fees	Management	Decision For For For For For For For For For Fo	Pecision For For For For For For For F	Rationale
1 2 3 4 5 6 7 8 9 10 11	Elect Kirk S. Hachigian Elect Susan L. Main Elect Steven C. Mizell Elect Nicole Parent Haughey Elect Lauren B. Peters Elect Ellen Rubin Elect John H. Stone Elect Dev Vardhan Advisory Vote on Executive Compensation Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights	Management	Decision For For For For For For For For For Fo	Decision For For For For For For For F	Rationale Meeting Type: Annual
1 2 3 4 5 6 7 8 9 10 11 12 Corpay	Elect Kirk S. Hachigian Elect Susan L. Main Elect Steven C. Mizell Elect Nicole Parent Haughey Elect Lauren B. Peters Elect Ellen Rubin Elect John H. Stone Elect Dev Vardhan Advisory Vote on Executive Compensation Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights	Management	Decision For For For For For For For For For Fo	Decision For For For For For For For F	
1 2 3 4 5 6 7 8 9 10 11 12 Corpay	Elect Kirk S. Hachigian Elect Susan L. Main Elect Steven C. Mizell Elect Nicole Parent Haughey Elect Lauren B. Peters Elect Ellen Rubin Elect John H. Stone Elect Dev Vardhan Advisory Vote on Executive Compensation Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights	Management	Decision For For For For For For For For For Fo	Decision For For For For For For For F	Meeting Type: Annual Rationale Board - Vote Against when the board repeatedly fails to implement
1 2 3 4 5 6 7 8 9 10 11 12 Corpay Number 1	Elect Kirk S. Hachigian Elect Susan L. Main Elect Steven C. Mizell Elect Nicole Parent Haughey Elect Lauren B. Peters Elect Ellen Rubin Elect John H. Stone Elect Dev Vardhan Advisory Vote on Executive Compensation Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Inc. Proposal text Elect Annabelle G. Bexiga	Management	Decision For For For For For For For F	Pecision For	Meeting Type: Annual Rationale
1 2 3 4 5 6 7 8 9 10 11 12 Corpay Number 1 2	Elect Kirk S. Hachigian Elect Susan L. Main Elect Steven C. Mizell Elect Nicole Parent Haughey Elect Lauren B. Peters Elect Ellen Rubin Elect John H. Stone Elect Dev Vardhan Advisory Vote on Executive Compensation Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Inc. Proposal text Elect Annabelle G. Bexiga Elect Ronald F. Clarke	Management	Decision For For For For For For For F	Pecision For	Meeting Type: Annual Rationale Board - Vote Against when the board repeatedly fails to implement
1 2 3 4 5 6 7 8 9 10 11 12 Corpay Number 1 2 3	Elect Kirk S. Hachigian Elect Susan L. Main Elect Steven C. Mizell Elect Nicole Parent Haughey Elect Lauren B. Peters Elect Ellen Rubin Elect Dev Vardhan Advisory Vote on Executive Compensation Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Vinc. Proposal text Elect Annabelle G. Bexiga Elect Ronald F. Clarke Elect Joseph W. Farrelly	Management	Decision For For For For For For For F	Pecision For	Meeting Type: Annual Rationale Board - Vote Against when the board repeatedly fails to implement
1 2 3 4 5 6 7 8 9 10 11 12 Corpay Number 1 2 3 4	Elect Kirk S. Hachigian Elect Susan L. Main Elect Steven C. Mizell Elect Nicole Parent Haughey Elect Lauren B. Peters Elect Ellen Rubin Elect John H. Stone Elect Dev Vardhan Advisory Vote on Executive Compensation Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Vinc. Proposal text Elect Annabelle G. Bexiga Elect Ronald F. Clarke Elect Joseph W. Farrelly Elect Rahul Gupta	Management	Decision For For For For For For For For For Fo	Pecision For For For For For For For For For Fo	Meeting Type: Annual Rationale Board - Vote Against when the board repeatedly fails to implement
1 2 3 4 5 6 7 8 9 10 11 12 Corpay Number 1 2 3 4 5 5	Elect Kirk S. Hachigian Elect Susan L. Main Elect Steven C. Mizell Elect Nicole Parent Haughey Elect Lauren B. Peters Elect Ellen Rubin Elect Dev Vardhan Advisory Vote on Executive Compensation Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Vinc. Proposal text Elect Annabelle G. Bexiga Elect Ronald F. Clarke Elect Joseph W. Farrelly Elect Rahul Gupta Elect Thomas M. Hagerty	Management	Decision For For For For For For For For For Fo	Pecision For For For For For For For For For Fo	Meeting Type: Annual Rationale Board - Vote Against when the board repeatedly fails to implement
1 2 3 4 5 6 7 8 9 10 11 12 Corpay Number 1 2 3 4 5 6 6	Elect Kirk S. Hachigian Elect Susan L. Main Elect Steven C. Mizell Elect Nicole Parent Haughey Elect Lauren B. Peters Elect Ellen Rubin Elect Dev Vardhan Advisory Vote on Executive Compensation Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Vinc. Proposal text Elect Annabelle G. Bexiga Elect Ronald F. Clarke Elect Joseph W. Farrelly Elect Rahul Gupta Elect Thomas M. Hagerty Elect Archie L. Jones Jr.	Management	Decision For For For For For For For For For Fo	Pecision For For For For For For For For For Fo	Meeting Type: Annual Rationale Board - Vote Against when the board repeatedly fails to implement
1 2 3 4 5 6 7 8 9 10 11 12 Corpay Number 1 2 3 4 5 5	Elect Kirk S. Hachigian Elect Susan L. Main Elect Steven C. Mizell Elect Nicole Parent Haughey Elect Lauren B. Peters Elect Ellen Rubin Elect John H. Stone Elect Dev Vardhan Advisory Vote on Executive Compensation Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Inc. Proposal text Elect Annabelle G. Bexiga Elect Ronald F. Clarke Elect Joseph W. Farrelly Elect Rahul Gupta Elect Thomas M. Hagerty Elect Archie L. Jones Jr. Elect Richard Macchia	Management	Decision For For For For For For For For For Fo	Pecision For For For For For For For F	Meeting Type: Annual Rationale Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices. Board - Vote Against when the board fails to incorporate basic
1 2 3 4 5 6 7 8 9 10 11 12 Corpay Number 1 2 3 4 5 6 7 8 9 10 11 12 12 11 12	Elect Kirk S. Hachigian Elect Susan L. Main Elect Steven C. Mizell Elect Nicole Parent Haughey Elect Lauren B. Peters Elect Ellen Rubin Elect John H. Stone Elect Dev Vardhan Advisory Vote on Executive Compensation Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Inc. Proposal text Elect Annabelle G. Bexiga Elect Ronald F. Clarke Elect Joseph W. Farrelly Elect Rahul Gupta Elect Thomas M. Hagerty Elect Archie L. Jones Jr. Elect Richard Macchia Elect Hala G. Moddelmog	Management	Decision For For For For For For For For For Fo	Pecision For	Meeting Type: Annual Rationale Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
1 2 3 4 5 6 7 8 9 10 11 12 Corpay Number 1 2 3 4 5 6 7 8 9 9 10 11 12 12 11 1	Elect Kirk S. Hachigian Elect Susan L. Main Elect Steven C. Mizell Elect Nicole Parent Haughey Elect Lauren B. Peters Elect Ellen Rubin Elect John H. Stone Elect Dev Vardhan Advisory Vote on Executive Compensation Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Inc. Proposal text Elect Annabelle G. Bexiga Elect Ronald F. Clarke Elect Joseph W. Farrelly Elect Rahul Gupta Elect Thomas M. Hagerty Elect Archie L. Jones Jr. Elect Richard Macchia Elect Hala G. Moddelmog Elect Jeffrey S. Sloan	Management	Decision For For For For For For For F	Decision For	Meeting Type: Annual Rationale Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices. Board - Vote Against when the board fails to incorporate basic
1 2 3 4 5 6 7 8 9 10 11 12 Corpay Number 1 2 3 4 5 6 7 8 9 10 11 12 12 11 12	Elect Kirk S. Hachigian Elect Susan L. Main Elect Steven C. Mizell Elect Nicole Parent Haughey Elect Lauren B. Peters Elect Ellen Rubin Elect John H. Stone Elect Dev Vardhan Advisory Vote on Executive Compensation Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Inc. Proposal text Elect Annabelle G. Bexiga Elect Ronald F. Clarke Elect Joseph W. Farrelly Elect Rahul Gupta Elect Thomas M. Hagerty Elect Archie L. Jones Jr. Elect Richard Macchia Elect Hala G. Moddelmog Elect Jeffrey S. Sloan Elect Steven T. Stull	Management	Decision For For For For For For For F	Decision For For For For For For For F	Meeting Type: Annual Rationale Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices. Board - Vote Against when the board fails to incorporate basic
1 2 3 4 5 6 7 8 9 10 11 12 Corpay Number 1 2 3 4 5 6 7 8 9 10 11 12 12 13 14 15 15 16 17 18 18 19 10 11 11 11 11 11 11 11 11 11 11 11 11	Elect Kirk S. Hachigian Elect Susan L. Main Elect Steven C. Mizell Elect Nicole Parent Haughey Elect Lauren B. Peters Elect Ellen Rubin Elect John H. Stone Elect Dev Vardhan Advisory Vote on Executive Compensation Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Inc. Proposal text Elect Annabelle G. Bexiga Elect Ronald F. Clarke Elect Joseph W. Farrelly Elect Rahul Gupta Elect Thomas M. Hagerty Elect Archie L. Jones Jr. Elect Richard Macchia Elect Hala G. Moddelmog Elect Jeffrey S. Sloan Elect Steven T. Stull Elect Gerald C. Throop	Management	Decision For For For For For For For F	Decision For	Meeting Type: Annual Rationale Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices. Board - Vote Against when the board fails to incorporate basic
1 2 3 4 5 6 7 8 9 10 11 12 Corpay Number 1 2 3 4 5 6 7 8 9 10 11 12 12 11 12	Elect Kirk S. Hachigian Elect Susan L. Main Elect Steven C. Mizell Elect Nicole Parent Haughey Elect Lauren B. Peters Elect Ellen Rubin Elect John H. Stone Elect Dev Vardhan Advisory Vote on Executive Compensation Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Inc. Proposal text Elect Annabelle G. Bexiga Elect Ronald F. Clarke Elect Joseph W. Farrelly Elect Rahul Gupta Elect Thomas M. Hagerty Elect Archie L. Jones Jr. Elect Richard Macchia Elect Hala G. Moddelmog Elect Jeffrey S. Sloan Elect Steven T. Stull	Management	Decision For For For For For For For F	Decision For For For For For For For F	Meeting Type: Annual Rationale 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.
1 2 3 4 5 6 7 8 9 10 11 12 Corpay Number 1 2 3 4 5 6 7 8 9 10 11 12 12 13 14 15 15 16 17 18 18 19 10 11 11 11 11 11 11 11 11 11 11 11 11	Elect Kirk S. Hachigian Elect Susan L. Main Elect Steven C. Mizell Elect Nicole Parent Haughey Elect Lauren B. Peters Elect Ellen Rubin Elect John H. Stone Elect Dev Vardhan Advisory Vote on Executive Compensation Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Inc. Proposal text Elect Annabelle G. Bexiga Elect Ronald F. Clarke Elect Joseph W. Farrelly Elect Rahul Gupta Elect Thomas M. Hagerty Elect Archie L. Jones Jr. Elect Richard Macchia Elect Hala G. Moddelmog Elect Jeffrey S. Sloan Elect Steven T. Stull Elect Gerald C. Throop	Management	Decision For For For For For For For F	Decision For	Meeting Type: Annual Rationale Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices. Board - Vote Against when the board fails to incorporate basic
1 2 3 4 5 6 7 8 9 10 11 2 2 3 4 5 6 6 7 7 8 9 10 11 12 12 10 11 12 12 10 11 12 12 10 11 12 12 10 11 12 12 12 12 12 12 12 12 12 12 12 12	Elect Kirk S. Hachigian Elect Susan L. Main Elect Steven C. Mizell Elect Nicole Parent Haughey Elect Lauren B. Peters Elect Ellen Rubin Elect John H. Stone Elect Dev Vardhan Advisory Vote on Executive Compensation Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/ Preemptive Rights Authority to Issue Shares w/o Preemptive Rights Vinc. Proposal text Elect Annabelle G. Bexiga Elect Ronald F. Clarke Elect Joseph W. Farrelly Elect Rahul Gupta Elect Thomas M. Hagerty Elect Archie L. Jones Jr. Elect Richard Macchia Elect Hala G. Moddelmog Elect Steven T. Stull Elect Gerald C. Throop Ratification of Auditor	Management	Decision For For For For For For For F	Pecision For For For For For For For F	Meeting Type: Annual Rationale 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.

	Alphabet Inc		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 I	Elect Frances H. Arnold	Management	For	For	
6 I	Elect R. Martin Chavez	Management	For	For	
	Elect L. John Doerr	Management	For	Against	Board - Vote Against when the remuneration committee is not sufficiently independent
8 I	Elect Roger W. Ferguson, Jr.	Management	For	For	Summer, macpendent
	Elect K. Ram Shriram	Management	For	For	
	Elect Robin L. Washington	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement
11	Ratification of Auditor	Managament	For	For	acceptable remuneration practices
12	Shareholder Proposal Regarding Shareholder Vote on Director	Management Shareholder	For Against	For Against	SHP - Vote Against when the proposal is deemed too prescriptive
	Compensation Shareholder Proposal Regarding EEO Policy Risk Report	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the
14	Shareholder Proposal Regarding Report on Electromagnetic	Shareholder	Against	Against	proposal is to hinder the ESG efforts of the company SHP - Vote Against when the company is not in a position to address the
	Radiation and Wireless Technologies Shareholder Proposal Regarding Disclosure of Director				underlying concerns raised by the proposal SHP - Vote Against when there are concerns that the aim of the
	Donations Shareholder Proposal Regarding Report on Portfolio Risk in	Shareholder	Against	Against	proposal is to hinder the ESG efforts of the company SHP - Vote Against when the topic addressed by the proposal is
	Employee Retirement Options	Shareholder	Against	Against	considered to fall outside the remit of the shareholders SHP - Vote For when the proposal requests the company to review their
17 :	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	For	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
	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
	Shareholder Proposal Regarding Amendment to Committee Charter to Require Oversight of Al	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which enhance the company's governance
	Shareholder Proposal Regarding Report on Al Misinformation and Disinformation	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
	Shareholder Proposal Regarding Human Rights Impact Assessment of Al-Driven Targeted Advertising	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
	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 In	nc	Meeting Date:	06.06.2024		Meeting Type: Annual
•			Management	Vote	
	Proposal text	Proponent	Decision	Decision	Rationale
	Elect Jim Frankola	Management	For	For	
	Elect Alec D. Gallimore	Management	For	For	
3 1	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 N	letworks Inc	Meeting Date:	06.06.2024		Meeting Type: Annual
	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
Number	'				
	Elect Kelly Battles	Management	For	For	
1 !	Elect Kelly Battles	Management Management			
1	Elect Kelly Battles Elect Kenneth Duda	Management	For	For	
1 2 3	Elect Kelly Battles Elect Kenneth Duda Elect Jayshree V. Ullal	Management Management	For For	For For	
1 1 2 1 3 1 4 1	Elect Kelly Battles Elect Kenneth Duda Elect Jayshree V. Ullal Advisory Vote on Executive Compensation	Management Management Management	For For	For For	
1 2 3 4 4 5 1	Elect Kelly Battles Elect Kenneth Duda Elect Jayshree V. Ullal	Management Management	For For	For For	
1 2 3 4 4 5 6 6	Elect Kelly Battles Elect Kenneth Duda Elect Jayshree V. Ullal Advisory Vote on Executive Compensation Ratification of Auditor	Management Management Management Management	For For For	For For For	Meeting Type: Annual
1 2 3 4 4 5 6 China R	Elect Kelly Battles Elect Kenneth Duda Elect Jayshree V. Ullal Advisory Vote on Executive Compensation Ratification of Auditor Amendment to the 2014 Equity Incentive Plan	Management Management Management Management Management	For For For	For For For	Meeting Type: Annual Rationale
1 1 2 3 4 4 5 6 6 China R	Elect Kelly Battles Elect Kenneth Duda Elect Jayshree V. Ullal Advisory Vote on Executive Compensation Ratification of Auditor Amendment to the 2014 Equity Incentive Plan Resources Mixc Lifestyle Services Limited. Proposal text Accounts and Reports	Management Management Management Management Management Meeting Date: Proponent Management	For For For For O6.06.2024 Management Decision For	For For For For Vote Decision	- ''
1 1 2 3 4 4 5 6 6 China R	Elect Kelly Battles Elect Kenneth Duda Elect Jayshree V. Ullal Advisory Vote on Executive Compensation Ratification of Auditor Amendment to the 2014 Equity Incentive Plan Resources Mixc Lifestyle Services Limited. Proposal text	Management Management Management Management Management Meeting Date: Proponent	For For For For Management Decision	For For For Vote Decision	Rationale
1 1 2 3 4 4 5 6 6 6 6 7 6 7 7 7 7	Elect Kelly Battles Elect Kenneth Duda Elect Jayshree V. Ullal Advisory Vote on Executive Compensation Ratification of Auditor Amendment to the 2014 Equity Incentive Plan Resources Mixc Lifestyle Services Limited. Proposal text Accounts and Reports	Management Management Management Management Management Meeting Date: Proponent Management	For For For For O6.06.2024 Management Decision For	For For For For Vote Decision	Rationale
1 2 3 4 4 5 5 6 6 6 China R	Elect Kelly Battles Elect Kenneth Duda Elect Jayshree V. Ullal Advisory Vote on Executive Compensation Ratification of Auditor Amendment to the 2014 Equity Incentive Plan Resources Mixc Lifestyle Services Limited. Proposal text Accounts and Reports Allocation of Profits/Dividends	Management Management Management Management Management Meeting Date: Proponent Management Management	For For For O6.06.2024 Management Decision For	For For For Vote Decision For	Rationale Board - Vote Against when the chair of the nominating committee is no

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Elect GUO Reifeng	Management	For	For	
	Elect NIE Zhizhang	Management	For	For	
	Elect Kaizer LAU Ping-Cheung	Management	For	For	
	Elect LO Wing Sze	Management	For	For	
	Directors' Fees	Management	For	For	
	Appointment of Auditor and Authority to Set Fees	Management	For	For	
	Authority to Repurchase Shares	Management	For	For	Potential dilution exceeds recommended threshold; Issue price discount
	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	not disclosed
	Authority to Issue Repurchased Shares Amendments to Articles	Management Management	For For	Against For	Issue price discount not disclosed
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	
	Ratification of Auditor	Management	For	For	
	Advisory Vote on Executive Compensation	Management	For	For	
	Swiss Statutory Compensation Report	Management	For	For	
	Approval of Non Financial Statement Reports	Management	For	For	
	Executive Compensation (Total)	Management	For	For	
	Board Compensation	Management	For	For	
	Amendment to the 2005 Equity Incentive Plan	Management	For	For	
	Approval of a Capital Band	Management	For	For	
	Financial Holding Co Ltd	Meeting Date: 06.06.2024			Meeting Type: Annual
	Proposal text	Proponent	Management	Vote	Rationale
	2023 Business Report and Financial Statements	Management	Decision For	Decision For	National
	2023 Profits Distribution Plan	Management	For	For	
	Issuance of New Shares by Capitalization of Profit	Management	For	For	
	Amendments to Articles	Management	For	For	
Nasdao	Inc	Meeting Date	: 10.06.2024		Meeting Type: Annual
	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Melissa M. Arnoldi	Management		For	
	Elect Charlene T. Begley	-	For	For	
	Elect Charlene T. Begley Elect Adena T. Friedman	Management	For		
		Management	For	For	
	Elect Thomas A. Kloot	Management	For	For	
	Elect Thomas A. Kloet	Management	For	For	
	Elect Kathryn Koch	Management	For	For	
	Elect Paul Holden Spaht, Jr.	Management	For	For	
	Elect Michael R. Splinter	Management	For	For	
	Elect Johan Torgeby	Management	For	For	
	Elect Toni Townes-Whitley	Management	For	For	
	Elect Jeffery W. Yabuki	Management	For	For	
12	Elect Alfred W. Zollar	Management	For	For	Demonstration Make Assistant and assistant a
	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when sign-on packages are awarded that exceed market best practice
	Ratification of Auditor Shareholder Proposal Regarding Right to Call Special Meeting	Management Shareholder	For Against	For Against	

Synchr	Synchrony Financial		: 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 Sa	lon Cosmetics & Fragrance Inc	Meeting Date	e: 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. Mrkonic, Jr.	Management	For	For	
6	Elect Lorna E. Nagler	Management	For	For	
7	Elect Heidi G. Petz	<u>-</u>			
		Management	For	For	
8	Elect Michael C. Smith	Management	For	For	
9	Ratification of Auditor Advisory Vote on Executive Compensation	Management Management	For	For Against	Remuneration - Vote Against when remuneration arrangements include
10	Advisory vote on executive compensation	Management	roi	Ayanısı	single-trigger change-of-control provisions
Aegon	Ltd.	Meeting Date	e: 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 Friese 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	
				101	Advanta - Tomas Associat
	ama Inc	Meeting Date	Management	Vote	Meeting Type: Annual
	Proposal text	Proponent	Decision	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	e: 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		For	For	
5	Elect Brian C. Cornell	Management	For	For	
	Elect Robert L. Edwards	Management	For	For	
6		Management			
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 Con	nectivity Ltd	Meeting Date	: 11.06.2024		Meeting Type: Special
	- · · · ·	_	Management	Vote	
	Proposal text	Proponent	Decision	Decision	Rationale
2	Reincorporation Reduction in Share Premium Account	Management Management	For For	For For	
Unibail	-Rodamco-Westfield	Meeting Date	: 11.06.2024		Meeting Type: Annual
		,		\/-+-	3.71
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	
			_		Audit/Financials - Vote Against when the allocation of fees paid to the
6	Appointment of Auditor	Management	For	Against	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	
14	Cancellation of Strates	Management	FUI	FOI	
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 A	ppTec 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	
-				•	
					103

Normalian	Downson	D	Management	Vote	Delimet
Number	Proposal text	Proponent	Decision	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	Management	For	For	
9	Policy Amendments to the External Guarantees and Provision of	Management	For	For	
	Financial Assistance Policy	<u>-</u>			
10	Amendments to the Management Measures on Raised Funds	Management	For	For	
11	Amendments to the Work Policies of the Independent Directors		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 A	ppTec Co. Ltd.	Meeting Date:	11.06.2024		Meeting Type: Special
	-		Management	Vote	
Number	Proposal text	Proponent	Decision	Decision	Rationale
1	Authority to Repurchase A and/or H Shares	Management	For	For	
Ingerso	oll-Rand Inc	Meeting Date:	12.06.2024		Meeting Type: Annual
			Management	Vote	
Number	Proposal text	Proponent	Decision	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	
	Elect Gary D. Forsee	Management	For	For	
	Elect Jennifer Hartsock				
5		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 Nina	Co., Ltd.	Meeting Date:	12.06.2024		Meeting Type: Annual
	·	y = y -		Vote	
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
	Proposal text	Proponent	Management	Vote	Rationale
	<u> </u>	·	Decision	Decision	
1	Approval of 2024 Share Option Scheme	Management	For	For	
	Approval of 2024 Chare Assault Cabana				
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	Shareholder	Against	For	SHP Social - Vote For when the proposal requests the company to
11	Policy Shareholder Proposal Regarding Report on Electromagnetic	Shareholder	Against	Against	improve labor practices SHP - Vote Against when the company is not in a position to address the
12	Radiation Shareholder Proposal Regarding Linking Executive	Shareholder	Against	For	underlying concerns raised by the proposal SHP Remuneration - Vote For when the proposal requests the company to link pay to ESG criteria. We support the inclusion of material,
	Compensation to Sustainability Metrics				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. C	arey Inc	Meeting Date: 12.06.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Florit Marris A. Alexandro				
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
	-		Management	Vote	* '
	Proposal text	Proponent	Decision	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 F	inancial Hldgs	Meeting Date: 13.06.2024			Meeting Type: Annual
	Pronosal taxt	Proponent	Management Decision	Vote Decision	Rationale
Number	r Toposai text		Decision		
	<u> </u>	Management		For	
1	Business Reports and Financial Statements for Fiscal Year 2023		For	For For	
	Business Reports and Financial Statements for Fiscal Year 2023 Proposal of Profit Distribution for Fiscal Year 2023 Proposal of Capital Increase from Retained Earnings and	Management Management Management		For For	
1	Business Reports and Financial Statements for Fiscal Year 2023 Proposal of Profit Distribution for Fiscal Year 2023 Proposal of Capital Increase from Retained Earnings and Employees Remuneration Amendment to the Company's Procedure of Acquiring or	Management	For For	For	
1 2 3 4	Business Reports and Financial Statements for Fiscal Year 2023 Proposal of Profit Distribution for Fiscal Year 2023 Proposal of Capital Increase from Retained Earnings and Employees Remuneration Amendment to the Company's Procedure of Acquiring or Disposing Assets	Management Management Management	For For For	For For	Mosting Type: Applied
1 2 3 4	Business Reports and Financial Statements for Fiscal Year 2023 Proposal of Profit Distribution for Fiscal Year 2023 Proposal of Capital Increase from Retained Earnings and Employees Remuneration Amendment to the Company's Procedure of Acquiring or Disposing Assets	Management Management Management Meeting Date:	For For For 13.06.2024	For For	Meeting Type: Annual
1 2 3 4 Fortine	Business Reports and Financial Statements for Fiscal Year 2023 Proposal of Profit Distribution for Fiscal Year 2023 Proposal of Capital Increase from Retained Earnings and Employees Remuneration Amendment to the Company's Procedure of Acquiring or Disposing Assets t Inc Proposal text	Management Management Management Meeting Date: Proponent	For For For Management Decision	For For Vote Decision	Meeting Type: Annual Rationale
1 2 3 4 Fortine Number 1	Business Reports and Financial Statements for Fiscal Year 2023 Proposal of Profit Distribution for Fiscal Year 2023 Proposal of Capital Increase from Retained Earnings and Employees Remuneration Amendment to the Company's Procedure of Acquiring or Disposing Assets t Inc Proposal text Elect Ken Xie	Management Management Management Meeting Date: Proponent Management	For For Tor Tor Tor Tor Tor Tor T	For For Vote Decision For	- 4.
1 2 3 4 Fortine Number 1 2	Business Reports and Financial Statements for Fiscal Year 2023 Proposal of Profit Distribution for Fiscal Year 2023 Proposal of Capital Increase from Retained Earnings and Employees Remuneration Amendment to the Company's Procedure of Acquiring or Disposing Assets It Inc Proposal text Elect Ken Xie Elect Michael Xie	Management Management Management Meeting Date: Proponent Management Management	For For Tor Soft and the second of the sec	For For Vote Decision For For	- 4.
1 2 3 4 Fortine Number 1 2 3	Business Reports and Financial Statements for Fiscal Year 2023 Proposal of Profit Distribution for Fiscal Year 2023 Proposal of Capital Increase from Retained Earnings and Employees Remuneration Amendment to the Company's Procedure of Acquiring or Disposing Assets It Inc Proposal text Elect Ken Xie Elect Michael Xie Elect Kenneth A. Goldman	Management Management Management Meeting Date: Proponent Management Management Management Management	For For For 13.06.2024 Management Decision For For For	For For Vote Decision For For	- 4.
1 2 3 4 Fortine Number 1 2	Business Reports and Financial Statements for Fiscal Year 2023 Proposal of Profit Distribution for Fiscal Year 2023 Proposal of Capital Increase from Retained Earnings and Employees Remuneration Amendment to the Company's Procedure of Acquiring or Disposing Assets It Inc Proposal text Elect Ken Xie Elect Michael Xie	Management Management Management Meeting Date: Proponent Management Management	For For Tor Soft and the second of the sec	For For Vote Decision For For	- 4.

Number	Proposal text	Proponent	Management	Vote	Rationale
	<u>'</u>	<u> </u>	Decision	Decision	, additional by the state of th
6 7	Elect William H. Neukom Elect Judith Sim	Management Management	For For	For For	
, 8	Elect James G. Stavridis	Management	For	For	
)	Elect Mary Agnes Wilderotter	Management	For	For	
10	Ratification of Auditor	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	
Fubon	ıbon Financial Holding Co. Ltd.		: 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	Management	For	Against	Changes to Company Statutes - Vote Against when the company has
J	for Shareholders Meetings			-	requested the right to hold a virtual-only meeting.
6 7	Elect WANG Li-Chuan Release the Company's Directors for the Board of Directors of the 9th Term from Non-Competition Restrictions (Richard M.	Management Management	For	For	
Tsai). Keyence Corporation		Meeting Date: 13.06.2024			Meeting Type: Annual
yenc	a corporation	.viceting bate		Voto	ceang typerzaniaai
	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 8	Elect Akinori Yamamoto	Management	For	For	
	Elect Seiichi Taniguchi	Management	For For	For	
9 10	Elect Kumiko Suenaga @ Kumiko Ukagami Elect Michifumi Yoshioka	Management 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	
Meitua	ın	Meeting Date	: 13.06.2024		Meeting Type: Annual
Number	Proposal text	Proponent	Management	Vote	Rationale
- Turriber	<u> </u>		Decision	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 8	Appointment of Auditor and Authority to Set Fees Amendments to Articles	Management Management	For For	For For	
0	Amendments to Articles	Management	FOI	rui	
Regen	Regeneron Pharmaceuticals, Inc.		: 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 7	Ratification of Auditor Advisory Vote on Executive Compensation	Management Management	For For	For For	
,	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 - Vot. For when the proposal requests changes which improve shareholder rights.
8					
	o. Itd	Meeting Date	· 14.06.2024		Meeting Type: Special
	o. Ltd	Meeting Date		Ve+s	Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Meeting Type: Special Rationale
Titan C			Management		2 0

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	
		<u>.</u>			
11	Elect Yo Honma	Management	For	For	
Crowds	trike 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	a.c. class share structure with unequal voting rights
5	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria
Japan I	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	
		<u>-</u>			
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 Corp	poration	Meeting Date	: 17.06.2024		Meeting Type: Annual
Number	Proposal text	Proponent	Management	Vote	Rationale
			Decision	Decision	
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	
	<u>.</u>				
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	

munibel	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	¹ 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	e Inc	Meeting Date	: 17.06.2024		Meeting Type: Annual
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		For	For	
8		Management Management	For	For	
	Elect Edward J. Kelly, III				
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
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Toshiki Kawai	Managament			
		Management	For	For	
2	Elect Sadao Sasaki	Management	For	For	
3	Elect Yoshikazu Nunokawa	Management	For	For	
4		Management	For	For	
	Elect Michio Sasaki				
5	Elect Sachiko Ichikawa	Management	For	For	
5 6	Elect Sachiko Ichikawa Elect Joseph A. Kraft Jr.	Management	For For	For	
	Elect Sachiko Ichikawa	-			
6	Elect Sachiko Ichikawa Elect Joseph A. Kraft Jr.	Management	For	For	
6 7	Elect Sachiko Ichikawa Elect Joseph A. Kraft Jr. Elect Yukari Suzuki	Management Management	For For	For For	
6 7 8	Elect Sachiko Ichikawa Elect Joseph A. Kraft Jr. Elect Yukari Suzuki Elect Ryota Miura	Management Management Management	For For For	For For	
6 7 8 9	Elect Sachiko Ichikawa Elect Joseph A. Kraft Jr. Elect Yukari Suzuki Elect Ryota Miura Elect Yutaka Endo	Management Management Management Management	For For For	For For For	
6 7 8 9 10	Elect Sachiko Ichikawa Elect Joseph A. Kraft Jr. Elect Yukari Suzuki Elect Ryota Miura Elect Yutaka Endo Bonus	Management Management Management Management Management	For For For For For	For For For For	Meeting Type: Annual
6 7 8 9 10 11 Whitbr	Elect Sachiko Ichikawa Elect Joseph A. Kraft Jr. Elect Yukari Suzuki Elect Ryota Miura Elect Yutaka Endo Bonus Equity Compensation Plan	Management Management Management Management Management Management Management	For For For For For	For For For For	Meeting Type: Annual Rationale
6 7 8 9 10 11 Whitbr Number	Elect Sachiko Ichikawa Elect Joseph A. Kraft Jr. Elect Yukari Suzuki Elect Ryota Miura Elect Yutaka Endo Bonus Equity Compensation Plan Tead plc Proposal text	Management Management Management Management Management Management Meeting Date Proponent	For For For For For Management Decision	For For For For Vote Decision	
6 7 8 9 10 11 Whitbr Number	Elect Sachiko Ichikawa Elect Joseph A. Kraft Jr. Elect Yukari Suzuki Elect Ryota Miura Elect Yutaka Endo Bonus Equity Compensation Plan read plc Proposal text Accounts and Reports	Management Management Management Management Management Management Meeting Date Proponent Management	For For For For For Management Decision For	For For For For Vote Decision For	
6 7 8 9 10 11 Whitbr Number 1 2	Elect Sachiko Ichikawa Elect Joseph A. Kraft Jr. Elect Yukari Suzuki Elect Ryota Miura Elect Yutaka Endo Bonus Equity Compensation Plan read plc Proposal text Accounts and Reports Remuneration Report	Management Management Management Management Management Management Meeting Date Proponent Management Management	For For For For Sor For For For For For For For For For F	For For For For Vote Decision For	
6 7 8 9 10 11 Whitbr Number 1 2 3	Elect Sachiko Ichikawa Elect Joseph A. Kraft Jr. Elect Yukari Suzuki Elect Ryota Miura Elect Yutaka Endo Bonus Equity Compensation Plan Tead plc Proposal text Accounts and Reports Remuneration Report Final Dividend	Management Management Management Management Management Management Meeting Date Proponent Management Management Management Management Management	For For For For Sor For For For For For For For For For F	For	
6 7 8 9 10 11 Whitbr Number 1 2 3 4	Elect Sachiko Ichikawa Elect Joseph A. Kraft Jr. Elect Yukari Suzuki Elect Ryota Miura Elect Yutaka Endo Bonus Equity Compensation Plan read plc Proposal text Accounts and Reports Remuneration Report Final Dividend Elect Shelley Roberts	Management Management Management Management Management Management Meeting Date Proponent Management Management Management Management Management Management Management	For For For For Sor For For For For For For For For For F	For For For Vote Decision For For For	
6 7 8 9 10 11 Whitbr Number 1 2 3 4 5	Elect Sachiko Ichikawa Elect Joseph A. Kraft Jr. Elect Yukari Suzuki Elect Ryota Miura Elect Yutaka Endo Bonus Equity Compensation Plan Tead plc Proposal text Accounts and Reports Remuneration Report Final Dividend Elect Shelley Roberts Elect Kal Atwal	Management Management Management Management Management Management Meeting Date Proponent Management Management Management Management Management Management Management Management	For For For For Sor For For For For For For For For For F	For For For Vote Decision For	
6 7 8 9 10 11 Whitbr Number 1 2 3 4 5 6	Elect Sachiko Ichikawa Elect Joseph A. Kraft Jr. Elect Yukari Suzuki Elect Ryota Miura Elect Yutaka Endo Bonus Equity Compensation Plan Tead plc Proposal text Accounts and Reports Remuneration Report Final Dividend Elect Shelley Roberts Elect Kal Atwal Elect Horst Baier	Management Management Management Management Management Management Meeting Date Proponent Management	For For For For Sor For For For For For For For For For F	For For For Vote Decision For	
6 7 8 9 10 11 Whitbr Number 1 2 3 4 5 6 7	Elect Sachiko Ichikawa Elect Joseph A. Kraft Jr. Elect Yukari Suzuki Elect Ryota Miura Elect Yutaka Endo Bonus Equity Compensation Plan Tead plc Proposal text Accounts and Reports Remuneration Report Final Dividend Elect Shelley Roberts Elect Kal Atwal Elect Horst Baier Elect Adam Crozier	Management Management Management Management Management Management Meeting Date Proponent Management	For	For	
6 7 8 9 10 11 Whitbr Number 1 2 3 4 5 6 7 8	Elect Sachiko Ichikawa Elect Joseph A. Kraft Jr. Elect Yukari Suzuki Elect Ryota Miura Elect Yutaka Endo Bonus Equity Compensation Plan Tead plc Proposal text Accounts and Reports Remuneration Report Final Dividend Elect Shelley Roberts Elect Kal Atwal Elect Horst Baier Elect Adam Crozier Elect Frank Fiskers	Management Management Management Management Management Management Meeting Date Proponent Management	For	For	
6 7 8 9 10 11 Whitbr Number 1 2 3 4 5 6 7 8 9	Elect Sachiko Ichikawa Elect Joseph A. Kraft Jr. Elect Yukari Suzuki Elect Ryota Miura Elect Yutaka Endo Bonus Equity Compensation Plan Tead plc Proposal text Accounts and Reports Remuneration Report Final Dividend Elect Shelley Roberts Elect Kal Atwal Elect Horst Baier Elect Adam Crozier Elect Frank Fiskers Elect Richard Gillingwater	Management Management Management Management Management Management Meeting Date Proponent Management	For	For	
6 7 8 9 10 11 Whitbr Number 1 2 3 4 5 6 7 8	Elect Sachiko Ichikawa Elect Joseph A. Kraft Jr. Elect Yukari Suzuki Elect Ryota Miura Elect Yutaka Endo Bonus Equity Compensation Plan Tead plc Proposal text Accounts and Reports Remuneration Report Final Dividend Elect Shelley Roberts Elect Kal Atwal Elect Horst Baier Elect Adam Crozier Elect Frank Fiskers Elect Richard Gillingwater Elect Karen Jones	Management Management Management Management Management Management Meeting Date Proponent Management	For	For	
6 7 8 9 10 11 Whitbr Number 1 2 3 4 5 6 7 8 9	Elect Sachiko Ichikawa Elect Joseph A. Kraft Jr. Elect Yukari Suzuki Elect Ryota Miura Elect Yutaka Endo Bonus Equity Compensation Plan Tead plc Proposal text Accounts and Reports Remuneration Report Final Dividend Elect Shelley Roberts Elect Kal Atwal Elect Horst Baier Elect Adam Crozier Elect Richard Gillingwater Elect Karen Jones Elect Chris Kennedy	Management Management Management Management Management Management Meeting Date Proponent Management	For	For	
6 7 8 9 10 11 Whitbr Number 1 2 3 4 5 6 7 8 9 10	Elect Sachiko Ichikawa Elect Joseph A. Kraft Jr. Elect Yukari Suzuki Elect Ryota Miura Elect Yutaka Endo Bonus Equity Compensation Plan Tead plc Proposal text Accounts and Reports Remuneration Report Final Dividend Elect Shelley Roberts Elect Kal Atwal Elect Horst Baier Elect Adam Crozier Elect Frank Fiskers Elect Richard Gillingwater Elect Karen Jones	Management Management Management Management Management Management Meeting Date Proponent Management	For	For	
6 7 8 9 10 11 Whitbr Number 1 2 3 4 5 6 7 8 9 10 11	Elect Sachiko Ichikawa Elect Joseph A. Kraft Jr. Elect Yukari Suzuki Elect Ryota Miura Elect Yutaka Endo Bonus Equity Compensation Plan Tead plc Proposal text Accounts and Reports Remuneration Report Final Dividend Elect Shelley Roberts Elect Kal Atwal Elect Horst Baier Elect Adam Crozier Elect Richard Gillingwater Elect Karen Jones Elect Chris Kennedy	Management Management Management Management Management Management Meeting Date Proponent Management	For	For	
6 7 8 9 10 11 Whitbr Number 1 2 3 4 5 6 7 8 9 10 11	Elect Sachiko Ichikawa Elect Joseph A. Kraft Jr. Elect Yukari Suzuki Elect Ryota Miura Elect Yutaka Endo Bonus Equity Compensation Plan Tead pic Proposal text Accounts and Reports Remuneration Report Final Dividend Elect Shelley Roberts Elect Kal Atwal Elect Horst Baier Elect Adam Crozier Elect Frank Fiskers Elect Karen Jones Elect Chris Kennedy Elect Chris Kennedy Elect Hemant Patel	Management Management Management Management Management Management Management Meeting Date Proponent Management	For	For	
6 7 8 9 10 11 Whitbr Number 1 2 3 4 5 6 7 8 9 10 11 12 13	Elect Sachiko Ichikawa Elect Joseph A. Kraft Jr. Elect Yukari Suzuki Elect Ryota Miura Elect Yutaka Endo Bonus Equity Compensation Plan Tead pic Proposal text Accounts and Reports Remuneration Report Final Dividend Elect Shelley Roberts Elect Kal Atwal Elect Horst Baier Elect Adam Crozier Elect Frank Fiskers Elect Karen Jones Elect Chris Kennedy Elect Hemant Patel Elect Dominic Paul	Management Management Management Management Management Management Management Meeting Date Proponent Management	For	For	
6 7 8 9 10 11 Whitbr Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14	Elect Sachiko Ichikawa Elect Joseph A. Kraft Jr. Elect Yukari Suzuki Elect Ryota Miura Elect Yutaka Endo Bonus Equity Compensation Plan Tead pic Proposal text Accounts and Reports Remuneration Report Final Dividend Elect Shelley Roberts Elect Kal Atwal Elect Horst Baier Elect Adam Crozier Elect Richard Gillingwater Elect Karen Jones Elect Chris Kennedy Elect Hemant Patel Elect Dominic Paul Elect Cilla Snowball	Management Management Management Management Management Management Management Meeting Date Proponent Management	For	For	

Number	Proposal text	Proponent	Management	Vote	Rationale
Number	rioposartext	FTOPONETIC	Decision	Decision	Kationale
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	
	That it is set sensial meeting notice it ends at 1. Buys	management			
Workd	ay Inc	Meeting Date	: 17.06.2024		Meeting Type: Annual
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
6	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	For	For	payments are made without performance criteria.
V-1		M. P. B.	47.05.0004		Marking Towns Assessed
Yokoga	awa Electric Corporation	Meeting Date			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 Hitoshi Nara	Management	For	For	
4	Elect Hikaru Kikkawa	Management	For	For	
5	Elect Michiko Nakajima	Management	For	For	
	Elect Akira Uchida				
6		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	<u>.</u>	Meeting Date	· 18 06 202 <i>4</i>		Meeting Type: Annual
	u u	Miccinig Date	. 10.00.202-		Meeting Type: Aimaai
			Management	Vote	
	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts	Management	Decision For	Decision For	Rationale
		·	Decision	Decision	Rationale
1	Accounts	Management	Decision For	Decision For	Rationale
1 2 3	Accounts Management Reports	Management Management	Decision For For	Decision For For	Rationale
1 2 3 4	Accounts Management Reports Ratification of Board Acts	Management Management Management	Decision For For	Decision For For For	Rationale
1 2 3 4 5	Accounts Management Reports Ratification of Board Acts Report on Non-Financial Information	Management Management Management Management	Decision For For For For	Decision For For For For	Rationale
1 2 3 4 5	Accounts Management Reports Ratification of Board Acts Report on Non-Financial Information Allocation of Profits/Dividends	Management Management Management Management Management Management	Decision For For For For For	Pecision For For For For For	Rationale
1 2 3 4 5 6	Accounts Management Reports Ratification of Board Acts Report on Non-Financial Information Allocation of Profits/Dividends Appointment of Auditor Elect José Manuel Entrecanales Domecq	Management Management Management Management Management Management Management Management	Decision For For For For For For For F	Decision For For For For For For For F	Rationale
1 2 3 4 5 6 7	Accounts Management Reports Ratification of Board Acts Report on Non-Financial Information Allocation of Profits/Dividends Appointment of Auditor Elect José Manuel Entrecanales Domecq Elect Juan Ignacio Entrecanales Franco	Management	Decision For For For For For For For F	Poecision For For For For For For For F	Rationale
1 2 3 4 5 6 7 8	Accounts Management Reports Ratification of Board Acts Report on Non-Financial Information Allocation of Profits/Dividends Appointment of Auditor Elect José Manuel Entrecanales Domecq Elect Juan Ignacio Entrecanales Franco Elect Daniel Entrecanales Domecq	Management	Decision For For For For For For For F	Pecision For For For For For For For F	Rationale
1 2 3 4 5 6 7 8 9	Accounts Management Reports Ratification of Board Acts Report on Non-Financial Information Allocation of Profits/Dividends Appointment of Auditor Elect José Manuel Entrecanales Domecq Elect Juan Ignacio Entrecanales Franco Elect Daniel Entrecanales Domecq Elect Javier Entrecanales Franco	Management	Decision For For For For For For For F	Pecision For For For For For For For F	Rationale
1 2 3 4 5 6 7 8 9	Accounts Management Reports Ratification of Board Acts Report on Non-Financial Information Allocation of Profits/Dividends Appointment of Auditor Elect José Manuel Entrecanales Domecq Elect Juan Ignacio Entrecanales Franco Elect Daniel Entrecanales Domecq	Management	Decision For For For For For For For F	Pecision For For For For For For For F	Board - Vote Against when the board repeatedly fails to implement
1 2 3 4 5 6 7 8 9 10 11	Accounts Management Reports Ratification of Board Acts Report on Non-Financial Information Allocation of Profits/Dividends Appointment of Auditor Elect José Manuel Entrecanales Domecq Elect Juan Ignacio Entrecanales Franco Elect Daniel Entrecanales Franco Elect Javier Entrecanales Franco Elect Javier Sendagorta Gómez del Campillo	Management	Decision For For For For For For For F	Decision For For For For For For For F	
1 2 3 4 5 6 7 8	Accounts Management Reports Ratification of Board Acts Report on Non-Financial Information Allocation of Profits/Dividends Appointment of Auditor Elect José Manuel Entrecanales Domecq Elect Juan Ignacio Entrecanales Franco Elect Daniel Entrecanales Pomecq Elect Javier Entrecanales Franco Elect Javier Sendagorta Gómez del Campillo Elect Maria Dolores Dancausa Treviño	Management	Decision For For For For For For For F	Pecision For For For For For For For F	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
1 2 3 4 5 6 7 8 9 10 11 12 13 14	Accounts Management Reports Ratification of Board Acts Report on Non-Financial Information Allocation of Profits/Dividends Appointment of Auditor Elect José Manuel Entrecanales Domecq Elect Juan Ignacio Entrecanales Franco Elect Daniel Entrecanales Domecq Elect Javier Entrecanales Franco Elect Javier Entrecanales Franco Elect Maria Dolores Dancausa Treviño Board Size Remuneration Report	Management	Decision For For For For For For For For For Fo	Pecision For For For For For For For For For Fo	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices. Insufficient response to shareholder dissent; Poor overall compensation
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15	Accounts Management Reports Ratification of Board Acts Report on Non-Financial Information Allocation of Profits/Dividends Appointment of Auditor Elect José Manuel Entrecanales Domecq Elect Juan Ignacio Entrecanales Franco Elect Daniel Entrecanales Domecq Elect Javier Entrecanales Franco Elect Javier Sendagorta Gómez del Campillo Elect Maria Dolores Dancausa Treviño Board Size	Management	Decision For For For For For For For For For Fo	Pecision For For For For For For For F	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices. Insufficient response to shareholder dissent; Poor overall compensation disclosure.
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	Accounts Management Reports Ratification of Board Acts Report on Non-Financial Information Allocation of Profits/Dividends Appointment of Auditor Elect José Manuel Entrecanales Domecq Elect Juan Ignacio Entrecanales Franco Elect Daniel Entrecanales Domecq Elect Javier Entrecanales Franco Elect Javier Sendagorta Gómez del Campillo Elect Maria Dolores Dancausa Treviño Board Size Remuneration Report Authority to Set General Meeting Notice Period at 15 days Authorisation of Legal Formalities	Management	Decision For For For For For For For F	Pecision For For For For For For For F	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices. Insufficient response to shareholder dissent; Poor overall compensation disclosure. Shortened notice period could disenfranchise shareholders.
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 Japan	Accounts Management Reports Ratification of Board Acts Report on Non-Financial Information Allocation of Profits/Dividends Appointment of Auditor Elect José Manuel Entrecanales Domecq Elect Juan Ignacio Entrecanales Franco Elect Daniel Entrecanales Domecq Elect Javier Entrecanales Franco Elect Javier Sendagorta Gómez del Campillo Elect Maria Dolores Dancausa Treviño Board Size Remuneration Report Authority to Set General Meeting Notice Period at 15 days Authorisation of Legal Formalities Post Holdings Co Ltd	Management	Decision For For For For For For For For For Fo	Decision For For For For For For For F	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices. Insufficient response to shareholder dissent; Poor overall compensation disclosure. Shortened notice period could disenfranchise shareholders. Meeting Type: Annual
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 Japan Number	Accounts Management Reports Ratification of Board Acts Report on Non-Financial Information Allocation of Profits/Dividends Appointment of Auditor Elect José Manuel Entrecanales Domecq Elect Juan Ignacio Entrecanales Franco Elect Daniel Entrecanales Domecq Elect Javier Entrecanales Franco Elect Javier Sendagorta Gómez del Campillo Elect Maria Dolores Dancausa Treviño Board Size Remuneration Report Authority to Set General Meeting Notice Period at 15 days Authorisation of Legal Formalities Post Holdings Co Ltd Proposal text	Management Meeting Date	Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices. Insufficient response to shareholder dissent; Poor overall compensation disclosure. Shortened notice period could disenfranchise shareholders.
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 Japan	Accounts Management Reports Ratification of Board Acts Report on Non-Financial Information Allocation of Profits/Dividends Appointment of Auditor Elect José Manuel Entrecanales Domecq Elect Juan Ignacio Entrecanales Franco Elect Daniel Entrecanales Domecq Elect Javier Entrecanales Franco Elect Javier Sendagorta Gómez del Campillo Elect Maria Dolores Dancausa Treviño Board Size Remuneration Report Authority to Set General Meeting Notice Period at 15 days Authorisation of Legal Formalities Post Holdings Co Ltd Proposal text Elect Hiroya Masuda	Management	Decision For For For For For For For For For Fo	Decision For For For For For For For F	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices. Insufficient response to shareholder dissent; Poor overall compensation disclosure. Shortened notice period could disenfranchise shareholders. Meeting Type: Annual
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 Japan	Accounts Management Reports Ratification of Board Acts Report on Non-Financial Information Allocation of Profits/Dividends Appointment of Auditor Elect José Manuel Entrecanales Domecq Elect Juan Ignacio Entrecanales Franco Elect Daniel Entrecanales Domecq Elect Javier Entrecanales Franco Elect Javier Sendagorta Gómez del Campillo Elect Maria Dolores Dancausa Treviño Board Size Remuneration Report Authority to Set General Meeting Notice Period at 15 days Authorisation of Legal Formalities Post Holdings Co Ltd Proposal text Elect Hiroya Masuda Elect Atsushi lizuka	Management	Decision For For For For For For For For For Fo	Decision For For For For For For For For For Against Against For Vote Decision For For For For For	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices. Insufficient response to shareholder dissent; Poor overall compensation disclosure. Shortened notice period could disenfranchise shareholders. Meeting Type: Annual
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 Japan 1 1 2 3 3	Accounts Management Reports Ratification of Board Acts Report on Non-Financial Information Allocation of Profits/Dividends Appointment of Auditor Elect José Manuel Entrecanales Domecq Elect Juan Ignacio Entrecanales Franco Elect Daniel Entrecanales Domecq Elect Javier Entrecanales Franco Elect Javier Sendagorta Gómez del Campillo Elect Maria Dolores Dancausa Treviño Board Size Remuneration Report Authority to Set General Meeting Notice Period at 15 days Authorisation of Legal Formalities Post Holdings Co Ltd Proposal text Elect Hiroya Masuda Elect Atsushi lizuka Elect Tetsuya Senda	Management	Decision For For For For For For For For For Fo	Decision For For For For For For For F	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices. Insufficient response to shareholder dissent; Poor overall compensation disclosure. Shortened notice period could disenfranchise shareholders. Meeting Type: Annual
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 Japan 1 2 3 4	Accounts Management Reports Ratification of Board Acts Report on Non-Financial Information Allocation of Profits/Dividends Appointment of Auditor Elect José Manuel Entrecanales Domecq Elect Juan Ignacio Entrecanales Franco Elect Daniel Entrecanales Domecq Elect Javier Entrecanales Franco Elect Javier Sendagorta Gómez del Campillo Elect Maria Dolores Dancausa Treviño Board Size Remuneration Report Authority to Set General Meeting Notice Period at 15 days Authorisation of Legal Formalities Post Holdings Co Ltd Proposal text Elect Hiroya Masuda Elect Atsushi lizuka Elect Tetsuya Senda Elect Kunio Tanigaki	Management	Decision For For For For For For For For For Fo	Decision For For For For For For For For Against Against For Vote Decision For For For For For For For	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices. Insufficient response to shareholder dissent; Poor overall compensation disclosure. Shortened notice period could disenfranchise shareholders. Meeting Type: Annual
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 Japan Number 1 2 3	Accounts Management Reports Ratification of Board Acts Report on Non-Financial Information Allocation of Profits/Dividends Appointment of Auditor Elect José Manuel Entrecanales Domecq Elect Juan Ignacio Entrecanales Franco Elect Daniel Entrecanales Domecq Elect Javier Entrecanales Franco Elect Javier Sendagorta Gómez del Campillo Elect Maria Dolores Dancausa Treviño Board Size Remuneration Report Authority to Set General Meeting Notice Period at 15 days Authorisation of Legal Formalities Post Holdings Co Ltd Proposal text Elect Hiroya Masuda Elect Atsushi lizuka Elect Tetsuya Senda	Management	Decision For For For For For For For For For Fo	Decision For For For For For For For F	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices. Insufficient response to shareholder dissent; Poor overall compensation disclosure. Shortened notice period could disenfranchise shareholders. Meeting Type: Annual
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 Japan 1 2 3 4	Accounts Management Reports Ratification of Board Acts Report on Non-Financial Information Allocation of Profits/Dividends Appointment of Auditor Elect José Manuel Entrecanales Domecq Elect Juan Ignacio Entrecanales Franco Elect Daniel Entrecanales Domecq Elect Javier Entrecanales Franco Elect Javier Sendagorta Gómez del Campillo Elect Maria Dolores Dancausa Treviño Board Size Remuneration Report Authority to Set General Meeting Notice Period at 15 days Authorisation of Legal Formalities Post Holdings Co Ltd Proposal text Elect Hiroya Masuda Elect Atsushi lizuka Elect Tetsuya Senda Elect Kunio Tanigaki	Management	Decision For For For For For For For For For Fo	Decision For For For For For For For For Against Against For Vote Decision For For For For For For For	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices. Insufficient response to shareholder dissent; Poor overall compensation disclosure. Shortened notice period could disenfranchise shareholders. Meeting Type: Annual
1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 Japan 1 2 3 4 5 5	Accounts Management Reports Ratification of Board Acts Report on Non-Financial Information Allocation of Profits/Dividends Appointment of Auditor Elect José Manuel Entrecanales Domecq Elect Juan Ignacio Entrecanales Franco Elect Daniel Entrecanales Domecq Elect Javier Entrecanales Franco Elect Javier Sendagorta Gómez del Campillo Elect Maria Dolores Dancausa Treviño Board Size Remuneration Report Authority to Set General Meeting Notice Period at 15 days Authorisation of Legal Formalities Post Holdings Co Ltd Proposal text Elect Hiroya Masuda Elect Atsushi lizuka Elect Tetsuya Senda Elect Kunio Tanigaki Elect Takayuki Kasama	Management	Decision For For For For For For For For For Fo	Decision For For For For For For For For Against For Vote Decision For For For For For For For	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices. Insufficient response to shareholder dissent; Poor overall compensatio disclosure. Shortened notice period could disenfranchise shareholders. Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Elect Makoto Kaiami	Management	For	For	
)	Elect Akira Satake	Management	For	For	
0	Elect Takako Suwa	Management	For	For	
1	Elect Yayoi Ito	Management	For	For	
2	Elect Hiroshi Oeda	Management	For	For	
3	Elect Miyoko Kimura @ Miyoko Sakagawa	Management	For	Against	Serves on too many boards
14	Elect Kosei Shindo	Management	For	For	serves on too many sources
15	Elect Noriko Shiono	Management	For	For	
				FOI	
KDDI C	orp.	Meeting Date			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Allocation of Profits/Dividends	Management	For	For	
	Elect Takashi Tanaka	Management	For	For	
	Elect Makoto Takahashi	Management	For	For	
	Elect Yasuaki Kuwahara	Management	For	For	
,	Elect Hiromichi Matsuda	Management	For	For	
	Elect Nanae Saishoji	Management	For	For	
	Elect Hiroshi Takezawa	Management	For	For	
	Elect Goro Yamaguchi	Management	For	For	
	Elect Keiji Yamamoto	Management	For	For	
0	Elect Tsutomu Tannowa	Management	For	For	
1	Elect Junko Okawa	Management	For	For	
2	Elect Kyoko Okumiya	Management	For	For	
3	Elect Makoto Ando	Management	For	For	
4	Elect Kazuyasu Yamashita	Management	For	For	
	Elect Naoki Fukushima	-			
5		Management	For	For	
6	Elect Kazutoshi Kogure	Management	For	For	
7	Elect Koji Arima	Management	For	For	
Vuxi B	iologics (Cayman) Inc.	Meeting Date: 18.06.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Accounts and Reports	Management	For	For	
2	Elect WEICHANG Zhou	Management	For	For	
3	Elect Yibing WU	Management	For	For	
1	Elect William Robert Keller	Management	For	For	
;	Elect JUE Chen		For	For	
		Management			
5	Directors' Fees	Management	For	For	Audit/Financials - Vote Against when the allocation of fees paid to th
7	Appointment of Auditor and Authority to Set Fees	Management	For	Against	auditor is not in line with market best practice.
3	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
9	Authority to Repurchase Shares	Management	For	For	
0					
		Management	For	For	
Astella	Amendments to Articles s Pharma Inc.	Management Meeting Date			Meeting Type: Annual
					Meeting Type: Annual
Number	s Pharma Inc. Proposal text	Meeting Date	Management Decision	For Vote Decision	
lumber	s Pharma Inc. Proposal text Elect Kenji Yasukawa	Meeting Date Proponent Management	Management Decision	For Vote Decision For	
Number	s Pharma Inc. Proposal text Elect Kenji Yasukawa Elect Naoki Okamura	Meeting Date Proponent Management Management	Management Decision For	Vote Decision For	
Number	s Pharma Inc. Proposal text Elect Kenji Yasukawa Elect Naoki Okamura Elect Katsuyoshi Sugita	Meeting Date Proponent Management Management Management	Management Decision For For	Vote Decision For For	
lumber	s Pharma Inc. Proposal text Elect Kenji Yasukawa Elect Naoki Okamura Elect Katsuyoshi Sugita Elect Takashi Tanaka	Proponent Management Management Management Management Management	Management Decision For For For	Vote Decision For For For For	
Number	s Pharma Inc. Proposal text Elect Kenji Yasukawa Elect Naoki Okamura Elect Katsuyoshi Sugita	Meeting Date Proponent Management Management Management	Management Decision For For	Vote Decision For For	
Number	s Pharma Inc. Proposal text Elect Kenji Yasukawa Elect Naoki Okamura Elect Katsuyoshi Sugita Elect Takashi Tanaka	Proponent Management Management Management Management Management	Management Decision For For For	Vote Decision For For For For	
Jumber	Proposal text Elect Kenji Yasukawa Elect Naoki Okamura Elect Katsuyoshi Sugita Elect Takashi Tanaka Elect Eriko Sakurai	Proponent Management Management Management Management Management Management Management	Management Decision For For For For For	Vote Decision For For For For For	
Number	Proposal text Elect Kenji Yasukawa Elect Naoki Okamura Elect Katsuyoshi Sugita Elect Takashi Tanaka Elect Eriko Sakurai Elect Masahiro Miyazaki	Proponent Management Management Management Management Management Management Management Management	Management Decision For For For For For For	Vote Decision For For For For For For For For	Rationale Board - Vote Against when the chair of the audit committee is not
Number	Froposal text Elect Kenji Yasukawa Elect Naoki Okamura Elect Katsuyoshi Sugita Elect Takashi Tanaka Elect Eriko Sakurai Elect Masahiro Miyazaki Elect Yoichi Ono Elect Rika Hirota	Proponent Management Management Management Management Management Management Management Management Management	Management Decision For For For For For For For F	Vote Decision For For For For For For Against	Rationale
Number	Froposal text Elect Kenji Yasukawa Elect Naoki Okamura Elect Katsuyoshi Sugita Elect Takashi Tanaka Elect Eriko Sakurai Elect Masahiro Miyazaki Elect Yoichi Ono Elect Rika Hirota Elect Mika Nakayama	Proponent Management	Management Decision For For For For For For For F	Vote Decision For	Rationale Board - Vote Against when the chair of the audit committee is not
lumber	Froposal text Elect Kenji Yasukawa Elect Naoki Okamura Elect Katsuyoshi Sugita Elect Takashi Tanaka Elect Eriko Sakurai Elect Masahiro Miyazaki Elect Yoichi Ono Elect Rika Hirota	Proponent Management Management Management Management Management Management Management Management Management	Management Decision For For For For For For For F	Vote Decision For For For For For For Against	Rationale Board - Vote Against when the chair of the audit committee is not
Number	s Pharma Inc. Proposal text Elect Kenji Yasukawa Elect Naoki Okamura Elect Katsuyoshi Sugita Elect Takashi Tanaka Elect Eriko Sakurai Elect Masahiro Miyazaki Elect Yoichi Ono Elect Rika Hirota Elect Mika Nakayama Elect Tomoko Aramaki	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For	Rationale Board - Vote Against when the chair of the audit committee is not
Number	s Pharma Inc. Proposal text Elect Kenji Yasukawa Elect Naoki Okamura Elect Katsuyoshi Sugita Elect Takashi Tanaka Elect Eriko Sakurai Elect Masahiro Miyazaki Elect Yoichi Ono Elect Rika Hirota Elect Mika Nakayama Elect Tomoko Aramaki	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For	Rationale Board - Vote Against when the chair of the audit committee is not independent.
Number	Elect Kenji Yasukawa Elect Naoki Okamura Elect Katsuyoshi Sugita Elect Takashi Tanaka Elect Eriko Sakurai Elect Masahiro Miyazaki Elect Yoichi Ono Elect Rika Hirota Elect Mika Nakayama Elect Tomoko Aramaki Inc	Meeting Date Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For Vote Decision	Rationale Board - Vote Against when the chair of the audit committee is not independent. Meeting Type: Annual
Number 2 3 4 5 6 7 8 9 0	Elect Kenji Yasukawa Elect Naoki Okamura Elect Katsuyoshi Sugita Elect Takashi Tanaka Elect Eriko Sakurai Elect Masahiro Miyazaki Elect Yoichi Ono Elect Rika Hirota Elect Mika Nakayama Elect Tomoko Aramaki Inc Proposal text Elect Caroline D. Dorsa	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For Vote Decision For	Rationale Board - Vote Against when the chair of the audit committee is not independent. Meeting Type: Annual
Number 2 3 4 5 6 7 8 9 0 8 Sliogen Number	Elect Kenji Yasukawa Elect Naoki Okamura Elect Katsuyoshi Sugita Elect Takashi Tanaka Elect Tiko Sakurai Elect Masahiro Miyazaki Elect Yoichi Ono Elect Rika Hirota Elect Tomoko Aramaki Inc Proposal text Elect Caroline D. Dorsa Elect Maria C. Freire	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For Vote Decision For	Rationale Board - Vote Against when the chair of the audit committee is not independent. Meeting Type: Annual
Number 2 3 4 5 6 7 8 9 0	Elect Kenji Yasukawa Elect Naoki Okamura Elect Katsuyoshi Sugita Elect Takashi Tanaka Elect Tiko Sakurai Elect Masahiro Miyazaki Elect Yoichi Ono Elect Rika Hirota Elect Tomoko Aramaki Inc Proposal text Elect Caroline D. Dorsa Elect Maria C. Freire Elect William A. Hawkins	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For Vote Decision For	Rationale Board - Vote Against when the chair of the audit committee is not independent. Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10 Biogen Number 1 2 3	Elect Kenji Yasukawa Elect Naoki Okamura Elect Katsuyoshi Sugita Elect Takashi Tanaka Elect Tiko Sakurai Elect Masahiro Miyazaki Elect Yoichi Ono Elect Rika Hirota Elect Tomoko Aramaki Inc Proposal text Elect Caroline D. Dorsa Elect Maria C. Freire	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For Vote Decision For	Rationale Board - Vote Against when the chair of the audit committee is not independent. Meeting Type: Annual
Number 2 3 4 5 6 7 8 9 0	Elect Kenji Yasukawa Elect Naoki Okamura Elect Katsuyoshi Sugita Elect Takashi Tanaka Elect Tiko Sakurai Elect Masahiro Miyazaki Elect Yoichi Ono Elect Rika Hirota Elect Tomoko Aramaki Inc Proposal text Elect Caroline D. Dorsa Elect Maria C. Freire Elect William A. Hawkins	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For Vote Decision For	Rationale Board - Vote Against when the chair of the audit committee is not independent. Meeting Type: Annual
Number 1 2 3 4 5 6 7 8 9 10	Elect Kenji Yasukawa Elect Naoki Okamura Elect Katsuyoshi Sugita Elect Takashi Tanaka Elect Tiko Sakurai Elect Masahiro Miyazaki Elect Yoichi Ono Elect Rika Hirota Elect Tomoko Aramaki Inc Proposal text Elect Caroline D. Dorsa Elect William A. Hawkins Elect Susan K. Langer	Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For Vote Decision For	Rationale Board - Vote Against when the chair of the audit committee is not independent. Meeting Type: Annual

number	Proposal text	Proponent	Management	Vote	Rationale
8	Elect Stephen A. Sherwin	Management	Decision For	Decision For	
	Elect Christopher A. Viehbacher	Management	For	For	
	Ratification of Auditor	Management	For	For	
	Advisory Vote on Executive Compensation	Management	For	For	
	Amendment Regarding Officer Exculpation	Management	For	For	
	Approval of the 2024 Omnibus Equity Plan	Management	For	For	
	Approval of the 2024 Employee Stock Purchase Plan	Management	For	For	
14	Approval of the 2024 Employee Stock Full distinct Figure	Management	101	101	
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	
	Consolidated Accounts and Reports	Management	For	For	
	Allocation of Profits/Dividends	Management	For	For	
	Special Auditors Report on Regulated Agreements	Management	For	For	
	Ratification of Co-Option of Geoffroy Roux de Bézieux	Management	For	For	
	Elect Bpifrance Investissement (Karine Lenglart)	Management	For	Against	Nominee not named
	Elect Christine Anglade	Management	For	For	Nonlinee not numeu
		-			Board - Vote Against when the board repeatedly fails to implement
	Elect Claude Pierre Ehlinger	Management	For	Against	acceptable remuneration practices.
	Appointment of Auditor for Sustainability Reporting (Ernst & Young)	Management	For	For	December Web Australia B. P. J.
	2023 Remuneration Report	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability.
	2023 Remuneration of Aldo Cardoso, Chair (until June 22, 2023)	Management	For	For	
	2023 Remuneration of Laurent Mignon, Chair (from June 22, 2023)	Management	For	For	
	2023 Remuneration of Hinda Gharbi, CEO (from June 22, 2023)	Management	For	For	
	2024 Directors' Fees	Management	For	For	
	2024 Remuneration Policy (Board of Directors)	Management	For	For	
	2024 Remuneration Policy (Chair)	Management	For	For	
	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	practices is insufficient and there are concerns of board accountability.
	Authorisation of Legal Formalities	Management	For	For	
				101	Meeting Type: Annual
China N	Merchants Port Holdings Company Ltd	Meeting Date	: 19.06.2024		Meeting Type: Annual
China N				Vote Decision	Meeting Type: Annual Rationale
China N	Merchants Port Holdings Company Ltd	Meeting Date	: 19.06.2024 Management	Vote	
China Nonember	Merchants Port Holdings Company Ltd Proposal text	Meeting Date	: 19.06.2024 Management Decision	Vote Decision	
China N Number	Aerchants Port Holdings Company Ltd Proposal text Accounts and Reports	Meeting Date Proponent Management	: 19.06.2024 Management Decision For	Vote Decision For	
China Number 1 2 3	Aerchants Port Holdings Company Ltd Proposal text Accounts and Reports Allocation of Profits/Dividends	Meeting Date Proponent Management Management	: 19.06.2024 Management Decision For For	Vote Decision For	
China N Number 1 2 3 4	Aerchants Port Holdings Company Ltd Proposal text Accounts and Reports Allocation of Profits/Dividends Elect XU Song	Meeting Date Proponent Management Management Management	: 19.06.2024 Management Decision For For For	Vote Decision For For	
China N Number 1 2 3 4 5	Aerchants Port Holdings Company Ltd Proposal text Accounts and Reports Allocation of Profits/Dividends Elect XU Song Elect YANG Guolin	Meeting Date Proponent Management Management Management Management Management Management	: 19.06.2024 Management Decision For For For For For	Vote Decision For For For	Rationale
Number 1 2 3 4 5 6	Aerchants Port Holdings Company Ltd Proposal text Accounts and Reports Allocation of Profits/Dividends Elect XU Song Elect YANG Guolin Elect Nicholas CHAN Hiu Fung	Meeting Date Proponent Management Management Management Management Management	Management Decision For	Vote Decision For For For For Against	Rationale Serves on too many boards Vote For if Glass Lewis is recommending against due to a lack of board-
China N Number 1 2 3 4 5 6	Aerchants Port Holdings Company Ltd Proposal text Accounts and Reports Allocation of Profits/Dividends Elect XU Song Elect YANG Guolin Elect Nicholas CHAN Hiu Fung Elect WONG Pui Wah Elect FENG Boming	Meeting Date Proponent Management Management Management Management Management Management Management Management	Management Decision For	Vote Decision For For For For Against For	Rationale Serves on too many boards
China N Number 1 2 3 4 5 6 7	Aerchants Port Holdings Company Ltd Proposal text Accounts and Reports Allocation of Profits/Dividends Elect XU Song Elect YANG Guolin Elect Nicholas CHAN Hiu Fung Elect WONG Pui Wah Elect FENG Boming Elect WONG Chi Wing	Meeting Date Proponent Management Management Management Management Management Management Management Management Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For Against For For For	Rationale Serves on too many boards Vote For if Glass Lewis is recommending against due to a lack of board-
China N Number 1 2 3 4 5 6 7 8 9	Aerchants Port Holdings Company Ltd Proposal text Accounts and Reports Allocation of Profits/Dividends Elect XU Song Elect YANG Guolin Elect Nicholas CHAN Hiu Fung Elect WONG Pui Wah Elect FENG Boming Elect WONG Chi Wing Directors' Fees	Meeting Date Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For Against For For For For For For For	Rationale Serves on too many boards Vote For if Glass Lewis is recommending against due to a lack of board-
China N Number 1 2 3 4 5 6 7 8 9 10	Aerchants Port Holdings Company Ltd Proposal text Accounts and Reports Allocation of Profits/Dividends Elect XU Song Elect YANG Guolin Elect Nicholas CHAN Hiu Fung Elect WONG Pui Wah Elect FENG Boming Elect WONG Chi Wing Directors' Fees Appointment of Auditor and Authority to Set Fees	Meeting Date Proponent Management	Management Decision For For For For For For For F	Vote Decision For For For Against For	Rationale Serves on too many boards Vote For if Glass Lewis is recommending against due to a lack of board-oversight of climate issues. Potential dilution exceeds recommended threshold; Issue price discount
China N Number 1 2 3 4 5 6 7 8 9 10 11	Aerchants Port Holdings Company Ltd Proposal text Accounts and Reports Allocation of Profits/Dividends Elect XU Song Elect YANG Guolin Elect Nicholas CHAN Hiu Fung Elect WONG Pui Wah Elect FENG Boming Elect WONG Chi Wing Directors' Fees Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/o Preemptive Rights	Meeting Date Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For Against For For For For Against Against	Rationale Serves on too many boards Vote For if Glass Lewis is recommending against due to a lack of board-oversight of climate issues.
China N Number 1 2 3 4 5 6 7 8 9 10 11	Aerchants Port Holdings Company Ltd Proposal text Accounts and Reports Allocation of Profits/Dividends Elect XU Song Elect YANG Guolin Elect Nicholas CHAN Hiu Fung Elect WONG Pui Wah Elect FENG Boming Elect WONG Chi Wing Directors' Fees Appointment of Auditor and Authority to Set Fees	Meeting Date Proponent Management	Management Decision For For For For For For For F	Vote Decision For For For Against For	Rationale Serves on too many boards Vote For if Glass Lewis is recommending against due to a lack of board-oversight of climate issues. Potential dilution exceeds recommended threshold; Issue price discount
China N Number 1 2 3 4 5 6 7 8 9 10 11 12 13	Aerchants Port Holdings Company Ltd Proposal text Accounts and Reports Allocation of Profits/Dividends Elect XU Song Elect YANG Guolin Elect Nicholas CHAN Hiu Fung Elect WONG Pui Wah Elect FENG Boming Elect WONG Chi Wing Directors' Fees Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Authority to Issue Repurchased Shares	Meeting Date Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For Against For	Rationale Serves on too many boards Vote For if Glass Lewis is recommending against due to a lack of board-oversight of climate issues. Potential dilution exceeds recommended threshold; Issue price discount not disclosed Issue price discount not disclosed
China N Number 1 2 3 4 5 6 7 8 9 10 11 12 13 China Y	Aerchants Port Holdings Company Ltd Proposal text Accounts and Reports Allocation of Profits/Dividends Elect XU Song Elect YANG Guolin Elect Nicholas CHAN Hiu Fung Elect WONG Pui Wah Elect FENG Boming Elect WONG Chi Wing Directors' Fees Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Authority to Issue Repurchased Shares	Meeting Date Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For Against For For For For For For For Against For Against	Rationale Serves on too many boards Vote For if Glass Lewis is recommending against due to a lack of board-oversight of climate issues. Potential dilution exceeds recommended threshold; Issue price discount not disclosed Issue price discount not disclosed Meeting Type: Special
China N Number 1 2 3 4 5 6 7 8 9 10 11 12 13 China Y	Aerchants Port Holdings Company Ltd Proposal text Accounts and Reports Allocation of Profits/Dividends Elect XU Song Elect YANG Guolin Elect Nicholas CHAN Hiu Fung Elect WONG Pui Wah Elect FENG Boming Elect WONG Chi Wing Directors' Fees Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Authority to Issue Repurchased Shares	Meeting Date Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For Against For	Serves on too many boards Vote For if Glass Lewis is recommending against due to a lack of board-oversight of climate issues. Potential dilution exceeds recommended threshold; Issue price discount not disclosed Issue price discount not disclosed Meeting Type: Special Rationale
China N Number 1 2 3 4 5 6 7 8 9 10 11 12 13 China Y Number	Aerchants Port Holdings Company Ltd Proposal text Accounts and Reports Allocation of Profits/Dividends Elect XU Song Elect YANG Guolin Elect Nicholas CHAN Hiu Fung Elect WONG Pui Wah Elect FENG Boming Elect WONG Chi Wing Directors' Fees Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Authority to Issue Repurchased Shares	Meeting Date Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For Against For For For For Against For Vote	Rationale Serves on too many boards Vote For if Glass Lewis is recommending against due to a lack of board-oversight of climate issues. Potential dilution exceeds recommended threshold; Issue price discount not disclosed Issue price discount not disclosed Meeting Type: Special
China N Number 1 2 3 4 5 6 7 8 9 10 11 12 13 China Y Number	Aerchants Port Holdings Company Ltd Proposal text Accounts and Reports Allocation of Profits/Dividends Elect XU Song Elect YANG Guolin Elect Nicholas CHAN Hiu Fung Elect WONG Pui Wah Elect FENG Boming Elect WONG Chi Wing Directors' Fees Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Authority to Issue Repurchased Shares Tangtze Power Co Proposal text Elect LIU Weiping	Meeting Date Proponent Management	Management Decision For	Vote Decision For For For Against For For For For For Against Vote Decision	Rationale Serves on too many boards Vote For if Glass Lewis is recommending against due to a lack of board-oversight of climate issues. Potential dilution exceeds recommended threshold; Issue price discount not disclosed Issue price discount not disclosed Meeting Type: Special Rationale Board - Vote Against when the board fails to incorporate basic
China N Number 1 2 3 4 5 6 7 8 9 10 11 12 13 China Y Number 1	Aerchants Port Holdings Company Ltd Proposal text Accounts and Reports Allocation of Profits/Dividends Elect XU Song Elect YANG Guolin Elect Nicholas CHAN Hiu Fung Elect WONG Pui Wah Elect FENG Boming Elect WONG Chi Wing Directors' Fees Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Authority to Issue Repurchased Shares Tangtze Power Co Proposal text Elect LIU Weiping	Meeting Date Proponent Management	Management Decision For For For For For For For For For Fo	Vote Decision For For For Against For For For Against Vote Decision Against Vote	Serves on too many boards Vote For if Glass Lewis is recommending against due to a lack of board-oversight of climate issues. Potential dilution exceeds recommended threshold; Issue price discount not disclosed Issue price discount not disclosed Meeting Type: Special Rationale Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
China N Number 1 2 3 4 5 6 7 8 9 10 11 12 13 China Y Number 1 Dollar T	Aerchants Port Holdings Company Ltd Proposal text Accounts and Reports Allocation of Profits/Dividends Elect XU Song Elect YANG Guolin Elect Nicholas CHAN Hiu Fung Elect WONG Pui Wah Elect FENG Boming Elect WONG Chi Wing Directors' Fees Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Authority to Issue Repurchased Shares Tangtze Power Co Proposal text Elect LIU Weiping	Meeting Date Proponent Management Meeting Date	Management Decision For	Vote Decision For For For Against For For For Against Vote Decision Against	Serves on too many boards Vote For if Glass Lewis is recommending against due to a lack of board-oversight of climate issues. Potential dilution exceeds recommended threshold; Issue price discount not disclosed Issue price discount not disclosed Meeting Type: Special Rationale Board - Vote Against when the board fails to incorporate basic considerations for gender diversity. Meeting Type: Annual
China N Number 1 2 3 4 5 6 7 8 9 10 11 12 13 China Y Number 1 Dollar T	Accounts and Reports Allocation of Profits/Dividends Elect XU Song Elect YANG Guolin Elect Nicholas CHAN Hiu Fung Elect WONG Pui Wah Elect FENG Boming Elect WONG Chi Wing Directors' Fees Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Authority to Issue Repurchased Shares 'angtze Power Co Proposal text Elect LIU Weiping Tree Inc Proposal text	Meeting Date Proponent Management Meeting Date Proponent Meeting Date Proponent	Management Decision For	Vote Decision For For For Against For For For For Against Vote Decision Vote Decision	Rationale Serves on too many boards Vote For if Glass Lewis is recommending against due to a lack of board-oversight of climate issues. Potential dilution exceeds recommended threshold; Issue price discount not disclosed Issue price discount not disclosed Meeting Type: Special Rationale Board - Vote Against when the board fails to incorporate basic considerations for gender diversity. Meeting Type: Annual
China N Number 1 2 3 4 5 6 7 8 9 10 11 12 13 China Y Number 1 Dollar T Number 1 2	Accounts and Reports Allocation of Profits/Dividends Elect XU Song Elect YANG Guolin Elect Nicholas CHAN Hiu Fung Elect WONG Pui Wah Elect FENG Boming Elect WONG Chi Wing Directors' Fees Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Authority to Issue Repurchased Shares Authority to Ussue Repurchased Shares Authority Wing Directors' Fees Authority to Repurchase Shares Authority to Repurchase Shares Elect LIU Weiping Tree Inc Proposal text Elect Richard W. Dreiling	Meeting Date Proponent Management	Management Decision For	Vote Decision For For For Against For For For Against Vote Decision For For Against For Against	Rationale Serves on too many boards Vote For if Glass Lewis is recommending against due to a lack of board-oversight of climate issues. Potential dilution exceeds recommended threshold; Issue price discount not disclosed Issue price discount not disclosed Meeting Type: Special Rationale Board - Vote Against when the board fails to incorporate basic considerations for gender diversity. Meeting Type: Annual
China N Number 1 2 3 4 5 6 7 8 9 10 11 12 13 China Y Number 1 Dollar T Number 1 2 3	Accounts and Reports Allocation of Profits/Dividends Elect XU Song Elect YANG Guolin Elect Nicholas CHAN Hiu Fung Elect WONG Pui Wah Elect FENG Boming Elect WONG Chi Wing Directors' Fees Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Authority to Issue Repurchased Shares 'angtze Power Co Proposal text Elect LIU Weiping Tree Inc Proposal text Elect Richard W. Dreiling Elect Cheryl W. Grisé	Meeting Date Proponent Management	Management Decision For	Vote Decision For For For Against For For For Against Vote Decision For For Against	Rationale Serves on too many boards Vote For if Glass Lewis is recommending against due to a lack of board-oversight of climate issues. Potential dilution exceeds recommended threshold; Issue price discount not disclosed Issue price discount not disclosed Meeting Type: Special Rationale Board - Vote Against when the board fails to incorporate basic considerations for gender diversity. Meeting Type: Annual
China N Number 1 2 3 4 5 6 7 8 9 10 11 12 13 China Y Number 1 Dollar T Number 1 2 3 4	Accounts and Reports Allocation of Profits/Dividends Elect XU Song Elect YANG Guolin Elect Nicholas CHAN Hiu Fung Elect WONG Pui Wah Elect FENG Boming Elect WONG Chi Wing Directors' Fees Appointment of Auditor and Authority to Set Fees Authority to Issue Shares w/o Preemptive Rights Authority to Repurchase Shares Authority to Issue Repurchased Shares Yangtze Power Co Proposal text Elect LIU Weiping Tree Inc Proposal text Elect Richard W. Dreiling Elect Cheryl W. Grisé Elect Daniel J. Heinrich	Meeting Date Proponent Management	Management Decision For	Vote Decision For For For Against For For Against For Against Vote Decision Against Vote Decision For For For For For Against	Serves on too many boards Vote For if Glass Lewis is recommending against due to a lack of board-oversight of climate issues. Potential dilution exceeds recommended threshold; Issue price discount not disclosed Issue price discount not disclosed Meeting Type: Special Rationale Board - Vote Against when the board fails to incorporate basic considerations for gender diversity. Meeting Type: Annual

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 Ir	nc.	Meeting Date	: 19.06.2024		Meeting Type: Annual
Number	Drawaraltaut	Drananant	Management	Vote	Rationale
	Proposal text	Proponent	Decision	Decision	Board - Vote Against when the board repeatedly fails to implement
1	Elect Adriane M. Brown	Management	For	Against	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 Hugue	Management	For	For	
6	Elect Nina P. Jones	Management	For	For	
	Elect John F. Neal	<u>-</u>			
7	=	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	
Marve	ll Technology Inc	Meeting Date	· 19 06 2024		Meeting Type: Annual
	Proposal text	Proponent	Management	Vote	Rationale
	·		Decision	Decision	nationale
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	
			F	For	
6	Elect Marachel L. Knight	Management	For	101	
6 7	Elect Marachel L. Knight Elect Matthew J. Murphy	Management Management	For	For	
		-			
7	Elect Matthew J. Murphy	Management	For	For	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
7	Elect Matthew J. Murphy Elect Michael G. Strachan	Management Management	For For	For For	
7 8 9 10	Elect Matthew J. Murphy Elect Michael G. Strachan Elect Robert E. Switz	Management Management Management Management	For For	For For Against	
7 8 9	Elect Matthew J. Murphy Elect Michael G. Strachan Elect Robert E. Switz Elect Ford Tamer	Management Management Management	For For For	For For Against For	
7 8 9 10 11	Elect Matthew J. Murphy Elect Michael G. Strachan Elect Robert E. Switz Elect Ford Tamer Elect Richard P. Wallace	Management Management Management Management Management	For For For For	For For Against For For	acceptable remuneration practices. 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

MINISC	O Group Holding Ltd	Meeting Date	e: 19.06.2024		Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Elect Guofu Ye	Management	For	Against	Board - Vote Against when the nomination committee is not sufficiently independent; Board - Vote Against when the remuneration committee is not sufficiently independent.
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	
6	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Issue price discount not disclosed
7	Authority to Repurchase Shares	Management	For	For	1
8	Authority to Issue Repurchased Shares	Management	For	Against	Issue price discount not disclosed
Nippor	n Telegraph ଓ Telephone Corp.	Meeting Date	e: 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	e: 19.06.2024		Meeting Type: Annual
Numahau	- Draward tout		Management	Vote	
Number	Proposal text	Proponent	Decision	Decision	Rationale
1	Elect Masumi Minegishi	Management	For	For	
2	Elect Hisayuki Idekoba	Management	For	For	
3	Elect Ayano Senaha	Management	For	For	
4	Elect Rony Kahan	Management	For	For	
5	Elect Naoki Izumiya	Management	For	For	
6	Elect Hiroki Totoki	Management	For	For	
7	Elect Keiko Honda	Management	For	For	
8	Elect Katrina Lake	Management	For	For	
9	Elect Yukiko Nagashima @ Yukiko Watanabe	Management	For	Against	Statutory auditor board is not sufficiently independent
10	Elect Yoichiro Ogawa	Management	For	For	
11	Elect Katsuya Natori	Management	For	For	
12	Elect Miho Tanaka @ Miho Takahashi as Alternate Statutory Auditor	Management	For	For	
13	Statutory Auditors' Fees	Management	For	For	
SoftBa	nk Corp.	Meeting Date	e: 19.06.2024		Meeting Type: Annual
Number	Proposal text	Proponent	Management	Vote	Rationale
			Decision	Decision	
1	Increase in Authorized Capital	Management	For	For	
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	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.
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	
Sumito	omo Mitsui Trust Holdings Inc.	Meeting Date	e: 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.
					113

			Management	Vote	
Number	Proposal text	Proponent	Decision	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 Elect Kaoru Kashima @ Kaoru Taya	Management	For	For For	
15 16	Elect Tomonori Ito	Management Management	For For	For	
17	Elect Hajime Watanabe	Management	For	For	
18	Elect Hirokazu Fujita	Management	For	For	
19	Elect Kazuo Sakakibara	Management	For	For	
15	Elect Nazao Salalisara	Management	101	101	
Travels	sky 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.
Unilev	er Indonesia Tbk PT	Meeting Date: 19.06.2024			Meeting Type: Annual
					3 7.
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
Number	Proposal text Accounts and Reports	Proponent Management	Management		
	<u> </u>	·	Management Decision	Decision	
1	Accounts and Reports	Management	Management Decision For	Decision For	
1 2	Accounts and Reports Allocation of Profits/Dividends Appointment of Auditor and Authority to Set Fees Board of Commissioners Composition	Management Management	Management Decision For For	Decision For For	
1 2 3 4 5	Accounts and Reports Allocation of Profits/Dividends Appointment of Auditor and Authority to Set Fees Board of Commissioners Composition Board of Directors Composition	Management Management Management Management Management	Management Decision For For	Decision For For For For For	
1 2 3 4	Accounts and Reports Allocation of Profits/Dividends Appointment of Auditor and Authority to Set Fees Board of Commissioners Composition	Management Management Management Management	Management Decision For For For	Decision For For For For	
1 2 3 4 5	Accounts and Reports Allocation of Profits/Dividends Appointment of Auditor and Authority to Set Fees Board of Commissioners Composition Board of Directors Composition Directors' and Commissioners' Fees Analysis	Management Management Management Management Management Management	Management Decision For For For For	Decision For For For For For	
1 2 3 4 5 6	Accounts and Reports Allocation of Profits/Dividends Appointment of Auditor and Authority to Set Fees Board of Commissioners Composition Board of Directors Composition Directors' and Commissioners' Fees Analysis	Management Management Management Management Management Management	Management Decision For For For For For For Ec: 20.06.2024	Decision For For For For For Vote	Rationale
1 2 3 4 5 6 Aon pl	Accounts and Reports Allocation of Profits/Dividends Appointment of Auditor and Authority to Set Fees Board of Commissioners Composition Board of Directors Composition Directors' and Commissioners' Fees Analysis C Proposal text	Management Management Management Management Management Management Meeting Date	Management Decision For For For For For Ecc. 20.06.2024 Management Decision	Pecision For For For For For Vote Decision	Rationale Meeting Type: Annual
1 2 3 4 5 6 Aon pl o	Accounts and Reports Allocation of Profits/Dividends Appointment of Auditor and Authority to Set Fees Board of Commissioners Composition Board of Directors Composition Directors' and Commissioners' Fees Analysis C Proposal text Elect Lester B. Knight	Management Management Management Management Management Management Meeting Date Proponent Management	Management Decision For For For For For E: 20.06.2024 Management Decision For	Pecision For	Rationale Meeting Type: Annual
1 2 3 4 5 6 Aon pl o	Accounts and Reports Allocation of Profits/Dividends Appointment of Auditor and Authority to Set Fees Board of Commissioners Composition Board of Directors Composition Directors' and Commissioners' Fees Analysis C Proposal text Elect Lester B. Knight Elect Gregory C. Case	Management Management Management Management Management Management Meeting Date Proponent Management Management	Management Decision For For For For For E: 20.06.2024 Management Decision For For For	Pecision For For For For Vote Decision For For	Rationale Meeting Type: Annual
1 2 3 4 5 6 Aon pl o	Accounts and Reports Allocation of Profits/Dividends Appointment of Auditor and Authority to Set Fees Board of Commissioners Composition Board of Directors Composition Directors' and Commissioners' Fees Analysis C Proposal text Elect Lester B. Knight Elect Gregory C. Case Elect Jose Antonio Álvarez	Management Management Management Management Management Management Management Meeting Date Proponent Management Management Management Management Management	Management Decision For For For For For E: 20.06.2024 Management Decision For For For For For For For	Pecision For For For For Vote Decision For For For	Rationale Meeting Type: Annual
1 2 3 4 5 6 Aon pl o	Accounts and Reports Allocation of Profits/Dividends Appointment of Auditor and Authority to Set Fees Board of Commissioners Composition Board of Directors Composition Directors' and Commissioners' Fees Analysis C Proposal text Elect Lester B. Knight Elect Gregory C. Case Elect Jose Antonio Álvarez Elect CAI Jinyong	Management Management Management Management Management Management Meeting Date Proponent Management Management Management Management Management Management Management	Management Decision For For For For For E: 20.06.2024 Management Decision For For For For For For For For For Fo	Pecision For For For For Vote Decision For For For For For	Rationale Meeting Type: Annual
1 2 3 4 5 6 Aon pl o	Accounts and Reports Allocation of Profits/Dividends Appointment of Auditor and Authority to Set Fees Board of Commissioners Composition Board of Directors Composition Directors' and Commissioners' Fees Analysis C Proposal text Elect Lester B. Knight Elect Gregory C. Case Elect Jose Antonio Álvarez Elect CAI Jinyong Elect Jeffrey C. Campbell	Management Management Management Management Management Management Meeting Date Proponent Management Management Management Management Management Management Management Management Management	Management Decision For For For For For E: 20.06.2024 Management Decision For For For For For For For For For Fo	Pecision For For For For For For For F	Rationale Meeting Type: Annual
1 2 3 4 5 6 Aon pl o	Accounts and Reports Allocation of Profits/Dividends Appointment of Auditor and Authority to Set Fees Board of Commissioners Composition Board of Directors Composition Directors' and Commissioners' Fees Analysis C Proposal text Elect Lester B. Knight Elect Gregory C. Case Elect Jose Antonio Álvarez Elect CAI Jinyong Elect Jeffrey C. Campbell Elect Fulvio Conti	Management Management Management Management Management Management Meeting Date Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For F	Rationale Meeting Type: Annual
1 2 3 4 5 6 Mumber 1 2 3 4 5 6 6 7	Accounts and Reports Allocation of Profits/Dividends Appointment of Auditor and Authority to Set Fees Board of Commissioners Composition Board of Directors Composition Directors' and Commissioners' Fees Analysis C Proposal text Elect Lester B. Knight Elect Gregory C. Case Elect Jose Antonio Álvarez Elect CAI Jinyong Elect Jeffrey C. Campbell Elect Fulvio Conti Elect Cheryl A. Francis	Management Management Management Management Management Management Meeting Date Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For For For Fo	Rationale Meeting Type: Annual
1 2 3 4 5 6 Aon pl o	Accounts and Reports Allocation of Profits/Dividends Appointment of Auditor and Authority to Set Fees Board of Commissioners Composition Board of Directors Composition Directors' and Commissioners' Fees Analysis C Proposal text Elect Lester B. Knight Elect Gregory C. Case Elect Jose Antonio Álvarez Elect CAI Jinyong Elect Jeffrey C. Campbell Elect Fulvio Conti Elect Cheryl A. Francis Elect Adriana Karaboutis	Management Management Management Management Management Management Meeting Date Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For For For Fo	Rationale Meeting Type: Annual
1 2 3 4 5 6 Aon pl o	Accounts and Reports Allocation of Profits/Dividends Appointment of Auditor and Authority to Set Fees Board of Commissioners Composition Board of Directors Composition Directors' and Commissioners' Fees Analysis C Proposal text Elect Lester B. Knight Elect Gregory C. Case Elect Jose Antonio Álvarez Elect CAI Jinyong Elect Jeffrey C. Campbell Elect Fulvio Conti Elect Cheryl A. Francis	Management Management Management Management Management Management Meeting Date Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For For For Fo	Rationale Meeting Type: Annual
1 2 3 4 5 6 Mumber 1 2 3 4 5 6 7 8 9	Accounts and Reports Allocation of Profits/Dividends Appointment of Auditor and Authority to Set Fees Board of Commissioners Composition Board of Directors Composition Directors' and Commissioners' Fees Analysis C Proposal text Elect Lester B. Knight Elect Gregory C. Case Elect Jose Antonio Álvarez Elect CAI Jinyong Elect Jeffrey C. Campbell Elect Fulvio Conti Elect Cheryl A. Francis Elect Adriana Karaboutis Elect Richard C. Notebaert	Management Management Management Management Management Management Meeting Date Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For For For Fo	Rationale Meeting Type: Annual
1 2 3 4 5 6 Aon pl o	Accounts and Reports Allocation of Profits/Dividends Appointment of Auditor and Authority to Set Fees Board of Commissioners Composition Board of Directors Composition Directors' and Commissioners' Fees Analysis C Proposal text Elect Lester B. Knight Elect Gregory C. Case Elect Jose Antonio Álvarez Elect CAI Jinyong Elect Jeffrey C. Campbell Elect Fulvio Conti Elect Cheryl A. Francis Elect Adriana Karaboutis Elect Richard C. Notebaert Elect Gloria Santona	Management Management Management Management Management Management Meeting Date Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For For For Fo	Rationale Meeting Type: Annual
1 2 3 4 5 6 Aon pl o 1 2 3 4 5 5 6 6 7 8 8 9 10 11	Accounts and Reports Allocation of Profits/Dividends Appointment of Auditor and Authority to Set Fees Board of Commissioners Composition Board of Directors Composition Directors' and Commissioners' Fees Analysis C Proposal text Elect Lester B. Knight Elect Gregory C. Case Elect Jose Antonio Álvarez Elect CAI Jinyong Elect CAI Jinyong Elect Fulvio Conti Elect Cheryl A. Francis Elect Adriana Karaboutis Elect Richard C. Notebaert Elect Gloria Santona Elect Sarah E. Smith	Management Management Management Management Management Management Meeting Date Proponent Management	Management Decision For For For For For For For For For Fo	Pecision For For For For For For For For For Fo	Rationale Meeting Type: Annual
1 2 3 4 5 6 Mumber 1 2 3 4 5 6 7 8 8 9 10 11 12	Accounts and Reports Allocation of Profits/Dividends Appointment of Auditor and Authority to Set Fees Board of Commissioners Composition Board of Directors Composition Directors' and Commissioners' Fees Analysis C Proposal text Elect Lester B. Knight Elect Gregory C. Case Elect Jose Antonio Álvarez Elect CAI Jinyong Elect Jeffrey C. Campbell Elect Fulvio Conti Elect Cheryl A. Francis Elect Adriana Karaboutis Elect Richard C. Notebaert Elect Gloria Santona Elect Sarah E. Smith Elect Byron O. Spruell	Management Management Management Management Management Management Meeting Date Proponent Management	Management Decision For For For For For Se: 20.06.2024 Management Decision For For For For For For For For For Fo	Pecision For For For For Vote Decision For For For For For For For F	Retionale Meeting Type: Annual Rationale Remuneration - Fails the remuneration framework assessment on
1 2 3 4 5 6 Mumber 1 2 3 4 5 6 7 8 9 10 11 12 13	Accounts and Reports Allocation of Profits/Dividends Appointment of Auditor and Authority to Set Fees Board of Commissioners Composition Board of Directors Composition Directors' and Commissioners' Fees Analysis C Proposal text Elect Lester B. Knight Elect Gregory C. Case Elect Jose Antonio Álvarez Elect AJ Jinyong Elect Jeffrey C. Campbell Elect Fulvio Conti Elect Cheryl A. Francis Elect Adriana Karaboutis Elect Richard C. Notebaert Elect Gloria Santona Elect Sarah E. Smith Elect Byron O. Spruell Advisory Vote on Executive Compensation	Management Management Management Management Management Management Meeting Date Proponent Management	Management Decision For For For For For Structure And Amagement Decision For For For For For For For For For Fo	Pecision For	Retionale Meeting Type: Annual Rationale Remuneration - Fails the remuneration framework assessment on
1 2 3 4 5 6 Mumber 1 2 3 4 5 6 7 8 9 10 11 12 13 14	Accounts and Reports Allocation of Profits/Dividends Appointment of Auditor and Authority to Set Fees Board of Commissioners Composition Board of Directors Composition Directors' and Commissioners' Fees Analysis C Proposal text Elect Lester B. Knight Elect Gregory C. Case Elect Jose Antonio Álvarez Elect AJ Jinyong Elect Jeffrey C. Campbell Elect Fulvio Conti Elect Cheryl A. Francis Elect Adriana Karaboutis Elect Richard C. Notebaert Elect Gloria Santona Elect Sarah E. Smith Elect Byron O. Spruell Advisory Vote on Executive Compensation Ratification of Auditor	Management Management Management Management Management Management Meeting Date Proponent Management	Management Decision For For For For For Set 20.06.2024 Management Decision For For For For For For For For For Fo	Pecision For	Retionale Meeting Type: Annual Rationale Remuneration - Fails the remuneration framework assessment on
1 2 3 4 5 6 Mumber 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15	Accounts and Reports Allocation of Profits/Dividends Appointment of Auditor and Authority to Set Fees Board of Commissioners Composition Board of Directors Composition Directors' and Commissioners' Fees Analysis C Proposal text Elect Lester B. Knight Elect Gregory C. Case Elect Jose Antonio Álvarez Elect AJ Jinyong Elect Jeffrey C. Campbell Elect Fulvio Conti Elect Cheryl A. Francis Elect Adriana Karaboutis Elect Richard C. Notebaert Elect Sarah E. Smith Elect Byron O. Spruell Advisory Vote on Executive Compensation Ratification of Auditor Appointment of Statutory Auditor's Fees Authority to Issue Shares w/ Preemptive Rights	Management Management Management Management Management Management Meeting Date Proponent Management	Management Decision For For For For For Set 20.06.2024 Management Decision For For For For For For For For For Fo	Pecision For	Retionale Meeting Type: Annual Rationale Remuneration - Fails the remuneration framework assessment on
1 2 3 4 5 6	Accounts and Reports Allocation of Profits/Dividends Appointment of Auditor and Authority to Set Fees Board of Commissioners Composition Board of Directors Composition Directors' and Commissioners' Fees Analysis C Proposal text Elect Lester B. Knight Elect Gregory C. Case Elect Jose Antonio Álvarez Elect AJ Jinyong Elect Jeffrey C. Campbell Elect Fulvio Conti Elect Cheryl A. Francis Elect Adriana Karaboutis Elect Richard C. Notebaert Elect Sarah E. Smith Elect Sarah E. Smith Elect Byron O. Spruell Advisory Vote on Executive Compensation Ratification of Auditor Appointment of Statutory Auditor's Fees	Management Management Management Management Management Management Meeting Date Proponent Management	Management Decision For For For For For Set: 20.06.2024 Management Decision For For For For For For For For For Fo	Pecision For	Remuneration - Fails the remuneration framework assessment on

Autoho	Autohome Inc		: 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 no 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	Vote	Rationale
		·	Decision	Decision	
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect YAN Jianguo	Management	For	For	
4	Elect ZHAO Wenhai	Management	For	For	
5	Elect Ceajer CHAN Ka Keung	Management	For	For	
6	Elect Eliza CHAN Ching Har	Management	For	For	
7	Directors' Fees	Management	For	For	
		-			
8	Appointment of Auditor and Authority to Set Fees	Management	For	For	
9	Authority to Repurchase Shares	Management	For	For	
10	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Issue price discount not disclosed
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	
-11 -					
Elia Gro	oup SA/NV	Meeting Date	20.06.2024	Vote	Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Increase in Authorised Capital	Management	For	For	
Hindus	stan 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	
		Management	For	For	
3	Elect Nitin Paranjpe				
		-	For	For	
4	Elect Devopam Narendra Bajpai	Management	For For	For	
4 5	Elect Devopam Narendra Bajpai Elect Ritesh Tiwari	Management Management	For	For	
4 5 6	Elect Devopam Narendra Bajpai Elect Ritesh Tiwari Appointment of Auditor and Authority to Set Fees	Management Management Management	For For	For For	
4 5	Elect Devopam Narendra Bajpai Elect Ritesh Tiwari Appointment of Auditor and Authority to Set Fees Related Party Transactions	Management Management	For	For	
4 5 6 7 8	Elect Devopam Narendra Bajpai Elect Ritesh Tiwari Appointment of Auditor and Authority to Set Fees Related Party Transactions Elect and Appoint Biddappa Bittianda Ponnappa (Whole-time Director); Approval of Remuneration	Management Management Management Management Management	For For	For For For	
4 5 6 7	Elect Devopam Narendra Bajpai Elect Ritesh Tiwari Appointment of Auditor and Authority to Set Fees Related Party Transactions Elect and Appoint Biddappa Bittianda Ponnappa (Whole-time	Management Management Management Management	For For For	For For For	
4 5 6 7 8	Elect Devopam Narendra Bajpai Elect Ritesh Tiwari Appointment of Auditor and Authority to Set Fees Related Party Transactions Elect and Appoint Biddappa Bittianda Ponnappa (Whole-time Director); Approval of Remuneration	Management Management Management Management Management	For For For	For For For	
4 5 6 7 8 9	Elect Devopam Narendra Bajpai Elect Ritesh Tiwari Appointment of Auditor and Authority to Set Fees Related Party Transactions Elect and Appoint Biddappa Bittianda Ponnappa (Whole-time Director); Approval of Remuneration Revision of Non-executive Directors' Commission	Management Management Management Management Management Management	For For For	For For For	
4 5 6 7 8	Elect Devopam Narendra Bajpai Elect Ritesh Tiwari Appointment of Auditor and Authority to Set Fees Related Party Transactions Elect and Appoint Biddappa Bittianda Ponnappa (Whole-time Director); Approval of Remuneration Revision of Non-executive Directors' Commission Approve Payment of Fees to Cost Auditors for FY2024 Approve Payment of Fees to Cost Auditors for FY2025	Management Management Management Management Management Management Management Management Management	For For For For For For	For For For For For	Meeting Type: Annual
4 5 6 7 8 9 10 11	Elect Devopam Narendra Bajpai Elect Ritesh Tiwari Appointment of Auditor and Authority to Set Fees Related Party Transactions Elect and Appoint Biddappa Bittianda Ponnappa (Whole-time Director); Approval of Remuneration Revision of Non-executive Directors' Commission Approve Payment of Fees to Cost Auditors for FY2024 Approve Payment of Fees to Cost Auditors for FY2025	Management Management Management Management Management Management Management Management Management	For For For For For For	For For For For For	Meeting Type: Annual Rationale
4 5 6 7 8 9 10 11 Inform	Elect Devopam Narendra Bajpai Elect Ritesh Tiwari Appointment of Auditor and Authority to Set Fees Related Party Transactions Elect and Appoint Biddappa Bittianda Ponnappa (Whole-time Director); Approval of Remuneration Revision of Non-executive Directors' Commission Approve Payment of Fees to Cost Auditors for FY2024 Approve Payment of Fees to Cost Auditors for FY2025 a Plc Proposal text	Management Management Management Management Management Management Management Management Management Meeting Date	For For For For For For Array For For Management Decision	For For For For For Vote Decision	
4 5 6 7 8 9 10 11 Inform Number	Elect Devopam Narendra Bajpai Elect Ritesh Tiwari Appointment of Auditor and Authority to Set Fees Related Party Transactions Elect and Appoint Biddappa Bittianda Ponnappa (Whole-time Director); Approval of Remuneration Revision of Non-executive Directors' Commission Approve Payment of Fees to Cost Auditors for FY2024 Approve Payment of Fees to Cost Auditors for FY2025 a Plc Proposal text Elect John Rishton	Management Management Management Management Management Management Management Management Meeting Date Proponent Management	For For For For For For Anagement Decision For	For For For For Vote Decision For	
4 5 6 7 8 9 10 11 Inform Number 1 2	Elect Devopam Narendra Bajpai Elect Ritesh Tiwari Appointment of Auditor and Authority to Set Fees Related Party Transactions Elect and Appoint Biddappa Bittianda Ponnappa (Whole-time Director); Approval of Remuneration Revision of Non-executive Directors' Commission Approve Payment of Fees to Cost Auditors for FY2024 Approve Payment of Fees to Cost Auditors for FY2025 a Plc Proposal text Elect John Rishton Elect Stephen A. Carter	Management Management Management Management Management Management Management Management Management Meeting Date Proponent Management Management Management	For	For For For For Vote Decision For For	
4 5 6 7 8 9 10 11 Inform Number 1 2 3	Elect Devopam Narendra Bajpai Elect Ritesh Tiwari Appointment of Auditor and Authority to Set Fees Related Party Transactions Elect and Appoint Biddappa Bittianda Ponnappa (Whole-time Director); Approval of Remuneration Revision of Non-executive Directors' Commission Approve Payment of Fees to Cost Auditors for FY2024 Approve Payment of Fees to Cost Auditors for FY2025 a Plc Proposal text Elect John Rishton Elect Stephen A. Carter Elect Mary T. McDowell	Management Meeting Date Proponent Management Management Management Management Management Management	For	For	
4 5 6 7 8 9 10 11 Inform Number 1 2	Elect Devopam Narendra Bajpai Elect Ritesh Tiwari Appointment of Auditor and Authority to Set Fees Related Party Transactions Elect and Appoint Biddappa Bittianda Ponnappa (Whole-time Director); Approval of Remuneration Revision of Non-executive Directors' Commission Approve Payment of Fees to Cost Auditors for FY2024 Approve Payment of Fees to Cost Auditors for FY2025 a Plc Proposal text Elect John Rishton Elect Stephen A. Carter	Management Management Management Management Management Management Management Management Management Meeting Date Proponent Management Management Management	For	For For For For Vote Decision For For	

6 E					
7 E	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7 E	Elect Louise Smalley	Management	For	For	
	Elect Patrick Martell	Management	For	For	
	Elect Joanne Wilson	Management	For	For	
9 E	Elect Zheng Yin	Management	For	For	
	Elect Andrew Ransom	Management	For	For	
11 A	Accounts and Reports	Management	For	For	
	Remuneration Report	Management	For	For	
13 F	Remuneration Policy	Management	For	For	
14 F	Final Dividend	Management	For	For	
15 A	Appointment of Auditor	Management	For	For	
16 A	Authority to Set Auditor's Fees	Management	For	For	
17 A	Authorisation of Political Donations	Management	For	For	
18 A	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
19 A	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
	Authority to Issue Shares w/o Preemptive Rights (Specified	Management	For	For	
Ĺ	Capital Investment)	<u>-</u>			
	Authority to Repurchase Shares	Management	For	For	
22 A	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
JD Healt	th International Inc.	Meeting Date	: 20.06.2024		Meeting Type: Annual
Number F	Proposal text	Proponent	Management	Vote	Rationale
variibei i	Toposur text	Поролен	Decision	Decision	Rationale
1 A	Accounts and Reports	Management	For	For	
2 E	Elect LING Li	Management	For	For	
3 E	Elect ZHANG Jiyu	Management	For	For	
4 E	Elect CHEN Xingyao	Management	For	Against	Audit committee met an insufficient number of times
	Directors' Fees	Management	For	For	
6 A	Appointment of Auditor and Authority to Set Fees	Management	For	For	
7 A	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price discoun not disclosed
8 A	Authority to Repurchase Shares	Management	For	For	not disclosed
	Authority to Issue Repurchased Shares	Management	For	Against	Issue price discount not disclosed
	Amendments to Articles	Management	For	For	issue price discount not disclosed
10 /	Antelia to Articles	Management	101	101	
Match G	Group Inc.	Meeting Date			Meeting Type: Annual
Number F	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1 E	Elect Wendi Murdoch	Management	For	Abstain	Proposal withdrawn
2 E	Elect Spencer M. Rascoff	Management	For	For	
3 E	Elect Glenn H. Schiffman	Management	For	For	
4 E	Elect Pamela S. Seymon	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices
5 A	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
6 A	Approval of the 2024 Stock and Annual Incentive Plan	Management	For	For	,
	Ratification of Auditor	Management	For	For	
NFC Cor	poration	Meeting Date	. 20 06 2024		Meeting Type: Annual
TILC COI	•		Management	Vote	
	Proposal text	Proponent	Decision	Decision	Rationale
	Elect Christina L. Ahmadjian	Management	For	For	
1 E	Elect Masashi Oka	Management	For	For	
1 E 2 E					
1 E 2 E 3 E	Elect Kyoko Okada	Management	For	For	
1 E 2 E 3 E 4 E	Elect Kyoko Okada Elect Harufumi Mochizuki	Management	For	For	
1 E 2 E 3 E 4 E 5 E	Elect Kyoko Okada Elect Harufumi Mochizuki Elect Joji Okada	Management Management	For For	For For	
1 E 2 E 3 E 4 E 5 E	Elect Kyoko Okada Elect Harufumi Mochizuki Elect Joji Okada Elect Yoshihito Yamada	Management Management Management	For For For	For For For	
1 E 2 E 3 E 4 E 5 E 6 E 7 E	Elect Kyoko Okada Elect Harufumi Mochizuki Elect Joji Okada Elect Yoshihito Yamada Elect Shinjiro Sato	Management Management Management Management	For For For	For For For	
1 E 2 E 3 E 4 E 5 E 6 E 7 E	Elect Kyoko Okada Elect Harufumi Mochizuki Elect Joji Okada Elect Yoshihito Yamada Elect Shinjiro Sato Elect Shiori Nagata	Management Management Management Management Management	For For For For	For For For For	
1 E E E E E E E E E E E E E E E E E E E	Elect Kyoko Okada Elect Harufumi Mochizuki Elect Joji Okada Elect Yoshihito Yamada Elect Shinjiro Sato Elect Shiori Nagata Elect Takashi Niino	Management Management Management Management Management Management	For For For For For	For For For For For	
11 E 22 E 33 E 34 E 55 E 66 E 67 E 8 E 9 E 110 E 110	Elect Kyoko Okada Elect Harufumi Mochizuki Elect Joji Okada Elect Yoshihito Yamada Elect Shinjiro Sato Elect Shiori Nagata Elect Takashi Niino Elect Takayuki Morita	Management Management Management Management Management Management Management	For For For For For For For	For For For For For For For	
1 E 2 E 2 E 3 E 5 E 6 E 6 E 6 E 9 E 6 E 110 E 111 E 111 E 111 E 111	Elect Kyoko Okada Elect Harufumi Mochizuki Elect Joji Okada Elect Yoshihito Yamada Elect Shinjiro Sato Elect Shiori Nagata Elect Takashi Niino Elect Takayuki Morita Elect Osamu Fujikawa	Management Management Management Management Management Management Management Management	For	For For For For For For For For For	
1 E 2 E 2 E 3 E 5 E 6 E 6 E 6 E 6 E 9 E 9 E 9 E 110 E 111 E 112 E 112 E 112	Elect Kyoko Okada Elect Harufumi Mochizuki Elect Joji Okada Elect Yoshihito Yamada Elect Shinjiro Sato Elect Shiori Nagata Elect Takashi Niino Elect Takayuki Morita Elect Osamu Fujikawa Elect Hajime Matsukura	Management	For	For	
1 E 2 E 2 E 3 E 5 E 6 E 6 E 6 E 6 E 9 E 9 E 9 E 110 E 111 E 112 E 112 E 112	Elect Kyoko Okada Elect Harufumi Mochizuki Elect Joji Okada Elect Yoshihito Yamada Elect Shinjiro Sato Elect Shiori Nagata Elect Takashi Niino Elect Takayuki Morita Elect Osamu Fujikawa	Management Management Management Management Management Management Management Management	For	For For For For For For For For For	
1 E 2 E 2 E 3 E 5 E 6 E 6 E 6 E 6 E 9 E 9 E 9 E 110 E 111 E 112 E 112 E 112	Elect Kyoko Okada Elect Harufumi Mochizuki Elect Joji Okada Elect Yoshihito Yamada Elect Shinjiro Sato Elect Shiori Nagata Elect Takashi Niino Elect Takayuki Morita Elect Osamu Fujikawa Elect Hajime Matsukura Elect Shinobu Obata	Management	For	For	Meeting Type: Annual
1 E E E E E E E E E E E E E E E E E E E	Elect Kyoko Okada Elect Harufumi Mochizuki Elect Joji Okada Elect Yoshihito Yamada Elect Shinjiro Sato Elect Shiori Nagata Elect Takashi Niino Elect Takayuki Morita Elect Osamu Fujikawa Elect Hajime Matsukura Elect Shinobu Obata	Management	For	For	Meeting Type: Annual Rationale
1 E 2 E 3 E 4 E 5 E 6 E 6 E 7 E 8 E 9 E 110 E 111 E 112 E 113 E Quiagen Number F	Elect Kyoko Okada Elect Harufumi Mochizuki Elect Joji Okada Elect Yoshihito Yamada Elect Shinjiro Sato Elect Shiori Nagata Elect Takashi Niino Elect Takayuki Morita Elect Osamu Fujikawa Elect Hajime Matsukura Elect Shinobu Obata	Management Mroponent	For For For For For For For For Analogue Management Decision	For For For For For For For Vote Decision	
1 E 2 E 3 E 4 E 5 E 6 E 6 E 7 E 8 E 9 E 110 E 111 E 112 E 113 E Quiagen Number F 1 A	Elect Kyoko Okada Elect Harufumi Mochizuki Elect Joji Okada Elect Yoshihito Yamada Elect Shinjiro Sato Elect Shiori Nagata Elect Takashi Niino Elect Takayuki Morita Elect Osamu Fujikawa Elect Hajime Matsukura Elect Shinobu Obata NV Proposal text Accounts and Reports	Management	For	For	
11 E 2 E 3 S E 4 E 5 E 6 E 6 E 7 E 8 E 9 E 110 E 111 E 112 E 113 E C Qiagen Number F 1 A 2 F 6	Elect Kyoko Okada Elect Harufumi Mochizuki Elect Joji Okada Elect Yoshihito Yamada Elect Shinjiro Sato Elect Shiori Nagata Elect Takashi Niino Elect Takayuki Morita Elect Osamu Fujikawa Elect Hajime Matsukura Elect Shinobu Obata	Management Mroponent	For For For For For For For For Analogue Management Decision	For For For For For For For Vote Decision	

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
18	Directors' Fees	Management	For	Against	independent judgment of independent directors Remuneration - Vote Against when the remuneration of non-executive directors includes inappropriate incentives which might compromise the independent of independent of the property of the pro
10	Annaighteeant of Auditor for 2024	Managament	- Fau	Ган	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 Sh	anghai Commercial හ 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 no 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	
		<u>-</u>			
8	Elect CHIOU Yi-Jen	Management	For	For	
9	Elect KUO Ching-Yi	Management	For	For	
10	Elect HUANG Hui-Chu	Management	For	For	
	Elect CHEN Mu-Tsai	Management	For	Against	Non-audit fees exceed audit fees
TI		Management		-	THE TANK TOOL CALLED WAR TOOL
	Floor TCFNC Vuo Lioh			For	
12	Elect TSENG Kuo-Lieh	-	For	_	
12	Elect TSENG Kuo-Lieh Elect FANG Yen-Ling	Management	For	For	
12 13		-	For	For	Meeting Type: Annual
	Elect FANG Yen-Ling	Management	For : 23.06.2024 Management	Vote	Meeting Type: Annual Rationale
12 13 Bandai Number	Namco Holdings Inc Proposal text	Management Meeting Date Proponent	For 23.06.2024 Management Decision	Vote Decision	
12 13 Bandai Number 1	Namco Holdings Inc Proposal text Allocation of Profits/Dividends	Management Meeting Date Proponent Management	For 23.06.2024 Management Decision For	Vote Decision For	
12 13 Bandai Number 1	Namco Holdings Inc Proposal text	Management Meeting Date Proponent	For 23.06.2024 Management Decision	Vote Decision	
12 13 Bandai Number 1 2	Namco Holdings Inc Proposal text Allocation of Profits/Dividends	Management Meeting Date Proponent Management	For 23.06.2024 Management Decision For	Vote Decision For	
12 13 Bandai Number 1 2	Namco Holdings Inc Proposal text Allocation of Profits/Dividends Elect Masaru Kawaguchi Elect Yuji Asako	Management Meeting Date Proponent Management Management Management	For 23.06.2024 Management Decision For For For	Vote Decision For For	
Bandai Number 1 2 3 4	Elect FANG Yen-Ling Namco Holdings Inc Proposal text Allocation of Profits/Dividends Elect Masaru Kawaguchi Elect Yuji Asako Elect Nobuhiko Momoi	Management Meeting Date Proponent Management Management Management Management Management	For 23.06.2024 Management Decision For For For For For	Vote Decision For For For	
12 13 Bandai Number 1 2 3 4 5	Elect FANG Yen-Ling Namco Holdings Inc Proposal text Allocation of Profits/Dividends Elect Masaru Kawaguchi Elect Yuji Asako Elect Nobuhiko Momoi Elect Nao Udagawa @ Nao Ochiai	Management Meeting Date Proponent Management Management Management Management Management Management	For E: 23.06.2024 Management Decision For For For For For For For	Vote Decision For For For For	
12 13 Bandai Number 1 2 3 4 5 6	Elect FANG Yen-Ling Namco Holdings Inc Proposal text Allocation of Profits/Dividends Elect Masaru Kawaguchi Elect Yuji Asako Elect Nobuhiko Momoi Elect Nao Udagawa @ Nao Ochiai Elect Kazuhiro Takenaka	Management Meeting Date Proponent Management Management Management Management Management Management Management Management	For E: 23.06.2024 Management Decision For For For For For For For F	Vote Decision For For For For For	
12 13 Bandai Number 1 2 3 4 5 6	Elect FANG Yen-Ling Namco Holdings Inc Proposal text Allocation of Profits/Dividends Elect Masaru Kawaguchi Elect Yuji Asako Elect Nobuhiko Momoi Elect Nao Udagawa @ Nao Ochiai	Management Meeting Date Proponent Management Management Management Management Management Management	For E: 23.06.2024 Management Decision For For For For For For For	Vote Decision For For For For	
12 Bandai Number 1 2 3 4 5 6	Elect FANG Yen-Ling Namco Holdings Inc Proposal text Allocation of Profits/Dividends Elect Masaru Kawaguchi Elect Yuji Asako Elect Nobuhiko Momoi Elect Nao Udagawa @ Nao Ochiai Elect Kazuhiro Takenaka	Management Meeting Date Proponent Management Management Management Management Management Management Management Management	For E: 23.06.2024 Management Decision For For For For For For For F	Vote Decision For For For For For	
12 Bandai Number 1 2 3 4 5 6 7	Ramco Holdings Inc Proposal text Allocation of Profits/Dividends Elect Masaru Kawaguchi Elect Yuji Asako Elect Nobuhiko Momoi Elect Nao Udagawa @ Nao Ochiai Elect Kazuhiro Takenaka Elect Makoto Asanuma	Management Meeting Date Proponent Management Management Management Management Management Management Management Management Management	For E: 23.06.2024 Management Decision For For For For For For For F	Vote Decision For For For For For For For For For Fo	
12 13 Bandai Number 1 2 3 4 5 6 7 8	Elect FANG Yen-Ling Namco Holdings Inc Proposal text Allocation of Profits/Dividends Elect Masaru Kawaguchi Elect Yuji Asako Elect Nobuhiko Momoi Elect Nao Udagawa @ Nao Ochiai Elect Kazuhiro Takenaka Elect Makoto Asanuma Elect Hiroshi Kawasaki Elect Shuji Otsu	Management Meeting Date Proponent Management	For E: 23.06.2024 Management Decision For For For For For For For F	Vote Decision For For For For For For For For For Fo	
12 13 Bandai Number 1 2 3 4 5 6 7 8 9	Ramco Holdings Inc Proposal text Allocation of Profits/Dividends Elect Masaru Kawaguchi Elect Yuji Asako Elect Nobuhiko Momoi Elect Nao Udagawa @ Nao Ochiai Elect Kazuhiro Takenaka Elect Makoto Asanuma Elect Hiroshi Kawasaki Elect Shuji Otsu Elect Toshio Shimada	Management Meeting Date Proponent Management	For E: 23.06.2024 Management Decision For For For For For For For F	Vote Decision For For For For For For For For For Fo	
12 13 Bandai Number 1 2 3 4 5 6 7 8 9	Elect FANG Yen-Ling Namco Holdings Inc Proposal text Allocation of Profits/Dividends Elect Masaru Kawaguchi Elect Yuji Asako Elect Nobuhiko Momoi Elect Nao Udagawa @ Nao Ochiai Elect Kazuhiro Takenaka Elect Makoto Asanuma Elect Hiroshi Kawasaki Elect Shuji Otsu	Management Meeting Date Proponent Management	For E: 23.06.2024 Management Decision For For For For For For For F	Vote Decision For For For For For For For For For Fo	Rationale
12 13 Bandai Number 1 2 3 4 5 6 7 8 9 10 11	Ramco Holdings Inc Proposal text Allocation of Profits/Dividends Elect Masaru Kawaguchi Elect Yuji Asako Elect Nobuhiko Momoi Elect Nao Udagawa @ Nao Ochiai Elect Kazuhiro Takenaka Elect Makoto Asanuma Elect Hiroshi Kawasaki Elect Shuji Otsu Elect Toshio Shimada	Management Meeting Date Proponent Management	For E: 23.06.2024 Management Decision For For For For For For For F	Vote Decision For For For For For For For For For Fo	
12 13 Bandai Number 1 2 3 4 5 6 7 8 9 10 11	Ramco Holdings Inc Proposal text Allocation of Profits/Dividends Elect Masaru Kawaguchi Elect Yuji Asako Elect Nobuhiko Momoi Elect Nao Udagawa @ Nao Ochiai Elect Kazuhiro Takenaka Elect Makoto Asanuma Elect Hiroshi Kawasaki Elect Shuji Otsu Elect Toshio Shimada Elect Koichi Kawana	Management Meeting Date Proponent Management	For E: 23.06.2024 Management Decision For For For For For For For F	Vote Decision For For For For For For For For For Fo	Rationale Board - Vote Against when the chair of the audit committee is not
12 13 Bandai Number 1 2 3 4 5 6 7 8 9 10 11	Ramco Holdings Inc Proposal text Allocation of Profits/Dividends Elect Masaru Kawaguchi Elect Yuji Asako Elect Nobuhiko Momoi Elect Nao Udagawa @ Nao Ochiai Elect Kazuhiro Takenaka Elect Makoto Asanuma Elect Hiroshi Kawasaki Elect Shuji Otsu Elect Toshio Shimada Elect Takashi Kaneko Elect Toru Shinoda	Management Meeting Date Proponent Management	For E: 23.06.2024 Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Rationale Board - Vote Against when the chair of the audit committee is not
12 13 Bandai Number 1 2 3 4 5 6 7 8 9 10 11 12 13	Namco Holdings Inc Proposal text Allocation of Profits/Dividends Elect Masaru Kawaguchi Elect Yuji Asako Elect Nobuhiko Momoi Elect Nao Udagawa @ Nao Ochiai Elect Kazuhiro Takenaka Elect Hiroshi Kawasaki Elect Shuji Otsu Elect Shuji Otsu Elect Toshio Shimada Elect Koichi Kawana Elect Takashi Kaneko Elect Toru Shinoda Elect Satoko Kuwabara @ Satoko Ota	Management Meeting Date Proponent Management	For E: 23.06.2024 Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Rationale Board - Vote Against when the chair of the audit committee is not
12 13 Bandai Number 1 2 3 4 5 6 7 8 9 10 11 12 13	Ramco Holdings Inc Proposal text Allocation of Profits/Dividends Elect Masaru Kawaguchi Elect Yuji Asako Elect Nobuhiko Momoi Elect Nao Udagawa @ Nao Ochiai Elect Kazuhiro Takenaka Elect Makoto Asanuma Elect Hiroshi Kawasaki Elect Shuji Otsu Elect Toshio Shimada Elect Takashi Kaneko Elect Toru Shinoda	Management Meeting Date Proponent Management	For E: 23.06.2024 Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Rationale Board - Vote Against when the chair of the audit committee is not
12 13 Bandai Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14	Namco Holdings Inc Proposal text Allocation of Profits/Dividends Elect Masaru Kawaguchi Elect Yuji Asako Elect Nobuhiko Momoi Elect Nao Udagawa @ Nao Ochiai Elect Kazuhiro Takenaka Elect Hiroshi Kawasaki Elect Shuji Otsu Elect Shuji Otsu Elect Toshio Shimada Elect Koichi Kawana Elect Takashi Kaneko Elect Toru Shinoda Elect Satoko Kuwabara @ Satoko Ota	Management Meeting Date Proponent Management	For E: 23.06.2024 Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Rationale Board - Vote Against when the chair of the audit committee is not
12 13 Bandai Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 Brookfi	Namco Holdings Inc Proposal text Allocation of Profits/Dividends Elect Masaru Kawaguchi Elect Yuji Asako Elect Nobuhiko Momoi Elect Nao Udagawa @ Nao Ochiai Elect Kazuhiro Takenaka Elect Makoto Asanuma Elect Hiroshi Kawasaki Elect Shuji Otsu Elect Toshio Shimada Elect Toshio Shimada Elect Toshio Kawana Elect Toru Shinoda Elect Toru Shinoda Elect Satoko Kuwabara @ Satoko Ota Elect Takayuki Komiya	Management Meeting Date Proponent Management	For E: 23.06.2024 Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Rationale Board - Vote Against when the chair of the audit committee is not independent.
12 13 Bandai Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 Brookfi	Namco Holdings Inc Proposal text Allocation of Profits/Dividends Elect Masaru Kawaguchi Elect Yuji Asako Elect Nobuhiko Momoi Elect Nao Udagawa @ Nao Ochiai Elect Kazuhiro Takenaka Elect Makoto Asanuma Elect Hiroshi Kawasaki Elect Shuji Otsu Elect Toshio Shimada Elect Toshio Shimada Elect Toru Shinoda Elect Toru Shinoda Elect Satoko Kuwabara @ Satoko Ota Elect Takayuki Komiya eld Renewable Corporation	Management Meeting Date Proponent Management Management	For E: 23.06.2024 Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Rationale Board - Vote Against when the chair of the audit committee is not independent. Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	·	·			
	Elect Scott R. Cutler	Management	For	For	
	Elect Sarah Deasley	Management	For	For	
	Elect Nancy Dorn	Management	For	For	
	Elect Eleazar de Carvalho Filho	Management	For	For	
	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	
- "			22 25 2224		
Fujitsu	Limited	Meeting Date	: 23.06.2024		Meeting Type: Annual
Numbor	Proposal text	Proponent	Management	Vote	Rationale
Number	rioposartext	гторопені	Decision	Decision	Kationale
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	
	Elect Yuichi Koseki	Management	For	For	
	Elect Hideo Makuta	Management	For	For	
	Amendment to the Equity Compensation Plan	Management	For	For	
	Amendment to the Restricted Share Unit Plan	Management	For	For	
		J			
Tokio N	Marine Holdings Inc	Meeting Date	: 23.06.2024		Meeting Type: Annual
			Management	Vote	
Number	Proposal text	Proponent	Decision	Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
	Elect Tsuyoshi Nagano	Management	For	For	
	Elect Satoru Komiya	Management	For	For	
	Elect Kenji Okada	Management	For	For	
	Elect Yoichi Moriwaki	Management	For	For	
	Elect Kichiichiro Yamamoto	Management	For	For	
	Elect Kiyoshi Wada	Management	For	For	
	Elect Takashi Mitachi	Management	For	For	
	Elect Nobuhiro Endo	Management	For	For	
10	Elect Shinya Katanozaka	Management	For	For	
	Elect Emi Osono	Management			
	Elect Kosei Shindo	-	For	For For	
	Elect Robert Alan Feldman	Management	For		
		Management	For	For	
	Elect Haruka Matsuyama @ Haruka Kato	Management	For	For	
	Elect Keiko Fujita	Management	For	For	
	Elect Hiroaki Shirota	Management	For	For	
	Elect Akira Harashima as Statutory Auditor	Management	For	For	
18	Amendment to Trust Type Equity Plan	Management	For	For	
Yamah	a Corporation	Meeting Date	: 23.06.2024		Meeting Type: Annual
	· · · · · · · · · · · · · · · · · · ·			1/-1	·3 -\\F
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
		<u>-</u>			
	Elect Takuya Nakata	Management	For	For	
	Elect Atsushi Yamaura	Management	For	For	
	Elect Yoshihiro Hidaka	Management	For	For	
	Elect Mikio Fujitsuka	Management	For	For	
	Elect Paul Candland	Management	For	For	
	Elect Hiromichi Shinohara	Management	For	For	
	Elect Naoko Yoshizawa	Management	For	For	
9	Elect Naho Ebata @ Naho Kida	Management	For	For	
		Mosting Date	: 24.06.2024		Meeting Type: Annual
Azbii Co	prporation	Miceling Date			
				Vote	
	Proposal text	Proponent Proposed	Management Decision	Vote Decision	Rationale
Number			Management		Rationale
Number 1	Proposal text	Proponent	Management Decision	Decision	Rationale
Number 1 2	Proposal text Allocation of Profits/Dividends	Proponent Management	Management Decision For	Decision For	Rationale
Number 1 2 3	Proposal text Allocation of Profits/Dividends Elect Hirozumi Sone	Proponent Management Management	Management Decision For For	Decision For For	Rationale

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Elect Waka Fujiso	Management	For	For	
	Elect Mitsuhiro Nagahama	Management	For	For	
	Elect Anne Ka Tse Hung	Management	For	For	
	Elect Fumitoshi Sato	Management	For	For	
	Elect Shigeaki Yoshikawa	Management	For	For	
	Elect Tomoyasu Miura	Management	For	For	
	Elect Sachiko Ichikawa	Management	For	For	
	Elect Hiroshi Yoshida	Management		For	
13	Elect milosiii Tosiiida	Management	For	rui	
Nomura	a Holdings	Meeting Date: 2	24.06.2024		Meeting Type: Annual
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	
	Elect Takahisa Takahara	Management	For	Against	Serves on too many boards
	Elect Miyuki Ishiguro	Management	For	For	·
	Elect Masahiro Ishizuka	Management	For	For	
	Elect Taku Oshima	Management	For	For	
Secom	Co. Ltd.	Meeting Date: 2	24.06.2024		Meeting Type: Annual
	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	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	
	Elect Miri Hara	Management	For	For	
11	Elect Miri Hara Elect Kosuke Matsuzaki	Management Management	For For	For For	
11 12		-			
11 12 13	Elect Kosuke Matsuzaki	Management	For	For	
11 12 13 14	Elect Kosuke Matsuzaki Elect Yukari Suzuki	Management Management	For For	For For	Meeting Type: Annual
11 12 13 14 Sony Gr	Elect Kosuke Matsuzaki Elect Yukari Suzuki Statutory Auditors' Fees	Management Management Management	For For For 24.06.2024 Management	For For Vote	Meeting Type: Annual Rationale
11 12 13 14 Sony Gr Number	Elect Kosuke Matsuzaki Elect Yukari Suzuki Statutory Auditors' Fees roup Corporation Proposal text	Management Management Management Meeting Date: 2 Proponent	For For 24.06.2024 Management Decision	For For Vote Decision	2 12
11 12 13 14 Sony Gr Number	Elect Kosuke Matsuzaki Elect Yukari Suzuki Statutory Auditors' Fees roup Corporation Proposal text Elect Kenichiro Yoshida	Management Management Management Meeting Date: 2 Proponent Management	For For 24.06.2024 Management Decision For	For For Vote Decision	2 12
11 12 13 14 Sony Gr Number 1	Elect Kosuke Matsuzaki Elect Yukari Suzuki Statutory Auditors' Fees roup Corporation Proposal text Elect Kenichiro Yoshida Elect Hiroki Totoki	Management Management Management Meeting Date: 2 Proponent Management Management Management	For For 24.06.2024 Management Decision For For	For For Vote Decision For	2 12
11 12 13 14 Sony Gr Number 1 2 3	Elect Kosuke Matsuzaki Elect Yukari Suzuki Statutory Auditors' Fees roup Corporation Proposal text Elect Kenichiro Yoshida Elect Hiroki Totoki Elect Yoshihiko Hatanaka	Management Management Management Meeting Date: 2 Proponent Management Management Management Management	For For 24.06.2024 Management Decision For For For	For For Vote Decision For For	2 12
11 12 13 14 Sony Gr Number 1 2 3 4	Elect Kosuke Matsuzaki Elect Yukari Suzuki Statutory Auditors' Fees roup Corporation Proposal text Elect Kenichiro Yoshida Elect Hiroki Totoki Elect Yoshihiko Hatanaka Elect Wendy Becker	Management Management Management Meeting Date: 2 Proponent Management Management Management Management Management Management Management	For For 24.06.2024 Management Decision For For For For For	For For Vote Decision For For For	2 12
11 12 13 14 Sony Gr Number 1 2 3 4 5	Elect Kosuke Matsuzaki Elect Yukari Suzuki Statutory Auditors' Fees roup Corporation Proposal text Elect Kenichiro Yoshida Elect Hiroki Totoki Elect Yoshihiko Hatanaka Elect Wendy Becker Elect Sakie Akiyama	Management Management Management Meeting Date: 2 Proponent Management Management Management Management Management Management Management Management	For For 24.06.2024 Management Decision For For For For For For For	For For Vote Decision For For For For For	2 12
11 12 13 14 Sony Gr Number 1 2 3 4 5 6	Elect Kosuke Matsuzaki Elect Yukari Suzuki Statutory Auditors' Fees roup Corporation Proposal text Elect Kenichiro Yoshida Elect Hiroki Totoki Elect Yoshihiko Hatanaka Elect Wendy Becker Elect Sakie Akiyama Elect Keiko Kishigami	Management Management Management Meeting Date: 2 Proponent Management	For For 24.06.2024 Management Decision For For For For For For For For For Fo	For For Vote Decision For For For For For	2 12
11 12 13 14 Sony Gr Number 1 2 3 4 5 6 7	Elect Kosuke Matsuzaki Elect Yukari Suzuki Statutory Auditors' Fees roup Corporation Proposal text Elect Kenichiro Yoshida Elect Hiroki Totoki Elect Yoshihiko Hatanaka Elect Wendy Becker Elect Sakie Akiyama Elect Keiko Kishigami Elect Joseph A. Kraft Jr.	Management Management Management Meeting Date: 2 Proponent Management	For For 24.06.2024 Management Decision For For For For For For For For For Fo	For	2 12
11 12 13 14 Sony Gr Number 1 2 3 4 5 6 7 8	Elect Kosuke Matsuzaki Elect Yukari Suzuki Statutory Auditors' Fees roup Corporation Proposal text Elect Kenichiro Yoshida Elect Hiroki Totoki Elect Yoshihiko Hatanaka Elect Wendy Becker Elect Sakie Akiyama Elect Keiko Kishigami Elect Joseph A. Kraft Jr. Elect Neil Hunt	Management Management Management Meeting Date: 2 Proponent Management	For For 24.06.2024 Management Decision For For For For For For For For For Fo	For For Vote Decision For For For For For	2 12
11 12 13 14 Sony Gr Number 1 2 3 4 5 6 7 8	Elect Kosuke Matsuzaki Elect Yukari Suzuki Statutory Auditors' Fees roup Corporation Proposal text Elect Kenichiro Yoshida Elect Hiroki Totoki Elect Yoshihiko Hatanaka Elect Wendy Becker Elect Sakie Akiyama Elect Keiko Kishigami Elect Joseph A. Kraft Jr.	Management Management Management Meeting Date: 2 Proponent Management	For For 24.06.2024 Management Decision For For For For For For For For For Fo	For	
11 12 13 14 Sony Gr Number 1 2 3 4 5 6 7 8 9	Elect Kosuke Matsuzaki Elect Yukari Suzuki Statutory Auditors' Fees roup Corporation Proposal text Elect Kenichiro Yoshida Elect Hiroki Totoki Elect Yoshihiko Hatanaka Elect Wendy Becker Elect Sakie Akiyama Elect Keiko Kishigami Elect Joseph A. Kraft Jr. Elect Neil Hunt	Management Management Management Meeting Date: 2 Proponent Management	For For 24.06.2024 Management Decision For For For For For For For For For Fo	For For Vote Decision For For For For For For For	
11 12 13 14 Sony Gr Number 1 2 3 4 5 6 7 8 9	Elect Kosuke Matsuzaki Elect Yukari Suzuki Statutory Auditors' Fees roup Corporation Proposal text Elect Kenichiro Yoshida Elect Hiroki Totoki Elect Yoshihiko Hatanaka Elect Wendy Becker Elect Sakie Akiyama Elect Keiko Kishigami Elect Joseph A. Kraft Jr. Elect Neil Hunt Elect William Morrow Elect Shingo Konomoto	Management Management Management Meeting Date: 2 Proponent Management	For For Amanagement Decision For	For	2 12
11 12 13 14 Sony Gr Number 1 2 3 4 5 6 7 8 9 10	Elect Kosuke Matsuzaki Elect Yukari Suzuki Statutory Auditors' Fees roup Corporation Proposal text Elect Kenichiro Yoshida Elect Hiroki Totoki Elect Yoshihiko Hatanaka Elect Wendy Becker Elect Sakie Akiyama Elect Keiko Kishigami Elect Joseph A. Kraft Jr. Elect Neil Hunt Elect William Morrow Elect Shingo Konomoto	Management Management Management Meeting Date: 2 Proponent Management	For	For	Rationale
11 12 13 14 Sony Gr Number 1 2 3 4 5 6 7 8 9 10 Toto Ltc Number	Elect Kosuke Matsuzaki Elect Yukari Suzuki Statutory Auditors' Fees roup Corporation Proposal text Elect Kenichiro Yoshida Elect Hiroki Totoki Elect Yoshihiko Hatanaka Elect Wendy Becker Elect Sakie Akiyama Elect Keiko Kishigami Elect Joseph A. Kraft Jr. Elect Neil Hunt Elect William Morrow Elect Shingo Konomoto	Management Management Management Meeting Date: 2 Proponent Management	For For 24.06.2024 Management Decision For For For For For For For For For Fo	For For Vote Decision For	Rationale Meeting Type: Annual
11 12 13 14 Sony Gr Number 1 2 3 4 5 6 7 8 9 10 Toto Ltc Number 1	Elect Kosuke Matsuzaki Elect Yukari Suzuki Statutory Auditors' Fees roup Corporation Proposal text Elect Kenichiro Yoshida Elect Hiroki Totoki Elect Yoshihiko Hatanaka Elect Wendy Becker Elect Sakie Akiyama Elect Keiko Kishigami Elect Joseph A. Kraft Jr. Elect Neil Hunt Elect William Morrow Elect Shingo Konomoto	Management Management Management Meeting Date: 2 Proponent Management	For	For	Rationale Meeting Type: Annual
11 12 13 14 Sony Gr Number 1 2 3 4 5 6 7 8 9 10 Toto Ltc Number 1 2	Elect Kosuke Matsuzaki Elect Yukari Suzuki Statutory Auditors' Fees roup Corporation Proposal text Elect Kenichiro Yoshida Elect Hiroki Totoki Elect Yoshihiko Hatanaka Elect Wendy Becker Elect Sakie Akiyama Elect Keiko Kishigami Elect Joseph A. Kraft Jr. Elect Neil Hunt Elect William Morrow Elect Shingo Konomoto d Proposal text Elect Madoka Kitamura Elect Madoka Kitamura Elect Noriaki Kiyota	Management Management Management Meeting Date: 2 Proponent Management	For	For	Rationale Meeting Type: Annual
11 12 13 14 Sony Gr Number 1 2 3 4 5 6 7 8 9 10 Toto Ltc Number 1 2 3	Elect Kosuke Matsuzaki Elect Yukari Suzuki Statutory Auditors' Fees roup Corporation Proposal text Elect Kenichiro Yoshida Elect Hiroki Totoki Elect Yoshihiko Hatanaka Elect Wendy Becker Elect Sakie Akiyama Elect Keiko Kishigami Elect Joseph A. Kraft Jr. Elect Neil Hunt Elect William Morrow Elect Shingo Konomoto d Proposal text Elect Madoka Kitamura Elect Moriaki Kiyota Elect Satoshi Shirakawa	Management Management Management Meeting Date: 2 Proponent Management	For	For	Rationale Meeting Type: Annual
11 12 13 14 Sony Gr Number 1 2 3 4 5 6 7 8 9 10 Toto Ltc Number 1 2 3 4 4 4 5 6 7 8 9 10	Elect Kosuke Matsuzaki Elect Yukari Suzuki Statutory Auditors' Fees roup Corporation Proposal text Elect Kenichiro Yoshida Elect Hiroki Totoki Elect Yoshihiko Hatanaka Elect Wendy Becker Elect Sakie Akiyama Elect Keiko Kishigami Elect Joseph A. Kraft Jr. Elect Neil Hunt Elect William Morrow Elect Shingo Konomoto	Management Management Management Meeting Date: 2 Proponent Management	For	For	Rationale Meeting Type: Annual
11 12 13 14 Sony Gr Number 1 2 3 4 5 6 7 8 9 10 Toto Ltc Number 1 2 3 4 5 5 6 5 6 7 8 9 10	Elect Kosuke Matsuzaki Elect Yukari Suzuki Statutory Auditors' Fees roup Corporation Proposal text Elect Kenichiro Yoshida Elect Hiroki Totoki Elect Yoshihiko Hatanaka Elect Wendy Becker Elect Sakie Akiyama Elect Keiko Kishigami Elect Joseph A. Kraft Jr. Elect Neil Hunt Elect William Morrow Elect Shingo Konomoto d Proposal text Elect Madoka Kitamura Elect Noriaki Kiyota Elect Satoshi Shirakawa Elect Ryosuke Hayashi Elect Shinya Tamura	Management Management Management Meeting Date: 2 Proponent Management	For	For	Rationale Meeting Type: Annual
11 12 13 14 Sony Gr Number 1 2 3 4 5 6 7 8 9 10 Toto Ltc Number 1 2 3 4 5 6 6 6	Elect Kosuke Matsuzaki Elect Yukari Suzuki Statutory Auditors' Fees roup Corporation Proposal text Elect Kenichiro Yoshida Elect Hiroki Totoki Elect Yoshihiko Hatanaka Elect Wendy Becker Elect Sakie Akiyama Elect Keiko Kishigami Elect Joseph A. Kraft Jr. Elect Neil Hunt Elect William Morrow Elect Shingo Konomoto d Proposal text Elect Madoka Kitamura Elect Noriaki Kiyota Elect Stoshiya Tamura Elect Ryosuke Hayashi Elect Shinya Tamura Elect Shinya Tamura Elect Tomoyuki Taguchi	Management Management Management Management Proponent Management	For	For	Rationale Meeting Type: Annual
11 12 13 14 Sony Gr Number 1 2 3 4 5 6 7 Toto Ltc Number 1 2 3 4 5 6 7	Elect Kosuke Matsuzaki Elect Yukari Suzuki Statutory Auditors' Fees roup Corporation Proposal text Elect Kenichiro Yoshida Elect Hiroki Totoki Elect Yoshihiko Hatanaka Elect Wendy Becker Elect Sakie Akiyama Elect Keiko Kishigami Elect Joseph A. Kraft Jr. Elect Neil Hunt Elect William Morrow Elect Shingo Konomoto d Proposal text Elect Madoka Kitamura Elect Noriaki Kiyota Elect Ryosuke Hayashi Elect Shinya Tamura Elect Shinya Tamura Elect Tomoyuki Taguchi Elect Yojiro Taketomi	Management Management Management Management Proponent Management	For	For	Rationale Meeting Type: Annual
11 12 13 14 Sony Gr Number 1 2 3 4 5 6 7 8 9 10 Toto Ltc Number 1 2 3 4 5 6 7 8	Elect Kosuke Matsuzaki Elect Yukari Suzuki Statutory Auditors' Fees roup Corporation Proposal text Elect Kenichiro Yoshida Elect Hiroki Totoki Elect Yoshihiko Hatanaka Elect Wendy Becker Elect Sakie Akiyama Elect Keiko Kishigami Elect Joseph A. Kraft Jr. Elect Neil Hunt Elect William Morrow Elect Shingo Konomoto d Proposal text Elect Madoka Kitamura Elect Noriaki Kiyota Elect Sotoshi Shirakawa Elect Ryosuke Hayashi Elect Shinya Tamura Elect Tomoyuki Taguchi Elect Tomoyuki Taguchi Elect Tokehiko Kitazaki	Management Management Management Meeting Date: 2 Proponent Management	For	For	Rationale Meeting Type: Annual
11 12 13 14 Sony Gr Number 1 2 3 4 5 6 7 8 9 10 Toto Ltc Number 1 2 3 4 5 6 7 8 9 9	Elect Kosuke Matsuzaki Elect Yukari Suzuki Statutory Auditors' Fees roup Corporation Proposal text Elect Kenichiro Yoshida Elect Hiroki Totoki Elect Yoshihiko Hatanaka Elect Wendy Becker Elect Sakie Akiyama Elect Keiko Kishigami Elect Joseph A. Kraft Jr. Elect Neil Hunt Elect William Morrow Elect Shingo Konomoto d Proposal text Elect Madoka Kitamura Elect Noriaki Kiyota Elect Ryosuke Hayashi Elect Shinya Tamura Elect Shinya Tamura Elect Tomoyuki Taguchi Elect Yojiro Taketomi	Management Management Management Management Proponent Management	For	For	Rationale Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Masayuki Yoshioka	Management	For	Against	Board - Vote Against when the chair of the audit committee is not independent.
2	Elect Yasushi Marumori	Management	For	For	
3	Elect Yukari lenaga	Management	For	For	
1	Elect Chiho Naganuma	Management	For	For	
SS Co	.,Ltd.	Meeting Date	: 24.06.2024		Meeting Type: Annual
umber	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Allocation of Profits/Dividends	Management	For	For	
	Elect Yukihiro Ando	Management	For	For	
	Elect Dai Seta	Management	For	For	
	Elect Masafumi Yamanaka	Management	For	For	
	Elect Hiromitsu Ikeda	Management	For	For	
	Elect Nobuko Takagi @ Nobuko Teraoka	Management	For	For	
	Elect Shinji Honda	Management	For	For	
	Elect Yoshiko Sasao	Management	For	For	
nfosys	Ltd	Meeting Date	: 25.06.2024		Meeting Type: Annual
umber	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Accounts and Reports	Management	For	For	
	Allocation of Profits/Dividends	Management	For	For	
	Elect Nandan Nilekani	Management	For	Against	Less than 75% Attendance.
iangsı	ı Expressway Co. Ltd.	Meeting Date	: 25.06.2024		Meeting Type: Annual
lumber	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Directors' Report	Management	For	For	
	Supervisors' Report	Management	For	For	
	Accounts and Reports	Management	For	For	
	Final Accounting Report	Management	For	For	
	2024 Financial Budget Report	Management	For	For	
	Allocation of Profits/Dividends	Management	For	For	
	Appointment of Auditor and Authority to Set Fees	Management	For	For	
	Authority to Issue Medium-Term Notes	Management	For	For	
	Authority to Issue Ultra-Short-Term Notes	Management	For	For	
0	Renewal of Liability Insurance	Management	For	For	
l	Remuneration Standards for Directors and Supervisors	Management	For	For	
2	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price disconot disclosed
3	Elect CHEN Yunjiang	Management	For	For	
4	Elect WANG Yingjian	Management	For	For	
5	Elect ZHOU Hong	Management	For	For	
5	Elect WANG Feng	Management	For	For	
7	Elect ZHANG Xinyu	Management	For	For	
3	Elect WU Xinhua	Management	For	For	
9	Elect ZHOU Wei	Management	For	For	
0	Elect Lawrence MA Chung Lai	Management	For	For	
1	Elect XU Guanghua	Management	For	For	
2	Elect GE Yang	Management	For	For	
3	Elect GU Zhaoyang	Management	For	For	
4	Elect TAN Shijun	Management	For	For	
5	Elect SUN Lijun	Management	For	For	
6	Elect YANG Shiwei as Supervisor	Management	For	For	
.7 .8	Elect ZHOU Lili as Supervisor Elect PAN Ye as Supervisor	Management Management	For For	Against Against	Supervisors are not sufficiently independent Supervisors are not sufficiently independent
letEas				Aguillot	· · · · · · · · · · · · · · · · · · ·
			: 25.06.2024 Management	Vote	Meeting Type: Annual
	Proposal text	Proponent	Decision	Decision	Rationale
	Elect William DING Lei	Management	For	For	
2	Elect Alice Yu-Fen Cheng	Management	For	For	Decard Mate Assistant of the Control
	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 ligh their external commitments; Vote results not disclosed.
	Liect Grace Hur rang				
	-	Management	For	For	their external commitments, vote results not disclosed.
	Elect Joseph Tong Elect Michael LEUNG Man Kit	Management Management	For For	For For	their external commitments, vote results not disclosed.

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 Coxe	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	is not suinciently independent.
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	
		<u>_</u>			
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		Managamant	For	For	
	Elect Katsuyuki Tanaka Elect Ryuji Yasuda	Management Management	For For	For For	
13		Management			Meeting Type: Annual
	Elect Ryuji Yasuda dzu Corporation	Management Meeting Date	For 2: 25.06.2024 Management	For Vote	Meeting Type: Annual
13 Shima Number	Elect Ryuji Yasuda dzu Corporation Proposal text	Management Meeting Date Proponent	For 2: 25.06.2024 Management Decision	For Vote Decision	- ''
Shimad Number	Elect Ryuji Yasuda dzu Corporation Proposal text Allocation of Profits/Dividends	Management Meeting Date Proponent Management	For 2: 25.06.2024 Management Decision For	For Vote Decision For	- ''
13 Shima Number 1	Elect Ryuji Yasuda dzu Corporation Proposal text Allocation of Profits/Dividends Elect Teruhisa Ueda	Meeting Date Proponent Management Management	For 2: 25.06.2024 Management Decision For For	Vote Decision For	- ''
Shimae Number 1 2	Elect Ryuji Yasuda dzu Corporation Proposal text Allocation of Profits/Dividends	Management Meeting Date Proponent Management	For 2: 25.06.2024 Management Decision For	For Vote Decision For	- ''
Shimae Number 1 2 3	Elect Ryuji Yasuda dzu Corporation Proposal text Allocation of Profits/Dividends Elect Teruhisa Ueda	Meeting Date Proponent Management Management	For 2: 25.06.2024 Management Decision For For	Vote Decision For	- ''
Shimac Number 1 2 3 4	Elect Ryuji Yasuda dzu Corporation Proposal text Allocation of Profits/Dividends Elect Teruhisa Ueda Elect Yasunori Yamamoto	Meeting Date Proponent Management Management Management Management	For 2: 25.06.2024 Management Decision For For For	Vote Decision For For	- ''
Shimae Number 1 2 3 4 5	Elect Ryuji Yasuda dzu Corporation Proposal text Allocation of Profits/Dividends Elect Teruhisa Ueda Elect Yasunori Yamamoto Elect Akira Watanabe	Meeting Date Proponent Management Management Management Management Management	For 2: 25.06.2024 Management Decision For For For For For	Vote Decision For For For For	- ''
Shimae Number 1 2 3 4 5 6	Elect Ryuji Yasuda dzu Corporation Proposal text Allocation of Profits/Dividends Elect Teruhisa Ueda Elect Yasunori Yamamoto Elect Akira Watanabe Elect Shuzo Maruyama Elect Nobuo Hanai	Meeting Date Proponent Management Management Management Management Management Management Management Management Management	For E: 25.06.2024 Management Decision For For For For For For For F	Vote Decision For For For For For For For For For	- ''
13 Shimac Number 1 2 3 4 5 6 7	Elect Ryuji Yasuda dzu Corporation Proposal text Allocation of Profits/Dividends Elect Teruhisa Ueda Elect Yasunori Yamamoto Elect Akira Watanabe Elect Shuzo Maruyama Elect Nobuo Hanai Elect Yoshiyuki Nakanishi	Meeting Date Proponent Management	For 2: 25.06.2024 Management Decision For For For For For For For F	Vote Decision For For For For For For For For For Fo	- ''
Shimae Number 1 2 3 4 5 6 7	Elect Ryuji Yasuda dzu Corporation Proposal text Allocation of Profits/Dividends Elect Teruhisa Ueda Elect Yasunori Yamamoto Elect Akira Watanabe Elect Shuzo Maruyama Elect Nobuo Hanai Elect Yoshiyuki Nakanishi Elect Nami Hamada	Meeting Date Proponent Management	For E: 25.06.2024 Management Decision For For For For For For For F	Vote Decision For For For For For For For For For Fo	- ''
Shimae Number 1 2 3 4 5 6 7 8	Elect Ryuji Yasuda dzu Corporation Proposal text Allocation of Profits/Dividends Elect Teruhisa Ueda Elect Yasunori Yamamoto Elect Akira Watanabe Elect Shuzo Maruyama Elect Nobuo Hanai Elect Yoshiyuki Nakanishi Elect Nami Hamada Elect Mie Kitano	Meeting Date Proponent Management	For E: 25.06.2024 Management Decision For For For For For For For F	Vote Decision For For For For For For For For For Fo	- ''
Shimae Number 1 2 3 4 5 6 7 8 9	Elect Ryuji Yasuda dzu Corporation Proposal text Allocation of Profits/Dividends Elect Teruhisa Ueda Elect Yasunori Yamamoto Elect Akira Watanabe Elect Shuzo Maruyama Elect Nobuo Hanai Elect Yoshiyuki Nakanishi Elect Nami Hamada Elect Mie Kitano Elect Tsuyoshi Nishimoto as Statutory Auditor	Meeting Date Proponent Management	For E: 25.06.2024 Management Decision For For For For For For For F	Vote Decision For For For For For For For For For Fo	- ''
Shimae Number 1 2 3 4 5 6 7 8 9	Elect Ryuji Yasuda dzu Corporation Proposal text Allocation of Profits/Dividends Elect Teruhisa Ueda Elect Yasunori Yamamoto Elect Akira Watanabe Elect Shuzo Maruyama Elect Nobuo Hanai Elect Yoshiyuki Nakanishi Elect Nami Hamada Elect Mie Kitano	Meeting Date Proponent Management	For E: 25.06.2024 Management Decision For For For For For For For F	Vote Decision For For For For For For For For For Fo	- ''
Shimae Number 1 2 3 4 5 6 7 8 9 10	Elect Ryuji Yasuda dzu Corporation Proposal text Allocation of Profits/Dividends Elect Teruhisa Ueda Elect Yasunori Yamamoto Elect Akira Watanabe Elect Shuzo Maruyama Elect Nobuo Hanai Elect Yoshiyuki Nakanishi Elect Nami Hamada Elect Mie Kitano Elect Tsuyoshi Nishimoto as Statutory Auditor	Meeting Date Proponent Management	For E: 25.06.2024 Management Decision For For For For For For For F	Vote Decision For For For For For For For For For Fo	- ''
13 Shimae Number 1 2 3 4 5 6 7 8 9 10 11 12	Elect Ryuji Yasuda dzu Corporation Proposal text Allocation of Profits/Dividends Elect Teruhisa Ueda Elect Yasunori Yamamoto Elect Akira Watanabe Elect Shuzo Maruyama Elect Nobuo Hanai Elect Yoshiyuki Nakanishi Elect Nami Hamada Elect Mie Kitano Elect Tsuyoshi Nishimoto as Statutory Auditor Elect Fumio Iwamoto as Alternate Statutory Auditor	Meeting Date Proponent Management	For E: 25.06.2024 Management Decision For For For For For For For F	Vote Decision For For For For For For For For For Fo	- ''
Shimac Number 1 2 3 4 5 6 7 8 9 10 11 12 Takeda	Elect Ryuji Yasuda dzu Corporation Proposal text Allocation of Profits/Dividends Elect Teruhisa Ueda Elect Yasunori Yamamoto Elect Akira Watanabe Elect Shuzo Maruyama Elect Nobuo Hanai Elect Yoshiyuki Nakanishi Elect Nami Hamada Elect Mie Kitano Elect Tsuyoshi Nishimoto as Statutory Auditor Elect Fumio Iwamoto as Alternate Statutory Auditor Amendment to the Equity Compensation Plan	Meeting Date Proponent Management	For E: 25.06.2024 Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Rationale
Shimae Number 1 2 3 4 5 6 7 8 9 10 11 12 Takeda	Elect Ryuji Yasuda dzu Corporation Proposal text Allocation of Profits/Dividends Elect Teruhisa Ueda Elect Yasunori Yamamoto Elect Akira Watanabe Elect Shuzo Maruyama Elect Nobuo Hanai Elect Yoshiyuki Nakanishi Elect Nami Hamada Elect Mie Kitano Elect Tsuyoshi Nishimoto as Statutory Auditor Elect Fumio Iwamoto as Alternate Statutory Auditor Amendment to the Equity Compensation Plan Pharmaceutical Co Proposal text	Meeting Date Proponent Management	For E: 25.06.2024 Management Decision For For For For For For For For For Fo	Vote Decision For	Rationale Meeting Type: Annual
13 Shimae Number 1 2 3 4 5 6 7 8 9 10 11 12 Takeda Number 1	Elect Ryuji Yasuda dzu Corporation Proposal text Allocation of Profits/Dividends Elect Teruhisa Ueda Elect Yasunori Yamamoto Elect Akira Watanabe Elect Shuzo Maruyama Elect Nobuo Hanai Elect Yoshiyuki Nakanishi Elect Nami Hamada Elect Mie Kitano Elect Tsuyoshi Nishimoto as Statutory Auditor Elect Fumio Iwamoto as Alternate Statutory Auditor Amendment to the Equity Compensation Plan Pharmaceutical Co Proposal text Allocation of Profits/Dividends	Meeting Date Proponent Management	For E: 25.06.2024 Management Decision For For For For For For For F	Vote Decision For For For For For For For For For Fo	Rationale Meeting Type: Annual
Shimae Number 1 2 3 4 5 6 7 8 9 10 11 12 Takeda Number 1 2	Elect Ryuji Yasuda dzu Corporation Proposal text Allocation of Profits/Dividends Elect Teruhisa Ueda Elect Yasunori Yamamoto Elect Akira Watanabe Elect Shuzo Maruyama Elect Nobuo Hanai Elect Yoshiyuki Nakanishi Elect Nami Hamada Elect Mie Kitano Elect Tsuyoshi Nishimoto as Statutory Auditor Elect Fumio Iwamoto as Alternate Statutory Auditor Amendment to the Equity Compensation Plan Pharmaceutical Co Proposal text Allocation of Profits/Dividends Elect Christophe Weber	Meeting Date Proponent Management	For E: 25.06.2024 Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Rationale Meeting Type: Annual
Shimae Number 1 2 3 4 5 6 7 8 9 10 11 12 Takeda Number 1 2	Elect Ryuji Yasuda dzu Corporation Proposal text Allocation of Profits/Dividends Elect Teruhisa Ueda Elect Yasunori Yamamoto Elect Akira Watanabe Elect Shuzo Maruyama Elect Nobuo Hanai Elect Yoshiyuki Nakanishi Elect Nami Hamada Elect Mie Kitano Elect Tsuyoshi Nishimoto as Statutory Auditor Elect Fumio Iwamoto as Alternate Statutory Auditor Amendment to the Equity Compensation Plan Pharmaceutical Co Proposal text Allocation of Profits/Dividends Elect Christophe Weber Elect Andrew Plump	Meeting Date Proponent Management	For E: 25.06.2024 Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Rationale Meeting Type: Annual
Shimae Number 1 2 3 4 5 6 7 8 9 10 11 12 Takeda Number 1 2 3 4	Elect Ryuji Yasuda dzu Corporation Proposal text Allocation of Profits/Dividends Elect Teruhisa Ueda Elect Yasunori Yamamoto Elect Akira Watanabe Elect Shuzo Maruyama Elect Nobuo Hanai Elect Yoshiyuki Nakanishi Elect Nami Hamada Elect Mie Kitano Elect Tsuyoshi Nishimoto as Statutory Auditor Elect Fumio Iwamoto as Alternate Statutory Auditor Amendment to the Equity Compensation Plan Pharmaceutical Co Proposal text Allocation of Profits/Dividends Elect Christophe Weber Elect Andrew Plump Elect Milano Furuta	Meeting Date Proponent Management	For E: 25.06.2024 Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Rationale Meeting Type: Annual
Shimae Number 1 2 3 4 5 6 7 8 9 10 11 12 Takeda Number 1 2 3 4 5	Elect Ryuji Yasuda dzu Corporation Proposal text Allocation of Profits/Dividends Elect Teruhisa Ueda Elect Yasunori Yamamoto Elect Akira Watanabe Elect Shuzo Maruyama Elect Nobuo Hanai Elect Yoshiyuki Nakanishi Elect Nami Hamada Elect Mie Kitano Elect Tsuyoshi Nishimoto as Statutory Auditor Elect Fumio Iwamoto as Alternate Statutory Auditor Amendment to the Equity Compensation Plan Pharmaceutical Co Proposal text Allocation of Profits/Dividends Elect Christophe Weber Elect Andrew Plump Elect Milano Furuta Elect Masami lijima	Meeting Date Proponent Management	For E: 25.06.2024 Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Rationale Meeting Type: Annual
Shimae Number 1 2 3 4 5 6 7 8 9 10 11 12 Takeda Number 1 2 3 4 5	Elect Ryuji Yasuda dzu Corporation Proposal text Allocation of Profits/Dividends Elect Teruhisa Ueda Elect Yasunori Yamamoto Elect Akira Watanabe Elect Shuzo Maruyama Elect Nobuo Hanai Elect Yoshiyuki Nakanishi Elect Nami Hamada Elect Mie Kitano Elect Tsuyoshi Nishimoto as Statutory Auditor Elect Fumio Iwamoto as Alternate Statutory Auditor Amendment to the Equity Compensation Plan Pharmaceutical Co Proposal text Allocation of Profits/Dividends Elect Christophe Weber Elect Andrew Plump Elect Milano Furuta	Meeting Date Proponent Management	For E: 25.06.2024 Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Rationale Meeting Type: Annual
Shimae Number 1 2 3 4 5 6 7 8 9 10 11 12 Takeda Number 1 2 3 4 5 6	Elect Ryuji Yasuda dzu Corporation Proposal text Allocation of Profits/Dividends Elect Teruhisa Ueda Elect Yasunori Yamamoto Elect Akira Watanabe Elect Shuzo Maruyama Elect Nobuo Hanai Elect Yoshiyuki Nakanishi Elect Nami Hamada Elect Mie Kitano Elect Tsuyoshi Nishimoto as Statutory Auditor Elect Fumio Iwamoto as Alternate Statutory Auditor Amendment to the Equity Compensation Plan Pharmaceutical Co Proposal text Allocation of Profits/Dividends Elect Christophe Weber Elect Andrew Plump Elect Milano Furuta Elect Masami lijima	Meeting Date Proponent Management	For E: 25.06.2024 Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Rationale Meeting Type: Annual
Shimae Number 1 2 3 4 5 6 7 8 9 10 11 12 Takeda Number 1 2 3 4 5 6 7 7	Elect Ryuji Yasuda dzu Corporation Proposal text Allocation of Profits/Dividends Elect Teruhisa Ueda Elect Yasunori Yamamoto Elect Akira Watanabe Elect Shuzo Maruyama Elect Nobuo Hanai Elect Yoshiyuki Nakanishi Elect Nami Hamada Elect Mie Kitano Elect Tsuyoshi Nishimoto as Statutory Auditor Elect Fumio Iwamoto as Alternate Statutory Auditor Amendment to the Equity Compensation Plan Pharmaceutical Co Proposal text Allocation of Profits/Dividends Elect Christophe Weber Elect Andrew Plump Elect Milano Furuta Elect Masami Iijima Elect Ian T. Clark	Meeting Date Proponent Management	For E: 25.06.2024 Management Decision For For For For For For For For For Fo	Vote Decision For	Rationale Meeting Type: Annual
Shimae Number 1 2 3 4 5 6 7 8 9 10 11 12 Takeda Number 1 2 3 4 5 6 7 8 7 8	Elect Ryuji Yasuda dzu Corporation Proposal text Allocation of Profits/Dividends Elect Teruhisa Ueda Elect Yasunori Yamamoto Elect Akira Watanabe Elect Shuzo Maruyama Elect Nobuo Hanai Elect Yoshiyuki Nakanishi Elect Nami Hamada Elect Mie Kitano Elect Tsuyoshi Nishimoto as Statutory Auditor Elect Fumio Iwamoto as Alternate Statutory Auditor Amendment to the Equity Compensation Plan Pharmaceutical Co Proposal text Allocation of Profits/Dividends Elect Christophe Weber Elect Andrew Plump Elect Milano Furuta Elect Masami Iijima Elect Ian T. Clark Elect Steven Gillis Elect John M. Maraganore	Meeting Date Proponent Management	For E: 25.06.2024 Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Rationale Meeting Type: Annual
Shimae Number 1 2 3 4 5 6 7 8 9 10 11 12 Takeda Number 1 2 3 4 5 6 7 8 9 10 11 12	Elect Ryuji Yasuda dzu Corporation Proposal text Allocation of Profits/Dividends Elect Teruhisa Ueda Elect Yasunori Yamamoto Elect Akira Watanabe Elect Shuzo Maruyama Elect Nobuo Hanai Elect Yoshiyuki Nakanishi Elect Nami Hamada Elect Mie Kitano Elect Tsuyoshi Nishimoto as Statutory Auditor Elect Fumio Iwamoto as Alternate Statutory Auditor Amendment to the Equity Compensation Plan Pharmaceutical Co Proposal text Allocation of Profits/Dividends Elect Christophe Weber Elect Andrew Plump Elect Milano Furuta Elect Masami Iijima Elect Ian T. Clark Elect Steven Gillis Elect John M. Maraganore Elect Michel Orsinger	Meeting Date Proponent Management	For E: 25.06.2024 Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Rationale Meeting Type: Annual
Shimae Number 1 2 3 4 5 6 7 8 9 10 11 12 Takeda Number 1 2 3 4 5 6 7 8 9 10 11 12	Elect Ryuji Yasuda dzu Corporation Proposal text Allocation of Profits/Dividends Elect Teruhisa Ueda Elect Yasunori Yamamoto Elect Akira Watanabe Elect Shuzo Maruyama Elect Nobuo Hanai Elect Yoshiyuki Nakanishi Elect Nami Hamada Elect Mie Kitano Elect Tsuyoshi Nishimoto as Statutory Auditor Elect Fumio Iwamoto as Alternate Statutory Auditor Amendment to the Equity Compensation Plan Pharmaceutical Co Proposal text Allocation of Profits/Dividends Elect Christophe Weber Elect Andrew Plump Elect Milano Furuta Elect Masami Iijima Elect Ian T. Clark Elect Steven Gillis Elect John M. Maraganore Elect Michel Orsinger Elect Miki Tsusaka	Meeting Date Proponent Management	For E: 25.06.2024 Management Decision For For For For For For For F	Vote Decision For	Rationale Meeting Type: Annual
Shimae Number 1 2 3 4 5 6 7 8 9 10 11 12 Takeda Number 1 2 3 4 5 6 7 8 9 10 11 11 12	Elect Ryuji Yasuda dzu Corporation Proposal text Allocation of Profits/Dividends Elect Teruhisa Ueda Elect Yasunori Yamamoto Elect Akira Watanabe Elect Shuzo Maruyama Elect Nobuo Hanai Elect Yoshiyuki Nakanishi Elect Nami Hamada Elect Mie Kitano Elect Tsuyoshi Nishimoto as Statutory Auditor Elect Fumio Iwamoto as Alternate Statutory Auditor Amendment to the Equity Compensation Plan Pharmaceutical Co Proposal text Allocation of Profits/Dividends Elect Andrew Plump Elect Milano Furuta Elect Masami Iijima Elect Ian T. Clark Elect Steven Gillis Elect John M. Maraganore Elect Michel Orsinger Elect Miki Tsusaka Elect Emiko Higashi	Meeting Date Proponent Management	For E: 25.06.2024 Management Decision For For For For For For For For For Fo	Vote Decision For For For For For For For For For Fo	Rationale Meeting Type: Annual
Shimae Number 1 2 3 4 5 6 7 8 9 10 11 12 Takeda Number 1 2 3 4 5 6 7 8 9 10 11 10 11 11 12	Elect Ryuji Yasuda dzu Corporation Proposal text Allocation of Profits/Dividends Elect Teruhisa Ueda Elect Yasunori Yamamoto Elect Akira Watanabe Elect Shuzo Maruyama Elect Nobuo Hanai Elect Yoshiyuki Nakanishi Elect Nami Hamada Elect Mie Kitano Elect Tsuyoshi Nishimoto as Statutory Auditor Elect Fumio Iwamoto as Alternate Statutory Auditor Amendment to the Equity Compensation Plan Pharmaceutical Co Proposal text Allocation of Profits/Dividends Elect Christophe Weber Elect Andrew Plump Elect Milano Furuta Elect Masami Iijima Elect Ian T. Clark Elect Steven Gillis Elect John M. Maraganore Elect Michel Orsinger Elect Miki Tsusaka	Meeting Date Proponent Management	For E: 25.06.2024 Management Decision For For For For For For For F	Vote Decision For	Rationale Meeting Type: Annual

Number	Proposal text	Proponent	Management	Vote	Rationale
		·	Decision	Decision	
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
Officea	Therapeaties corp	Meeting Date			Meeting Type: Aimaai
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 Grou	ıp pic	Meeting Date:	: 26.06.2024		Meeting Type: Annual
	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 II			. 26 06 2024		Mosting Type: Applied
вос по	ong Kong(Hldgs)	Meeting Date:			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect LIN Jingzhen	Management	For	For	
4	Elect CHOI Koon Shum	Management	For	For	
5	Elect Quinn LAW Yee Kwan	Management	For	For	
6	Elect LIP Sai Wo	Management	For	For	
7	Elect Frederick MA Si-hang	Management	For	For	
8	Appointment of Auditor and Authority to Set Fees	Management	For	For	
9	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
10	Authority to Repurchase Shares	Management	For	For	
Hoya C	Corporation	Meeting Date:	: 26.06.2024		Meeting Type: Annual
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	
		A A +	For	Fa.	
4	Elect Mika Nishimura	Management	For	For	
4 5	Elect Mika Nishimura Elect Mototsugu Sato	Management	For	For	

			:		
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	Elect Eiichiro Ikeda	Management	For	For	
7	Elect Ryo Hirooka	Management	For	For	
∕litsub	ishi UFJ Financial Group, Inc.	Meeting Date:	26.06.2024		Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
l	Allocation of Profits/Dividends	Management	For	For	
2	Elect Mariko Fujii	Management	For	For	
3	Elect Keiko Honda	Management	For	For	
1	Elect Kaoru Kato	Management	For	For	
5	Elect Satoko Kuwabara @ Satoko Ota	Management	For	For	
5	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 their external commitments
7	Elect Mari Elka Pangestu	Management	For	For	
3	Elect Hiroshi Shimizu	Management	For	For	
)	Elect David Sneider	Management	For	For	
0	Elect Koichi Tsuji	Management	For	Against	Board - Vote Against if the company has insufficient management of climate-related risks and opportunities.
1	Elect Kenichi Miyanaga	Management	For	For	
2	Elect Ryoichi Shinke	Management	For	For	
3	Elect Kanetsugu Mike	Management	For	For	
14	Elect Hironori Kamezawa	Management	For	For	
15	Elect Iwao Nagashima	Management	For	For	
6	Elect Junichi Hanzawa	Management	For	For	
7	Elect Makoto Kobayashi	Management	For	For	
8	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.
9	Shareholder Proposal Regarding Customers' Climate Change Transition Plans	Shareholder	Against	For	SHP Environment - Vote For when the proposal requests sustainability or environmental reports.
Murata	a Manufacturing Co. Ltd.	Meeting Date:	26.06.2024		Meeting Type: Annual
			Management	Vote	
	Proposal text Allocation of Profits / Dividends	Proponent	Decision	Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Amendments to Articles	Management	For	For	
3	Elect Norio Nakajima	Management	For	For	
1	Elect Hiroshi Iwatsubo	Management	For	For	
5	Elect Masanori Minamide	Management	For	For	
5	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	
Ninton	do Co. Ltd	Meeting Date:	26.06.2024		Meeting Type: Annual
	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Allocation of Profits/Dividends	Management			
	AND A PROTECTION OF PROTECTION OF THE PROPERTY	management	FOR	For	
		-	For		
	Elect Shuntaro Furukawa	Management	For	For	
}	Elect Shuntaro Furukawa Elect Shigeru Miyamoto	Management Management	For For	For For	
3 4	Elect Shuntaro Furukawa Elect Shigeru Miyamoto Elect Shinya Takahashi	Management Management Management	For For For	For For	
3 1	Elect Shuntaro Furukawa Elect Shigeru Miyamoto Elect Shinya Takahashi Elect Satoru Shibata	Management Management Management Management	For For	For For	
3 4 5	Elect Shuntaro Furukawa Elect Shigeru Miyamoto Elect Shinya Takahashi	Management Management Management	For For For	For For	
3 1 5	Elect Shuntaro Furukawa Elect Shigeru Miyamoto Elect Shinya Takahashi Elect Satoru Shibata	Management Management Management Management	For For For	For For For	
3 4 5 6 7	Elect Shuntaro Furukawa Elect Shigeru Miyamoto Elect Shinya Takahashi Elect Satoru Shibata Elect Ko Shiota	Management Management Management Management	For For For For	For For For For	
3 1 5 7 3	Elect Shuntaro Furukawa Elect Shigeru Miyamoto Elect Shinya Takahashi Elect Satoru Shibata Elect Ko Shiota Elect Yusuke Beppu	Management Management Management Management Management Management	For For For For For	For For For For For	
3 4 5 6 7 8	Elect Shuntaro Furukawa Elect Shigeru Miyamoto Elect Shinya Takahashi Elect Satoru Shibata Elect Ko Shiota Elect Yusuke Beppu Elect Chris Meledandri	Management Management Management Management Management Management Management	For For For For For For For	For For For For For For For	Board - Vote Against when the chair of the audit committee is not independent.
3 1 5 5 7 3 3 9	Elect Shuntaro Furukawa Elect Shigeru Miyamoto Elect Shinya Takahashi Elect Satoru Shibata Elect Ko Shiota Elect Yusuke Beppu Elect Chris Meledandri Elect Miyoko Demay	Management Management Management Management Management Management Management Management	For For For For For For	For For For For For For For For For	
3 4 5 7 3 9	Elect Shuntaro Furukawa Elect Shigeru Miyamoto Elect Shinya Takahashi Elect Satoru Shibata Elect Ko Shiota Elect Yusuke Beppu Elect Chris Meledandri Elect Miyoko Demay Elect Takuya Yoshimura	Management	For	For For For For For For Against	
2 3 4 5 6 7 8 9 110 111 12	Elect Shuntaro Furukawa Elect Shigeru Miyamoto Elect Shinya Takahashi Elect Satoru Shibata Elect Ko Shiota Elect Yusuke Beppu Elect Chris Meledandri Elect Miyoko Demay Elect Takuya Yoshimura Elect Katsuhiro Umeyama Elect Asa Shinkawa	Management	For	For	
3 1 5 5 7 3 9 0 1 1 2	Elect Shuntaro Furukawa Elect Shigeru Miyamoto Elect Shinya Takahashi Elect Satoru Shibata Elect Ko Shiota Elect Yusuke Beppu Elect Chris Meledandri Elect Miyoko Demay Elect Takuya Yoshimura Elect Katsuhiro Umeyama Elect Asa Shinkawa Elect Eiko Osawa	Management	For	For	
3 4 5 5 7 8 9 10	Elect Shuntaro Furukawa Elect Shigeru Miyamoto Elect Shinya Takahashi Elect Satoru Shibata Elect Ko Shiota Elect Yusuke Beppu Elect Chris Meledandri Elect Miyoko Demay Elect Takuya Yoshimura Elect Katsuhiro Umeyama Elect Asa Shinkawa	Management	For	For	

reople	e`s Daily Online Co	Meeting Date: 26.06.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
	2023 Annual Accounts Report	Management	For	For	
	2023 Profit Distribution Plan	Management	For	For	
	2023 WORK REPORT OF THE BOARD OF DIRECTORS	Management	For	For	
·	2023 Work Report Of The Supervisory Committee	Management	For	For	
5	2023 Remuneration For Directors	Management	For	For	
7	2023 Remuneration For Supervisors	Management	For	For	
3	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	
- 1 6					
salesto	orce Inc	Meeting Date		Vete	Meeting Type: Annual
	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
	Elect Marc R. Benioff	Management	For	For	
2	Elect Laura Alber	Management	For	For	
3	Elect Craig A. Conway	Management	For	For	
1	Elect Arnold W. Donald	Management	For	For	
5	Elect Parker Harris	Management	For	For	
5	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	
	Amendment to Certificate of Incorporation Regarding Officer	Management	101	101	
14	Exculpation	Management	For	For	
15	Amendment to the 2013 Equity Incentive Plan	Management	For	For	
16	Ratification of Auditor	Management	For	For	
					Remuneration - Vote Against when substantial one-off payments are
17	Advisory Vote on Executive Compensation	Management	For	Against	made without performance criteria. SHP - Vote Against when there are concerns that the aim of the
18	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	Against	proposal is to hinder the ESG efforts of the company. SHP Remuneration - Vote For when the proposal requests that the
19	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	Against	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
Sumito	omo Mitsui Financial Group Inc				
	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
Number	·	Proponent Management	Management Decision For	Vote Decision For	Rationale
Number	Proposal text		Decision	Decision	Rationale
Number I 2	Proposal text Allocation of Profits/Dividends	Management	Decision For	Decision For	Rationale
Number I 2 3	Proposal text Allocation of Profits/Dividends Amendments to Articles	Management Management	Decision For For	Decision For For	Rationale
Number 1 2 3	Proposal text Allocation of Profits/Dividends Amendments to Articles Elect Takeshi Kunibe	Management Management Management	Decision For For	Decision For For For	Rationale
Number 1 2 3 4	Proposal text Allocation of Profits/Dividends Amendments to Articles Elect Takeshi Kunibe Elect Toru Nakashima	Management Management Management Management Management	Decision For For For For	Decision For For For For	Rationale
Number 1 2 3 4 5 6	Proposal text Allocation of Profits/Dividends Amendments to Articles Elect Takeshi Kunibe Elect Toru Nakashima Elect Teiko Kudo Elect Fumihiko Ito	Management Management Management Management Management Management	Decision For For For For For For	Pecision For For For For For For	Rationale
Number 1 2 3 4 5 6	Proposal text Allocation of Profits/Dividends Amendments to Articles Elect Takeshi Kunibe Elect Toru Nakashima Elect Teiko Kudo Elect Fumihiko Ito Elect Toshihiro Isshiki	Management Management Management Management Management Management Management Management	Decision For For For For For For For	Pecision For For For For For For For F	Rationale
Number 1 2 3 4 5 6 7	Proposal text Allocation of Profits/Dividends Amendments to Articles Elect Takeshi Kunibe Elect Toru Nakashima Elect Teiko Kudo Elect Fumihiko Ito Elect Toshihiro Isshiki Elect Yoshiyuki Gono	Management	Decision For For For For For For For F	Pecision For For For For For For For F	Rationale
Number 1 2 3 4 5 6 7 8 9	Proposal text Allocation of Profits/Dividends Amendments to Articles Elect Takeshi Kunibe Elect Toru Nakashima Elect Teiko Kudo Elect Fumihiko Ito Elect Toshihiro Isshiki Elect Yoshiyuki Gono Elect Shozo Yamazaki	Management	Decision For For For For For For For F	Pecision For For For For For For For F	Rationale
Number 1 2 3 4 5 6 7 8 9	Proposal text Allocation of Profits/Dividends Amendments to Articles Elect Takeshi Kunibe Elect Toru Nakashima Elect Teiko Kudo Elect Fumihiko Ito Elect Toshihiro Isshiki Elect Yoshiyuki Gono Elect Shozo Yamazaki Elect Sonosuke Kadonaga	Management	Decision For For For For For For For F	Pecision For For For For For For For F	Rationale
Number 1 2 3 4 5 6 7 8 9 10	Proposal text Allocation of Profits/Dividends Amendments to Articles Elect Takeshi Kunibe Elect Toru Nakashima Elect Teiko Kudo Elect Fumihiko Ito Elect Toshihiro Isshiki Elect Yoshiyuki Gono Elect Shozo Yamazaki Elect Sonosuke Kadonaga Elect Yoshinobu Tsutsui	Management	Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	Rationale
Number 1 2 3 4 5 6 7 8 9 10 11	Proposal text Allocation of Profits/Dividends Amendments to Articles Elect Takeshi Kunibe Elect Toru Nakashima Elect Teiko Kudo Elect Fumihiko Ito Elect Toshihiro Isshiki Elect Yoshiyuki Gono Elect Shozo Yamazaki Elect Sonosuke Kadonaga Elect Yoshinobu Tsutsui Elect Katsuyoshi Shimbo	Management	Decision For For For For For For For For For Fo	Pecision For For For For For For For For For Fo	Rationale
Number 1 2 3 4 5 6 7 3 9 10 11 12 13	Proposal text Allocation of Profits/Dividends Amendments to Articles Elect Takeshi Kunibe Elect Toru Nakashima Elect Teiko Kudo Elect Fumihiko Ito Elect Toshihiro Isshiki Elect Yoshiyuki Gono Elect Shozo Yamazaki Elect Sonosuke Kadonaga Elect Yoshinobu Tsutsui Elect Katsuyoshi Shimbo Elect Eriko Sakurai	Management	Decision For For For For For For For For For Fo	Pecision For For For For For For For For For Fo	Rationale
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14	Proposal text Allocation of Profits/Dividends Amendments to Articles Elect Takeshi Kunibe Elect Toru Nakashima Elect Teiko Kudo Elect Fumihiko Ito Elect Toshihiro Isshiki Elect Yoshiyuki Gono Elect Shozo Yamazaki Elect Sonosuke Kadonaga Elect Yoshinobu Tsutsui Elect Katsuyoshi Shimbo Elect Eriko Sakurai Elect Charles D. Lake II	Management	Decision For For For For For For For For For Fo	Pecision For For For For For For For For For Fo	Rationale
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14	Proposal text Allocation of Profits/Dividends Amendments to Articles Elect Takeshi Kunibe Elect Toru Nakashima Elect Teiko Kudo Elect Fumihiko Ito Elect Toshihiro Isshiki Elect Yoshiyuki Gono Elect Shozo Yamazaki Elect Sonosuke Kadonaga Elect Yoshinobu Tsutsui Elect Katsuyoshi Shimbo Elect Eriko Sakurai Elect Charles D. Lake II Elect Jenifer S. Rogers Shareholder Proposal Regarding Directors' Climate Change-	Management	Decision For For For For For For For For For Fo	Pecision For For For For For For For For For Fo	SHP Governance - Vote For when the proposal requests trained and
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15	Proposal text Allocation of Profits/Dividends Amendments to Articles Elect Takeshi Kunibe Elect Toru Nakashima Elect Teiko Kudo Elect Fumihiko Ito Elect Toshihiro Isshiki Elect Yoshiyuki Gono Elect Shozo Yamazaki Elect Sonosuke Kadonaga Elect Yoshinobu Tsutsui Elect Katsuyoshi Shimbo Elect Eriko Sakurai Elect Charles D. Lake II Elect Jenifer S. Rogers Shareholder Proposal Regarding Directors' Climate Change-Related Competencies Shareholder Proposal Regarding Customers' Climate Change	Management	Decision For For For For For For For For For Fo	Pecision For For For For For For For For For Fo	SHP Governance - Vote For when the proposal requests trained and qualified directors on board committees. SHP Environment - Vote For when the proposal requests sustainability
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	Proposal text Allocation of Profits/Dividends Amendments to Articles Elect Takeshi Kunibe Elect Toru Nakashima Elect Teiko Kudo Elect Fumihiko Ito Elect Toshihiro Isshiki Elect Yoshiyuki Gono Elect Shozo Yamazaki Elect Sonosuke Kadonaga Elect Yoshinobu Tsutsui Elect Katsuyoshi Shimbo Elect Eriko Sakurai Elect Charles D. Lake II Elect Jenifer S. Rogers Shareholder Proposal Regarding Directors' Climate Change- Related Competencies Shareholder Proposal Regarding Customers' Climate Change	Management Shareholder	Decision For For For For For For For For For Fo	Pecision For For For For For For For For For Fo	SHP Governance - Vote For when the proposal requests trained and qualified directors on board committees. SHP Environment - Vote For when the proposal requests sustainability or environmental reports.
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	Proposal text Allocation of Profits/Dividends Amendments to Articles Elect Takeshi Kunibe Elect Toru Nakashima Elect Teiko Kudo Elect Fumihiko Ito Elect Toshihiro Isshiki Elect Yoshiyuki Gono Elect Shozo Yamazaki Elect Sonosuke Kadonaga Elect Yoshinobu Tsutsui Elect Katsuyoshi Shimbo Elect Eriko Sakurai Elect Charles D. Lake II Elect Jenifer S. Rogers Shareholder Proposal Regarding Directors' Climate Change-Related Competencies Shareholder Proposal Regarding Customers' Climate Change	Management	Decision For	Decision For For For For For For For F	SHP Governance - Vote For when the proposal requests trained and qualified directors on board committees. SHP Environment - Vote For when the proposal requests sustainability
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16 17 Advant	Proposal text Allocation of Profits/Dividends Amendments to Articles Elect Takeshi Kunibe Elect Toru Nakashima Elect Teiko Kudo Elect Fumihiko Ito Elect Toshihiro Isshiki Elect Yoshiyuki Gono Elect Shozo Yamazaki Elect Sonosuke Kadonaga Elect Yoshinobu Tsutsui Elect Katsuyoshi Shimbo Elect Eriko Sakurai Elect Charles D. Lake II Elect Jenifer S. Rogers Shareholder Proposal Regarding Directors' Climate Change-Related Competencies Shareholder Proposal Regarding Customers' Climate Change Transition Plans test Corporation Proposal text	Management Phareholder	Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	SHP Governance - Vote For when the proposal requests trained and qualified directors on board committees. SHP Environment - Vote For when the proposal requests sustainability or environmental reports.
Number 1 2 3 4 5 6 7 8 9 10 11 12 13 14 15 16	Proposal text Allocation of Profits/Dividends Amendments to Articles Elect Takeshi Kunibe Elect Toru Nakashima Elect Teiko Kudo Elect Fumihiko Ito Elect Toshihiro Isshiki Elect Yoshiyuki Gono Elect Shozo Yamazaki Elect Sonosuke Kadonaga Elect Yoshinobu Tsutsui Elect Katsuyoshi Shimbo Elect Eriko Sakurai Elect Charles D. Lake II Elect Jenifer S. Rogers Shareholder Proposal Regarding Directors' Climate Change-Related Competencies Shareholder Proposal Regarding Customers' Climate Change Transition Plans	Management	Decision For For For For For For For For For Fo	Decision For For For For For For For For For Fo	SHP Governance - Vote For when the proposal requests trained and qualified directors on board committees. SHP Environment - Vote For when the proposal requests sustainability or environmental reports. Meeting Type: Annual

4. Bet Toshimitsu Urabe 5. Bett Nicholas E Benes 5. Bett Nicholas E Benes 5. Bett Nicholas E Benes 6. Bett Sayaka Sumida as Audit Committee Director 7. Bett Sayaka Sumida as Audit Committee Director 8. Bett Sayaka Sumida as Audit Committee Director 9. Non-Audit Committee Directors 9. Non-Audit Committee Directors 1. Amendment to the Restricted Stock Plan for Internal Non-Audit Management 1. Amendment to the Restricted Stock Plan for Internal Non-Audit Committee Directors 1. Amendment to the Performance-Linked Equity Compensation 1. Plan for Internal Non-Audit Committee Directors 2. Approvable fine Restricted Stock Plan for Audit Committee 2. Approvable fine Restricted Stock Plan for Audit Committee 2. Approvable fine Restricted Stock Plan for Audit Committee 2. Approvable fine Restricted Stock Plan for Audit Committee 3. Approvable fine Restricted Stock Plan for Audit Committee 3. Approvable fine Restricted Stock Plan for Audit Committee 4. Proposent 4. Proposent 4. Proposent 5. Amagement 5. Pro 5. Allocation of Profits/Dividends 6. Bett Vivel Vikram Singh 6. Bett Vivel Vivel Singh Singh 6. Bett Vivel Vivel Singh Singh 6. Bett Vivel Vivel Singh						
Bett Vision Statistic University (Committee Directors See See See See See See See See See Se	Number	Proposal text	Proponent			Rationale
Set Set Nicholas E. Benes Management For F	3	Elect Yoshiaki Yoshida	Management	For	For	
Set Ret Not Nishida Management For	4	Elect Toshimitsu Urabe	Management	For	For	
Per For	5	Elect Nicholas E. Benes	Management	For	For	
Bet Nation Nishida a Alternate Audit Committee Directors Management For	5	Elect Naoto Nishida	Management	For	For	
An Annahument to the Postricted Stock Plan for Internal Non-Audit Committee Directors Fees For	7	Elect Sayaka Sumida as Audit Committee Director	Management	For	For	
Amendment to the Petricred Stock Plan for Internal Non-Audit Amanagement For For For For Petricred Non-Audit Amanagement For For For Petricred Non-Audit Amanagement For For For Petricred Non-Audit Amanagement For Petricred Non-Audit Amanagement For Petricred Non-Audit Amanagement For Petricred Non-Audit Amanagement Petricred Non-Audit Petricred Non-Audit Amanagement Petricred Non-Audit Amanageme	8	Elect Naoto Nishida as Alternate Audit Committee Director	Management	For	For	
Committee Directors Agreement to the Performance-Linked Equity Compensation Management For For	9	Non-Audit Committee Directors' Fees	Management	For	For	
Pala for Internal Non-Audit Committee Directors Pala for Internal Non-Audit Committee Pala for Internal Non-Au	10		Management	For	For	
Committee Directors Management For For For For For For Directors Management Proposal of the Restricted Stock Plan for Audit Committee Management Proposal text Proposal Management For For For Allocation of Profits/Dividends Management For For For Proposal text Proposal	11		Management	For	For	
Sona BLW Precision Forgings Ltd. Meeting Date: 27.06.2024 Meeting Type: Annual	12		Management	For	For	
Number Proposal text Proponent Decision Decision Rationale Accounts and Reports Management For For For Ser Select Vivek Vikram Singh Management For For For Ser Select Sunjay Kapur Management For For For Ser Ser Select Sunjay Kapur Management For For For Select Sunjay Kapur Management For For Management Pecision Rationale Decision Rationale Decision Rationale Select Sunjay Kapur Management For Management Pecision Decision Rationale Decision Rationale Select Sunjay Kapur Management For Management For For Management For For Ser Select MU Wei Management For For For Ser Select Sunjay Kapur Management For For For Ser Select Sunjay Kapur Management For For For Ser Select Sunjay Kapur Management For For For Ser Select HUANG Jianzhang Management For Management Ser For Management For For Ser Select HUANG Jianzhang Management For For Management For For Management For For Ser Select YU Mingyuan Management For For Ser Management For For Ser Select YU Mingyuan Management For For Ser Ser Management For For Ser Sea Management For For Ser Ser Management For For Ser Management For For Ser Ser Management For For Ser Ser Manageme	13		Management	For	For	
Accounts and Reports Management For	Sona B	LW Precision Forgings Ltd.	Meeting Date:	27.06.2024		Meeting Type: Annual
Allocation of Profits/Dividends Management For	Number	Proposal text	Proponent			Rationale
Elect Vivek Vikram Singh Management For For For For For Approve Payment of Fees to Cost Auditors Management For		Accounts and Reports	Management	For	For	
Elect Sunjay Kapur)	Allocation of Profits/Dividends	Management	For	For	
Approve Payment of Fees to Cost Auditors Meeting Date: 27.06.2024 Meeting Type: Special Menagement Proposal text Proponent Proposal text Management Pr	3	Elect Vivek Vikram Singh	Management	For	For	
Management For	1	Elect Sunjay Kapur	Management	For	For	
Number Proposal text Proposal text Proposal text Proponent Proponent Proposal text Pro	5	Approve Payment of Fees to Cost Auditors	Management	For	For	
Board - Vote Against when the chair of the nominating committee is independent. Board - Vote Against when the chair of the nominating committee is independent. Board - Vote Against when the nominating committee is not sufficiently independent. Board - Vote Against when the nominating committee is goal and be also as a support of the proposed of the	Zhejiar	ng Expressway Co	Meeting Date:	27.06.2024		Meeting Type: Special
Elect YUAN Yingjie Management For Against independent. Board - Vote Against when the nomination committee not sufficiently independent. Elect WU Wei Management For For Elect LI Wei Management For For Elect YANG Xudong Management For For Elect FAN Ye Management For Against when the audit committee is not sufficiently independent. Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the remuneration committee is not sufficiently independent. Elect HUANG Jianzhang Management For Against independent. Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent. Elect PEI Kerwei Management For For Elect YU Mingyuan Management For For Elect LU Wenwei as Supervisor Management For For Elect LU Wenwei as Supervisor Management For For	Number	Proposal text	Proponent			Rationale
Elect FAN Ye Management For	1	Elect YUAN Yingjie	Management	For	Against	Board - Vote Against when the chair of the nominating committee is n independent. Board - Vote Against when the nomination committee is not sufficiently independent.
Elect FAN Ye Management For Against when the audit committee is not sufficiently independent. Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the audit committee is not sufficiently independent. Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the audit committee is not sufficiently independent. Board - Vote Against when the chair of the audit committee is not sufficiently independent. Board - Vote Against when the chair of the audit committee is not sufficiently independent. Board - Vote Against when the chair of the audit committee is not sufficiently independent. Board - Vote Against when the chair of the audit committe	2	Elect WU Wei	Management	For	For	
Board - Vote Against when the audit committee is not sufficiently independent. Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the audit committee is not sufficiently independent. Board - Vote Against when the audit committee is not sufficiently independent. Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the chair of the audit committee is not sufficiently independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the chair of the audit committee is not sufficiently independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the audit committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the audit committee is not independent. Board - Vote Against when the audit committee is not independent. Board - Vote Against when the audit committee is not independent. Board - Vote Against when the audit committee is		Elect LI Wei	Management	For	For	
Elect FAN Ye Management For Against independent. Board - Vote Against when the remuneration committe is not sufficiently independent. Board - Vote Against when the audit committee is not sufficiently independent. Board - Vote Against when the remuneration committe is not sufficiently independent. Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the is not sufficiently independent. Board - Vote Against when the chair of the is not sufficiently independent. Board - Vote Against when the chair of the is not sufficiently independent. Board - Vote Against when the chair of the is not sufficiently independent. Board - Vote Against when the chair of the is not sufficiently independent. Board - Vote Against when the is not sufficiently independent. Board - Vote Against when the is not sufficiently independent. Board - Vote Against	ļ	Elect YANG Xudong	Management	For	For	
Elect HUANG Jianzhang Management For Against independent. Board - Vote Against when the remuneration committed is not sufficiently independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the audit	5	Elect FAN Ye	Management	For	Against	independent. Board - Vote Against when the remuneration committee
Elect Rosa LEE Wai Tsang Management For Against independent. Board - Vote Against when the chair of the remunerative committee is not independent. Belect Rosa LEE Wai Tsang Management For For Elect YU Mingyuan Management For For Directors' Fees Management For For Elect LU Wenwei as Supervisor Management For For Elect HE Meiyun as Supervisor Management For For	5	Elect HUANG Jianzhang	Management	For	Against	independent. Board - Vote Against when the remuneration committee
Elect YU Mingyuan Management For For Directors' Fees Management For For Elect LU Wenwei as Supervisor Management For For Elect HE Meiyun as Supervisor Management For For	7	Elect PEI Kerwei	Management	For	Against	independent. Board - Vote Against when the chair of the remuneration
Directors' Fees Management For For Elect LU Wenwei as Supervisor Management For For Elect HE Meiyun as Supervisor Management For For	3	Elect Rosa LEE Wai Tsang	Management	For	For	
1 Elect LU Wenwei as Supervisor Management For For 2 Elect HE Meiyun as Supervisor Management For For)	Elect YU Mingyuan	Management	For	For	
2 Elect HE Meiyun as Supervisor Management For For	10	Directors' Fees	Management	For	For	
	11	Elect LU Wenwei as Supervisor	Management	For	For	
3 Elect WU Qingwang as Supervisor Management For For		=1=	Managament	Eor	Eor	
	12	Elect HE Meiyun as Supervisor	Management	FUI	FUI	

Management

For

For

Director and Supervisor Service Contracts

Robeco disclaimer

Important Information

Robeco Institutional Asset Management B.V. has a license as manager of Undertakings for Collective Investment in Transferable Securities (UCITS) and Alternative Investment Funds (AIFs) ("Fund(s)") from the Netherlands Authority for the Financial Markets in Amsterdam. This marketing document is intended solely for professional investors, defined as investors qualifying as professional clients, who have requested to be treated as professional clients or are authorized to receive such information under any applicable laws. Robeco Institutional Asset Management B.V. and/or its related, affiliated and subsidiary companies, ("Robeco"), will not be liable for any damages arising out of the use of this document. Users of this information who provide investment services in the European Union have their own responsibility to assess whether they are allowed to receive the information in accordance with MiFID II regulations. To the extent this information qualifies as a reasonable and appropriate minor non-monetary benefit under MiFID II, users that provide investment services in the European Union are responsible for complying with applicable recordkeeping and disclosure requirements. The content of this document is based upon sources of information believed to be reliable and comes without warranties of any kind. Without further explanation this document cannot be considered complete. Any opinions, estimates or forecasts may be changed at any time without prior warning. If in doubt, please seek independent advice. This document is intended to provide the professional investor with general information about Robeco's specific capabilities but has not been prepared by Robeco as investment research and does not constitute an investment recommendation or advice to buy or sell certain securities or investment products or to adopt any investment strategy or legal, accounting or tax advice. All rights relating to the information in this document are and will remain the property of Robeco. This material may not be copied or shared with the public. No part of this document may be reproduced or published in any form or by any means without Robeco's prior written permission. Investment involves risks. Before investing, please note the initial capital is not guaranteed. Investors should ensure they fully understand the risk associated with any Robeco product or service offered in their country of domicile. Investors should also consider their own investment objective and risk tolerance level. Historical returns are provided for illustrative purposes only. The price of units may go down as well as up and past performance is no guarantee of future results. If the currency in which the past performance is displayed differs from the currency of the country in which you reside, then you should be aware that due to exchange rate fluctuations the performance shown may increase or decrease if converted into your local currency. The performance data do not take account of the commissions and costs incurred when trading securities in client portfolios or for the issue and redemption of units. Unless otherwise stated, performances are i) net of fees based on transaction prices and ii) with dividends reinvested. Please refer to the

prospectus of the Funds for further details. Performance is quoted net of investment management fees. The ongoing charges mentioned in this document are the ones stated in the Fund's latest annual report at closing date of the last calendar year. This document is not directed to or intended for distribution to or for use by any person or entity who is a citizen or resident of or located in any locality, state, country or other jurisdiction where such distribution, document, availability or use would be contrary to law or regulation or which would subject any Fund or Robeco Institutional Asset Management B.V. to any registration or licensing requirement within such jurisdiction. Any decision to subscribe for interests in a Fund offered in a particular jurisdiction must be made solely on the basis of information contained in the prospectus, which information may be different from the information contained in this document. Prospective applicants for shares should inform themselves as to legal requirements which may also apply and any applicable exchange control regulations and taxes in the countries of their respective citizenship, residence or domicile. The Fund information, if any, contained in this document is qualified in its entirety by reference to the prospectus, and this document should, at all times, be read in conjunction with the prospectus. Detailed information on the Fund and associated risks is contained in the prospectus. The prospectus and the Key Information Document (PRIIP) for the Robeco Funds can all be obtained free of charge from Robeco's websites.

Additional Information for US investors

Robeco is considered "participating affiliate" and some of their employees are "associated persons" of Robeco Institutional Asset Management US Inc. ("RIAM US") as per relevant SEC no-action guidance. Employees identified as associated persons of RIAM US perform activities directly or indirectly related to the investment advisory services provided by RIAM US. In those situations these individuals are deemed to be acting on behalf of RIAM US, a US SEC registered investment adviser. SEC regulations are applicable only to clients, prospects and investors of RIAM US. RIAM US is a wholly owned subsidiary of ORIX Corporation Europe N.V. and offers investment advisory services to institutional clients in the US.

Additional information for US Offshore investors – Reg S

The Robeco Capital Growth Funds have not been registered under the United States Investment Company Act of 1940, as amended, nor the United States Securities Act of 1933, as amended. None of the shares may be offered or sold, directly or indirectly in the United States or to any US Person. A US Person is defined as (a) any individual who is a citizen or resident of the United States for federal income tax purposes; (b) a corporation, partnership or other entity created or organized under the laws of or existing in the United States; (c) an estate or trust the income of which is subject to United

States federal income tax regardless of whether such income is effectively connected with a United States trade or business. In the United States, this material may be distributed only to a person who is a "distributor", or who is not a "US person", as defined by Regulation S under the U.S. Securities Act of 1933 (as amended).

Additional Information for investors with residence or seat in Australia and New Zealand

This document is distributed in Australia by Robeco Hong Kong Limited (ARBN 156 512 659) ("RIAM BV"), which is exempt from the requirement to hold an Australian financial services license under the Corporations Act 2001 (Cth) pursuant to ASIC Class Order 03/1103. Robeco is regulated by the Securities and Futures Commission under the laws of Hong Kong and those laws may differ from Australian laws. This document is distributed only to "wholesale clients" as that term is defined under the Corporations Act 2001 (Cth). This document is not intended for distribution or dissemination. directly or indirectly, to any other class of persons. In New Zealand, this document is only available to wholesale investors within the meaning of clause 3(2) of Schedule 1 of the Financial Markets Conduct Act 2013 (FMCA). This document is not intended for public distribution in Australia and New Zealand.

Additional Information for investors with residence or seat in Austria

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

Additional Information for investors with residence or seat in Brazil

The Fund may not be offered or sold to the public in Brazil. Accordingly, the Fund has not been nor will be registered with the Brazilian Securities Commission (CVM), nor has it been submitted to the foregoing agency for approval. Documents relating to the Fund, as well as the information contained therein, may not be supplied to the public in Brazil, as the offering of the Fund is not a public offering of securities in Brazil, nor may they be used in connection with any offer for subscription or sale of securities to the public in Brazil.

Additional information for investors with residence or seat in Brunei

The Prospectus relates to a private collective investment scheme which is not subject to any form of domestic regulations by the Autoriti Monetari Brunei Darussalam ("Authority"). The Prospectus is intended for distribution only to specific classes of investors as specified in section 20 of the Securities Market Order, 2013, and must not, therefore, be delivered to, or relied on by, a retail client. The Authority is not responsible for reviewing or verifying any prospectus or other documents in connection with this collective investment scheme. The Authority has not approved the Prospectus or any other associated

documents nor taken any steps to verify the information set out in the Prospectus and has no responsibility for it. The units to which the Prospectus relates may be illiquid or subject to restrictions on their resale. Prospective purchasers of the units offered should conduct their own due diligence on the units.

Additional Information for investors with residence or seat in Canada

No securities commission or similar authority in Canada has reviewed or in any way passed upon this document or the merits of the securities described herein, and any representation to the contrary is an offence. Robeco Institutional Asset Management B.V. relies on the international dealer and international adviser exemption in Quebec and has appointed McCarthy Tétrault LLP as its agent for service in Quebec.

Additional information for investors with residence or seat in the Republic of Chile

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

Additional Information for investors with residence or seat in Colombia

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

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

This material is distributed by Robeco Institutional Asset Management B.V. (DIFC Branch) located at Office 209, Level 2, Gate Village Building 7, Dubai International Financial Centre, Dubai, PO Box 482060, UAE. Robeco Institutional Asset Management B.V. (DIFC Branch) is regulated by the Dubai Financial Services Authority ("DFSA") and only deals with Professional Clients or Market Counterparties and does not deal with Retail Clients as defined by the DFSA.

Additional Information for investors with residence or seat in France

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

Additional Information for investors with residence or seat in Germany

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

Additional Information for investors with residence or seat in Hong Kong

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

Additional information for investors with residence or seat in Indonesia

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

Additional Information for investors with residence or seat in Italy

This document is considered for use solely by qualified investors and private professional clients (as defined in Article 26 (1) (b) and (d) of Consob Regulation No. 16190 dated 29 October 2007). If made available to Distributors and individuals authorized by Distributors to conduct promotion and marketing activity, it may only be used for the purpose for which it was conceived. The data and information contained in this document may not be used for communications with Supervisory Authorities. This document does not include any information to determine, in concrete terms, the investment inclination and, therefore, this document cannot and should not be the basis for making any investment decisions.

Additional Information for investors with residence or seat in Japan

This document is considered for use solely by qualified investors and is distributed by Robeco Japan Company Limited, registered in Japan as a Financial Instruments Business Operator, [registered No. the Director of Kanto Local Financial Bureau (Financial Instruments Business Operator), No.2780, Member of Japan Investment Advisors Association].

Additional information for investors with residence or seat in South Korea

The Management Company is not making any

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

Additional information for investors with residence or seat in Malaysia

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

Additional Information for investors with residence or seat in Mexico

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

Additional Information for investors with residence or seat in Peru

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

Additional Information for investors with residence or seat in Shanghai

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

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

Additional Information for investors with residence or seat in Singapore

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

Additional Information for investors with residence or seat in Spain

Robeco Institutional Asset Management B.V.,

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

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

Additional Information for investors with residence or seat in Liechtenstein

This document is exclusively distributed to Liechtenstein-based, duly licensed financial intermediaries (such as banks, discretionary portfolio managers, insurance companies, fund of funds) which do not intend to invest on their own account into Fund(s) displayed in the document. This material is distributed by Robeco Switzerland Ltd, postal address: Josefstrasse 218, 8005 Zurich, Switzerland. LGT Bank Ltd., Herrengasse 12, FL-9490 Vaduz, Liechtenstein

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

Additional information for investors with residence or seat in Taiwan

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

Additional information for investors with residence or seat in Thailand

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

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

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

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

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

Additional Information for investors with residence or seat in Uruguay

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

© Q2/2024 Robeco