

Voting March 2024

REPORTING PERIOD: 01/03/2024 to 31/03/2024

Voting Statistics

	Total	Percent
Votable Meetings	54	
Meetings Voted	54	100.00%
Meetings with One or More Votes Against Management	23	42.59%
Votable Ballots	142	
Ballots Voted	142	100.00%

Note: A meeting is votable when one or more ballots are eligible to vote at the meeting, and differences in votable meetings and ballots occurs when multiple ballots are available to vote for the same meeting.

	Management Proposals		Shareholder Proposals		All Proposals	
	Total	Percent	Total	Percent	Total	Percent
Votable Proposals	701		12		713	
Proposals Voted	701	100.00%	12	100.00%	713	100.00%
FOR Votes	637	90.87%	0	0.00%	637	89.34%
AGAINST Votes	50	7.13%	12	100.00%	62	8.70%
ABSTAIN Votes	14	2.00%	0	0.00%	14	1.96%
WITHHOLD Votes	0	0.00%	0	0.00%	0	0.00%
Votes WITH Management	651	92.87%	12	100.00%	663	92.99%
Votes AGAINST Management	50	7.13%	0	0.00%	50	7.01%

Note: Where management does not make a vote recommendation, these votes are not included in either votes WITH or AGAINST Management.
In cases where different votes are submitted across different accounts for a given meeting, votes cast are distinctly counted hence total votes submitted may be higher than unique proposals voted.

The AZEK Company Inc.

Meeting Date: 01/03/2024 Country: USA
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Sallie B. Bailey	For	For
1.2	Elect Director Pamela Edwards	For	For
1.3	Elect Director Howard Heckes	For	For
1.4	Elect Director Gary Hendrickson	For	For
1.5	Elect Director Vernon J. Nagel	For	For
1.6	Elect Director Harmit Singh	For	For
1.7	Elect Director Jesse Singh	For	For
1.8	Elect Director Fiona Tan	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Blended Rationale: A vote for was warranted because we believe company performance has been strong, so we wanted to support the CEO's pay proposal. We also discussed with the company and agreed with its rationale.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Re-elect Clifford Abrahams as Director	For	For
5	Re-elect David Bennett as Director	For	For
6	Elect Lucinda Charles-Jones as Director	For	For
7	Re-elect David Duffy as Director	For	For
8	Re-elect Geeta Gopalan as Director	For	For
9	Re-elect Elena Novokreshchenova as Director	For	For
10	Re-elect Darren Pope as Director	For	For
11	Re-elect Tim Wade as Director	For	For
12	Re-elect Sara Weller as Director	For	For
13	Appoint PricewaterhouseCoopers LLP as Auditors	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
15	Authorise Issue of Equity	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
18	Authorise Issue of Equity in Connection with AT1 Securities	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with AT1 Securities	For	For
20	Authorise Market Purchase of Ordinary Shares	For	For
21	Authorise the Company to Enter into a Contingent Purchase Contract with Citigroup Global Markets Australia Pty Limited	For	For
22	Authorise the Company to Enter into a Contingent Purchase Contract with Goldman Sachs International	For	For

Virgin Money UK Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
23	Authorise the Company to Enter into a Contingent Purchase Contract with J.P. Morgan Securities Australia Limited	For	For
24	Authorise the Company to Enter into a Contingent Purchase Contract with MorganStanley Australia Securities Limited	For	For
25	Authorise the Company to Enter into a Contingent Purchase Contract with UBSAG London Branch	For	For
26	Authorise UK Political Donations and Expenditure	For	For

Novartis AG

Meeting Date: 05/03/2024 Country: Switzerland
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	For	For
1.2	Approve Non-Financial Report	For	For
2	Approve Discharge of Board and Senior Management	For	For
3	Approve Allocation of Income and Dividends of CHF 3.30 per Share	For	For
4	Approve CHF 42.9 Million Reduction in Share Capital via Cancellation of Repurchased Shares	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 8.8 Million	For	For
5.2	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 95 Million	For	For
5.3	Approve Remuneration Report	For	For
6.1	Reelect Joerg Reinhardt as Director and Board Chair	For	For
6.2	Reelect Nancy Andrews as Director	For	For
6.3	Reelect Ton Buechner as Director	For	For
6.4	Reelect Patrice Bula as Director	For	For
6.5	Reelect Elizabeth Doherty as Director	For	For
6.6	Reelect Bridgette Heller as Director	For	For
6.7	Reelect Daniel Hochstrasser as Director	For	For
6.8	Reelect Frans van Houten as Director	For	For

Novartis AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
6.9	Reelect Simon Moroney as Director	For	For
6.10	Reelect Ana de Pro Gonzalo as Director	For	For
6.11	Reelect Charles Sawyers as Director	For	For
6.12	Reelect William Winters as Director	For	For
6.13	Reelect John Young as Director	For	For
7.1	Reappoint Patrice Bula as Member of the Compensation Committee	For	For
7.2	Reappoint Bridgette Heller as Member of the Compensation Committee	For	For
7.3	Reappoint Simon Moroney as Member of the Compensation Committee	For	For
7.4	Reappoint William Winters as Member of the Compensation Committee	For	For
8	Ratify KPMG AG as Auditors	For	For
9	Designate Peter Zahn as Independent Proxy	For	For
10	Transact Other Business (Voting)	For	Against

Blended Rationale: A vote against is warranted because details of other business are not disclosed.

QUALCOMM Incorporated

Meeting Date: 05/03/2024Country: USAMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Sylvia Acevedo	For	For
1b	Elect Director Cristiano R. Amon	For	For
1c	Elect Director Mark Fields	For	For
1d	Elect Director Jeffrey W. Henderson	For	For
1e	Elect Director Gregory N. Johnson	For	For
1f	Elect Director Ann M. Livermore	For	For
1g	Elect Director Mark D. McLaughlin	For	For
1h	Elect Director Jamie S. Miller	For	For
1i	Elect Director Irene B. Rosenfeld	For	For
1j	Elect Director Kornelis (Neil) Smit	For	For
1k	Elect Director Jean-Pascal Tricoire	For	For
1l	Elect Director Anthony J. Vinciquerra	For	For

QUALCOMM Incorporated

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Amend Omnibus Stock Plan	For	Against
Blended Rationale: A vote against is warranted because payments in the event of change of control are excessive: - Unvested time-based equity awards would accelerate if not assumed; performance awards vest at the board's discretion or the plan is silent on award vesting.			
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	For
6	Amend Bylaws to Add Federal Forum Selection Provision	For	For

Paragon Banking Group Plc

Meeting Date: 06/03/2024 Country: United Kingdom
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Elect Zoe Howorth as Director	For	For
5	Re-elect Robert East as Director	For	For
6	Re-elect Nigel Terrington as Director	For	For
7	Re-elect Richard Woodman as Director	For	For
8	Re-elect Tanvi Davda as Director	For	For
9	Re-elect Peter Hill as Director	For	For
10	Re-elect Alison Morris as Director	For	For
11	Re-elect Barbara Ridpath as Director	For	For
12	Re-elect Hugo Tudor as Director	For	For
13	Re-elect Graeme Yorston as Director	For	For
14	Reappoint KPMG LLP as Auditors	For	For
15	Authorise Board to Fix Remuneration of Auditors	For	For
16	Authorise UK Political Donations and Expenditure	For	For

Paragon Banking Group Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
17	Authorise Issue of Equity	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
20	Authorise Market Purchase of Ordinary Shares	For	For
21	Authorise Issue of Equity in Relation to Additional Tier 1 Securities	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Relation to Additional Tier 1 Securities	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

Abu Dhabi Commercial Bank

Meeting Date: 07/03/2024

Country: United Arab Emirates

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Board Report on Company Operations and Financial Position for FY 2023	For	For
2	Approve Auditors' Report on Company Financial Statements for FY 2023	For	For
3	Approve Internal Shariah Supervisory Committee Report for FY 2023	For	For
4	Approve Reappointment of Internal Shariah Supervisory Committee Members for a Period of Three Years	For	For
5	Accept Financial Statements and Statutory Reports for FY 2023	For	For
6	Approve Dividends of AED 0.56 per Share for FY 2023	For	For
7	Approve Remuneration of Directors Including Board Committees' Sitting Fees for FY 2023	For	For
8	Approve Discharge of Directors for FY 2023	For	For
9	Approve Discharge of Auditors for FY 2023	For	For
10	Ratify Auditors and Fix Their Remuneration for FY 2024	For	For
1	Amend First Paragraph of Article 28.1 of Bylaws Re: Board Remuneration	For	For

Abu Dhabi Commercial Bank

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2.1	Authorize Renewal of the Bank's Debt Issuance Program and Create New Programs on Issuing Non-Convertible Securities into Shares Up to USD 8,000,000,000	For	For
2.2	Authorize Issuance of Debt Instrument on a Standalone Basis up to USD 2,000,000,000	For	For
2.3	Authorize Issuance of Debt Tier Capital instruments Including Additional Tier 1 Capital or Subordinated Tier 2 Capital with an Aggregate Face Amount of up to USD 2,000,000,000	For	For
2.4	Authorize Board, Committee Members, Officer or any Authorized Person to Issue Any Type of Sukuk/Non-Convertible Securities into Shares Up to USD 8,000,000,000	For	For

Hologic, Inc.

Meeting Date: 07/03/2024	Country: USA
	Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Stephen P. MacMillan	For	For
1b	Elect Director Sally W. Crawford	For	For
1c	Elect Director Charles J. Dockendorff	For	For
1d	Elect Director Scott T. Garrett	For	For
1e	Elect Director Ludwig N. Hantson	For	For
1f	Elect Director Nanaz Mohtashami	For	For
1g	Elect Director Christiana Stamoulis	For	For
1h	Elect Director Stacey D. Stewart	For	For
1i	Elect Director Amy M. Wendell	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For

Redington Limited

Meeting Date: 10/03/2024	Country: India
	Meeting Type: Special

Redington Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect J. Ramachandran as Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.</i>			
2	Elect Sudip Nandy as Director	For	For

Cencora, Inc.

Meeting Date: 12/03/2024 Country: USA
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Ornella Barra	For	For
1b	Elect Director Werner Baumann	For	For
1c	Elect Director Steven H. Collis	For	For
1d	Elect Director D. Mark Durcan	For	For
1e	Elect Director Richard W. Gochnauer	For	For
1f	Elect Director Lon R. Greenberg	For	For
1g	Elect Director Kathleen W. Hyle	For	For
1h	Elect Director Lorence H. Kim	For	For
1i	Elect Director Redonda G. Miller	For	For
1j	Elect Director Dennis M. Nally	For	For
1k	Elect Director Lauren M. Tyler	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify Ernst & Young LLP as Auditors	For	For
4	Amend Certificate of Incorporation to Provide for the Exculpation of Officers	For	For
5	Amend Certificate of Incorporation	For	For
6	Enhance Majority Vote for the Election of Directors	Against	Against

Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 14/03/2024 Country: Spain
Meeting Type: Annual

Banco Bilbao Vizcaya Argentaria SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	For	For
1.2	Approve Non-Financial Information Statement	For	For
1.3	Approve Allocation of Income and Dividends	For	For
1.4	Approve Discharge of Board	For	For
2.1	Reelect Jose Miguel Andres Torrecillas as Director	For	For
2.2	Reelect Jaime Felix Caruana Lacorte as Director	For	For
2.3	Reelect Belen Garijo Lopez as Director	For	For
2.4	Reelect Ana Cristina Peralta Moreno as Director	For	For
2.5	Reelect Jan Paul Marie Francis Verplancke as Director	For	For
2.6	Elect Enrique Casanueva Nardiz as Director	For	For
2.7	Elect Cristina de Parias Halcon as Director	For	For
3	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	For
4	Fix Maximum Variable Compensation Ratio	For	For
5	Authorize Board to Ratify and Execute Approved Resolutions	For	For
6	Advisory Vote on Remuneration Report	For	For

Bank of Georgia Group Plc

Meeting Date: 14/03/2024 **Country:** United Kingdom
Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Proposed Acquisition of the Entire Issued Share Capital of Ameriabank	For	For

Kia Corp.

Meeting Date: 15/03/2024 **Country:** South Korea
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	For	For
2.1	Elect Choi Jun-young as Inside Director	For	For
2.2	Elect Lee In-gyeong as Outside Director	For	For
3	Elect Lee In-gyeong as a Member of Audit Committee	For	For
4	Elect Cho Hwa-soon as Outside Director to Serve as an Audit Committee Member	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For

Mapfre SA

Meeting Date: 15/03/2024Country: SpainMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	For	For
1.2	Approve Integrated Report for Fiscal Year 2023	For	For
1.3	Approve Non-Financial Information Statement	For	For
1.4	Approve Allocation of Income and Dividends	For	For
1.5	Approve Discharge of Board	For	For
2.1	Reelect Maria Leticia de Freitas Costa as Director	For	For
2.2	Reelect Rosa Maria Garcia Garcia as Director	For	For
2.3	Ratify Appointment of and Elect Eduardo Perez de Lema Holweg as Director	For	For
3.1	Renew Appointment of KPMG Auditores as Auditor for FY 2024	For	For
3.2	Appoint KPMG Auditores as Auditor of FY 2025, 2026 and 2027	For	For

Mapfre SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.1	Update Maximum Number of Company Shares to be Granted to Executive Directors under the Medium-Term Incentives Plan 2022-2026	For	Against
Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- The company continues to provide insufficient information on its Extraordinary Medium- and Long-Term Incentives Plan. Notably, individual award limits are not clearly disclosed and the vesting schedule under the relative TSR component is not explained.			
4.2	Advisory Vote on Remuneration Report	For	Against
Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- The company provides poor information on performance outcome, and individual award opportunities are not disclosed in a clear fashion. Also note that: The company granted a EUR 560,000 extraordinary award to executive director Ignacio Baeza Gomez upon his retirement at yearend 2023, in recognition of his performance during his career. Mr. Gomez's fixed remuneration was increased to EUR 904,384 in 2023, compared to a fixed pay of EUR 561,468 in 2022. The company states that the 61.07 percent raise was due to the payment of a special remuneration supplement derived from the extension of his contract after reaching the age of 60. These amounts are in addition to the standard STI, pension payments, perquisites, and termination indemnities.			
5	Authorize Board to Delegate Powers Vested on it by the General Meeting in Favor of the Steering Committee or to Each Member of the Board	For	For
6	Authorize Chairman and Secretary of the Board to Ratify and Execute Approved Resolutions	For	For

Crest Nicholson Holdings Plc

Meeting Date: 19/03/2024	Country: United Kingdom
Meeting Type: Annual	

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Final Dividend	For	For
3	Elect Bill Floydd as Director	For	For
4	Elect Maggie Semple as Director	For	For
5	Re-elect Iain Ferguson as Director	For	For
6	Re-elect Peter Truscott as Director	For	For
7	Re-elect David Arnold as Director	For	For
8	Re-elect Louise Hardy as Director	For	For
9	Re-elect Octavia Morley as Director	For	For
10	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
11	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
12	Approve Remuneration Report	For	For

Crest Nicholson Holdings Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
13	Authorise Issue of Equity	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
16	Authorise Market Purchase of Ordinary Shares	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

ECO Animal Health Group Plc

Meeting Date: 19/03/2024 **Country:** United Kingdom
Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Authorise Market Purchase of Ordinary Shares	For	For

Hyundai GLOVIS Co., Ltd.

Meeting Date: 20/03/2024 **Country:** South Korea
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	For	For
2	Amend Articles of Incorporation (Business Objectives)	For	For
3.1	Elect Yoon Yoon-Jin as Outside Director	For	For
3.2	Elect Cho Myeong-hyeon as Outside Director	For	For
3.3	Elect Choi Hyeon-man as Outside Director	For	For
3.4	Elect Tanaka Jonathan Maswoswe as Non-Independent Non-Executive Director	For	Against

Blended Rationale: A vote against is warranted as the nominee is a non-independent non-executive director and the board does not meet best practice criteria with regard to independence.

Hyundai GLOVIS Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Elect Lee Ho-geun as Outside Director to Serve as an Audit Committee Member	For	For
5.1	Elect Yoon Yoon-jin as a Member of Audit Committee	For	For
5.2	Elect Choi Hyeon-man as a Member of Audit Committee	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	For	For

NKT A/S

Meeting Date: 20/03/2024 Country: Denmark
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3	Accept Financial Statements and Statutory Reports	For	For
4	Approve Allocation of Income and Omission of Dividends	For	For
5	Approve Remuneration Report (Advisory Vote)	For	For
6	Approve Discharge of Management and Board	For	For
7	Approve Remuneration of Directors in the Amount of DKK 1.12 Million for Chairman, DKK 750,000 for Deputy Chairman and DKK 375,000 for Other Directors; Approve Remuneration for Committee Work	For	For
8.a	Reelect Jens Due Olsen as Director	For	For
8.b	Reelect Rene Svendsen-Tune as Director	For	For
8.c	Reelect Nebahat Albayrak as Director	For	For
8.d	Reelect Karla Marianne Lindahl as Director	For	For
8.e	Reelect Andreas Nauen as Director	For	For
8.f	Reelect Anne Vedel as Director	For	For
9.1	Ratify PWC as Auditors	For	For
9.2	Ratify PWC as Authorized Sustainability Auditor	For	For
10.1	Amend Remuneration Policy (Indemnification Scheme)	For	For

Samsung Electronics Co., Ltd.

Meeting Date: 20/03/2024 Country: South Korea
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	For	For
2	Elect Shin Je-yoon as Outside Director	For	For
3	Elect Cho Hye-gyeong as Outside Director to Serve as an Audit Committee Member	For	For
4	Elect Yoo Myeong-hui as a Member of Audit Committee	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For
6	Amend Articles of Incorporation	For	For

Samsung Electronics Co., Ltd.

Meeting Date: 20/03/2024 Country: South Korea
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	For	For
2	Elect Shin Je-yoon as Outside Director	For	For
3	Elect Cho Hye-gyeong as Outside Director to Serve as an Audit Committee Member	For	For
4	Elect Yoo Myeong-hui as a Member of Audit Committee	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For
6	Amend Articles of Incorporation	For	For

CaixaBank SA

Meeting Date: 21/03/2024 Country: Spain
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	For	For
1.2	Approve Non-Financial Information Statement	For	For
1.3	Approve Discharge of Board	For	For
2	Approve Allocation of Income and Dividends	For	For
3	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For
4	Reelect Maria Veronica Fisas Verges as Director	For	For
5.1	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	For
5.2	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	For
5.3	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	For	For
5.4	Authorize Board to Issue Contingent Convertible Securities for up to EUR 3.5 Billion	For	For
6.1	Amend Remuneration Policy	For	For
6.2	Approve 2024 Variable Remuneration Scheme	For	For
6.3	Fix Maximum Variable Compensation Ratio	For	For
6.4	Advisory Vote on Remuneration Report	For	For
7	Authorize Board to Ratify and Execute Approved Resolutions	For	For

Concentrix Corporation

Meeting Date: 21/03/2024Country: USAMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Chris Caldwell	For	For
1b	Elect Director Teh-Chien Chou	For	For
1c	Elect Director LaVerne H. Council	For	For
1d	Elect Director Jennifer Deason	For	For

Concentrix Corporation

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1e	Elect Director Olivier Duha	For	For
1f	Elect Director Nicolas Gheysens	For	For
1g	Elect Director Kathryn Hayley	For	For
1h	Elect Director Kathryn Marinello	For	For
1i	Elect Director Dennis Polk	For	For
1j	Elect Director Ann Vezina	For	For
2	Ratify KPMG LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Danske Bank A/S

Meeting Date: 21/03/2024 Country: Denmark
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Accept Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of DKK 7.50 Per Share	For	For
4	Approve Remuneration Report (Advisory Vote)	For	For
5	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	For	For
6	Determine Number of Members and Deputy Members of Board	For	For
6.a	Reelect Martin Blessing as Director	For	For
6.b	Reelect Lars-Erik Brenoe Director	For	For
6.c	Reelect Jacob Dahl as Director	For	For
6.d	Reelect Raija-Leena Hankonen-Nybom as Director	For	For
6.e	Reelect Allan Polack as Director	For	For
6.f	Reelect Helle Valentin as Director	For	For
6.g	Elect Lieve Mostrey as New Director	For	For
6.h	Elect Martin Norkaer Larsen as New Director	For	For
7	Ratify Deloitte as Auditors	For	For
8	Approve Creation of Pool of Capital without Preemptive Rights	For	For

Danske Bank A/S

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9	Authorize Share Repurchase Program	For	For
10	Approve Remuneration of Directors in the Amount of DKK 2.6 Million for Chairman, DKK 1.3 Million for Vice Chair and DKK 790,000 for Other Directors; Approve Remuneration for Committee Work	For	For
11	Approve Indemnification of Members of the Board of Directors and Executive Management	For	For
12.a	Approve Banking Benefits for Shareholders	Against	Against
12.b1	Streamlining Climate Policy and Approach to Fossil Companies	Against	Against
12.b2	Exclusion of Shares in Companies within Exploration and Production of Oil and Gas	Against	Against
13	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For

Hyundai Motor Co., Ltd.

Meeting Date: 21/03/2024 **Country:** South Korea
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	For	For
2.1	Elect Sim Dal-hun as Outside Director	For	For
2.2.1	Elect Jang Jae-hun as Inside Director	For	For
2.2.2	Elect Lee Dong-seok as Inside Director	For	For
2.2.3	Elect Lee Seung-jo as Inside Director	For	For
3	Elect Lee Ji-yoon as Outside Director to Serve as an Audit Committee Member	For	For
4	Elect Sim Dal-hun as a Member of Audit Committee	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For

Novo Nordisk A/S

Meeting Date: 21/03/2024 **Country:** Denmark
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Accept Financial Statements and Statutory Reports	For	For
3	Approve Allocation of Income and Dividends of DKK 6.40 Per Share	For	For
4	Approve Remuneration Report (Advisory Vote)	For	For
5.1	Approve Remuneration of Directors in the Amount of DKK 3.4 Million for the Chairman, DKK 1.7 Million for the Vice Chairman and DKK 840,000 for Other Directors; Approve Remuneration for Committee Work	For	For
5.2a	Approve Indemnification of Board of Directors	For	For
5.2b	Approve Indemnification of Executive Management	For	For
5.2c	Amend Articles Re: Indemnification Scheme	For	For
5.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	For	For
6.1	Reelect Helge Lund (Chair) as Director	For	For
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	For	Abstain
<i>Blended Rationale: A vote abstain is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent. A vote abstain is warranted due to concerns over poor corporate governance practices:-The company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights.</i>			
6.3a	Reelect Laurence Debroux as Director	For	For
6.3b	Reelect Andreas Fibig as Director	For	For
6.3c	Reelect Sylvie Gregoire as Director	For	For
6.3d	Reelect Kasim Kutay as Director	For	Abstain
<i>Blended Rationale: A vote abstain is warranted due to concerns over poor corporate governance practices:- The company maintains a share structure with unequal voting rights, and the candidates represent the primary beneficiary of the superior voting rights.</i>			
6.3e	Reelect Christina Law as Director	For	For
6.3f	Reelect Martin Mackay as Director	For	For
7	Ratify Deloitte as Auditor	For	For
8.1	Approve DKK 4.5 Million Reduction in Share Capital via Share Cancellation of B Shares	For	For
8.2	Authorize Share Repurchase Program	For	For

Novo Nordisk A/S

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8.3	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	For	For

BAIC Motor Corporation Limited

Meeting Date: 22/03/2024

Country: China

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Chen Wei as Director	For	For
1.2	Elect Hu Hanjun as Director	For	Against
Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.			
1.3	Elect Chen Hongliang as Director	For	For
1.4	Elect Song Wei as Director	For	For
1.5	Elect Liu Guanhao as Director	For	For
1.6	Elect Ye Qian as Director	For	For
1.7	Elect Paul Gao as Director	For	For
1.8	Elect Kevin Walter Binder as Director	For	For
1.9	Elect Gu Tiemin as Director	For	For
1.10	Elect Sun Li as Director	For	For
1.11	Elect Yin Yuanping as Director	For	For
1.12	Elect Xu Xiangyang as Director	For	For
1.13	Elect Tang Jun as Director	For	For
1.14	Elect Edmund Sit as Director	For	For
1.15	Elect Ji Xuehong as Director	For	For
2	Approve Remuneration of Independent Non-Executive Directors	For	For
3.1	Elect Jiao Feng as Supervisor	For	For
3.2	Elect Zhu Yan as Supervisor	For	For
3.3	Elect Deng Yishuai as Supervisor	For	For

BAIC Motor Corporation Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Amend Articles of Association	For	Against
<i>Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced: - The board seeks shareholder approval for the proposed amendments to the company's Articles of Association (Articles) which include terms regarding the China Communist Party Committee (the Party Committee). The proposed articles amendments are not considered to adequately provide for accountability and transparency to shareholders.</i>			

DB Insurance Co., Ltd.

Meeting Date: 22/03/2024 Country: South Korea
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	For	For
2.1	Amend Articles of Incorporation (Number of Directors)	For	For
2.2	Amend Articles of Incorporation (Directors' Term of Office)	For	Against
<i>Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced: - The proposed amendment would increase the length of directors' term of office, requiring them to stand for reelection only once every two years and thus reducing their accountability to shareholders.</i>			
3.1	Elect Choi Jeong-ho as Inside Director	For	For
3.2	Elect Jeon Seon-ae as Outside Director	For	For
3.3	Elect Yoon Yong-roh as Outside Director	For	For
3.4	Elect Kim Cheol-ho as Outside Director	For	For
3.5	Elect Kim Jeong-nam as Inside Director	For	For
3.6	Elect Jeong Jong-pyo as Inside Director	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chair and no suitable explanation has been given.</i>			
3.7	Elect Park Gi-hyeon as Inside Director	For	For
4	Elect Jeong Chae-woong as Outside Director to Serve as an Audit Committee Member	For	For
5.1	Elect Choi Jeong-ho as a Member of Audit Committee	For	For
5.2	Elect Jeon Seon-ae as a Member of Audit Committee	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	For	For

Hana Financial Group, Inc.

Meeting Date: 22/03/2024 Country: South Korea
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	For	For
2.1	Elect Park Dong-moon as Outside Director	For	Against
Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices:- A vote AGAINST Dong-moon Park (Item 2.1), Gang-won Lee (Kang-won Lee) (Item 2.2), Seung-yeol Lee (Seung-lyul Lee) (Item 2.6), and Jeong-won Lee (Jung-won Lee) (Item 3.1) is warranted, as their inactions to remove a director who has demonstrated a serious failure of accountability from the board raise concern on their abilities to act in the best of interest of shareholders.			
2.2	Elect Lee Gang-won as Outside Director	For	Against
Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices:- A vote AGAINST Dong-moon Park (Item 2.1), Gang-won Lee (Kang-won Lee) (Item 2.2), Seung-yeol Lee (Seung-lyul Lee) (Item 2.6), and Jeong-won Lee (Jung-won Lee) (Item 3.1) is warranted, as their inactions to remove a director who has demonstrated a serious failure of accountability from the board raise concern on their abilities to act in the best of interest of shareholders.			
2.3	Elect Ju Young-seop as Outside Director	For	For
2.4	Elect Yoon Sim as Outside Director	For	For
2.5	Elect Lee Jae-min as Outside Director	For	For
2.6	Elect Lee Seung-yeol as Inside Director	For	Against
Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices:- A vote AGAINST Dong-moon Park (Item 2.1), Gang-won Lee (Kang-won Lee) (Item 2.2), Seung-yeol Lee (Seung-lyul Lee) (Item 2.6), and Jeong-won Lee (Jung-won Lee) (Item 3.1) is warranted, as their inactions to remove a director who has demonstrated a serious failure of accountability from the board raise concern on their abilities to act in the best of interest of shareholders.			
2.7	Elect Kang Seong-muk as Inside Director	For	For
3.1	Elect Lee Jeong-won as Outside Director to Serve as an Audit Committee Member	For	Against
Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices:- A vote AGAINST Dong-moon Park (Item 2.1), Gang-won Lee (Kang-won Lee) (Item 2.2), Seung-yeol Lee (Seung-lyul Lee) (Item 2.6), and Jeong-won Lee (Jung-won Lee) (Item 3.1) is warranted, as their inactions to remove a director who has demonstrated a serious failure of accountability from the board raise concern on their abilities to act in the best of interest of shareholders.			
3.2	Elect Lee Jae-sul as Outside Director to Serve as an Audit Committee Member	For	For
4.1	Elect Won Suk-yeon as a Member of Audit Committee	For	Against
Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices:- A vote AGAINST Suk-yeon Won (Sook-yeon Won) (Item 4.1) is warranted as her inaction to remove a director who has demonstrated a serious failure of accountability from the board raise concern on her ability to act in the best of interest of shareholders.			
4.2	Elect Lee Jae-min as a Member of Audit Committee	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For

HYUNDAI MARINE & FIRE INSURANCE Co., Ltd.

Meeting Date: 22/03/2024 Country: South Korea
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	For	For
2	Elect Son Chang-dong as Outside Director to Serve as an Audit Committee Member	For	For
3	Approve Total Remuneration of Inside Directors and Outside Directors	For	For

Japan Tobacco, Inc.

Meeting Date: 22/03/2024 Country: Japan
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 100	For	For
2	Approve Accounting Transfers	For	For
3.1	Elect Director Iwai, Mutsuo	For	For
3.2	Elect Director Okamoto, Shigeaki	For	For
3.3	Elect Director Terabatake, Masamichi	For	For
3.4	Elect Director Nakano, Kei	For	For
3.5	Elect Director Shimayoshi, Koji	For	For
3.6	Elect Director Nagashima, Yukiko	For	For
3.7	Elect Director Kitera, Masato	For	For
3.8	Elect Director Shoji, Tetsuya	For	For
3.9	Elect Director Yamashina, Hiroko	For	For
3.10	Elect Director Asakura, Kenji	For	For
4	Appoint Statutory Auditor Takeishi, Emiko	For	For

KB Financial Group, Inc.

Meeting Date: 22/03/2024 Country: South Korea
Meeting Type: Annual

KB Financial Group, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	For	For
2.1	Elect Lee Jae-geun as Non-Independent Non-Executive Director	For	For
2.2	Elect Oh Gyu-taek as Outside Director	For	For
2.3	Elect Choi Jae-hong as Outside Director	For	For
2.4	Elect Lee Myeong-hwal as Outside Director	For	For
3	Elect Kwon Seon-ju as Outside Director to Serve as an Audit Committee Member	For	For
4.1	Elect Cho Hwa-jun as a Member of Audit Committee	For	For
4.2	Elect Oh Gyu-taek as a Member of Audit Committee	For	For
4.3	Elect Kim Seong-yong as a Member of Audit Committee	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For

LG Electronics, Inc.

Meeting Date: 26/03/2024 Country: South Korea
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	For	For
2	Amend Articles of Incorporation	For	For
3	Elect Kim Chang-tae as Inside Director	For	For
4	Elect Kang Su-jin as Outside Director to Serve as an Audit Committee Member	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For

Sika AG

Meeting Date: 26/03/2024 Country: Switzerland
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Allocation of Income and Dividends of CHF 3.30 per Share	For	For
3	Approve Discharge of Board of Directors	For	For
4.1.1	Reelect Viktor Balli as Director	For	For
4.1.2	Reelect Lucrece Foufopoulos-De Ridder as Director	For	For
4.1.3	Reelect Justin Howell as Director	For	For
4.1.4	Reelect Gordana Landen as Director	For	For
4.1.5	Reelect Monika Ribar as Director	For	For
4.1.6	Reelect Paul Schuler as Director	For	For
4.1.7	Reelect Thierry Vanlancker as Director	For	For
4.2	Elect Thomas Aebischer as Director	For	For
4.3	Elect Thierry Vanlancker as Board Chair	For	For
4.4.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	For	For
4.4.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	For	For
4.4.3	Appoint Paul Schuler as Member of the Nomination and Compensation Committee	For	For
4.5	Ratify KPMG AG as Auditors	For	For
4.6	Designate Jost Windlin as Independent Proxy	For	For
5	Approve Sustainability Report	For	For
6.1	Approve Remuneration Report	For	For
6.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	For	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 23 Million	For	For
7	Transact Other Business (Voting)	For	Against

Blended Rationale: A vote against is warranted because details of other business are not disclosed.

SK Telecom Co., Ltd.

Meeting Date: 26/03/2024Country: South KoreaMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	For	For
2	Amend Articles of Incorporation	For	For
3.1	Elect Yoo Young-sang as Inside Director	For	For
3.2	Elect Kim Yang-seop as Inside Director	For	For
3.3	Elect Lee Seong-hyeong as Non-Independent Non-Executive Director	For	Against
Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices:- A vote AGAINST Seong-hyeong Lee (Item 3.3) is warranted, as his record of inaction to remove a director who demonstrated material failure of governance is in itself indicative of a material failure of governance and oversight at the company.			
3.4	Elect Noh Mi-gyeong as Outside Director	For	For
4	Elect Noh Mi-gyeong as a Member of Audit Committee	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For
6	Approve Terms of Retirement Pay	For	For

Volvo Car AB

Meeting Date: 26/03/2024Country: SwedenMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Elect Chairman of Meeting	For	For
3	Prepare and Approve List of Shareholders	For	For
4	Approve Agenda of Meeting	For	For
6	Acknowledge Proper Convening of Meeting	For	For
9.a	Accept Financial Statements and Statutory Reports	For	For
9.b	Approve Allocation of Income and Omission of Dividends	For	For
9.c1	Approve Discharge of Eric Li (Li Shufu) as Chair	For	For
9.c2	Approve Discharge of Lone Fonss Schroder as Vice Chair	For	For
9.c3	Approve Discharge of Thomas Johnstone	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9.c4	Approve Discharge of Daniel Li (Li Donghui)	For	For
9.c5	Approve Discharge of Anna Mossberg	For	For
9.c6	Approve Discharge of Diarmuid O'Connell	For	For
9.c7	Approve Discharge of Jim Rowan	For	For
9.c8	Approve Discharge of Jonas Samuelson	For	For
9.c9	Approve Discharge of Lila Tretikov	For	For
9.c10	Approve Discharge of Winfried Vahland	For	For
9.c11	Approve Discharge of Ruby Lu	For	For
9.c12	Approve Discharge of Adrian Avdullahu	For	For
9.c13	Approve Discharge of Bjorn Olsson	For	For
9.c14	Approve Discharge of Jorgen Olsson	For	For
9.c15	Approve Discharge of Anna Margitin	For	For
9.c16	Approve Discharge of Marie Stenqvist	For	For
9.c17	Approve Discharge of Jim Rowan as CEO	For	For
10.a	Determine Number of Members (9) and Deputy Members of Board (0)	For	For
10.b	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 2.84 Million to Chairman and SEK 1.2 Million to Other Directors; Approve Remuneration for Committee Work	For	For
Blended Rationale: .			
11.b	Approve Remuneration of Auditors	For	For
12.a	Reelect Eric Li (Li Shufu) as Director	For	Against
Blended Rationale: A vote against is warranted as the nominee is a member of the Nomination Committee, which is not majority independent.			
12.b	Reelect Lone Fonss Schroder as Director	For	Against
Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.			
12.c	Reelect Daniel Li (Li Donghui) as Director	For	Against
Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.			
12.d	Reelect Anna Mossberg as Director	For	For
12.e	Reelect Diarmuid O'Connell as Director	For	For
12.f	Reelect Jim Rowan as Director	For	For

Volvo Car AB

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12.g	Reelect Jonas Samuelson as Director	For	For
12.h	Reelect Lila Tretikov as Director	For	For
12.i	Reelect Ruby Lu as Director	For	For
12.j	Reelect Eric Li (Li Shufu) as Board Chair	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a member of the Nomination Committee, which is not majority independent.</i>			
12.k	Reelect Lone Fonss Schroder as Vice Chair	For	Against
<i>Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent.</i>			
13	Ratify Deloitte AB as Auditors	For	For
14	Approve Remuneration Report	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company. - The proposed remuneration report is below par in relation to market standards, particularly with regards to: The vague description of the "mission execution" criteria which is weighted at 40 percent of the STI, and the lack of ex post disclosure of performance targets under the annual cash bonus.</i>			
15.A2	Approve Performance Share Plan 2024 for Key Employees	For	For
15.A3	Approve Share Matching Plan 2024 for Key Employees	For	For
15.B1	Approve Equity Plan Financing	For	For
15.B2	Approve Alternative Equity Plan Financing	For	For
16.B	Amend Performance Share Plan 2022 and 2023 for Key Employees	For	For
16.C1	Approve Equity Plan Financing	For	For
16.C2	Approve Alternative Equity Plan Financing	For	For
17	Approve Equity Plan Financing	For	For
18	Approve Creation of Pool of Capital without Preemptive Rights	For	For
19	Approve 2:1 Stock Split; Approve SEK 30.5 Million Reduction in Share Capital; Approve SEK 30 Million Increase in Share Capital through a Bonus Issue	For	For

Konecranes Oyj

Meeting Date: 27/03/2024

Country: Finland

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Accept Financial Statements and Statutory Reports	For	For
8	Approve Allocation of Income and Dividends of EUR 1.35 Per Share	For	For
9	Approve Discharge of Board and President	For	For
10	Approve Remuneration Report (Advisory Vote)	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	Against
<i>Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company. - The proposed remuneration policy is below par in relation to market standards, particularly with regards to the lack of disclosure regarding main features of the performance share plan, including lack of disclosure regarding the performance criteria and performance and vesting periods, in addition to the uncapped RSU grant mandate as a form of retention tool.</i>			
12	Approve Remuneration of Directors in the Amount of EUR 150,000 for Chairman, EUR 100,000 for Vice Chairman and EUR 70,000 for Other Directors; Approve Meeting Fees and Compensation for Committee Work	For	For
13	Fix Number of Directors at Eight	For	For
14	Reelect Pauli Anttila, Pasi Laine (Chair), Ulf Liljedahl, Gun Nilsson, Sami Piittisjarvi and Paivi Rekonen as Directors; Elect Thomas Schulz and Birgit Seeger as New Directors	For	Against
<i>Blended Rationale: A vote AGAINST this proposal is warranted because candidate Pasi Laine is considered overboarded.</i>			
15	Approve Remuneration of Auditors	For	For
16	Ratify Ernst & Young as Auditor	For	For
17	Amend Articles Re: Change Corporate Language of the Company to Finnish; Change Company Name to Konecranes Plc	For	For
18	Authorize Share Repurchase Program	For	For
19	Approve Issuance of up to 7.5 Million Shares without Preemptive Rights	For	For
20	Authorize Reissuance of Repurchased Shares	For	For
21	Approve Equity Plan Financing	For	For
22	Approve Charitable Donations of up to EUR 400,000	For	For

Mytilineos SA

Meeting Date: 27/03/2024 **Country:** Greece
Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Share Repurchase Program	For	For

Shimano, Inc.

Meeting Date: 27/03/2024 **Country:** Japan
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 142.5	For	For
2.1	Elect Director Shimano, Yozo	For	For
2.2	Elect Director Shimano, Taizo	For	For
2.3	Elect Director Toyoshima, Takashi	For	For
2.4	Elect Director Tsuzaki, Masahiro	For	For
3	Appoint Statutory Auditor Yoshimoto, Masayoshi	For	For
4	Appoint Alternate Statutory Auditor Kondo, Yukihiro	For	For

Volvo AB

Meeting Date: 27/03/2024 **Country:** Sweden
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Elect Chairman of Meeting	For	For
4	Approve Agenda of Meeting	For	For
6	Acknowledge Proper Convening of Meeting	For	For
9	Accept Financial Statements and Statutory Reports	For	For
10	Approve Allocation of Income and Dividends of SEK 7.50 Per Share and an Extra Dividend of SEK 10.50 Per Share	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11.1	Approve Discharge of Matti Alahuhta	For	For
11.2	Approve Discharge of Bo Annvik	For	For
11.3	Approve Discharge of Jan Carlson	For	For
11.4	Approve Discharge of Eric Elzvik	For	For
11.5	Approve Discharge of Martha Finn Brooks	For	For
11.6	Approve Discharge of Kurt Jofs	For	For
11.7	Approve Discharge of Martin Lundstedt (Board Member)	For	For
11.8	Approve Discharge of Kathryn V. Marinello	For	For
11.9	Approve Discharge of Martina Merz	For	For
11.10	Approve Discharge of Hanne de Mora	For	For
11.11	Approve Discharge of Helena Stjernholm	For	For
11.12	Approve Discharge of Carl-Henric Svanberg	For	For
11.13	Approve Discharge of Lars Ask (Employee Representative)	For	For
11.14	Approve Discharge of Mats Henning (Employee Representative)	For	For
11.15	Approve Discharge of Mari Larsson (Employee Representative)	For	For
11.16	Approve Discharge of Urban Spannär (Employee Representative)	For	For
11.17	Approve Discharge of Danny Bilger (Deputy Employee Representative)	For	For
11.18	Approve Discharge of Camilla Johansson (Deputy Employee Representative)	For	For
11.19	Approve Discharge of Erik Svensson (Deputy Employee Representative)	For	For
11.20	Approve Discharge of Martin Lundstedt (as CEO)	For	For
12.1	Determine Number of Members (11) of Board of Directors	For	For
12.2	Determine Number Deputy Members (0) of Board of Directors	For	For
13	Approve Remuneration of Directors in the Amount of SEK 4.1 Million for Chairman and SEK 1.23 Million for Other Directors except CEO; Approve Remuneration for Committee Work	For	For
14.1	Reelect Matti Alahuhta as Director	For	For
14.2	Reelect Bo Annvik as Director	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
14.3	Elect Par Boman as New Director	For	Against
Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices: - The company maintains a share structure with unequal voting rights, and the candidates represent a beneficiary of the superior voting rights.			
14.4	Reelect Jan Carlson as Director	For	For
14.5	Reelect Eric Elzvik as Director	For	For
14.6	Reelect Martha Finn Brooks as Director	For	For
14.7	Reelect Kurt Jofs as Director	For	For
14.8	Reelect Martin Lundstedt as Director	For	For
14.9	Reelect Kathryn V. Marinello as Director	For	For
14.10	Reelect Martina Merz as Director	For	For
14.11	Reelect Helena Stjernholm as Director	For	Against
Blended Rationale: A vote against is warranted as the nominee is a non-independent NED and serves on the Audit Committee, which is not fully independent. A vote against is warranted due to concerns over poor corporate governance practices: - The company maintains a share structure with unequal voting rights, and the candidates represent a beneficiary of the superior voting rights.			
15	Elect Par Boman as Board Chair	For	Against
Blended Rationale: A vote against is warranted due to concerns over the number of directorships held by the nominee: - If the nominee is elected as chairman, he will become overboarded. A vote against is warranted due to concerns over poor corporate governance practices: - The company maintains a share structure with unequal voting rights, and the candidates represent a beneficiary of the superior voting rights.			
16	Approve Remuneration of Auditors	For	For
17	Ratify Deloitte AB as Auditors	For	For
18.1	Elect Fredrik Persson to Serve on Nominating Committee	For	For
18.2	Elect Anders Oscarsson to Serve on Nominating Committee	For	For
18.3	Elect Carina Silberg to Serve on Nominating Committee	For	For
18.4	Elect Anders Algotsson to Serve on Nominating Committee	For	For
18.5	Elect Chairman of the Board to Serve on Nominating Committee	For	For
19	Approve Remuneration Report	For	Against
Blended Rationale: A vote against is warranted because the performance period is less than 3 years: - Volvo's former cash based LTIP has performance period of only one year. The company has launched a transitional plan as part of the two-year phase out of the current long-term incentive plan. The transitional plan is modelled after the past LTIP, and thus has an insufficient performance period.			

Anima Holding SpA

Meeting Date: 28/03/2024

Country: Italy

Meeting Type: Annual/Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	For	For
1.2	Approve Allocation of Income	For	For
2.1	Approve Remuneration Policy	For	For
2.2	Approve Second Section of the Remuneration Report	For	Against
Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - There is an insufficient ex post disclosure on short-term variable remuneration. Also note that following the renewal of the board of directors at the 2023 AGM, the company decided to review the remuneration package of the CEO/GM by increasing its fixed salary from EUR 550,000 to EUR 700,000.			
3	Approve Medium-Long Term Incentive Plan 2024-2026	For	For
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
1	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	For	For
2	Authorize Board to Increase Capital to Service Medium-Long Term Incentive Plan 2024-2026	For	For
3	Amend Company Bylaws	For	Against
Blended Rationale: A vote against is warranted as shareholder rights are, or could be reduced: - The amendment related to virtual-only meetings may limit shareholders' rights.			

Canon, Inc.

Meeting Date: 28/03/2024Country: JapanMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	For	For
2.1	Elect Director Mitarai, Fujio	For	For
2.2	Elect Director Tanaka, Toshizo	For	For
2.3	Elect Director Homma, Toshio	For	For
2.4	Elect Director Ogawa, Kazuto	For	For
2.5	Elect Director Takeishi, Hiroaki	For	For
2.6	Elect Director Asada, Minoru	For	For
2.7	Elect Director Kawamura, Yusuke	For	For
2.8	Elect Director Ikegami, Masayuki	For	For

Canon, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2.9	Elect Director Suzuki, Masaki	For	For
2.10	Elect Director Ito, Akiko	For	For
3	Appoint Statutory Auditor Okayama, Chikahiro	For	For
4	Approve Annual Bonus	For	For
5	Approve Deep Discount Stock Option Plan	For	For

Dyson Group Plc

Meeting Date: 28/03/2024Country: United Kingdom
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Reappoint Ernst & Young LLP as Auditors and Fix Their Remuneration	For	For

HANKOOK TIRE & TECHNOLOGY Co., Ltd.

Meeting Date: 28/03/2024Country: South Korea
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	For	For
2	Amend Articles of Incorporation	For	For
3.1.1	Elect Lee Su-il as Inside Director	For	Against
Blended Rationale: A vote against is warranted as the nominee serves as the Company's CEO and Chair and no suitable explanation has been given. A lead/senior independent director should also be appointed.			
3.1.3	Elect Park Jong-ho as Inside Director	For	Against
Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices: - Their record of inaction to remove a director who has demonstrated a significant governance failure from the board raises concern on their ability to act in the best of interest of the shareholders.			
3.2.1	Elect Pyo Hyeon-myeong as Outside Director	For	Against
Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices: - Their record of inaction to remove a director who has demonstrated a significant governance failure from the board raises concern on their ability to act in the best of interest of the shareholders.			

HANKOOK TIRE & TECHNOLOGY Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.2.2	Elect Kim Jong-gap as Outside Director	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices: - Their record of inaction to remove a director who has demonstrated a significant governance failure from the board raises concern on their ability to act in the best of interest of the shareholders.</i>			
3.2.3	Elect Kang Young-jae as Outside Director	For	Against
<i>Blended Rationale: A vote against is warranted due to concerns over poor corporate governance practices: - Their record of inaction to remove a director who has demonstrated a significant governance failure from the board raises concern on their ability to act in the best of interest of the shareholders.</i>			
3.2.4	Elect Kim Jeong-yeon as Outside Director	For	For
3.2.5	Elect Han Seong-gwon as Outside Director	For	For
4	Elect Moon Du-cheol as Outside Director to Serve as an Audit Committee Member	For	For
5.1	Elect Kim Jeong-yeon as a Member of Audit Committee	For	For
5.2	Elect Han Seong-gwon as a Member of Audit Committee	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	For	For

JB Financial Group Co., Ltd.

Meeting Date: 28/03/2024 **Country:** South Korea
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	For	For
2.1	Maintain Number of Non-Independent Non-Executive Director as One	For	For
2.2	Increase Number of Non-Independent Non-Executive Director to Two (Shareholder Proposal)	Against	Against
3.1.1	Elect Kim Ji-seop as Non-Independent Non-Executive Director	For	For
3.1.2	Elect Jeong Jae-sik as Outside Director	For	For
3.1.3	Elect Kim Woo-jin as Outside Director	For	For
3.1.4	Elect Lee Myeong-sang as Outside Director	For	For
3.1.5	Elect Lee Hui-seung as Outside Director	For	For
3.1.6	Elect Lee Nam-woo as Non-Independent Non-Executive Director (Shareholder Proposal)	Against	Against

JB Financial Group Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.1.7	Elect Kim Gi-seok as Outside Director (Shareholder Proposal)	Against	Against
3.2.1	Elect Kim Ji-seop as Non-Independent Non-Executive Director	For	For
3.2.2	Elect Jeong Jae-sik as Outside Director	For	For
3.2.3	Elect Kim Woo-jin as Outside Director	For	For
3.2.4	Elect Lee Myeong-sang as Outside Director	For	For
3.2.5	Elect Lee Hui-seung as Outside Director	For	For
3.2.6	Elect Lee Nam-woo as Non-Independent Non-Executive Director (Shareholder Proposal)	Against	Against
3.2.7	Elect Kim Gi-seok as Outside Director (Shareholder Proposal)	Against	Against
4.1	Elect Yoo gwan-woo as Outside Director to Serve as an Audit Committee Member	For	For
4.2	Elect Lee Sang-bok as Outside Director to Serve as an Audit Committee Member	For	For
4.3	Elect Park Jong-il as Outside Director to Serve as an Audit Committee Member	For	For
4.4	Elect Lee Seong-yeop as Outside Director to Serve as an Audit Committee Member	For	For
4.5	Elect Baek Jun-seung as Outside Director to Serve as an Audit Committee Member (Shareholder Proposal)	Against	Against
4.6	Elect Kim Dong-hwan as Outside Director to Serve as an Audit Committee Member (Shareholder Proposal)	Against	Against
5.1	Elect Kim Gi-seok as a Member of Audit Committee (Shareholder Proposal)	Against	Against
6	Approve Total Remuneration of Inside Directors and Outside Directors	For	For

KEPCO Plant Service & Engineering Co., Ltd.

Meeting Date: 28/03/2024

Country: South Korea

Meeting Type: Annual

KEPCO Plant Service & Engineering Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	For	For
2	Approve Total Remuneration of Inside Directors and Outside Directors	For	For
3	Authorize Board to Fix Remuneration of Internal Auditor(s)	For	For

KT Corp.

Meeting Date: 28/03/2024Country: South Korea
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	For	For
2.1	Amend Articles of Incorporation (Quarterly Dividends)	For	For
2.2	Amend Articles of Incorporation (Record Date for Dividends)	For	For
2.3	Amend Articles of Incorporation (Miscellaneous)	For	For
3	Approve Total Remuneration of Inside Directors and Outside Directors	For	For

Porto Seguro SA

Meeting Date: 28/03/2024Country: Brazil
Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Amend Restricted Stock Plan Approved at the March 31, 2022 EGM	For	Against
Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- The plan would allow for the granting of full-value shares in the absence of publicly-stated performance conditions.- The company has not disclosed a maximum potential dilution of the plan and stated that the number of shares to be granted under the plan is limited to the total number of shares that Porto Seguro is authorized by law and regulations to maintain in treasury.			
2	Amend Articles 18 and 22	For	For
3	Amend Article 9	For	For
4	Amend Article 17	For	For

Porto Seguro SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Consolidate Bylaws	For	For

Porto Seguro SA

Meeting Date: 28/03/2024

Country: Brazil

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2023	For	For
2	Approve Allocation of Income and Dividends	For	For
3	Ratify Interest-on-Capital-Stock Payments	For	For
4	Approve Interest-on-Capital-Stock Payment Dates	For	For
5	Fix Number of Directors at Seven	For	For
6	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	None	Abstain

Blended Rationale: Under these items, the company presents shareholders with the option to request cumulative voting for the election of directors under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 6, 9, 10.1-10.7 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.

7	Elect Directors	For	Against
Blended Rationale: A vote AGAINST this item is warranted because the proposed board's level of independence fails to meet the expectations of institutional investors; and the company has bundled the election of directors under a single item, preventing shareholders from voting individually on each nominee.			
8	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	None	Against
Blended Rationale: A vote AGAINST this request is warranted because potential changes in the board slate composition can impact the board's independence level in a way that cannot be anticipated by shareholders at this time. As such, due to the lack of timely disclosure, international institutional investors are prevented from making an informed voting decision.			
9	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	None	Abstain
Blended Rationale: Please refer to Item 6.			

Porto Seguro SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
10.1	Percentage of Votes to Be Assigned - Elect Bruno Campos Garfinkel as Board Chairman	None	Abstain
Blended Rationale: Please refer to Item 6.			
10.2	Percentage of Votes to Be Assigned - Elect Marco Ambrogio Crespi Bonomi as Board Vice-Chairman	None	Abstain
Blended Rationale: Please refer to Item 6.			
10.3	Percentage of Votes to Be Assigned - Elect Roberto de Souza Santos as Director	None	Abstain
Blended Rationale: Please refer to Item 6.			
10.4	Percentage of Votes to Be Assigned - Elect Andre Luis Rodrigues Teixeira as Director	None	Abstain
Blended Rationale: Please refer to Item 6.			
10.5	Percentage of Votes to Be Assigned - Elect Pedro Luiz Cerize as Independent Director	None	Abstain
Blended Rationale: Please refer to Item 6.			
10.6	Percentage of Votes to Be Assigned - Elect Patricia M. Muratori Calfat as Independent Director	None	Abstain
Blended Rationale: Please refer to Item 6.			
10.7	Percentage of Votes to Be Assigned - Elect Lie Uema do Carmo as Independent Director	None	Abstain
Blended Rationale: Please refer to Item 6.			
11	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	None	Abstain
Blended Rationale: An ABSTAIN vote for this item is warranted because: - By the time this analysis was concluded, the company had not disclosed an ordinary minority shareholder nominee; and - Lack of timely disclosure prevents institutional shareholders voting by proxy from making informed decisions.			

Porto Seguro SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12	Approve Remuneration of Company's Management, Advisory Committee Members, and Fiscal Council	For	Against
Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The company reported a non-executive director as its highest-paid administrator for the most recent fiscal year, indicating that a member of the board (generally the non-executive chair) potentially received greater compensation than the remuneration paid to the company's highest-paid executive (generally the CEO). No rationale was disclosed for this concerning pay practice; and - The company's disclosure prevents shareholders from having a transparent view of its compensation practices.			
13	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	None	Abstain
Blended Rationale: An ABSTAIN vote for this proposal is warranted because: - By the time this analysis was concluded, the company had not disclosed fiscal council nominees; and - Lack of timely disclosure prevents international institutional shareholders from making an informed voting decision.			

Sumitomo Heavy Industries, Ltd.

Meeting Date: 28/03/2024

Country: Japan

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 60	For	For
2.1	Elect Director Okamura, Tetsuya	For	For
2.2	Elect Director Shimomura, Shinji	For	For
2.3	Elect Director Kojima, Eiji	For	For
2.4	Elect Director Hiraoka, Kazuo	For	For
2.5	Elect Director Chijiwa, Toshihiko	For	For
2.6	Elect Director Watanabe, Toshiro	For	For
2.7	Elect Director Araki, Tatsuro	For	For
2.8	Elect Director Takahashi, Susumu	For	For
2.9	Elect Director Hamaji, Akio	For	For
2.10	Elect Director Morita, Sumie	For	For
2.11	Elect Director Hodaka, Yaeko	For	For
3	Appoint Statutory Auditor Minaki, Mio	For	For
4	Appoint Alternate Statutory Auditor Wakae, Takeo	For	For

Meeting Date: 28/03/2024

Country: Brazil

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Prolonging of Cooperation and Support Agreement between Telecom Italia S.p.A and TIM S.A.	For	For
2	Approve Long-Term Incentive Plan	For	Against
Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The company has not disclosed performance metrics for the granting of full-value shares.			
3	Amend Articles and Consolidate Bylaws	For	For

Meeting Date: 28/03/2024

Country: Brazil

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2023	For	For
2	Approve Allocation of Income and Dividends	For	For
3	Ratify Gigliola Bonino as Director	For	For
4	Fix Number of Fiscal Council Members at Three	For	For
5	Elect Fiscal Council Members	For	For
6	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	None	Against

Blended Rationale: A vote AGAINST this request is warranted because lack of timely disclosure prevents international institutional investors from making an informed voting decision.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	As an Ordinary Shareholder, Would You Like to Request a Separate Election of a Member of the Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	None	Abstain
Blended Rationale: An ABSTAIN vote for this item is warranted because: - By the time this analysis was concluded, the company had not disclosed a fiscal council candidate nominated by ordinary minority shareholders; and - Lack of timely disclosure prevents international institutional shareholders voting by proxy from making informed decisions.			
8	Approve Remuneration of Company's Management, Committee Members, and Fiscal Council	For	Against
Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company: - The figure reported by the company for the total compensation of its highest-paid executive does not appear inclusive of all elements of the executive's pay, and the company's disclosure lacks transparency regarding its remuneration practices.			

Tofas Turk Otomobil Fabrikasi AS

Meeting Date: 28/03/2024Country: TurkeyMeeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Open Meeting and Elect Presiding Council of Meeting	For	For
2	Accept Board Report	For	For
3	Accept Audit Report	For	For
4	Accept Financial Statements	For	For
5	Ratify Director Appointments	For	Against
Blended Rationale: A vote AGAINST this item is warranted, as the board does not meet the one third board independence requirement.			
6	Approve Discharge of Board	For	For
7	Approve Allocation of Income	For	For
8	Elect Directors	For	Against
Blended Rationale: A vote AGAINST this item is warranted, as the board does not meet the one third board independence requirement.			
9	Approve Remuneration Policy and Director Remuneration Paid in 2023	For	For
10	Approve Director Remuneration	For	Against
Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- The company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.			

Tofas Turk Otomobil Fabrikasi AS

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
11	Ratify External Auditors	For	For
12	Approve Upper Limit of Donations for 2024 and Receive Information on Donations Made in 2023	For	Against
Blended Rationale: A vote against is warranted because the company has not provided information on this proposal.			
14	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For

Duc Giang Chemicals Group JSC

Meeting Date: 29/03/2024 Country: Vietnam
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Report of Board of Directors on Business Performance of Financial Year 2023	For	For
2	Approve Report of Supervisory Board	For	For
3	Approve Audited Financial Statements of Financial Year 2023	For	For
4	Dismiss Directors and Supervisors, and Approve Election of Board of Directors and Supervisory Board for the Term 2024-2029	For	For
5.1	Elect Dao Huu Huyen as Director	For	For
5.2	Elect Dao Huu Duy Anh as Director	For	For
5.3	Elect Pham Van Hung as Director	For	For
5.4	Elect Luu Bach Dat as Director	For	For
5.5	Elect Nguyen Thi Thu Ha as Director	For	For
6.1	Elect Nguyen Van Kien as Supervisory Board Member	For	For
6.2	Elect Vu Van Ngo as Supervisory Board Member	For	For
6.3	Elect Pham Thi Thoa as Supervisory Board Member	For	For
7	Approve Allocation of Income of Financial Year 2023	For	For
8	Approve Business Plan for Financial Year 2024	For	For

Duc Giang Chemicals Group JSC

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9	Approve Payment of Remuneration of Board of Directors and Supervisory Board	For	For
10	Approve Auditors	For	For
11	Other Business	For	Against
Blended Rationale: A vote against is warranted because details of other business are not disclosed.			

HDFC Bank Ltd.

Meeting Date: 29/03/2024 Country: India
Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Revision of Remuneration of Non-Executive Directors (Including Independent Directors) Except for Part Time Independent Chairman	For	For
2	Elect Harsh Kumar Bhanwala as Director	For	For
3	Approve Material Related Party Transactions with HDB Financial Services Limited	For	For
4	Approve Material Related Party Transactions with HDFC Securities Limited	For	For
5	Approve Material Related Party Transactions with HDFC Life Insurance Company Limited	For	For
6	Approve Material Related Party Transactions with HDFC ERGO General Insurance Company Limited	For	For
7	Approve Material Related Party Transactions with with HDFC Credila Financial Services Limited	For	For
8	Approve Material Related Party Transactions with HCL Technologies Limited	For	For

Turkiye Is Bankasi AS

Meeting Date: 29/03/2024 Country: Turkey
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Open Meeting and Elect Presiding Council of Meeting	For	For
2	Accept Financial Statements and Statutory Reports	For	For
3	Approve Discharge of Board	For	For
4	Approve Allocation of Income	For	For
5	Approve Accounting Transfers due to Revaluation	For	For
6	Approve Director Remuneration	For	Against
Blended Rationale: A vote against is warranted due to a lack of disclosure provided by the company:- The company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.			
7	Ratify External Auditors	For	For
8	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For
9	Ratify Director Appointment	For	Against
Blended Rationale: A vote against is warranted as the nominee is a non-independent non-executive director and the board does not meet best practice criteria with regard to independence.			

Source: Artemis, Institutional Shareholder Services (ISS)

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