

## Global Voting Record



## AYGAZ AS

Meeting: Annual		4/1/24	Turkey		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
Mgmt	2	Accept Board Report	For	For	
Mgmt	3	Accept Audit Report	For	For	
Mgmt	4	Accept Financial Statements	For	For	
Mgmt	5	Approve Discharge of Board	For	For	
Mgmt	6	Approve Allocation of Income	For	For	
Mgmt	7	Elect Directors	For	For	
Mgmt	8	Approve Remuneration Policy and Director Remuneration Paid in 2023	For	For	
Mgmt	9	Approve Director Remuneration Voter Rationale: A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.	For	Against	
Mgmt	10	Ratify External Auditors	For	For	
Mgmt	11	Approve Upper Limit of Donations for 2024 and Receive Information on Donations Made in 2023 Voter Rationale: This item warrants a vote AGAINST due to a lack of disclosure on the resolution.	For	Against	
Mgmt	12	Receive Information on Guarantees Pledges and Mortgages Provided to Third Parties		Non Voting	
Mgmt	13	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For	
Mgmt	14	Wishes		Non Voting	

## ADANI PORTS &amp; SPECIAL ECONOMIC ZONE LTD.

Meeting: Special		4/2/24	India		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Approve Change in Designation of Gautam Adani from Chairman and Managing Director to Executive Chairman	For	For	
Mgmt	2	Approve Change in Designation of Karan Adani from CEO and Whole Time Director to Managing Director	For	For	
Mgmt	3	Elect Ashwani Gupta as Director	For	For	
Mgmt	4	Approve Appointment and Remuneration of Ashwani Gupta as Whole Time Director	For	For	
Mgmt	5	Elect M. V. Bhanumathi as Director	For	For	

**FIRST CAPITAL REAL ESTATE INVESTMENT TRUST**

Meeting: Annual/Special 4/2/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Trustee Paul C. Douglas	For	For
Mgmt	1.2	Elect Trustee Adam E. Paul	For	For
Mgmt	1.3	Elect Trustee Leonard Abramsky	For	For
Mgmt	1.4	Elect Trustee Sheila Botting	For	For
Mgmt	1.5	Elect Trustee Ian Clarke	For	For
Mgmt	1.6	Elect Trustee Dayna Gibbs	For	For
Mgmt	1.7	Elect Trustee Ira Gluskin	For	For
Mgmt	1.8	Elect Trustee Annalisa King	For	For
Mgmt	1.9	Elect Trustee Aladin (Al) W. Mawani	For	For
Mgmt	1.10	Elect Trustee Richard Nesbitt	For	For
Mgmt	2	Approve Ernst & Young LLP as Auditors and Authorize the Trustees to Fix Their Remuneration	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For
Mgmt	4	Amend Deferred Trust Unit Plan	For	For
Mgmt	5	Amend Restricted Trust Unit Plan	For	For

## NOKIA OYJ

Meeting: Annual 4/3/24 Finland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Call the Meeting to Order		Non Voting
Mgmt	3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting		Non Voting
Mgmt	4	Acknowledge Proper Convening of Meeting		Non Voting
Mgmt	5	Prepare and Approve List of Shareholders		Non Voting
Mgmt	6	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	7	Accept Financial Statements and Statutory Reports	For	For
Mgmt	8	Approve Allocation of Income and Dividends of EUR 0.13 Per Share	For	For
Mgmt	9	Approve Discharge of Board and President	For	For
Mgmt	10	Approve Remuneration Report (Advisory Vote)	For	For
Mgmt	11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
Mgmt	12	Approve Remuneration of Directors in the Amount of EUR 440 000 to Chair EUR 210 000 to Vice Chair and EUR 185 000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	For	For
Mgmt	13	Fix Number of Directors at Ten	For	For
Mgmt	14.1	Reelect Timo Ahopelto as Director	For	For
Mgmt	14.2	Reelect Sari Baldauf (Chair) as Director	For	For
Mgmt	14.3	Reelect Elizabeth Crain as Director	For	For
Mgmt	14.4	Reelect Thomas Dannenfeldt as Director	For	For
Mgmt	14.5	Reelect Lisa Hook as Director	For	For
Mgmt	14.6	Elect Michael McNamara as New Director	For	For
Mgmt	14.7	Reelect Thomas Saueressig as Director	For	For
Mgmt	14.8	Reelect Soren Skou (Vice Chair) as Director	For	For
Mgmt	14.9	Reelect Carla Smits-Nusteling as Director	For	For
Mgmt	14.10	Reelect Kai Oistamo as Director	For	For
Mgmt	15	Approve Remuneration of Auditor	For	For
Mgmt	16	Ratify Deloitte as Auditor	For	For
Mgmt	17	Approve Authorized Sustainability Remuneration of Auditors	For	For
Mgmt	18	Ratify Deloitte as Authorized Sustainability Auditors	For	For
Mgmt	19	Authorize Share Repurchase Program	For	For
Mgmt	20	Approve Issuance of up to 530 Million Shares without Preemptive Rights	For	For
Mgmt	21.1	Amend Corporate Purpose	For	For
Mgmt	21.2	Amend Articles Re: Auditor	For	For
Mgmt	21.3	Amend Articles Re: General Meeting	For	For
Mgmt	21.4	Amend Articles Re: Matters to be considered at the Annual General Meeting	For	For
Mgmt	22	Close Meeting		Non Voting

## THE WALT DISNEY COMPANY

Meeting: Proxy Contest 4/3/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1A	Elect Management Nominee Director Mary T. Barra	For	Do Not Vote
Mgmt	1B	Elect Management Nominee Director Safra A. Catz	For	Do Not Vote
Mgmt	1C	Elect Management Nominee Director Amy L. Chang	For	Do Not Vote
Mgmt	1D	Elect Management Nominee Director D. Jeremy Darroch	For	Do Not Vote
Mgmt	1E	Elect Management Nominee Director Carolyn N. Everson	For	Do Not Vote
Mgmt	1F	Elect Management Nominee Director Michael B.G. Froman	For	Do Not Vote
Mgmt	1G	Elect Management Nominee Director James P. Gorman	For	Do Not Vote
Mgmt	1H	Elect Management Nominee Director Robert A. Iger	For	Do Not Vote
Mgmt	1I	Elect Management Nominee Director Maria Elena Lagomasino	For	Do Not Vote
Mgmt	1J	Elect Management Nominee Director Calvin R. McDonald	For	Do Not Vote
Mgmt	1K	Elect Management Nominee Director Mark G. Parker	For	Do Not Vote
Mgmt	1L	Elect Management Nominee Director Derica W. Rice	For	Do Not Vote
S/holder	1M	Elect Dissident Nominee Director Nelson Peltz	Withhold	Do Not Vote
S/holder	1N	Elect Dissident Nominee Director James ("Jay") A. Rasulo	Withhold	Do Not Vote
S/holder	1O	Elect Dissident Nominee Director Craig Hatkoff	Withhold	Do Not Vote
S/holder	1P	Elect Dissident Nominee Director Jessica Schell	Withhold	Do Not Vote
S/holder	1Q	Elect Dissident Nominee Director Leah Solivan	Withhold	Do Not Vote
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	Do Not Vote
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Do Not Vote
Mgmt	4	Amend Omnibus Stock Plan	For	Do Not Vote
S/holder	5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	Do Not Vote
S/holder	6	Report on Congruency of Political Spending with Company Values and Priorities	Against	Do Not Vote
S/holder	7	Report on Gender-Based Compensation and Benefits Inequities	Against	Do Not Vote
S/holder	8	Report on Charitable Contributions	Against	Do Not Vote
S/holder	9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30 2023	Against	Do Not Vote
S/holder	10	Advisory Vote on Board Size and Related Vacancies	Against	Do Not Vote
S/holder	1.1	Elect Dissident Nominee Director Nelson Peltz	For	For
S/holder	1.2	Elect Dissident Nominee Director James ("Jay") A. Rasulo	For	Withhold

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Mgmt	1.1	Elect Management Nominee Director Michael B.G. Froman	Withhol	For
Mgmt	1.2	Elect Management Nominee Director Maria Elena Lagomasino	Withhol d	Withhol d
Mgmt	1.1	Elect Management Nominee Director Mary T. Barra	None	For
Mgmt	1.2	Elect Management Nominee Director Safra A. Catz	None	For
Mgmt	1.3	Elect Management Nominee Director Amy L. Chang	None	For
Mgmt	1.4	Elect Management Nominee Director D. Jeremy Darroch	None	For
Mgmt	1.5	Elect Management Nominee Director Carolyn N. Everson	None	For
Mgmt	1.6	Elect Management Nominee Director James P. Gorman	None	For
Mgmt	1.7	Elect Management Nominee Director Robert A. Iger	None	For
Mgmt	1.8	Elect Management Nominee Director Calvin R. McDonald	None	For
Mgmt	1.9	Elect Management Nominee Director Mark G. Parker	None	For
Mgmt	1.10	Elect Management Nominee Director Derica W. Rice	None	For
S/holder	1.1	Elect Dissident Nominee Director Craig Hatkoff	Withhol d	Withhol d
S/holder	1.2	Elect Dissident Nominee Director Jessica Schell	Withhol d	Withhol d
S/holder	1.3	Elect Dissident Nominee Director Leah Solivan	Withhol d	Withhol d
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	Against	For
Mgmt	4	Amend Omnibus Stock Plan	None	For
S/holder	5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	None	Against
S/holder	6	Report on Congruency of Political Spending with Company Values and Priorities	None	For
S/holder	7	Report on Gender-Based Compensation and Benefits Inequities	None	Against
S/holder	8	Report on Charitable Contributions	None	Against
S/holder	9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30 2023	For	For
S/holder	10	Advisory Vote on Board Size and Related Vacancies	Against	Against
S/holder	1a	Elect Dissident Nominee Director Craig Hatkoff	For	Do Not Vote
S/holder	1b	Elect Dissident Nominee Director Jessica Schell	For	Do Not Vote
S/holder	1c	Elect Dissident Nominee Director Leah Solivan	For	Do Not Vote
Mgmt	1d	Elect Management Nominee Director Mary T. Barra	Withhol d	Do Not Vote
Mgmt	1e	Elect Management Nominee Director Safra A. Catz	Withhol d	Do Not Vote
Mgmt	1f	Elect Management Nominee Director Amy L. Chang	Withhol d	Do Not Vote
Mgmt	1g	Elect Management Nominee Director D. Jeremy Darroch	Withhol d	Do Not Vote
Mgmt	1h	Elect Management Nominee Director Carolyn N. Everson	Withhol d	Do Not Vote
Mgmt	1i	Elect Management Nominee Director Michael B.G. Froman	Withhol d	Do Not Vote
Mgmt	1j	Elect Management Nominee Director James P. Gorman	Withhol d	Do Not Vote
Mgmt	1k	Elect Management Nominee Director Robert A. Iger	Withhol d	Do Not Vote
Mgmt	1l	Elect Management Nominee Director Maria Elena Lagomasino	Withhol d	Do Not Vote
Mgmt	1m	Elect Management Nominee Director Calvin R. McDonald	Withhol d	Do Not Vote

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Mgmt	1n	Elect Management Nominee Director Mark G. Parker	Withhold	Do Not Vote
Mgmt	1o	Elect Management Nominee Director Derica W. Rice	Withhold	Do Not Vote
S/holder	1p	Elect Dissident Nominee Director Nelson Peltz	Withhold	Do Not Vote
S/holder	1q	Elect Dissident Nominee Director James ("Jay") A. Rasulo	Withhold	Do Not Vote
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	Do Not Vote
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Do Not Vote
Mgmt	4	Amend Omnibus Stock Plan	For	Do Not Vote
S/holder	5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	None	Do Not Vote
S/holder	6	Report on Congruency of Political Spending with Company Values and Priorities	None	Do Not Vote
S/holder	7	Report on Gender-Based Compensation and Benefits Inequities	None	Do Not Vote
S/holder	8	Report on Charitable Contributions	None	Do Not Vote
S/holder	9	Repeal Any Bylaw Provisions Adopted by the Board Without Shareholder Approval Subsequent to November 30 2023	None	Do Not Vote
S/holder	10	Advisory Vote on Board Size and Related Vacancies	For	Do Not Vote

## VARUN BEVERAGES LIMITED

Meeting: Annual 4/3/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Reelect Raj Gandhi as Director	For	For
Mgmt	4	Approve Reappointment and Remuneration of Varun Jaipuria as Whole-Time Director (designated as Executive Vice Chairman)	For	For
Mgmt	5	Approve Reappointment and Remuneration of Rajinder Jeet Singh Bagga as Whole-Time Director	For	For
Mgmt	6	Approve Reappointment and Remuneration of Raj Gandhi as Whole-Time Director	For	For
Mgmt	7	Elect Naresh Trehan as Director	For	For

## CANADIAN IMPERIAL BANK OF COMMERCE

Meeting: Annual 4/4/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Ammar Aljoundi	For	For
Mgmt	1b	Elect Director Charles J. G. Brindamour	For	For
Mgmt	1c	Elect Director Nanci E. Caldwell	For	For
Mgmt	1d	Elect Director Michelle L. Collins	For	For
Mgmt	1e	Elect Director Victor G. Dodig	For	For
Mgmt	1f	Elect Director Kevin J. Kelly	For	For
Mgmt	1g	Elect Director Christine E. Larsen	For	For
Mgmt	1h	Elect Director Mary Lou Maher	For	For

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Mgmt	1i	Elect Director William F. Morneau	For	For
Mgmt	1j	Elect Director Mark W. Podlasly	For	For
Mgmt	1k	Elect Director Katharine B. Stevenson	For	For
Mgmt	1l	Elect Director Martine Turcotte	For	For
Mgmt	1m	Elect Director Barry L. Zubrow	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For
S/holder	4	<p>SP 1: Issue Report Disclosing Exposure on the Oil and Gas Sector  Voter Rationale: A vote AGAINST is warranted because the bank's Net-Zero ambition is aligned with global and Canadian climate initiatives. The bank has undertaken efforts to support oil and gas clients in low carbon transition and continues to invest in and finance the Canadian oil and gas sector. In addition, the bank has provided within its annual report, a breakdown of business and government exposure by industry groups, including the oil and gas sector. In its annual climate report, the bank provides updates on performance relative to climate-related metrics and targets and associated physical and transition risks. The bank has further indicated that it is actively preparing for and incorporating requirements for existing and upcoming regulatory frameworks, such as the OSFI B-15 Guidelines, which outline governance and risk management expectations related to financial institutions management of climate-related risks.</p>	Against	Against
S/holder	5	<p>SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements  Voter Rationale: A vote FOR is warranted as similar to last year, the bank will be holding its 2024 annual shareholder meeting in hybrid format. However, in its response, the board indicates that despite its current hybrid meeting format, it does not want to make a commitment in perpetuity to hold in-person shareholder meetings considering unforeseen circumstances and potential extraordinary events beyond its control.</p>	Against	For
S/holder	6	<p>SP 3: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting  Voter Rationale: A vote AGAINST is warranted as the country-by-country report (CbC report) is a component of BEPS Action 13, and the information contained within is subject to confidentiality rules. There is currently no legislation in Canada that requires publication of the country-by-country reporting. The bank has indicated that it complies with all mandated compensation reporting requirements where required in specific countries.</p>	Against	Against
S/holder	7	<p>SP 4: Advisory Vote on Environmental Policy  Voter Rationale: A vote AGAINST is warranted as the bank disclosed 2030 targets to reduce the carbon intensity of financed emissions in its oil and gas and power generation portfolios. The bank discloses its Scope 1, 2 and 3 operational GHG emissions and progress towards its carbon neutrality commitment. The bank is an annual respondent to the CDP survey. In addition, the bank's climate disclosure aligns with TCFD recommendations. The bank is a member of the Net-Zero Banking Alliance (together with other big banks), which indicates the bank's increased commitment to financing climate transition and the collaborative approach between the private and public sectors; and the PCAF, an initiative led by the financial industry to develop a harmonized global standard to measure and disclose greenhouse gas emissions on loans and investments. The bank also engaged year-round with stakeholders, including those related to climate.</p>	Against	Against
S/holder	8	<p>SP 5: Disclosure of the CEO Compensation to Median Worker Pay Ratio  Voter Rationale: A vote AGAINST is warranted as executive compensation programs should be designed to promote pay for performance, taking compensation risk into account for generating long-term, sustainable growth for shareholders and the benefit of all employees.</p>	Against	Against

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## CANADIAN WESTERN BANK

Meeting: Annual 4/4/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Andrew J. Bibby	For	For
Mgmt	1.2	Elect Director Maria Filippelli	For	For
Mgmt	1.3	Elect Director Christopher H. Fowler	For	For
Mgmt	1.4	Elect Director Linda M.O. Hohol	For	For
Mgmt	1.5	Elect Director E. Gay Mitchell	For	For
Mgmt	1.6	Elect Director Sarah A. Morgan-Silvester	For	For
Mgmt	1.7	Elect Director Margaret J. Mulligan	For	For
Mgmt	1.8	Elect Director Irphan A. Rawji	For	For
Mgmt	1.9	Elect Director Ian M. Reid	For	For
Mgmt	2	Ratify KPMG LLP as Auditors	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For

## EDP RENOVAVEIS SA

Meeting: Annual 4/4/24 Spain

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Consolidated and Standalone Financial Statements	For	For
Mgmt	2	Approve Treatment of Net Loss	For	For
Mgmt	3	Approve Scrip Dividends	For	For
Mgmt	4	Approve Consolidated and Standalone Management Reports Corporate Governance Report and Remuneration Report	For	For
Mgmt	5	Approve Non-Financial Information Statement	For	For
Mgmt	6	Appraise Management of Company and Approve Vote of Confidence to Board of Directors	For	For
Mgmt	7	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For
Mgmt	8.A	Acknowledge Resignation of Vera de Morais Pinto Pereira Carneiro as Director		Non Voting
Mgmt	8.B	Acknowledge Resignation of Ana Paula Garrido de Pina Marques as Director		Non Voting
Mgmt	8.C	Acknowledge Resignation of Acacio Liberado Mota Piloto as Director		Non Voting
Mgmt	8.D	Fix Number of Directors at 9	For	For
Mgmt	8.E	Reelect Miguel Stilwell de Andrade as Director	For	For
Mgmt	8.F	Reelect Rui Manuel Rodrigues Lopes Teixeira as Director	For	For
Mgmt	8.G	Reelect Manuel Menendez Menendez as Director	For	For
Mgmt	8.H	Reelect Antonio Sarmiento Gomes Mota as Director	For	For
Mgmt	8.I	Reelect Rosa Maria Garcia Garcia as Director	For	For
Mgmt	8.J	Reelect Jose Manuel Felix Morgado as Director	For	For
Mgmt	8.K	Reelect Allan J. Katz as Director	For	For
Mgmt	8.L	Reelect Cynthia Kay McCall as Director	For	For
Mgmt	8.M	Elect Ana Paula de Sousa Freitas Madureira Serra as Director	For	For
Mgmt	9	Amend Remuneration Policy	For	For
Mgmt	10	Authorize Board to Ratify and Execute Approved Resolutions	For	For



## RAIFFEISEN BANK INTERNATIONAL AG

Meeting: Annual 4/4/24 Austria

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 1.25 per Share	For	For
Mgmt	3	Approve Remuneration Report	For	For
Mgmt	4	Approve Remuneration Policy Voter Rationale: A vote AGAINST this resolution is warranted because: * The policy does not provide any information regarding the quantum level of base salaries nor is a total remuneration cap disclosed. * Disclosure in terms of the variable remuneration is limited and overall below market practice.	For	Against
Mgmt	5	Approve Discharge of Management Board for Fiscal Year 2023	For	For
Mgmt	6	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For
Mgmt	7	Elect Martin Schaller as Supervisory Board Member Voter Rationale: A vote AGAINST the non-independent nominee, Martin Schaller, is warranted because of the failure to establish a sufficiently independent. A vote AGAINST Martin Schaller is further warranted as a signal of concern to the board because the board is insufficiently gender diverse. In addition, a vote AGAINST Martin Schaller is also warranted as his board term length exceeds four years, which falls short of market practice.	For	Against
Mgmt	8	Approve Remuneration of Supervisory Board Members	For	For
Mgmt	9	Ratify Deloitte Audit as Auditors of Sustainability Report for Fiscal Year 2024	For	For
Mgmt	10	Ratify Deloitte Audit as Auditors for Fiscal Year 2025	For	For
Mgmt	11	Approve Creation of EUR 501.6 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights Voter Rationale: A vote AGAINST the proposed authorization is warranted because: * The issuance request would allow for a capital increase without preemptive rights for up to 50 percent of the issued share capital.	For	Against
Mgmt	12	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For
Mgmt	13	Authorize Repurchase of Up to Five Percent of Issued Share Capital for Trading Purposes	For	For

**SCANDINAVIAN TOBACCO GROUP A/S**Meeting: **Annual**      **4/4/24**      **Denmark**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Report of Board		Non Voting
Mgmt	2	Accept Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of DKK 8.40 Per Share	For	For
Mgmt	4	Approve Remuneration Report (Advisory Vote)	For	For
Mgmt	5	Approve Remuneration of Directors; Approve Remuneration for Committee Work	For	For
Mgmt	6	Other Proposals from Shareholders (None Submitted)		Non Voting
Mgmt	6.a	Approve DKK 1 Million Reduction in Share Capital via Share Cancellation; Amend Existing Authorizations in Articles Accordingly	For	For
Mgmt	6.b	Amend Articles Re: Indemnification	For	For
Mgmt	6.c	Approve Remuneration Policy	For	For
Mgmt	7.a	Reelect Henrik Brandt (Chair) as Director	For	For
Mgmt	7.b	Reelect Henrik Amsinck as Director	For	For
Mgmt	7.c	Reelect Dianne Blixt as Director	For	For
Mgmt	7.d	Reelect Marlene Forsell as Director	For	For
Mgmt	7.e	Reelect Anders Obel as Director	For	For
Mgmt	7.f	Elect Jorg Biebernick as New Director	For	For
Mgmt	8	Ratify PricewaterhouseCoopers as Auditors	For	For

**SCENTRE GROUP**Meeting: **Annual**      **4/4/24**      **Australia**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	2	Elect Carolyn Kay as Director	For	For
Mgmt	3	Elect Guy Russo as Director	For	For
Mgmt	4	Elect Margaret Seale as Director	For	For
Mgmt	5	Approve Remuneration Report	For	For
Mgmt	6	Approve Grant of Performance Rights to Elliott Rusanow	For	For
Mgmt	7	Approve Amendment to the Constitution of Scentre Group Limited	For	For
Mgmt	8	Approve Amendment to the Constitution of Scentre Group Trust 1	For	For
Mgmt	9	Approve Amendment to the Constitution of Scentre Group Trust 2	For	For
Mgmt	10	Approve Amendment to the Constitution of Scentre Group Trust 3	For	For

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## SES SA

Meeting: Annual		4/4/24	Luxembourg		
Proposal Type	Proposal	Description		MRec	Vote
Mgmt	1	Attendance List Quorum and Adoption of Agenda			Non Voting
Mgmt	2	Accept Nomination of One Secretary and Two Meeting Scrutineers			Non Voting
Mgmt	3	Receive Board's Report			Non Voting
Mgmt	4	Receive Explanations on Main Developments During FY 2023 and the Outlook			Non Voting
Mgmt	5	Receive Information on 2023 Financial Results			Non Voting
Mgmt	6	Receive Auditor's Report			Non Voting
Mgmt	7	Approve Financial Statements		For	For
Mgmt	8	Approve Allocation of Income		For	For
Mgmt	9	Approve Discharge of Directors		For	For
Mgmt	10	Fix Number of Directors		For	For
Mgmt	11.1	Reelect Jennifer Byrne as A Director		For	For
Mgmt	11.2	Reelect Katrin Wehr-Seiter as A Director		For	For
Mgmt	11.3	Reelect Carlo Fassbinder as B Director		For	For
Mgmt	12	Approve Remuneration Policy		For	For
Mgmt	13	Approve Remuneration of Directors		For	For
Mgmt	14	Approve Remuneration Report		For	For
Mgmt	15	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration		For	For
Mgmt	16	Approve Share Repurchase		For	For
S/holder	17	Non-Binding Discussion on Capital Return to Shareholders Voter Rationale: A vote against is warranted due to lack of information.		Against	Against
Mgmt	18	Transact Other Business (Non-Voting)			Non Voting

## SES SA

Meeting: Extraordinary Sh: 4/4/24		Luxembourg			
Proposal Type	Proposal	Description		MRec	Vote
Mgmt	1	Attendance List Quorum and Adoption of Agenda			Non Voting
Mgmt	2	Accept Nomination of One Secretary and Two Meeting Scrutineers			Non Voting
Mgmt	3	Increase Authorized Share Capital Authorize Issuance of Shares without Preemptive Rights and Amend Articles of Association		For	For
Mgmt	4	Transact Other Business (Non-Voting)			Non Voting

**TIPCO ASPHALT PUBLIC CO. LTD.**Meeting: **Annual**      **4/4/24**      **Thailand**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Minutes of Previous Meeting	For	For
Mgmt	2	Acknowledge Company's Performance		Non Voting
Mgmt	3	Approve Financial Statements	For	For
Mgmt	4	Approve Investment and Divestment Plans for Financial Year 2024	For	For
Mgmt	5	Approve Dividend Payment	For	For
Mgmt	6	Approve EY Office Limited as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	7.1	Elect Somchit Serththin as Director	For	For
Mgmt	7.2	Elect Pongsatorn Buasup as Director	For	For
Mgmt	7.3	Elect Nopporn Thepsithar as Director	For	For
Mgmt	7.4	Elect Niphon Suthimai as Director	For	For
Mgmt	8	Approve Remuneration of Directors and Sub-Committees	For	For
Mgmt	9	Other Business		Non Voting

**ALKEM LABORATORIES LTD.**Meeting: **Special**      **4/5/24**      **India**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Reclassification of Certain Members of Promoter Group Shareholders to Public Category	For	For

## COCA-COLA ICECEK AS

Meeting: Annual 4/5/24 Turkey

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting and Elect Presiding Council of Meeting	For	For
Mgmt	2	Accept Board Report	For	For
Mgmt	3	Accept Audit Report	For	For
Mgmt	4	Accept Financial Statements	For	For
Mgmt	5	Approve Discharge of Board	For	For
Mgmt	6	Approve Allocation of Income	For	For
Mgmt	7	Amend Corporate Purpose	For	For
Mgmt	8	Amend Article 6 Re: Capital Related	For	Against
Mgmt	9	Elect Directors	For	For
Mgmt	10	Ratify External Auditors	For	For
Mgmt	11	Receive Information on Donations Made in 2023		Non Voting
Mgmt	12	Receive Information on Guarantees Pledges and Mortgages Provided to Third Parties		Non Voting
Mgmt	13	Receive Information in Accordance with Article 1.3.6 of Capital Market Board Corporate Governance Principles		Non Voting
Mgmt	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
Mgmt	15	Close Meeting		Non Voting

## FORBO HOLDING AG

Meeting: Annual 4/5/24 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Share Re-registration Consent	For	For
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Sustainability Report	For	For
Mgmt	2	Approve Discharge of Board and Senior Management	For	For
Mgmt	3	Approve Allocation of Income and Dividends of CHF 25.00 per Share	For	For
Mgmt	4.1	Approve Creation of Capital Band within the Upper Limit of CHF 163 350 and the Lower Limit of CHF 133 650 with or without Exclusion of Preemptive Rights Voter Rationale: A vote AGAINST the proposed authorization is warranted because: * The issuance request, when combined with the existing conditional capital, would allow for a capital increase without preemptive rights for up to 19 percent of the issued share capital.	For	Against
Mgmt	4.2	Approve Virtual-Only or Hybrid Shareholder Meetings	For	For
Mgmt	4.3	Amend Articles of Association	For	For

Mgmt	5.1	<p>Approve Remuneration Report  Voter Rationale: A vote AGAINST the remuneration report is warranted because: * There is insufficient ex-post disclosure to explain performance achievements underlying variable payouts, which raises further concern considering the pay for performance alignment with respect to CEO pay versus TSR performance. * Variable compensation opportunities were increased without an accompanying and compelling explanation. * The (now) non-executive board chair fee appears excessive in the context of market practice. * There was a significant level of shareholder dissent on the remuneration report at the 2023 AGM. The company does not disclose any engagement to understand shareholder concerns in relation to the vote.</p>	For	Against
Mgmt	5.2	Approve Remuneration of Directors in the Amount of CHF 3.2 Million	For	For
Mgmt	5.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.7 Million for Fiscal Year 2025	For	For
Mgmt	5.4	<p>Approve Variable Remuneration of Executive Committee in the Amount of CHF 390 000 for Fiscal Year 2023  Voter Rationale: Item 5.3 A vote FOR this item is warranted because the proposal appears to be broadly in line with market practice. Nevertheless, some concern is noted regarding the fact that realized fixed compensation in 2023 appears to exceed the amount approved by the general meeting, and the report does not provide an explanation for this. Item 5.4 A vote AGAINST this proposal is warranted because there are insufficient ex-post disclosures to explain performance achievements underlying the requested bonus payouts. Item 5.5 A vote FOR this item is warranted because the proposal appears to be broadly in line with market practice and does not give rise to significant concerns.</p>	For	Against
Mgmt	5.5	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 1 Million for Fiscal Year 2024	For	For
Mgmt	6.1	Reelect This Schneider as Director and Board Chair	For	For
Mgmt	6.2	<p>Reelect Michael Pieper as Director  Voter Rationale: Board elections (Items 6.1 â€” 6.7) A vote AGAINST Vincent Studer is warranted because he is non-independent and is currently the chair of the audit committee. Votes AGAINST the incumbent nomination committee members, Michael Pieper and Claudia Coninx-Kaczynski, are warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 7.1 â€” 7.3) Votes AGAINST Michael Pieper and Claudia Coninx-Kaczynski are warranted because their elections to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of concerns.</p>	For	Against
Mgmt	6.3	<p>Reelect Claudia Coninx-Kaczynski as Director  Voter Rationale: Board elections (Items 6.1 â€” 6.7) A vote AGAINST Vincent Studer is warranted because he is non-independent and is currently the chair of the audit committee. Votes AGAINST the incumbent nomination committee members, Michael Pieper and Claudia Coninx-Kaczynski, are warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 7.1 â€” 7.3) Votes AGAINST Michael Pieper and Claudia Coninx-Kaczynski are warranted because their elections to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of concerns.</p>	For	Against
Mgmt	6.4	Reelect Eveline Saupper as Director	For	For

## Global Voting Record

Mgmt	6.5	<p>Reelect Vincent Studer as Director</p> <p>Voter Rationale: Board elections (Items 6.1 â€“ 6.7) A vote AGAINST Vincent Studer is warranted because he is non-independent and is currently the chair of the audit committee. Votes AGAINST the incumbent nomination committee members, Michael Pieper and Claudia Coninx-Kaczynski, are warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 7.1 â€“ 7.3) Votes AGAINST Michael Pieper and Claudia Coninx-Kaczynski are warranted because their elections to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of concerns.</p>	For	Against
Mgmt	6.6	Elect Joerg Kampmeyer as Director	For	For
Mgmt	6.7	Elect Bernhard Merki as Director	For	For
Mgmt	7.1	<p>Reappoint Claudia Coninx-Kaczynski as Member of the Compensation Committee</p> <p>Voter Rationale: Board elections (Items 6.1 â€“ 6.7) A vote AGAINST Vincent Studer is warranted because he is non-independent and is currently the chair of the audit committee. Votes AGAINST the incumbent nomination committee members, Michael Pieper and Claudia Coninx-Kaczynski, are warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 7.1 â€“ 7.3) Votes AGAINST Michael Pieper and Claudia Coninx-Kaczynski are warranted because their elections to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of concerns.</p>	For	Against
Mgmt	7.2	<p>Reappoint Michael Pieper as Member of the Compensation Committee</p> <p>Voter Rationale: Board elections (Items 6.1 â€“ 6.7) A vote AGAINST Vincent Studer is warranted because he is non-independent and is currently the chair of the audit committee. Votes AGAINST the incumbent nomination committee members, Michael Pieper and Claudia Coninx-Kaczynski, are warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Compensation committee elections (Items 7.1 â€“ 7.3) Votes AGAINST Michael Pieper and Claudia Coninx-Kaczynski are warranted because their elections to the board do not warrant support. A vote FOR the remaining nominee is warranted due to a lack of concerns.</p>	For	Against
Mgmt	7.3	Appoint Bernhard Merki as Member of the Compensation Committee	For	For
Mgmt	8	Ratify KPMG AG as Auditors	For	For
Mgmt	9	Designate Rene Peyer as Independent Proxy	For	For
Mgmt	10	<p>Transact Other Business (Voting)</p> <p>Voter Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</p>	For	Against

**KRUNG THAI BANK PUBLIC CO. LTD.**

Meeting: Annual 4/5/24 Thailand

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Acknowledge Annual Report		Non Voting
Mgmt	2	Approve Financial Statements	For	For
Mgmt	3	Approve Allocation of Income and Dividend Payment	For	For
Mgmt	4	Approve Remuneration of Directors	For	For
Mgmt	5.1	Elect Krairit Euchukanonchai as Director	For	For
Mgmt	5.2	Elect Teerapong Wongsiwawilas as Director	For	For
Mgmt	5.3	Elect Thanwa Laohasiriwong as Director	For	For
Mgmt	5.4	Elect Nimit Suwannarat as Director	For	For
Mgmt	6	Approve EY Company Limited as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	7	Other Business		Non Voting

**STAR PETROLEUM REFINING PUBLIC COMPANY LIMITED**

Meeting: Annual 4/5/24 Thailand

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Minutes of Previous Meeting	For	For
Mgmt	2	Acknowledge Company's Performance		Non Voting
Mgmt	3	Approve Financial Statements	For	For
Mgmt	4	Approve Omission of Dividend Payment	For	For
Mgmt	5	Approve Remuneration of Directors	For	For
Mgmt	6	Approve PricewaterhouseCoopers ABAS Limited as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	7.1	Elect Ranga Rama Kumar Sreeramagiri as Director	For	For
Mgmt	7.2	Elect Robert Stair Guthrie as Director	For	For
Mgmt	7.3	Elect Rapee Sucharitakul as Director	For	For
Mgmt	8	Amend Company's Objectives and Memorandum of Association	For	For



**THANACHART CAPITAL PUBLIC COMPANY LIMITED**

Meeting: Annual 4/5/24 Thailand

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Minutes of Previous Meeting	For	For
Mgmt	2	Acknowledge Business Operations Report		Non Voting
Mgmt	3	Approve Financial Statements	For	For
Mgmt	4	Approve Allocation of Income and Dividend Payment	For	For
Mgmt	5.1	Approve Remuneration of Directors and Sub-Committees	For	For
Mgmt	5.2	Approve Performance Allowance of Directors	For	For
Mgmt	6.1	Elect Thanachart Numnonda as Director	For	For
Mgmt	6.2	Elect Suvarnapha Suvarnaprathip as Director	For	For
Mgmt	6.3	Elect Somjate Moosirilert as Director	For	For
Mgmt	7	Approve EY Office Limited as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	8	Other Business Voter Rationale: A vote AGAINST this resolution is warranted given the lack of information.	For	Against

**BAWAG GROUP AG**

Meeting: Annual 4/8/24 Austria

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 5.00 per Share	For	For
Mgmt	3	Approve Discharge of Management Board for Fiscal Year 2023	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For
Mgmt	5	Ratify Deloitte Audit as Auditors for Fiscal Year 2025	For	For
Mgmt	6	Ratify KPMG Austria GmbH as Auditors of Sustainability Report for Fiscal Year 2024	For	For
Mgmt	7	Approve Remuneration Report	For	Against
Mgmt	8	Approve Remuneration Policy	For	Against
Mgmt	9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For
Mgmt	10	Approve Creation of EUR 31.4 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For
Mgmt	11	Approve Issuance of Warrants/Bonds with Warrants Attached/ Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 500 Million	For	For
Mgmt	12	Approve Creation of EUR 7.9 Million Pool of Conditional Capital to Guarantee Conversion Rights	For	For
Mgmt	13	Approve Virtual-Only or Hybrid Shareholder Meetings Until 2029	For	For

## BOSSARD HOLDING AG

Meeting: Annual		4/8/24	Switzerland		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Share Re-registration Consent	For	For	
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For	
Mgmt	1.2	Approve Non-Financial Report	For	For	
Mgmt	2	Approve Discharge of Board and Senior Management	For	For	
Mgmt	3	Approve Allocation of Income and Dividends of CHF 4.00 per Category A Registered Share and CHF 0.80 per Category B Registered Share	For	For	
Mgmt	4.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	For	For	
Mgmt	4.2	Approve Remuneration of Executive Committee in the Amount of CHF 7 Million	For	For	
Mgmt	4.3	Approve Remuneration Report Voter Rationale: A vote against is warranted due to lack of disclosure to explain performance achievements underlying variable payouts and define variable compensation award levels.	For	Against	
Mgmt	5.1	Elect Marcel Keller as Director Representing Holders of Category A Registered Shares	For	For	
Mgmt	5.2.1	Reelect Thomas Schmuckli as Director and Board Chair Voter Rationale: A vote against is warranted due to concern that he is a beneficiary of the company's unequal voting structure.	For	Against	
Mgmt	5.2.2	Reelect Martin Kuehn as Director	For	For	
Mgmt	5.2.3	Reelect Patricia Heidtman as Director	For	For	
Mgmt	5.2.4	Reelect David Dean as Director	For	For	
Mgmt	5.2.5	Reelect Petra Ehmann as Director	For	For	
Mgmt	5.2.6	Reelect Marcel Keller as Director	For	For	
Mgmt	5.2.7	Reelect Ina Toegel as Director	For	For	
Mgmt	5.3.1	Reappoint David Dean as Member of the Compensation Committee	For	For	
Mgmt	5.3.2	Reappoint Marcel Keller as Member of the Compensation Committee	For	For	
Mgmt	5.3.3	Reappoint Ina Toegel as Member of the Compensation Committee	For	For	
Mgmt	6	Ratify PricewaterhouseCoopers AG as Auditors	For	For	
Mgmt	7	Designate Rene Peyer as Independent Proxy	For	For	
Mgmt	8.1	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) Voter Rationale: A vote against is warranted as there is no explanation of the circumstances under which virtual-only meetings would be held.	For	Against	
Mgmt	8.2	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	For	
Mgmt	8.3	Amend Articles of Association	For	For	
Mgmt	9	Transact Other Business (Voting) Voter Rationale: A vote against is warranted as the content of any new voting items or counterproposals is not known at this time so there is a risk that they may not be in shareholders interests.	For	Against	

## Global Voting Record

## KASPI.KZ JSC

Meeting: Annual 4/8/24 Kazakhstan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Meeting Agenda	For	For
Mgmt	2	Approve Financial Statements	For	For
Mgmt	3	Approve Allocation of Income and Dividends of KZT 850 per Share	For	For
Mgmt	4	Approve Results of Shareholders Appeals on Actions of Company and Its Officials	For	For
Mgmt	5	Fix Board Terms for Directors Voter Rationale: A vote against items 5-7 is warranted due to the lack of disclosure.	For	Against
Mgmt	6	Approve Terms of Remuneration of Directors	For	Against
Mgmt	7	Ratify Deloitte LLP as Auditor	For	Against
Mgmt	8A	I am not a Legal Entity or Having Shareholder Participant or an Individual which Participates in Legal Entities Incorporated in any Offshore Zones promulgated by the Agency on Financial Supervision of Kazakhstan	For	For
Mgmt	8B	For participation of BNY Mellon in AGM in favor of Holder the Holder entitles BNY Mellon to disclose information about Holder in Central Securities Depository of Republic of Kazakhstan and register of shareholders	For	For

## OTTER TAIL CORPORATION

Meeting: Annual 4/8/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Mary E. Ludford	For	For
Mgmt	1.2	Elect Director Charles S. MacFarlane	For	For
Mgmt	1.3	Elect Director Thomas J. Webb	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Deloitte & Touche LLP as Auditors	For	For

## VZ HOLDING AG

Meeting: Annual 4/8/24 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Non-Financial Report	For	For
Mgmt	2	Approve Discharge of Board and Senior Management	For	For
Mgmt	3	Approve Allocation of Income and Dividends of CHF 2.24 per Share	For	For
Mgmt	4.1.1	Reelect Roland Iff as Director Voter Rationale: A vote against is warranted due to lack of independence.	For	Against
Mgmt	4.1.2	Reelect Albrecht Langhart as Director Voter Rationale: A vote against is warranted due to lack of independence.	For	Against
Mgmt	4.1.3	Reelect Roland Ledergerber as Director	For	For
Mgmt	4.1.4	Reelect Olivier de Perregaux as Director	For	For
Mgmt	4.1.5	Elect Nadia Schmidt as Director	For	For
Mgmt	4.1.6	Elect Henriette Wendt as Director	For	For
Mgmt	4.2	Reelect Matthias Reinhart as Director and Board Chair	For	For
Mgmt	4.3.1	Reappoint Roland Ledergerber as Member of the Compensation Committee Voter Rationale: A vote against is warranted due to lack of gender diversity and independence.	For	Against
Mgmt	4.3.2	Reappoint Matthias Reinhart as Member of the Compensation Committee Voter Rationale: A vote against is warranted due to lack of independence.	For	Against
Mgmt	4.3.3	Reappoint Roland Iff as Member of the Compensation Committee Voter Rationale: A vote against is warranted due to lack of independence.	For	Against
Mgmt	5	Designate Keller AG as Independent Proxy	For	For
Mgmt	6	Ratify PricewaterhouseCoopers AG as Auditors	For	For
Mgmt	7.1	Approve Remuneration of Directors in the Amount of CHF 730 000	For	For
Mgmt	7.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.1 Million Voter Rationale: A vote against is warranted as the CEO's base salary increase lacks justification.	For	Against
Mgmt	7.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3.3 Million Voter Rationale: A vote against is warranted due to lack of disclosure.	For	Against
Mgmt	8	Transact Other Business (Voting) Voter Rationale: A vote against is warranted as the content of these new items or counterproposals is not known at this time.	For	Against

**A. O. SMITH CORPORATION**

Meeting: Annual 4/9/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Victoria M. Holt	For	Withhold
Mgmt	1.2	Elect Director Ilham Kadri	For	Withhold
Mgmt	1.3	Elect Director Michael M. Larsen	For	For
Mgmt	1.4	Elect Director Christopher L. Mapes	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Ernst & Young LLP as Auditors	For	For
S/holder	4	Report on Company's Hiring Practices with Respect to Formerly Incarcerated People	Against	For

**AUTONEUM HOLDING AG**

Meeting: Annual 4/9/24 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income and Dividends of CHF 2.50 per Share	For	For
Mgmt	3	Approve Corporate Responsibility Report (Non-Binding)	For	For
Mgmt	4	Approve Discharge of Board and Senior Management	For	For
Mgmt	5.1	<p>Reelect Hans-Peter Schwald as Director  Voter Rationale: Board elections (Items 5.1 â€“ 5.7) Votes AGAINST the non-independent nominees: Hans-Peter Schwald, Martin Kloeti, Michael Pieper, and Ferdinand Stutz are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST the nomination committee chair, Norbert Indlekofer, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 6) A vote AGAINST Hans-Peter Schwald as board chair is warranted because his election to the board does not warrant support. Compensation committee elections (Items 7.1 â€“ 7.4) Votes AGAINST Hans-Peter Schwald, Norbert Indlekofer, and Ferdinand Stutz are warranted because their elections to the board do not warrant support. A vote FOR the remaining nominee is considered warranted due to a lack of concerns.</p>	For	Against
Mgmt	5.2	<p>Reelect Norbert Indlekofer as Director  Voter Rationale: Board elections (Items 5.1 â€“ 5.7) Votes AGAINST the non-independent nominees: Hans-Peter Schwald, Martin Kloeti, Michael Pieper, and Ferdinand Stutz are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST the nomination committee chair, Norbert Indlekofer, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 6) A vote AGAINST Hans-Peter Schwald as board chair is warranted because his election to the board does not warrant support. Compensation committee elections (Items 7.1 â€“ 7.4) Votes AGAINST Hans-Peter Schwald, Norbert Indlekofer, and Ferdinand Stutz are warranted because their elections to the board do not warrant support. A vote FOR the remaining nominee is considered warranted due to a lack of concerns.</p>	For	Against
Mgmt	5.3	Reelect Liane Hirner as Director	For	For

Mgmt	5.4	<p>Reelect Michael Pieper as Director  Voter Rationale: Board elections (Items 5.1 â€“ 5.7) Votes AGAINST the non-independent nominees: Hans-Peter Schwald, Martin Kloeti, Michael Pieper, and Ferdinand Stutz are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST the nomination committee chair, Norbert Indlekofer, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 6) A vote AGAINST Hans-Peter Schwald as board chair is warranted because his election to the board does not warrant support. Compensation committee elections (Items 7.1 â€“ 7.4) Votes AGAINST Hans-Peter Schwald, Norbert Indlekofer, and Ferdinand Stutz are warranted because their elections to the board do not warrant support. A vote FOR the remaining nominee is considered warranted due to a lack of concerns.</p>	For	Against
Mgmt	5.5	<p>Reelect Oliver Streuli as Director  Voter Rationale: Board elections (Items 5.1 â€“ 5.7) Votes AGAINST the non-independent nominees: Hans-Peter Schwald, Martin Kloeti, Michael Pieper, and Ferdinand Stutz are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST the nomination committee chair, Norbert Indlekofer, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 6) A vote AGAINST Hans-Peter Schwald as board chair is warranted because his election to the board does not warrant support. Compensation committee elections (Items 7.1 â€“ 7.4) Votes AGAINST Hans-Peter Schwald, Norbert Indlekofer, and Ferdinand Stutz are warranted because their elections to the board do not warrant support. A vote FOR the remaining nominee is considered warranted due to a lack of concerns.</p>	For	For
Mgmt	5.6	<p>Reelect Ferdinand Stutz as Director  Voter Rationale: Board elections (Items 5.1 â€“ 5.7) Votes AGAINST the non-independent nominees: Hans-Peter Schwald, Martin Kloeti, Michael Pieper, and Ferdinand Stutz are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST the nomination committee chair, Norbert Indlekofer, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 6) A vote AGAINST Hans-Peter Schwald as board chair is warranted because his election to the board does not warrant support. Compensation committee elections (Items 7.1 â€“ 7.4) Votes AGAINST Hans-Peter Schwald, Norbert Indlekofer, and Ferdinand Stutz are warranted because their elections to the board do not warrant support. A vote FOR the remaining nominee is considered warranted due to a lack of concerns.</p>	For	Against
Mgmt	5.7	<p>Elect Martin Kloeti as Director  Voter Rationale: Board elections (Items 5.1 â€“ 5.7) Votes AGAINST the non-independent nominees: Hans-Peter Schwald, Martin Kloeti, Michael Pieper, and Ferdinand Stutz are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST the nomination committee chair, Norbert Indlekofer, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 6) A vote AGAINST Hans-Peter Schwald as board chair is warranted because his election to the board does not warrant support. Compensation committee elections (Items 7.1 â€“ 7.4) Votes AGAINST Hans-Peter Schwald, Norbert Indlekofer, and Ferdinand Stutz are warranted because their elections to the board do not warrant support. A vote FOR the remaining nominee is considered warranted due to a lack of concerns.</p>	For	Against
Mgmt	6	<p>Reelect Hans-Peter Schwald as Board Chair  Voter Rationale: Board elections (Items 5.1 â€“ 5.7) Votes AGAINST the non-independent nominees: Hans-Peter Schwald, Martin Kloeti, Michael Pieper, and Ferdinand Stutz are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST the nomination committee chair, Norbert Indlekofer, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 6) A vote AGAINST Hans-Peter Schwald as board chair is warranted because his election to the board does not warrant support. Compensation committee elections (Items 7.1 â€“ 7.4) Votes AGAINST Hans-Peter Schwald, Norbert Indlekofer, and Ferdinand Stutz are warranted because their elections to the board do not warrant support. A vote FOR the remaining nominee is considered warranted due to a lack of concerns.</p>	For	Against

Mgmt	7.1	<p>Reappoint Norbert Indlekofer as Member of the Compensation Committee</p> <p>Voter Rationale: Board elections (Items 5.1 â€“ 5.7) Votes AGAINST the non-independent nominees: Hans-Peter Schwald, Martin Kloeti, Michael Pieper, and Ferdinand Stutz are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST the nomination committee chair, Norbert Indlekofer, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 6) A vote AGAINST Hans-Peter Schwald as board chair is warranted because his election to the board does not warrant support. Compensation committee elections (Items 7.1 â€“ 7.4) Votes AGAINST Hans-Peter Schwald, Norbert Indlekofer, and Ferdinand Stutz are warranted because their elections to the board do not warrant support. A vote FOR the remaining nominee is considered warranted due to a lack of concerns.</p>	For	Against
Mgmt	7.2	<p>Reappoint Hans-Peter Schwald as Member of the Compensation Committee</p> <p>Voter Rationale: Board elections (Items 5.1 â€“ 5.7) Votes AGAINST the non-independent nominees: Hans-Peter Schwald, Martin Kloeti, Michael Pieper, and Ferdinand Stutz are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST the nomination committee chair, Norbert Indlekofer, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 6) A vote AGAINST Hans-Peter Schwald as board chair is warranted because his election to the board does not warrant support. Compensation committee elections (Items 7.1 â€“ 7.4) Votes AGAINST Hans-Peter Schwald, Norbert Indlekofer, and Ferdinand Stutz are warranted because their elections to the board do not warrant support. A vote FOR the remaining nominee is considered warranted due to a lack of concerns.</p>	For	Against
Mgmt	7.3	<p>Reappoint Oliver Streuli as Member of the Compensation Committee</p> <p>Reappoint Ferdinand Stutz as Member of the Compensation Committee</p> <p>Voter Rationale: Board elections (Items 5.1 â€“ 5.7) Votes AGAINST the non-independent nominees: Hans-Peter Schwald, Martin Kloeti, Michael Pieper, and Ferdinand Stutz are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST the nomination committee chair, Norbert Indlekofer, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 6) A vote AGAINST Hans-Peter Schwald as board chair is warranted because his election to the board does not warrant support. Compensation committee elections (Items 7.1 â€“ 7.4) Votes AGAINST Hans-Peter Schwald, Norbert Indlekofer, and Ferdinand Stutz are warranted because their elections to the board do not warrant support. A vote FOR the remaining nominee is considered warranted due to a lack of concerns.</p>	For	For
Mgmt	7.4	<p>Reappoint Oliver Streuli as Member of the Compensation Committee</p> <p>Reappoint Ferdinand Stutz as Member of the Compensation Committee</p> <p>Voter Rationale: Board elections (Items 5.1 â€“ 5.7) Votes AGAINST the non-independent nominees: Hans-Peter Schwald, Martin Kloeti, Michael Pieper, and Ferdinand Stutz are warranted because of the failure to establish a sufficiently independent board. A vote AGAINST the nomination committee chair, Norbert Indlekofer, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair election (Item 6) A vote AGAINST Hans-Peter Schwald as board chair is warranted because his election to the board does not warrant support. Compensation committee elections (Items 7.1 â€“ 7.4) Votes AGAINST Hans-Peter Schwald, Norbert Indlekofer, and Ferdinand Stutz are warranted because their elections to the board do not warrant support. A vote FOR the remaining nominee is considered warranted due to a lack of concerns.</p>	For	Against
Mgmt	8	Ratify KPMG AG as Auditors	For	For
Mgmt	9	Designate Ulrich Mayer as Independent Proxy	For	For
Mgmt	10	<p>Approve Remuneration Report (Non-Binding)</p> <p>Voter Rationale: A vote AGAINST the remuneration report is warranted because: * There is insufficient ex-post disclosure to explain the evolution of variable payouts versus company performance. * Members of the group executive board received a significant base salary increase during the year without a detailed explanation. * Shares awarded under the short-term incentive are subject to a conversion factor of 1.4 of the bonus entitlement. * Awards granted under the long-term incentive vest in less than three years and do not require the achievement of separate performance conditions after grant. Award levels are also not clearly disclosed. * The compensation report does not disclose any response to shareholder dissent on prior votes.</p>	For	Against

## Global Voting Record

Mgmt	11	Approve Remuneration of Directors in the Amount of CHF 2 Million	For	For
Mgmt	12	Approve Remuneration of Executive Committee in the Amount of CHF 10 Million Voter Rationale: A vote AGAINST this proposal is warranted because: The proposal represents a significant potential increase in remuneration, and the company has not provided an explanation for the proposed increase.	For	Against
Mgmt	13.1	Approve Cancellation of Capital Band Authorization	For	For
Mgmt	13.2	Amend Articles Re: External Mandates for Members of the Board of Directors and Executive Committee	For	For
Mgmt	14	Transact Other Business (Voting) Voter Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.	For	Against

## CLARIANT AG

Meeting: Annual		4/9/24	Switzerland		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For	
Mgmt	1.2	Approve Non-Financial Report (Non-Binding)	For	For	
Mgmt	1.3	Approve Remuneration Report (Non-Binding)	For	For	
Mgmt	2	Approve Discharge of Board and Senior Management	For	For	
Mgmt	3.1	Approve Allocation of Income	For	For	
Mgmt	3.2	Approve CHF 139.4 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 0.42 per Share	For	For	
Mgmt	4.1.a	Reelect Ahmed Al Umar as Director	For	For	
Mgmt	4.1.b	Reelect Guenter von Au as Director	For	For	
Mgmt	4.1.c	Reelect Roberto Gualdoni as Director	For	For	
Mgmt	4.1.d	Elect Jens Lohmann as Director	For	For	
Mgmt	4.1.e	Reelect Thilo Mannhardt as Director	For	For	
Mgmt	4.1.f	Reelect Geoffery Merszei as Director	For	For	
Mgmt	4.1.g	Reelect Eveline Saupper as Director	For	For	
Mgmt	4.1.h	Reelect Peter Steiner as Director	For	For	
Mgmt	4.1.i	Reelect Claudia Suessmuth Dyckerhoff as Director	For	For	
Mgmt	4.1.j	Reelect Susanne Wamsler as Director	For	For	
Mgmt	4.1.k	Reelect Konstantin Winterstein as Director	For	For	
Mgmt	4.2	Reelect Guenter von Au as Board Chair Voter Rationale: Board elections (Items 4.1.a – 4.1.k) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Board chair election (Item 4.2) A vote AGAINST Guenter von Au as board chair is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Compensation committee elections (Items 4.3.1 – 4.3.4) Votes FOR the proposed nominees are warranted.	For	Against	
Mgmt	4.3.1	Appoint Jens Lohmann as Member of the Compensation Committee	For	For	
Mgmt	4.3.2	Reappoint Eveline Saupper as Member of the Compensation Committee	For	For	
Mgmt	4.3.3	Reappoint Claudia Suessmuth Dyckerhoff as Member of the Compensation Committee	For	For	



Global Voting Record

Mgmt	4.3.4	Reappoint Konstantin Winterstein as Member of the Compensation Committee	For	For
Mgmt	4.4	Designate Balthasar Settelen as Independent Proxy	For	For
Mgmt	4.5	Ratify KPMG AG as Auditors	For	For
Mgmt	5.1	Approve Remuneration of Directors in the Amount of CHF 5 Million	For	For
Mgmt	5.2	Approve Fixed and Variable Remuneration of Executive Committee in the Amount of CHF 16 Million	For	For
Mgmt	6.1	Additional Voting Instructions - Board of Directors Proposals (Voting) Voter Rationale: Votes AGAINST are warranted because: * These items concern additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against these items on a precautionary basis.	For	Against
Mgmt	6.2	Additional Voting Instructions - Shareholder Proposals (Voting) Voter Rationale: Votes AGAINST are warranted because: * These items concern additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against these items on a precautionary basis.	None	Against

## LAURENTIAN BANK OF CANADA

Meeting: Annual		4/9/24	Canada		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1.1	Elect Director Sonia Baxendale	For	For	
Mgmt	1.2	Elect Director Andrea Bolger	For	For	
Mgmt	1.3	Elect Director Michael T. Boychuk	For	For	
Mgmt	1.4	Elect Director Johanne Brunet	For	For	
Mgmt	1.5	Elect Director Laurent Desmangles	For	For	
Mgmt	1.6	Elect Director Suzanne Gouin	For	For	
Mgmt	1.7	Elect Director Jamey Hubbs	For	For	
Mgmt	1.8	Elect Director David Mowat	For	For	
Mgmt	1.9	Elect Director Eric Provost	For	For	
Mgmt	1.10	Elect Director Paul Stinis	For	For	
Mgmt	1.11	Elect Director Nicholas Zelenczuk	For	For	
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For	
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For	
S/holder	4	<p>SP 4: Create Social Dividend and Better Value Distribution Relating to ESG Causes</p> <p>Voter Rationale: A vote AGAINST is warranted as the company appears to have demonstrated its commitment to support ESG causes, through its various giving programs, activities and community events related to donations and sponsorships. In 2023, Laurentian Bank awarded more than \$770,000 to non-profits and charities in its focus areas and through employee directed giving. The bank has provided comprehensive disclosure about the actions it has taken to demonstrate its commitment to social contribution and ESG causes.</p>	Against	Against	
S/holder	5	<p>SP 5: Commit to Filing an ESG Report Backed by "Reasonable" Assurance Engagement</p> <p>Voter Rationale: A vote AGAINST is warranted as regulations regarding the disclosure and management of climate-related and sustainability-related risks, such as IFRS S1 &amp; S2 and OSFI's Guideline B-15, currently do not require independent external assurance. Independent limited assurance, despite still being voluntary, is the widely accepted industry practice for ESG reports at present. All five Canadian major bank peers adopted limited assurance for their sustainability reports and have not committed to reasonable assurance in the short term. Moreover, a standardized approach to reasonable assurance engagement is still to be developed, and the proponent's description of such assurance is vague. In the absence of matured standards or requirements, the proposal appears overly prescriptive.</p>	Against	Against	
S/holder	6	<p>SP 6: Disclose Non-Confidential Information Relating to the Bank's Country-by-Country Reporting</p> <p>Voter Rationale: A vote AGAINST is warranted as the country-by-country report is a component of BEPS Action 13, and the information contained within is subject to confidentiality rules. There is currently no legislation in Canada that requires publication of the country-by-country reporting. The bank has indicated that it has a single business unit outside of Canada that operates in a single market, and publicly sharing detailed compensation ratios by territories and anti-tax haven efforts may expose proprietary information that could be leveraged by competitors. Companies have a fiduciary responsibility to work collectively and proactively through appropriate industry organizations and channels with policymakers and revenue authorities over the long term, for the benefit of the corporation and its shareholders. The decision on tax transparency reporting shall fall within the board's purview and is outside the scope of shareholder oversight.</p>	Against	Against	

## MEIER TOBLER GROUP AG

Meeting: Annual 4/9/24 Switzerland				
Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Non-Financial Report	For	For
Mgmt	1.3	Approve Remuneration Report Voter Rationale: A vote AGAINST the remuneration report is warranted because: * There is insufficient ex-post disclosure to explain the evolution of variable payouts versus company performance. * Some short- and all long-term incentive awards are not subject to a maximum cap.	For	Against
Mgmt	2.1	Approve Allocation of Income and Dividends of CHF 0.65 per Share	For	For
Mgmt	2.2	Approve Dividends of CHF 0.65 per Share from Capital Contribution Reserves	For	For
Mgmt	3	Approve Discharge of Board and Senior Management	For	For
Mgmt	4.1.1	Reelect Silvan Meier as Director	For	For
Mgmt	4.1.2	Reelect Heinz Wiedmer as Director	For	For
Mgmt	4.1.3	Reelect Alexander Zschokke as Director	For	For
Mgmt	4.2	Elect Andrea Tranel as Director	For	For
Mgmt	5	Reelect Silvan Meier as Board Chair	For	For
Mgmt	6.1.1	Reappoint Silvan Meier as Member of the Compensation Committee Reappoint Heinz Wiedmer as Member of the Compensation Committee Voter Rationale: Board elections (Items 4.1.1 â€” 4.2) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors. Board chair election (Item 5) A vote FOR Silvan Meier as board chair is warranted due to a lack of concerns. Compensation committee elections (Items 6.1.1 â€” 6.2) A vote AGAINST the current committee chair, Heinz Wiedmer, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are considered warranted due to a lack of further concerns.	For	Against
Mgmt	6.1.3	Reappoint Alexander Zschokke as Member of the Compensation Committee	For	For
Mgmt	6.2	Appoint Andrea Tranel as Member of the Compensation Committee	For	For
Mgmt	7.1	Approve Remuneration of Directors in the Amount of CHF 800 000	For	For
Mgmt	7.2	Approve Remuneration of Executive Committee in the Amount of CHF 1.5 Million	For	For
Mgmt	8	Designate Keller AG as Independent Proxy	For	For
Mgmt	9	Ratify PricewaterhouseCoopers AG as Auditors	For	For
Mgmt	10	Transact Other Business (Voting) Voter Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.	For	Against

## NCC AB

Meeting: Annual 4/9/24 Sweden				
Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting

## Global Voting Record

Mgmt	2	Elect Chairman of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders	For	For
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5	Designate Inspector(s) of Minutes of Meeting	For	For
Mgmt	6	Acknowledge Proper Convening of Meeting	For	For
Mgmt	7	Receive President's Report		Non Voting
Mgmt	8	Allow Questions		Non Voting
Mgmt	9	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	10	Accept Financial Statements and Statutory Reports	For	For
Mgmt	11	Approve Allocation of Income and Dividends of SEK 8.00 Per Share	For	For
Mgmt	12	Approve Remuneration Report Voter Rationale: A vote AGAINST this item is warranted because of the insufficient performance period attributed to the 2023 LTI, and the insufficient ex-post disclosure of targets and outcome for the STI.	For	Against
Mgmt	13	Approve Discharge of Board and President	For	For
Mgmt	14	Determine Number of Members (7) and Deputy Members (0) of Board	For	For
Mgmt	15	Approve Remuneration of Directors in the Amount of SEK 1.6 Million for Chairman and SEK 535 000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditor	For	For
Mgmt	16	Relect Alf Goransson (Chair) Simon de Chateau Mats Jonsson Birgit Norgaard Daniel Kjorberg Siraj and Cecilia Fasth as Directors; Elect Ida Aall Gram as New Director Voter Rationale: A vote AGAINST this item is warranted as chairman Alf Goransson is considered overboarded.	For	Against
Mgmt	17	Ratify PricewaterhouseCoopers as Auditor	For	For
Mgmt	18	Approve Nomination Committee Procedures; Authorize Chairman of Board and Representatives of Four of Company's Largest Shareholders to Serve on Nominating Committee	For	For
Mgmt	19	Elect Trond Stabekk (Chair) Simon Blecher and Anna Magnussonas as Members of Nominating Committee	For	For
Mgmt	20	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
Mgmt	21.A	Approve Performance Share Incentive Plan LTI 2024 Voter Rationale: A vote AGAINST this resolution is warranted because the performance period for the EPS metric is less than three years.	For	Against
Mgmt	21.B	Approve Transfer of Class B Shares to Participants of LTI 2024 Program Voter Rationale: A vote AGAINST this proposal is warranted due to concerns associated with the underlying incentive plan, as addressed in Item 21.A above.	For	Against
Mgmt	21.C	Approve Alternative Equity Plan Financing of LTI 2024 if Item 21.B is Not Approved Voter Rationale: A vote AGAINST this proposal is warranted due to concerns associated with the underlying incentive plan, as addressed in Item 21.A above.	For	Against
Mgmt	21.D	Approve Equity Plan Financing Through Transfer of Class B Shares	For	For
Mgmt	22	Authorize Share Repurchase Program	For	For
Mgmt	23	Close Meeting		Non Voting

## TMBTHANACHART BANK PUBLIC COMPANY LIMITED

Meeting: Annual 4/9/24 Thailand

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Acknowledge Operating Results		Non Voting
Mgmt	2	Approve Financial Statements	For	For
Mgmt	3	Approve Allocation of Income and Dividend Payment	For	For
Mgmt	4.1	Elect Philippe G.J.E.O. Damas as Director	For	For
Mgmt	4.2	Elect Charita Leelayudth as Director	For	For
Mgmt	4.3	Elect Teeranun Srihong as Director	For	For
Mgmt	4.4	Elect Prinya Hom-aneek as Director	For	For
Mgmt	4.5	Elect Piti Tantakasem as Director	For	For
Mgmt	5	Approve Remuneration of Directors	For	For
Mgmt	6	Approve Bonus of Directors	For	For
Mgmt	7	Approve KPMG Phoomchai Audit Company Limited as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	8	Other Business Voter Rationale: A vote AGAINST this resolution is warranted given the lack of information.	For	Against

## VESTAS WIND SYSTEMS A/S

Meeting: Annual 4/9/24 Denmark

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Report of Board		Non Voting
Mgmt	2	Accept Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Omission of Dividends	For	For
Mgmt	4	Approve Remuneration Report (Advisory Vote)	For	For
Mgmt	5	Approve Remuneration of Directors in the Amount of DKK 1.4 Million for Chairman DKK 946 764 for Vice Chairman and DKK 473 382 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	6.a	Reelect Anders Runevad as Director	For	For
Mgmt	6.b	Reelect Eva Merete Sofelde Berneke as Director	For	For
Mgmt	6.c	Reelect Helle Thorning-Schmidt as Director	For	For
Mgmt	6.d	Reelect Karl-Henrik Sundstrom as Director	For	For
Mgmt	6.e	Reelect Lena Marie Olving as Director	For	For
Mgmt	6.f	Elect William (Bill) Fehrman as New Director	For	For
Mgmt	6.g	Elect Henriette Hallberg Thygesen as New Director	For	For
Mgmt	7	Ratify Deloitte as Auditor	For	For
Mgmt	8.1	Amend Guidelines for Incentive-Based Compensation for Executive Management and Board	For	For
Mgmt	8.2	Authorize Share Repurchase Program	For	For
Mgmt	9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For
Mgmt	10	Other Business		Non Voting

**DEUTSCHE TELEKOM AG**

Meeting: Annual 4/10/24 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 0.77 per Share	For	For
Mgmt	3	Approve Discharge of Management Board for Fiscal Year 2023	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For
Mgmt	5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for Fiscal Year 2024 and First Quarter of Fiscal Year 2025	For	For
Mgmt	6.1	Elect Lars Hinrichs to the Supervisory Board	For	For
Mgmt	6.2	Elect Karl-Heinz Streibich to the Supervisory Board	For	For
Mgmt	7	Approve Issuance of Warrants/Bonds with Warrants Attached/ Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 8 Billion; Approve Creation of EUR 1.2 Billion Pool of Capital to Guarantee Conversion Rights	For	For
Mgmt	8	Approve Remuneration Policy for the Supervisory Board	For	For
Mgmt	9	Approve Remuneration Report	For	For

**KONINKLIJKE AHOLD DELHAIZE NV**

Meeting: Annual 4/10/24 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2.1	Receive Report of Management Board (Non-Voting)		Non Voting
Mgmt	2.2	Discussion on Company's Corporate Governance Structure		Non Voting
Mgmt	2.3	Receive Explanation on Company's Reserves and Dividend Policy		Non Voting
Mgmt	2.4	Adopt Financial Statements	For	For
Mgmt	2.5	Approve Dividends	For	For
Mgmt	3	Approve Remuneration Report	For	For
Mgmt	4.1	Approve Discharge of Management Board	For	For
Mgmt	4.2	Approve Discharge of Supervisory Board	For	For
Mgmt	5.1	Reelect Bill McEwan to Supervisory Board	For	For
Mgmt	5.2	Reelect Helen Weir to Supervisory Board	For	For
Mgmt	5.3	Reelect Frank van Zanten to Supervisory Board	For	For
Mgmt	5.4	Elect Robert Jan van de Kraats to Supervisory Board	For	For
Mgmt	5.5	Elect Laura Miller to Supervisory Board	For	For
Mgmt	6	Ratify KPMG Accountants N.V. as Auditors	For	For
Mgmt	7.1	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For
Mgmt	7.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
Mgmt	7.3	Authorize Board to Acquire Common Shares	For	For
Mgmt	7.4	Approve Cancellation of Repurchased Shares	For	For
Mgmt	8	Close Meeting		Non Voting

**KONINKLIJKE BAM GROEP NV**Meeting: **Annual**      **4/10/24**      **Netherlands**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting and Announcements		Non Voting
Mgmt	2.a	Receive Report of Supervisory Board (Non-Voting)		Non Voting
Mgmt	2.b	Approve Implementation of Remuneration Policy for Executive Board	For	For
Mgmt	2.c	Approve Implementation of Remuneration Policy for Supervisory Board	For	For
Mgmt	3	Receive Report of Executive Board (Non-Voting)		Non Voting
Mgmt	4	Adopt Financial Statements	For	For
Mgmt	5	Approve Dividends	For	For
Mgmt	6.a	Approve Discharge of Executive Board	For	For
Mgmt	6.b	Approve Discharge of Supervisory Board	For	For
Mgmt	7.a	Elect H.Th.E.M. Rottinghuis to Supervisory Board	For	For
Mgmt	7.b	Elect D. Koopmans to Supervisory Board	For	For
Mgmt	7.c	Elect B. Elfring to Supervisory Board	For	For
Mgmt	8	Elect R.J.M. Joosten to Executive Board	For	For
Mgmt	9.a	Adopt Renewed Remuneration Policy of Supervisory Board	For	For
Mgmt	9.b	Adopt Renewed Remuneration Policy of Executive Board	For	For
Mgmt	9.c	Adopt Transition Allowance for Executive Board		Non Voting
Mgmt	10.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For
Mgmt	10.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
Mgmt	11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	12	Ratify Ernst & Young Accountants LLP as Auditors	For	For
Mgmt	13	Other Business (Non-Voting)		Non Voting
Mgmt	14	Close Meeting		Non Voting

## Global Voting Record

## LENNAR CORPORATION

Meeting: Annual 4/10/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Amy Banse	For	For
Mgmt	1b	Elect Director Theron (Tig) Gilliam	For	For
Mgmt	1c	Elect Director Sherrill W. Hudson	For	For
Mgmt	1d	Elect Director Jonathan M. Jaffe	For	For
Mgmt	1e	Elect Director Sidney Lapidus	For	For
Mgmt	1f	Elect Director Teri P. McClure	For	For
Mgmt	1g	Elect Director Stuart Miller	For	Against
Mgmt	1h	Elect Director Armando Olivera	For	For
Mgmt	1i	Elect Director Dacona Smith	For	For
Mgmt	1j	Elect Director Jeffrey Sonnenfeld	For	For
Mgmt	1k	Elect Director Serena Wolfe	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
Mgmt	3	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	4	Amend Certificate of Incorporation to Limit the Liability of Officers	For	For
S/holder	5	Report on Political Contributions	Against	For
S/holder	6	Report on Effectiveness of Diversity Equity and Inclusion Efforts	Against	For
S/holder	7	Report on Climate Change	Against	For

## SICHUAN ROAD &amp; BRIDGE CO. LTD.

Meeting: Special 4/10/24 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Decrease in Registered Capital and Amendment of Articles of Association	For	For
Mgmt	2	Amend Management Methods for Independent Directors Voter Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.	For	Against



Global Voting Record

**SYNOPSYS INC.**

Meeting: **Annual**      **4/10/24**      **USA**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Aart J. de Geus	For	For
Mgmt	1b	Elect Director Roy Vallee	For	For
Mgmt	1c	Elect Director Sassine Ghazi	For	For
Mgmt	1d	Elect Director Luis Borgen	For	For
Mgmt	1e	Elect Director Marc N. Casper	For	For
Mgmt	1f	Elect Director Janice D. Chaffin	For	For
Mgmt	1g	Elect Director Bruce R. Chizen	For	For
Mgmt	1h	Elect Director Mercedes Johnson	For	For
Mgmt	1i	Elect Director Robert G. Painter	For	For
Mgmt	1j	Elect Director Jeannine P. Sargent	For	For
Mgmt	1k	Elect Director John G. Schwarz	For	For
Mgmt	2	Amend Omnibus Stock Plan	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Ratify KPMG LLP as Auditors	For	For
S/holder	5	Require Independent Board Chair Voter Rationale: A vote AGAINST this proposal is warranted. The lead director role as amended in March 2024 is robust, and there are no concerns regarding the company's performance or governance practices at this time.	Against	Against

## ADECCO GROUP AG

Meeting: Annual 4/11/24 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Remuneration Report (Non-Binding)	For	For
Mgmt	1.3	Approve Non-Financial Report (Non-Binding)	For	For
Mgmt	2	Approve Allocation of Income and Dividends of CHF 2.50 per Share	For	For
Mgmt	3	Approve Discharge of Board and Senior Management	For	For
Mgmt	4.1	Approve Remuneration of Directors in the Amount of CHF 5.1 Million	For	For
Mgmt	4.2	Approve Remuneration of Executive Committee in the Amount of CHF 32 Million	For	For
Mgmt	5.1.1	Reelect Jean-Christophe Deslarzes as Director and Board Chair	For	For
Mgmt	5.1.2	Reelect Rachel Duan as Director	For	For
Mgmt	5.1.3	Reelect Alexander Gut as Director	For	For
Mgmt	5.1.4	Reelect Didier Lamouche as Director	For	For
Mgmt	5.1.5	Reelect Kathleen Taylor as Director	For	For
Mgmt	5.1.6	Reelect Sandhya Venugopal as Director	For	For
Mgmt	5.1.7	Reelect Regula Wallimann as Director	For	For
Mgmt	5.1.8	Elect Stefano Grassi as Director	For	For
Mgmt	5.2.1	Reappoint Rachel Duan as Member of the Compensation Committee	For	For
Mgmt	5.2.2	Reappoint Didier Lamouche as Member of the Compensation Committee	For	For
Mgmt	5.2.3	Reappoint Kathleen Taylor as Member of the Compensation Committee	For	For
Mgmt	5.3	Designate Keller AG as Independent Proxy	For	For
Mgmt	5.4	Ratify PricewaterhouseCoopers AG as Auditors	For	For
Mgmt	6.1	Amend Articles of Association	For	For
Mgmt	6.2	Amend Articles Re: Shares and Share Register	For	For
Mgmt	6.3	Approve Creation of Capital Band within the Upper Limit of CHF 18.5 Million and the Lower Limit of CHF 15.2 Million with or without Exclusion of Preemptive Rights	For	For
Mgmt	6.4	Amend Articles of Association	For	For
Mgmt	7	Transact Other Business (Voting) Voter Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.	For	Against

## AKER SOLUTIONS ASA

Meeting: Annual 4/11/24 Norway

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Approve Notice of Meeting and Agenda	For	For
Mgmt	3	Designate Inspector(s) of Minutes of Meeting	For	For
Mgmt	4	Receive Information about the Business		Non Voting
Mgmt	5	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 2.00 Per Share	For	For
Mgmt	6	Discuss Company's Corporate Governance Statement		Non Voting
Mgmt	7	Approve Remuneration Statement	For	Against
Mgmt	8	Approve Remuneration of Directors in the Amount of NOK 737 000 for Chairman and NOK 410 000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	For	For
Mgmt	9	Approve Remuneration of Nominating Committee	For	For
Mgmt	10	Reelect Lone Fonss Schroder Elisabeth Heggelund Torstad and Jan Arve Haugan as Directors	For	For
Mgmt	11	Elect Members of Nominating Committee	For	For
Mgmt	12	Approve Remuneration of Auditors	For	For
Mgmt	13	Authorize Board to Purchase Treasury Shares in Connection with Acquisitions Mergers Demergers or other Transactions	For	Against
Mgmt	14	Approve Repurchase of Shares in Connection to Equity Based Incentive Plans	For	Against
Mgmt	15	Authorize Share Repurchase Program for the Purpose of Investment or for Subsequent Sale or Deletion of Shares	For	Against

**BORREGAARD ASA**

Meeting: Annual 4/11/24 Norway

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Notice of Meeting and Agenda; Elect Chairman and Minute Keepers	For	For
Mgmt	2	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 3.75 Per Share	For	For
Mgmt	3	Approve Remuneration Statement	For	For
Mgmt	4	Discuss Company's Corporate Governance Statement		Non Voting
Mgmt	5.1	Approve Repurchase and Conveyance of Shares in Connection to Incentive Plans	For	For
Mgmt	5.2	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	6.1	Reelect Helge Aasen as Director	For	For
Mgmt	6.2	Reelect Terje Andersen as Director	For	For
Mgmt	6.3	Reelect Tove Andersen as Director	For	For
Mgmt	6.4	Reelect Margrethe Hauge as Director	For	For
Mgmt	6.5	Reelect John Arne Ulvan as Director	For	For
Mgmt	6b	Reelect Helge Aasen as Board Chair	For	For
Mgmt	7.1	Reelect Mimi K. Berdal as Member of Nominating Committee	For	For
Mgmt	7.2	Reelect Erik Must as Member of Nominating Committee	For	For
Mgmt	7.3	Reelect Rune Selmar as Member of Nominating Committee	For	For
Mgmt	7.4	Reelect Atle Hauge as Member of Nominating Committee	For	For
Mgmt	7b	Reelect Mimi K. Berdal as Nominating Committee Chair	For	For
Mgmt	8	Approve Remuneration of Directors in the Amount of NOK 695 000 for Chairman and NOK 387 000 for Other Directors	For	For
Mgmt	9	Approve Remuneration of Nominating Committee	For	For
Mgmt	10	Approve Remuneration of Auditors	For	For

**CHINA CITIC BANK CORPORATION LIMITED**

Meeting: Extraordinary Sh: 4/11/24 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Extension of the Authorization Period to the Board of Directors and Its Authorized Person(s) to Deal with Relevant Matters in Relation to the Rights Issue	For	For

**CHINA CITIC BANK CORPORATION LIMITED**

Meeting: Special 4/11/24 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Extension of the Authorization Period to the Board of Directors and Its Authorized Person(s) to Deal with Relevant Matters in Relation to the Rights Issue	For	For

## DAVIDE CAMPARI-MILANO NV

Meeting: Annual 4/11/24 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2a	Receive Annual Report		Non Voting
Mgmt	2b	Approve Remuneration Report Voter Rationale: A vote against is warranted due to lack of disclosure and failure to address last year's concerns.	For	Against
Mgmt	2c	Adopt Financial Statements	For	For
Mgmt	3a	Receive Explanation on Company's Reserves and Dividend Policy		Non Voting
Mgmt	3b	Approve Dividends	For	For
Mgmt	4a	Approve Discharge of Executive Directors	For	For
Mgmt	4b	Approve Discharge of Non-Executive Directors Voter Rationale: A vote against is warranted as board chairman Luca Garavoglia and non-executive director Alessandra Garavoglia are beneficiaries of the company's unequal voting structure.	For	Against
Mgmt	5a	Elect Matteo Fantacchiotti as Executive Director	For	For
Mgmt	5b	Elect Robert Kunze-Concewitz as Non-Executive Director	For	For
Mgmt	6	Approve Remuneration Policy Voter Rationale: A vote against is warranted due to concerns with the last mile incentive plan and lack of disclosure related to STI and LTI.	For	Against
Mgmt	7	Approve Long Term Incentive Plan for the Members of the Lead Team Voter Rationale: A vote against is warranted due to lack of disclosure and concerns with best practice as two-thirds of the plan grant are not tied to performance metrics.	For	Against
Mgmt	8	Approve Long Term Incentive Plan for Selected Beneficiaries other than the Members of the Lead Team	For	For
Mgmt	9	Approve CFOO Last Mile Incentive Plan Voter Rationale: A vote against is warranted due to concerns with the last mile incentive plan.	For	Against
Mgmt	10	Authorize Board to Repurchase Shares Voter Rationale: A vote against is warranted because this proposal is not in line with commonly used safeguards regarding holding limits of repurchased shares.	For	Against
Mgmt	11	Close Meeting		Non Voting

## DOMETIC GROUP AB

Meeting: Annual		4/11/24	Sweden		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Elect Chairman of Meeting	For	For	
Mgmt	2	Prepare and Approve List of Shareholders		Non Voting	
Mgmt	3	Approve Agenda of Meeting	For	For	
Mgmt	4	Designate Inspectors of Minutes of Meeting		Non Voting	
Mgmt	5	Acknowledge Proper Convening of Meeting	For	For	
Mgmt	6	Receive President's Report		Non Voting	
Mgmt	7	Receive Financial Statements and Statutory Reports		Non Voting	
Mgmt	8.a	Accept Financial Statements and Statutory Reports	For	For	
Mgmt	8.b	Approve Allocation of Income and Dividends of SEK 1.90 Per Share	For	For	
Mgmt	8.c.1	Approve Discharge of Fredrik Cappelen	For	For	
Mgmt	8.c.2	Approve Discharge of Erik Olsson	For	For	
Mgmt	8.c.3	Approve Discharge of Helene Vibbleus	For	For	
Mgmt	8.c.4	Approve Discharge of Jacqueline Hoogerbrugge	For	For	
Mgmt	8.c.5	Approve Discharge of Magnus Yngen	For	For	
Mgmt	8.c.6	Approve Discharge of Patrik Frisk	For	For	
Mgmt	8.c.7	Approve Discharge of Mengmeng Du	For	For	
Mgmt	8.c.8	Approve Discharge of Peter Sjolander	For	For	
Mgmt	8.c.9	Approve Discharge of Rainer E. Schmuckle	For	For	
Mgmt	8.c.10	Approve Discharge of Juan Vargues	For	For	
Mgmt	9	Determine Number of Members (8) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	For	For	
Mgmt	10.1	Approve Remuneration of Directors in the Amount of SEK 1.35 Million for Chairman and SEK 485 000 for Other Directors; Approve Remuneration for Committee Work	For	For	
Mgmt	10.2	Approve Remuneration of Auditors	For	For	
Mgmt	11.1	Reelect Fredrik Cappelen as Director	For	For	
Mgmt	11.2	Reelect Erik Olsson as Director	For	For	
Mgmt	11.3	Reelect Helene Vibbleus as Director	For	For	
Mgmt	11.4	Reelect Jacqueline Hoogerbrugge as Director	For	For	
Mgmt	11.5	Reelect Mengmeng Du as Director	For	For	
Mgmt	11.6	Reelect Peter Sjolander as Director	For	For	
Mgmt	11.7	Reelect Rainer E. Schmuckle as Director	For	For	
Mgmt	11.8	Reelect Patrik Frisk as Director	For	For	
Mgmt	11.9	Reelect Fredrik Cappelen as Board Chair	For	For	
Mgmt	12	Ratify PricewaterhouseCoopers as Auditors	For	For	
Mgmt	13	Approve Remuneration Report Voter Rationale: A vote AGAINST this item is warranted because the cash-based, long-term incentive plan is measured annually over a period of three years.	For	Against	
Mgmt	14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For	
Mgmt	15	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	For	For	

**FAIRFAX FINANCIAL HOLDINGS LIMITED**

Meeting: **Annual**      **4/11/24**      **Canada**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Robert J. Gunn	For	For
Mgmt	1.2	Elect Director David L. Johnston	For	For
Mgmt	1.3	Elect Director Karen L. Jurjevich	For	For
Mgmt	1.4	Elect Director R. William McFarland	For	For
Mgmt	1.5	Elect Director Christine N. McLean	For	For
Mgmt	1.6	Elect Director Brian J. Porter	For	For
Mgmt	1.7	Elect Director Timothy R. Price	For	For
Mgmt	1.8	Elect Director Brandon W. Sweitzer	For	For
Mgmt	1.9	Elect Director Lauren C. Templeton	For	For
Mgmt	1.10	Elect Director Benjamin P. Watsa	For	For
Mgmt	1.11	Elect Director V. Prem Watsa	For	For
Mgmt	1.12	Elect Director William C. Weldon Voter Rationale: A vote against is warranted due to concerns with the gender diversity of the board and the lack of publicised targets to improve gender diversity.	For	Against
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

## FORTNOX AB

Meeting: Annual 4/11/24 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Elect Chairman of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders	For	For
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5	Designate Inspector(s) of Minutes of Meeting	For	For
Mgmt	6	Acknowledge Proper Convening of Meeting	For	For
Mgmt	7	Receive CEO's Report		Non Voting
Mgmt	8	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	9.a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	9.b	Approve Allocation of Income and Dividends of SEK 0.20 Per Share	For	For
Mgmt	9c.1	Approve Discharge of Board Chairman Olof Hallrup	For	For
Mgmt	9c.2	Approve Discharge of Anna Frick	For	For
Mgmt	9c.3	Approve Discharge of Lena Glader	For	For
Mgmt	9c.4	Approve Discharge of Magnus Gudehn	For	For
Mgmt	9c.5	Approve Discharge of Per Bertland	For	For
Mgmt	9.c.6	Approve Discharge CEO of Tommy Eklund	For	For
Mgmt	10.1	Determine Number of Members (5) and Deputy Members (0) of Board	For	For
Mgmt	10.2	Determine Number of Auditors (1)	For	For
Mgmt	11.1	Approve Remuneration of Directors in the Amount of SEK 755 000 to Chairman and 325 000 to Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	11.2	Approve Remuneration of Auditors	For	For
Mgmt	12.1	Reelect Anna Frick as Director	For	For
Mgmt	12.2	Reelect Magnus Gudehn as Director	For	For
Mgmt	12.3	Reelect Olof Hallrup as Director	For	For
Mgmt	12.4	Reelect Olof Hallrup as Board Chair	For	For
Mgmt	12.5	Reelect Lena Glader as Director	For	For
Mgmt	12.6	Reelect Per Bertland as Director	For	For
Mgmt	12.7	Ratify KPMG as Auditors	For	For
Mgmt	13	Authorize Chairman of the Board and Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	For	For
Mgmt	14	Approve Remuneration Report	For	For
Mgmt	15.A	Approve Share Savings Program 2024	For	For
Mgmt	15.B	Approve Equity Plan Financing Through Repurchase of Own Shares	For	For
Mgmt	15.C	Approve Equity Plan Financing Through Transfer of Own Shares	For	For
Mgmt	15.D	Approve Transfer of Own Shares	For	For
Mgmt	15.E	Approve Third Party Swap Agreement as Alternative Equity Plan Financing	For	For
Mgmt	16	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	For	For
Mgmt	17	Close Meeting		Non Voting



## INDUSTRIVARDEN AB

Meeting: Annual 4/11/24 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Elect Chairman of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders	For	For
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5	Designate Inspector(s) of Minutes of Meeting		Non Voting
Mgmt	6	Acknowledge Proper Convening of Meeting	For	For
Mgmt	7.a	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	7.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management		Non Voting
Mgmt	7.c	Receive Board's Proposal on Allocation of Income and Dividends		Non Voting
Mgmt	8	Receive President's Report		Non Voting
Mgmt	9.a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	9.b	Approve Allocation of Income and Dividends of SEK 7.75 per Share	For	For
Mgmt	9c.1	Approve Discharge of Fredrik Lundberg	For	For
Mgmt	9c.2	Approve Discharge of Par Boman	For	For
Mgmt	9c.3	Approve Discharge of Christian Caspar	For	For
Mgmt	9c.4	Approve Discharge of Marika Fredriksson	For	For
Mgmt	9c.5	Approve Discharge of Bengt Kjell	For	For
Mgmt	9c.6	Approve Discharge of Katarina Martinso	For	For
Mgmt	9c.7	Approve Discharge of Lars Pettersson	For	For
Mgmt	9c.8	Approve Discharge of Helena Stjernholm	For	For
Mgmt	9c.9	Approve Discharge of CEO Helena Stjernholm	For	For
Mgmt	10	Determine Number of Members (9) and Deputy Members (0) of Board	For	For
Mgmt	11	Approve Remuneration of Directors in the Amount of SEK 2.4 Million for Chair SEK 1.4 Million for Vice Chair and SEK 712 000 for Other Directors	For	For
		Reelect Par Boman as Director		
		Voter Rationale: A vote FOR candidates Marika Fredriksson (Item 12.c), Bengt Kjell (Item 12.d), Fredrik Persson (Item 12.g), and Helena Stjernholm (Item 12.i) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Par Boman (Item 12.a) and Fredrik Lundberg (Item 12.e) is considered warranted due to overboarding. A vote AGAINST Par Boman (Item 12.a), Christian Caspar (Item 12.b) and Fredrik Lundberg (Item 12.e) is warranted due to their non-independent status on the audit committee including an insufficient level of overall independence. Additionally, the audit committee chairman Par Boman is non-independent. A vote AGAINST candidates Fredrik Lundberg (Item 12.e) and Lars Pettersson (Item 12.h) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST Katarina Martinson (Item 12.f), and all non-independent candidates except Helena Stjernholm due to her status as CEO of the company, including Par Boman (Item 12.a), Christian Caspar (Item 12.b) and Fredrik Lundberg (Item 12.e), Lars Pettersson (Item 12.h), is warranted due to her non-independent status on a board with an insufficient level of independence.		
Mgmt	12.a		For	Against

Mgmt	12.b	<p>Reelect Christian Caspar as Director</p> <p>Voter Rationale: A vote FOR candidates Marika Fredriksson (Item 12.c), Bengt Kjell (Item 12.d), Fredrik Persson (Item 12.g), and Helena Stjernholm (Item 12.i) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Par Boman (Item 12.a) and Fredrik Lundberg (Item 12.e) is considered warranted due to overboarding. A vote AGAINST Par Boman (Item 12.a), Christian Caspar (Item 12.b) and Fredrik Lundberg (Item 12.e) is warranted due to their non-independent status on the audit committee including an insufficient level of overall independence. Additionally, the audit committee chairman Par Boman is non-independent. A vote AGAINST candidates Fredrik Lundberg (Item 12.e) and Lars Pettersson (Item 12.h) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST Katarina Martinson (Item 12.f), and all non-independent candidates except Helena Stjernholm due to her status as CEO of the company, including Par Boman (Item 12.a), Christian Caspar (Item 12.b) and Fredrik Lundberg (Item 12.e), Lars Pettersson (Item 12.h), is warranted due to her non-independent status on a board with an insufficient level of independence.</p>	For	Against
Mgmt	12.c	Reelect Marika Fredriksson as Director	For	For
Mgmt	12.d	Reelect Bengt Kjell as Director	For	For
Mgmt	12.e	<p>Reelect Fredrik Lundberg as Director</p> <p>Voter Rationale: A vote FOR candidates Marika Fredriksson (Item 12.c), Bengt Kjell (Item 12.d), Fredrik Persson (Item 12.g), and Helena Stjernholm (Item 12.i) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Par Boman (Item 12.a) and Fredrik Lundberg (Item 12.e) is considered warranted due to overboarding. A vote AGAINST Par Boman (Item 12.a), Christian Caspar (Item 12.b) and Fredrik Lundberg (Item 12.e) is warranted due to their non-independent status on the audit committee including an insufficient level of overall independence. Additionally, the audit committee chairman Par Boman is non-independent. A vote AGAINST candidates Fredrik Lundberg (Item 12.e) and Lars Pettersson (Item 12.h) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST Katarina Martinson (Item 12.f), and all non-independent candidates except Helena Stjernholm due to her status as CEO of the company, including Par Boman (Item 12.a), Christian Caspar (Item 12.b) and Fredrik Lundberg (Item 12.e), Lars Pettersson (Item 12.h), is warranted due to her non-independent status on a board with an insufficient level of independence.</p>	For	Against
Mgmt	12.f	<p>Reelect Katarina Martinson as Director</p> <p>Voter Rationale: A vote FOR candidates Marika Fredriksson (Item 12.c), Bengt Kjell (Item 12.d), Fredrik Persson (Item 12.g), and Helena Stjernholm (Item 12.i) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Par Boman (Item 12.a) and Fredrik Lundberg (Item 12.e) is considered warranted due to overboarding. A vote AGAINST Par Boman (Item 12.a), Christian Caspar (Item 12.b) and Fredrik Lundberg (Item 12.e) is warranted due to their non-independent status on the audit committee including an insufficient level of overall independence. Additionally, the audit committee chairman Par Boman is non-independent. A vote AGAINST candidates Fredrik Lundberg (Item 12.e) and Lars Pettersson (Item 12.h) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST Katarina Martinson (Item 12.f), and all non-independent candidates except Helena Stjernholm due to her status as CEO of the company, including Par Boman (Item 12.a), Christian Caspar (Item 12.b) and Fredrik Lundberg (Item 12.e), Lars Pettersson (Item 12.h), is warranted due to her non-independent status on a board with an insufficient level of independence.</p>	For	Against
Mgmt	12.g	Elect Fredrik Persson as New Director	For	For

## Global Voting Record

Mgmt	12.h	<p>Reelect Lars Pettersson as Director</p> <p>Voter Rationale: A vote FOR candidates Marika Fredriksson (Item 12.c), Bengt Kjell (Item 12.d), Fredrik Persson (Item 12.g), and Helena Stjernholm (Item 12.i) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Par Boman (Item 12.a) and Fredrik Lundberg (Item 12.e) is considered warranted due to overboarding. A vote AGAINST Par Boman (Item 12.a), Christian Caspar (Item 12.b) and Fredrik Lundberg (Item 12.e) is warranted due to their non-independent status on the audit committee including an insufficient level of overall independence. Additionally, the audit committee chairman Par Boman is non-independent. A vote AGAINST candidates Fredrik Lundberg (Item 12.e) and Lars Pettersson (Item 12.h) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote AGAINST Katarina Martinson (Item 12.f), and all non-independent candidates except Helena Stjernholm due to her status as CEO of the company, including Par Boman (Item 12.a), Christian Caspar (Item 12.b) and Fredrik Lundberg (Item 12.e), Lars Pettersson (Item 12.h), is warranted due to her non-independent status on a board with an insufficient level of independence.</p>	For	Against
Mgmt	12.i	Reelect Helena Stjernholm as Director	For	For
Mgmt	12.j	<p>Reelect Fredrik Lundberg as Board Chairman</p> <p>Voter Rationale: A vote AGAINST this item is warranted because the reelection of this individual to the board of directors is not supported.</p>	For	Against
Mgmt	13	Determine Number of Auditors (1)	For	For
Mgmt	14	Approve Remuneration of Auditors	For	For
Mgmt	15	Ratify Deloitte as Auditors	For	For
Mgmt	16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
Mgmt	17	<p>Approve Remuneration Report</p> <p>Voter Rationale: A vote AGAINST this item is warranted because the proposed remuneration report is below par in relation to market standards, particularly with regards to the poor STIP disclosure.</p>	For	Against
Mgmt	18	Approve Performance Share Matching Plan	For	For
Mgmt	19	Close Meeting		Non Voting

## JULIUS BAER GRUPPE AG

Meeting: Annual 4/11/24 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Share Re-registration Consent	For	For
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Remuneration Report (Non-Binding)	For	For
Mgmt	1.3	Approve Sustainability Report	For	For
Mgmt	2	Approve Allocation of Income and Dividends of CHF 2.60 per Share	For	For
Mgmt	3	Approve Discharge of Board and Senior Management	For	For
Mgmt	4.1	Approve Remuneration of Board of Directors in the Amount of CHF 3.7 Million	For	For
Mgmt	4.2.1	Approve Variable Share-Based Remuneration of Executive Committee in the Amount of CHF 3.3 Million for Fiscal Year 2024	For	For
Mgmt	4.2.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 14.8 Million for Fiscal Year 2025	For	For
Mgmt	4.2.3	Approve Supplementary Remuneration of Executive Committee for the Period from 2024 AGM to 2025 AGM	For	For
Mgmt	5.1.1	Reelect Romeo Lacher as Director	For	For
Mgmt	5.1.2	Reelect Richard Campbell-Breeden as Director	For	Against
Mgmt	5.1.3	Reelect Juerg Hunziker as Director	For	For
Mgmt	5.1.4	Reelect Kathryn Shih as Director	For	For
Mgmt	5.1.5	Reelect Tomas Muina as Director	For	For
Mgmt	5.1.6	Reelect Eunice Zehnder-Lai as Director	For	For
Mgmt	5.1.7	Reelect Olga Zoutendijk as Director	For	For
Mgmt	5.2.1	Elect Bruce Fletcher as Director	For	For
Mgmt	5.2.2	Elect Andrea Sambo as Director	For	For
Mgmt	5.3	Reelect Romeo Lacher as Board Chair	For	For
Mgmt	5.4.1	Reappoint Richard Campbell-Breeden as Member of the Nomination and Compensation Committee	For	Against
Mgmt	5.4.2	Appoint Bruce Fletcher as Member of the Nomination and Compensation Committee	For	For
Mgmt	5.4.3	Reappoint Kathryn Shih as Member of the Nomination and Compensation Committee	For	For
Mgmt	5.4.4	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	For	For
Mgmt	6	Ratify KPMG AG as Auditors	For	For
Mgmt	7	Designate Marc Nater as Independent Proxy	For	For
Mgmt	8	Approve Creation of CHF 460 000 Pool of Conditional Capital for Bonds or Similar Debt Instruments	For	For
Mgmt	9	Transact Other Business (Voting)	For	Against

## Global Voting Record

## KASIKORNBANK PUBLIC CO. LTD.

Meeting: Annual 4/11/24 Thailand

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Acknowledge Operations Report		Non Voting
Mgmt	2	Approve Financial Statements	For	For
Mgmt	3	Approve Allocation of Income and Dividend Payment	For	For
Mgmt	4.1	Elect Kobkarn Wattanavrangkul as Director	For	For
Mgmt	4.2	Elect Sujitpan Lamsam as Director	For	For
Mgmt	4.3	Elect Suroj Lamsam as Director	For	For
Mgmt	4.4	Elect Pipit Aneaknithi as Director	For	For
Mgmt	4.5	Elect Pipatpong Poshyanonda as Director	For	For
Mgmt	5	Elect Piyaporn Phanachet as Director	For	For
Mgmt	6	Approve Designation of Names and Number of the Directors with Signatory Authority	For	For
Mgmt	7	Approve Remuneration of Directors	For	For
Mgmt	8	Approve KPMG Phoomchai Audit Limited as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	9	Amend Articles of Association	For	For
Mgmt	10	Other Business		Non Voting

## TELEFONICA BRASIL SA

Meeting: Annual 4/11/24 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31 2023	For	For
Mgmt	2	Approve Allocation of Income and Dividends	For	For
Mgmt	3.1	Elect Stael Prata Silva Filho as Fiscal Council Member and Cremenio Medola Netto as Alternate	For	For
Mgmt	3.2	Elect Luciana Doria Wilson as Fiscal Council Member and Charles Edwards Allen as Alternate	For	For
Mgmt	4	Re-Ratify Remuneration of Company's Management and Fiscal Council for 2023	For	For
Mgmt	5	Approve Remuneration of Company's Management and Fiscal Council	For	For

## TELEFONICA BRASIL SA

Meeting: Extraordinary Sh: 4/11/24 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Article 5 to Reflect Changes in Capital	For	For
Mgmt	2	Amend Article 24	For	For
Mgmt	3	Consolidate Bylaws	For	For

## THAI OIL PUBLIC COMPANY LIMITED

Meeting: Annual 4/11/24 Thailand

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Acknowledge Operating Results and Approve Financial Statements	For	For
Mgmt	2	Approve Dividend Payment	For	For
Mgmt	3	Approve Remuneration of Directors	For	For
Mgmt	4	Approve EY Office Limited as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	5.1	<p>Elect Chanon Munghanya as Director  Voter Rationale: A vote AGAINST the following nominees is warranted because: * The board is not one-third of Chanon Munghanya (Item 5.1), Prajuck Boonyoung (Item 5.2) and Sompop Pattanariyankool (Item 5.3) are non-independent director nominees. A vote FOR Bandhit Thamprajamchit (Item 5.4), a non-independent director nominee, is warranted despite the board's not being one-third independent as he is the company's CEO, removing him from the board would likely have a material negative impact on shareholder value. A vote FOR the other nominee is warranted given the absence of any known issues concerning the nominee.</p>	For	Against
Mgmt	5.2	<p>Elect Prajuck Boonyoung as Director  Voter Rationale: A vote AGAINST the following nominees is warranted because: * The board is not one-third of Chanon Munghanya (Item 5.1), Prajuck Boonyoung (Item 5.2) and Sompop Pattanariyankool (Item 5.3) are non-independent director nominees. A vote FOR Bandhit Thamprajamchit (Item 5.4), a non-independent director nominee, is warranted despite the board's not being one-third independent as he is the company's CEO, removing him from the board would likely have a material negative impact on shareholder value. A vote FOR the other nominee is warranted given the absence of any known issues concerning the nominee.</p>	For	Against
Mgmt	5.3	<p>Elect Sompop Pattanariyankool as Director  Voter Rationale: A vote AGAINST the following nominees is warranted because: * The board is not one-third of Chanon Munghanya (Item 5.1), Prajuck Boonyoung (Item 5.2) and Sompop Pattanariyankool (Item 5.3) are non-independent director nominees. A vote FOR Bandhit Thamprajamchit (Item 5.4), a non-independent director nominee, is warranted despite the board's not being one-third independent as he is the company's CEO, removing him from the board would likely have a material negative impact on shareholder value. A vote FOR the other nominee is warranted given the absence of any known issues concerning the nominee.</p>	For	Against
Mgmt	5.4	Elect Bandhit Thamprajamchit as Director	For	For
Mgmt	5.5	Elect Pantip Sripimol as Director	For	For
Mgmt	6	<p>Other Business  Voter Rationale: A vote AGAINST this resolution is warranted given the lack of information.</p>	For	Against

## Global Voting Record

## AMP LIMITED

Meeting: Annual 4/12/24 Australia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	2a	Elect Kathleen Bailey-Lord as Director	For	For
Mgmt	2b	Elect Anna Leibel as Director	For	For
Mgmt	3	Approve Remuneration Report	For	For
Mgmt	4	Approve Grant of Performance Rights to Alexis George	For	For
Mgmt	5	Approve to Exceed 10/12 Buyback Limit	For	For
Mgmt	6	Approve the Spill Resolution Voter Rationale: A vote AGAINST this resolution is warranted. A spill of the entire board is presently not considered to be in the best interests of investors, noting the board had undergone renewal with the appointment of two new directors and the Chair will retire from the board following the conclusion of the 2024 AGM. The company has made some changes to the structure of executive variable remuneration in response to the 'first strike' and feedback from shareholders. Nevertheless, concerns exist regarding the company's weak performance and poor shareholder returns, and completeness of the board's response to the first strike.	Against	Against

## ELECTRICITY GENERATING PUBLIC COMPANY LIMITED

Meeting: Annual 4/12/24 Thailand

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Minutes of Previous Meeting	For	For
Mgmt	2	Acknowledge Company's Performance		Non Voting
Mgmt	3	Approve Financial Statements	For	For
Mgmt	4	Approve Dividend Payment	For	For
Mgmt	5	Approve PricewaterhouseCoopers ABAS Ltd. as Auditors and Authorize Board to Fix Their Remuneration Voter Rationale: A vote AGAINST this proposal is warranted given that the non-audit fees exceeded the total audit fees paid to the company's audit firm in the latest fiscal year without satisfactory explanation.	For	Against
Mgmt	6	Approve Remuneration of Directors	For	For
Mgmt	7.1	Elect Pasu Loharjun as Director	For	For
Mgmt	7.2	Elect Somkit Lertpaithoon as Director	For	For
Mgmt	7.3	Elect Supanit Chaiyawat as Director	For	For
Mgmt	7.4	Elect Prasert Sinsukprasert as Director	For	For
Mgmt	7.5	Elect Pisut Painmanakul as Director	For	For
Mgmt	8	Other Business Voter Rationale: A vote AGAINST this resolution is warranted given the lack of information.	For	Against

## UNICREDIT SPA

Meeting: Annual/Special 4/12/24 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3	Approve Elimination of Negative Reserves	For	For
Mgmt	4	Authorize Share Repurchase Program	For	For
Mgmt	5	Fix Number of Directors and Members of the Management Control Committee	For	For
Mgmt	6.1	Slate 1 Submitted by Management	For	For
S/holder	6.2	Slate 2 Submitted by Institutional Investors (Assogestioni) Voter Rationale: A vote against Slate 2 is warranted because shareholders can support only one slate. Supporting Slate 1 ensures that the Management Control Committee Chair is appointed by Slate 2.	None	Against
Mgmt	7	Approve Remuneration of Directors and Members of the Management Control Committee	For	For
Mgmt	8	Approve Remuneration Policy	For	For
Mgmt	9	Approve Second Section of the Remuneration Report	For	For
Mgmt	10	Approve 2024 Group Incentive System	For	For
Mgmt	11	Approve Employees Share Ownership Plan	For	For
Mgmt	1	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	For	For
Mgmt	2	Authorize Board to Increase Capital to Service the 2023 Group Incentive System	For	For
Mgmt	3	Authorize Board to Increase Capital to Service the Long Term Incentive Plan 2020-2023	For	For
Mgmt	4	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	For	For



## INTERPARFUMS

Meeting: Annual/Special 4/16/24 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of EUR 1.15 per Share	For	For
Mgmt	4	Approve Auditors' Special Report on Related-Party Transactions Regarding One New Transaction	For	For
Mgmt	5	Elect Caroline Renoux as Director	For	For
Mgmt	6	Approve Remuneration of Directors in the Aggregate Amount of EUR 450 000	For	Against
Mgmt	7	Approve Compensation of Philippe Benacin Chairman and CEO	For	For
Mgmt	8	Approve Compensation Report	For	For
Mgmt	9	Approve Remuneration Policy of Chairman and CEO and/or Executive Corporate Officers	For	Against
Mgmt	10	Approve Remuneration Policy of Directors	For	Against
Mgmt	11	Authorize Repurchase of Up to 2.5 Percent of Issued Share Capital	For	For
Mgmt	12	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	13	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 30 Million	For	For
Mgmt	14	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 10 Million	For	For
Mgmt	15	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 10 Million	For	For
Mgmt	16	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	For	For
Mgmt	17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 13 to 15	For	For
Mgmt	18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
Mgmt	19	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 14 15 and 18 at 10 Percent of Issued Share Capital	For	For
Mgmt	20	Authorize Filing of Required Documents/Other Formalities	For	For

## LIBERTY ENERGY INC.

Meeting: Annual 4/16/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Ken Babcock Voter Rationale: As no governance committee members are standing for election this year, WITHHOLD votes are warranted for incumbent director nominees Christopher Wright, Ken Babcock, and Audrey Robertson given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.	For	Withhold
Mgmt	1.2	Elect Director Audrey Robertson Voter Rationale: As no governance committee members are standing for election this year, WITHHOLD votes are warranted for incumbent director nominees Christopher Wright, Ken Babcock, and Audrey Robertson given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.	For	Withhold
Mgmt	1.3	Elect Director Christopher A. Wright Voter Rationale: As no governance committee members are standing for election this year, WITHHOLD votes are warranted for incumbent director nominees Christopher Wright, Ken Babcock, and Audrey Robertson given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights.	For	Withhold
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	4	Amend Omnibus Stock Plan Voter Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive; * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); and * The plan allows broad discretion to accelerate vesting.	For	Against

## Global Voting Record

## M&amp;T BANK CORPORATION

Meeting: Annual 4/16/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director John P. Barnes	For	For
Mgmt	1.2	Elect Director Robert T. Brady	For	For
Mgmt	1.3	Elect Director Carlton J. Charles	For	For
Mgmt	1.4	Elect Director Jane Chwick	For	For
Mgmt	1.5	Elect Director William F. Cruger Jr.	For	For
Mgmt	1.6	Elect Director T. Jefferson Cunningham III	For	For
Mgmt	1.7	Elect Director Gary N. Geisel	For	For
Mgmt	1.8	Elect Director Leslie V. Godridge	For	For
Mgmt	1.9	Elect Director Rene F. Jones	For	For
Mgmt	1.10	Elect Director Richard H. Ledgett Jr.	For	For
Mgmt	1.11	Elect Director Melinda R. Rich	For	For
Mgmt	1.12	Elect Director Robert E. Sadler Jr.	For	For
Mgmt	1.13	Elect Director Denis J. Salamone	For	For
Mgmt	1.14	Elect Director Rudina Seseri	For	For
Mgmt	1.15	Elect Director Kirk W. Walters	For	For
Mgmt	1.16	Elect Director Herbert L. Washington	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

## PROSPERITY BANCSHARES INC.

Meeting: Annual 4/16/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director James A. Bouligny	For	For
Mgmt	1.2	Elect Director W.R. Collier	For	For
Mgmt	1.3	Elect Director Laura Murillo	For	For
Mgmt	1.4	Elect Director Robert Steelhammer	For	For
Mgmt	1.5	Elect Director H. E. Timanus Jr.	For	For
Mgmt	2	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against

## Global Voting Record

## PUBLIC SERVICE ENTERPRISE GROUP INCORPORATED

Meeting: Annual 4/16/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Ralph A. LaRossa	For	For
Mgmt	1.2	Elect Director Susan Tomasky	For	For
Mgmt	1.3	Elect Director Willie A. Deese	For	For
Mgmt	1.4	Elect Director Jamie M. Gentoso	For	For
Mgmt	1.5	Elect Director Barry H. Ostrowsky	For	For
Mgmt	1.6	Elect Director Ricardo G. Perez	For	For
Mgmt	1.7	Elect Director Valerie A. Smith	For	For
Mgmt	1.8	Elect Director Scott G. Stephenson	For	For
Mgmt	1.9	Elect Director Laura A. Sugg	For	For
Mgmt	1.10	Elect Director John P. Surma	For	For
Mgmt	1.11	Elect Director Kenneth Y. Tanji	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3a	Eliminate Supermajority Vote Requirement for Business Combinations	For	For
Mgmt	3b	Eliminate Supermajority Vote Requirements to Remove a Director Without Cause	For	For
Mgmt	3c	Eliminate Supermajority Vote Requirement to Amend Bylaws	For	For
Mgmt	4	Ratify Deloitte & Touche LLP as Auditors	For	For

## UNITED ELECTRONICS CO.

Meeting: Extraordinary Sh: 4/16/24 Saudi Arabia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Public Offering of 7 500 000 Shares of United International Holding Company which Represent 30 Percent of Its Capital	For	For

**ADOBE INC.**

Meeting: Annual 4/17/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Cristiano Amon	For	For
Mgmt	1b	Elect Director Amy Banse	For	For
Mgmt	1c	Elect Director Brett Biggs	For	For
Mgmt	1d	Elect Director Melanie Boulden	For	For
Mgmt	1e	Elect Director Frank Calderoni	For	For
Mgmt	1f	Elect Director Laura Desmond	For	For
Mgmt	1g	Elect Director Shantanu Narayen	For	For
Mgmt	1h	Elect Director Spencer Neumann	For	For
Mgmt	1i	Elect Director Kathleen Oberg	For	For
Mgmt	1j	Elect Director Dheeraj Pandey	For	For
Mgmt	1k	Elect Director David Ricks	For	For
Mgmt	1l	Elect Director Daniel Rosensweig	For	For
Mgmt	2	Amend Omnibus Stock Plan	For	For
Mgmt	3	Ratify KPMG LLP as Auditors	For	For
Mgmt	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
S/holder	5	Require a Majority Vote Standard for the Election of Directors with Mandatory Resignation Policy Voter Rationale: A vote AGAINST is warranted as there are no recurring issues regarding failed director elections at the company that suggests a mandatory resignation policy is needed.	Against	Against
S/holder	6	Report on Hiring of Persons with Arrest or Incarceration Records Voter Rationale: A vote AGAINST is warranted as the company's rebuttal points to its robust DEI processes and the company also notes that only 0.2 per cent of candidates are precluded as a result of such checks.	Against	Against

**COMPANIA CERVECERIAS UNIDAS SA**

Meeting: Annual 4/17/24 Chile

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Chairman's Report	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of CLP 85.06 per Share	For	For
Mgmt	4	Present Dividend Policy and Distribution Procedures	For	For
Mgmt	5	Elect Directors	For	For
Mgmt	6	Approve Remuneration of Directors	For	For
Mgmt	7	Approve Remuneration and Budget of Directors' Committee	For	For
Mgmt	8	Approve Remuneration and Budget of Audit Committee	For	For
Mgmt	9	Appoint Auditors	For	For
Mgmt	10	Designate Risk Assessment Companies	For	For
Mgmt	11	Receive Directors' Committee Report on Activities	For	For
Mgmt	12	Receive Report Regarding Related-Party Transactions	For	For
Mgmt	13	Other Business	For	For

## Global Voting Record

## COVESTRO AG

Meeting: Annual 4/17/24 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		Non Voting
Mgmt	2	Approve Discharge of Management Board for Fiscal Year 2023	For	For
Mgmt	3	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For
Mgmt	4	Approve Remuneration Report	For	For
Mgmt	5	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for Fiscal Year 2024 and First Quarter of Fiscal Year 2025	For	For
Mgmt	6	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares; Authorize Use of Financial Derivatives when Repurchasing Shares	For	For
Mgmt	7	Approve Affiliation Agreement with Covestro First Real Estate GmbH	For	For

## FERRARI NV

Meeting: Annual 4/17/24 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2.a	Receive Director's Board Report (Non-Voting)		Non Voting
Mgmt	2.b	Receive Explanation on Company's Reserves and Dividend Policy		Non Voting
Mgmt	2.c	Discuss Corporate Governance Chapter in Board Report		Non Voting
Mgmt	2.d	Approve Remuneration Report	For	For
Mgmt	2.e	Adopt Financial Statements and Statutory Reports	For	For
Mgmt	2.f	Approve Dividends	For	For
Mgmt	2.g	Approve Discharge of Directors	For	For
Mgmt	3.a	<p>Reelect John Elkann as Executive Director</p> <p>Voter Rationale: A vote FOR the elections of Sergio Duca, Benedetto Vigna, Delphine Arnault, Francesca Bellettini, Eduardo (Eddy) Cue, John Galantic, Maria Patrizia Grieco, Adam Keswick, and Michelangelo (Mike) Volpi is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST nominee John Elkann is warranted as the nominee is considered to be overboarded. In addition to that, concerns are raised with the board gender diversity not reaching at least 30 percent. As John Elkann is the chair of the nominating committee, he is considered to carry main responsibility for the composition of the board. A vote AGAINST nominees John Elkann and Piero Ferrari is warranted due to the company maintaining a share structure with unequal voting rights.</p>	For	Against
Mgmt	3.b	Reelect Benedetto Vigna as Executive Director	For	For

Global Voting Record

Mgmt	3.c	<p>Reelect Piero Ferrari as Non-Executive Director                      Voter Rationale: A vote FOR the elections of Sergio Duca, Benedetto Vigna, Delphine Arnault, Francesca Bellettini, Eduardo (Eddy) Cue, John Galantic, Maria Patrizia Grieco, Adam Keswick, and Michelangelo (Mike) Volpi is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST nominee John Elkann is warranted as the nominee is considered to be overboarded. In addition to that, concerns are raised with the board gender diversity not reaching at least 30 percent. As John Elkann is the chair of the nominating committee, he is considered to carry main responsibility for the composition of the board. A vote AGAINST nominees John Elkann and Piero Ferrari is warranted due to the company maintaining a share structure with unequal voting rights.</p>	For	Against
Mgmt	3.d	Reelect Delphine Arnault as Non-Executive Director	For	For
Mgmt	3.e	Reelect Francesca Bellettini as Non-Executive Director	For	For
Mgmt	3.f	Reelect Eduardo H. Cue as Non-Executive Director	For	For
Mgmt	3.g	Reelect Sergio Duca as Non-Executive Director	For	For
Mgmt	3.h	Reelect John Galantic as Non-Executive Director	For	For
Mgmt	3.i	Reelect Maria Patrizia Grieco as Non-Executive Director	For	For
Mgmt	3.j	Reelect Adam Keswick as Non-Executive Director	For	For
Mgmt	3.k	Reelect Michelangelo Volpi as Non-Executive Director	For	For
Mgmt	4.1	Grant Board Authority to Issue Shares	For	For
Mgmt	4.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
Mgmt	5	Amend Remuneration Policy of Board of Directors	For	For
Mgmt	6	Authorize Repurchase of Up to 10 Percent of Issued Common Shares	For	For
Mgmt	7	Reappoint Auditors	For	For
Mgmt	8	Approve Awards to Executive Director	For	For
Mgmt	9	Close Meeting		Non Voting

IVECO GROUP NV

<b>Meeting:</b>		<b>Annual</b>	<b>4/17/24</b>	<b>Netherlands</b>		
Proposal Type	Proposal	Description	MRec	Vote		
Mgmt	1	Open Meeting		Non Voting		
Mgmt	2.a	Adopt Financial Statements	For	For		
Mgmt	2.b	Receive Explanation on Company's Reserves and Dividend Policy		Non Voting		
Mgmt	2.c	Approve Dividends	For	For		
Mgmt	2.d	Approve Remuneration Report	For	For		
Mgmt	2.e	Discussion on Company's Corporate Governance Structure		Non Voting		
Mgmt	2.f	Discussion on Sustainability Report 2023		Non Voting		
Mgmt	3.a	Approve Discharge of Executive Directors	For	For		
Mgmt	3.b	Approve Discharge of Non-Executive Directors	For	For		

Mgmt	4.a	<p>Reelect Suzanne Heywood as Executive Director  Voter Rationale: A vote FOR the elections of Gerrit Marx, Tufan Erginbilgic, Essimari Kairisto, Judy Curran, and Olof Persson is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominees Linda Knoll and Alessandro Nasi that serve on the remuneration committee, as the committee lacks sufficient independence among its members. Furthermore, we raise concerns regarding the election of Alessandro Nasi due to the company maintaining a share structure with unequal voting rights. A vote AGAINST nominees Lorenzo Simonelli and Suzanne Heywood is warranted as the nominees are considered to be overboarded.</p>	For	Against
Mgmt	4.b	Reelect Gerrit Marx as Executive Director	For	For
Mgmt	4.c	Elect Judy Curran as Non-Executive Director	For	For
Mgmt	4.d	Reelect Tufan Erginbilgic as Non-Executive Director	For	For
Mgmt	4.e	Reelect Essimari Kairisto as Non-Executive Director	For	For
Mgmt	4.f	<p>Reelect Linda Knoll as Non-Executive Director  Voter Rationale: A vote FOR the elections of Gerrit Marx, Tufan Erginbilgic, Essimari Kairisto, Judy Curran, and Olof Persson is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominees Linda Knoll and Alessandro Nasi that serve on the remuneration committee, as the committee lacks sufficient independence among its members. Furthermore, we raise concerns regarding the election of Alessandro Nasi due to the company maintaining a share structure with unequal voting rights. A vote AGAINST nominees Lorenzo Simonelli and Suzanne Heywood is warranted as the nominees are considered to be overboarded.</p>	For	Against
Mgmt	4.g	<p>Reelect Alessandro Nasi as Non-Executive Director  Voter Rationale: A vote FOR the elections of Gerrit Marx, Tufan Erginbilgic, Essimari Kairisto, Judy Curran, and Olof Persson is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominees Linda Knoll and Alessandro Nasi that serve on the remuneration committee, as the committee lacks sufficient independence among its members. Furthermore, we raise concerns regarding the election of Alessandro Nasi due to the company maintaining a share structure with unequal voting rights. A vote AGAINST nominees Lorenzo Simonelli and Suzanne Heywood is warranted as the nominees are considered to be overboarded.</p>	For	Against
Mgmt	4.h	Reelect Olof Persson as Non-Executive Director	For	For
Mgmt	4.i	<p>Reelect Lorenzo Simonelli as Non-Executive Director  Voter Rationale: A vote FOR the elections of Gerrit Marx, Tufan Erginbilgic, Essimari Kairisto, Judy Curran, and Olof Persson is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominees Linda Knoll and Alessandro Nasi that serve on the remuneration committee, as the committee lacks sufficient independence among its members. Furthermore, we raise concerns regarding the election of Alessandro Nasi due to the company maintaining a share structure with unequal voting rights. A vote AGAINST nominees Lorenzo Simonelli and Suzanne Heywood is warranted as the nominees are considered to be overboarded.</p>	For	Against
Mgmt	5	Ratify Deloitte Accountants B.V. as Auditors	For	For
Mgmt	6	Authorize Board to Repurchase Shares	For	For
Mgmt	7	Close Meeting		Non Voting



## MAIRE TECNIMONT SPA

Meeting: Annual/Special 4/17/24 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Allocation of Income	For	For
Mgmt	2.1	Approve Remuneration Policy Voter Rationale: This item warrants a vote AGAINST because: * The company does not provide sufficient ex-ante information on the performance criteria attached to the up-front portion of the annual bonus. * The policy leaves excessive derogation and discretionary powers to the board.	For	Against
Mgmt	2.2	Approve Second Section of the Remuneration Report Voter Rationale: This item warrants a vote AGAINST due to: * Inadequate retrospective disclosure about variable pay. * The sizeable one-off award in favor of the CEO/GM. * Poor background information on the significant travel allowances paid to the executive chairman and the consultancy fees assigned to one member of the remuneration committee.	For	Against
Mgmt	3	Elect Isabella Nova as Director and Approve Director's Remuneration Voter Rationale: This item warrants a vote AGAINST as the proposed nominee, who is a member of the remuneration committee, has been reclassified as non-executive non-independent. As a consequence, the remuneration committee is deemed insufficiently independent, an issue that is all the more concerning due to the reiterated problematic pay practices at the company.	For	Against
Mgmt	4.1	Approve Long-Term Incentive Plan 2024-2026 Voter Rationale: A vote AGAINST this resolution is warranted because: * Information on performance objectives is insufficient. * The board has broad discretion to change plan terms and to accelerate vesting. * The total potential dilution deriving from all the plans of the company would exceed 5 percent. * The maximum award opportunity for the CEO/GM appears excessive.	For	Against
Mgmt	4.2	Approve Restricted and Matching Shares Plan Voter Rationale: A vote AGAINST this item is warranted because: * This plan consists in the conversion and matching of the deferred portion of the debatable one-off bonus assigned to the CEO/GM in 2023. * Part of the award will be exclusively time-based, while the remaining portion will vest based on undisclosed targets after a performance period of one year only.	For	Against
Mgmt	5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	6	Approve Deloitte & Touche SpA as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	1	Amend Company Bylaws Re: Articles 1 9 and 10 Voter Rationale: A vote AGAINST is warranted because part of the proposed amendments may harm shareholder rights.	For	Against

## Global Voting Record

## MPC CONTAINER SHIPS ASA

Meeting: Annual 4/17/24 Norway

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	For	For
Mgmt	2	Approve Notice of Meeting and Agenda	For	For
Mgmt	3	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends; Consideration of Statement on Corporate Governance	For	For
Mgmt	4	Authorize Board to Distribute Dividends	For	For
Mgmt	5	Advisory Vote on the Remuneration Report Voter Rationale: A vote AGAINST this item is warranted due to the following: * The presence of an uncapped short-term incentive program; * Excessive short-term incentive payments; * The lack of disclosure regarding the short-term incentive program; and * The absence of a long-term incentive program.	For	Against
Mgmt	6	Approve Remuneration of Auditor	For	For
Mgmt	7.a	Reelect Ulf Stephan Hollander (Chair) as Director	For	For
Mgmt	7.b	Reelect Dr. Axel Octavio Schroeder as Director	For	For
Mgmt	7.c	Reelect Ellen Merete Hanetho as Director	For	For
Mgmt	7.d	Reelect Peter Frederiksen as Director	For	For
Mgmt	7.e	Reelect Pia Meling as Director	For	For
Mgmt	8	Approve Remuneration of Directors in the Amount of USD 90 000 for Chair and USD 50 000 for Other Directors	For	For
Mgmt	9	Approve Creation of NOK 44 Million Pool of Capital without Preemptive Rights Voter Rationale: A vote AGAINST this issuance authorization is warranted because it may be used to thwart takeovers.	For	Against
Mgmt	10	Authorize Share Repurchase Program	For	For

## RAIA DROGASIL SA

Meeting: Annual 4/17/24 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31 2023	For	For
Mgmt	2	Approve Allocation of Income and Dividends	For	For
Mgmt	3	Approve Remuneration of Company's Management	For	For
Mgmt	4	Elect Fiscal Council Members	For	For
Mgmt	5	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law May Your Votes Still Be Counted for the Proposed Slate? Voter Rationale: A vote against is warranted because lack of timely disclosure prevents international institutional investors from making an informed voting decision.	None	Against
Mgmt	6	Approve Remuneration of Fiscal Council Members	For	For

## REDCARE PHARMACY NV

Meeting: Annual 4/17/24 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
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## Global Voting Record

Mgmt	1	Open Meeting		Non Voting
Mgmt	2a	Receive Report of Management Board (Non-Voting)		Non Voting
Mgmt	2b	Approve Remuneration Report	For	For
Mgmt	2c	Discussion on Company's Corporate Governance Structure		Non Voting
Mgmt	2d	Receive Report Regarding the Progress and Achievements of the Company's ESG Activities		Non Voting
Mgmt	3a	Receive Report of Auditors (Non-Voting)		Non Voting
Mgmt	3b	Adopt Financial Statements and Statutory Reports	For	For
Mgmt	3c	Receive Explanation on Company's Reserves and Dividend Policy		Non Voting
Mgmt	3d	Approve Allocation of Income	For	For
Mgmt	4a	Approve Discharge of Management Board	For	For
Mgmt	4b	Approve Discharge of Supervisory Board	For	For
Mgmt	5	Ratify Mazars Accountants N.V. as Auditors	For	For
Mgmt	6	Reelect Bjorn Soder to Supervisory Board	For	For
Mgmt	7a	Approve Discharge of Stephan Weber as Member of the Management Board	For	For
Mgmt	7b	Approve Discharge of Marc Fischer as Member of the Management Board	For	For
Mgmt	7c	Reelect Jasper Eenhorst to Management Board	For	For
Mgmt	7d	Elect Dirk Bruse as Member of Management Board and CCO	For	For
Mgmt	7e	Elect Lode Fastre as Member of Management Board and CIO	For	For
Mgmt	8	Approve Extension of the Exercise Period for Outstanding Stock Options Granted under the 2020 Stock Option Plan for the Members of the Management Board Voter Rationale: A vote AGAINST because the extension of an exercise period of options is in deviation of the pay-for-performance principle without the company providing a compelling rationale. Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital Voter Rationale: A vote AGAINST item 9a is warranted because: * The authorization to issue shares is not in line with commonly used safeguards regarding volume and duration; * The management board would be able to issue share up to 20.00 percent of the issued share capital; and * The authorization to issue shares would last for 60 months A vote FOR item 9B is warranted because it is in line with commonly used safeguards regarding volume and duration. A vote FOR item 9c is warranted even though it is not in line with commonly used safeguards regarding duration (i.e.. the authorization to issue shares would last for 24 months), the low volume of shares as well as the fact that it is specifically to fund an equity plan allow for a more lenient approach to the maximum limit of 18 months.	For	Against
Mgmt	9a	Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital Voter Rationale: A vote AGAINST item 9a is warranted because: * The authorization to issue shares is not in line with commonly used safeguards regarding volume and duration; * The management board would be able to issue share up to 20.00 percent of the issued share capital; and * The authorization to issue shares would last for 60 months A vote FOR item 9B is warranted because it is in line with commonly used safeguards regarding volume and duration. A vote FOR item 9c is warranted even though it is not in line with commonly used safeguards regarding duration (i.e.. the authorization to issue shares would last for 24 months), the low volume of shares as well as the fact that it is specifically to fund an equity plan allow for a more lenient approach to the maximum limit of 18 months.	For	Against
Mgmt	9b	Grant Management Board Authority to Issue Shares Up To 0.2 Percent of Issued Capital in Connection with the 2019 ESOP	For	For
Mgmt	9c	Grant Supervisory Board Authority to Issue Shares Up To 0.2 Percent of Issued Capital in Connection with the 2023 ESOP	For	For
Mgmt	10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	11	Amend Remuneration Policy of Supervisory Board	For	For
Mgmt	12	Allow Questions		Non Voting
Mgmt	13	Close Meeting		Non Voting

**SINOMA INTERNATIONAL ENGINEERING CO. LTD.**

Meeting: **Annual**      **4/17/24**      **China**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Report of the Board of Directors	For	For
Mgmt	2	Approve Report of the Board of Supervisors	For	For
Mgmt	3	Approve Report of the Independent Directors	For	For
Mgmt	4	Approve Financial Statements	For	For
Mgmt	5	Approve Profit Distribution Plan	For	For
Mgmt	6	Approve Annual Report and Summary	For	For
Mgmt	7	Approve Investment Plan Voter Rationale: A vote AGAINST is warranted due to a lack of disclosure.	For	Against

## TELEVISION FRANCAISE 1 SA

Meeting: Annual/Special 4/17/24 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of EUR 0.55 per Share	For	For
Mgmt	4	Approve Auditors' Special Report on Related-Party Transactions Voter Rationale: A vote against is warranted as the company failed to provide sufficient information on the shared services agreement entered into with Bouygues (selection and price setting process).	For	Against
Mgmt	5	Approve Compensation of Rodolphe Belmer CEO Until February 13 2023 Voter Rationale: A vote against items 5 and 6 is warranted due to limited disclosure of remuneration performance.	For	Against
Mgmt	6	Approve Compensation of Rodolphe Chairman and CEO Since February 13 2023	For	Against
Mgmt	7	Approve Compensation Report of Corporate Officers Voter Rationale: A vote against is warranted because there is an absence of board responsiveness following shareholders dissent at the previous AGM while there has been serious concern regarding the remuneration practices during FY under review and over the past FYs.	For	Against
Mgmt	8	Approve Remuneration Policy of Rodolphe Belmer Chairman and CEO Voter Rationale: A vote against is warranted as the company does not disclose any cap for the exceptional remuneration, the derogation power of the board is deemed broad, and it does not grant any LTIPs at TF1 level and provide limited information on cap performance conditions or vesting period for the LTIPs at Bouygues level.	For	Against
Mgmt	9	Approve Remuneration Policy of Directors	For	For
Mgmt	10	Reelect SCDM as Director Voter Rationale: A vote against items 10 and 11 is warranted due to concerns with the independence level of the board.	For	Against
Mgmt	11	Reelect Bouygues as Director	For	Against
Mgmt	12	Acknowledge Appointment of Sophie Leveaux and Yoann Saillon as Representatives of Employee to the Board	For	For
Mgmt	13	Elect Marie-Aude Morel as Representative of Employee Shareholders to the Board	For	For
Mgmt	14	Appoint Ernst and Young Audit as Auditor Responsible for Certifying Sustainability Information	For	For
Mgmt	15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	17	Authorize Filing of Required Documents/Other Formalities	For	For

**THE SHERWIN-WILLIAMS COMPANY**

Meeting: **Annual**      **4/17/24**      **USA**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Kerrii B. Anderson	For	For
Mgmt	1b	Elect Director Arthur F. Anton	For	For
Mgmt	1c	Elect Director Jeff M. Fetting	For	For
Mgmt	1d	Elect Director John G. Morikis	For	For
Mgmt	1e	Elect Director Heidi G. Petz	For	For
Mgmt	1f	Elect Director Christine A. Poon	For	For
Mgmt	1g	Elect Director Aaron M. Powell	For	For
Mgmt	1h	Elect Director Marta R. Stewart	For	For
Mgmt	1i	Elect Director Michael H. Thaman	For	For
Mgmt	1j	Elect Director Matthew Thornton III	For	For
Mgmt	1k	Elect Director Thomas L. Williams	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Ernst & Young LLP as Auditors	For	For
S/holder	4	Adopt Simple Majority Vote Voter Rationale: A vote for is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.	Against	For

## TOMTOM NV

Meeting: Annual		4/17/24	Netherlands		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Open Meeting			Non Voting
Mgmt	2	Receive Report of Management Board (Non-Voting)			Non Voting
Mgmt	3	Receive Explanation on Company's Reserves and Dividend Policy			Non Voting
Mgmt	4	Approve Remuneration Report	For		For
Mgmt	5	Discussion on Company's Corporate Governance Structure			Non Voting
Mgmt	6	Adopt Financial Statements and Statutory Reports	For		For
Mgmt	7	Approve Discharge of Management Board	For		For
Mgmt	8	Approve Discharge of Supervisory Board	For		For
Mgmt	9	Amend Remuneration Policy for Management Board Voter Rationale: A vote AGAINST is warranted because: * Concerns are raised regarding the consequences of a rebalanced peer group. Specifically, the peer group contains a large proportion of United States-based firms (40%) which results in a substantial increase in the proposed pay package. Additionally, the company did not provide a compelling rationale for this inclusion; * Although we recognize the company is moving away from a RSU plan to a performance based plan, the company proposes to do this at a significant premium (increase of 100 percent of the at-target grant value of the LTI), resulting in an increase of the at-target pay package by 64 percent without the company providing a compelling rationale for the increase. * Lacking disclosure of LTI performance metrics regarding targets and weights of financial and non-financial metrics in the total LTI opportunity, which does not allow shareholders to assess the stringency of the LTI pay for performance framework (particularly the TSR metric), especially since the company is putting more emphasis on the LTI award in total remuneration; * There is no disclosure regarding the STI performance metrics' weights; * The derogation clause is general in nature. However, we do note that the company provides clear ex-post disclosure regarding the STI performance metrics' weights and targets in the remuneration report.	For		Against
Mgmt	10	Amend Remuneration Policy for Supervisory Board	For		For
Mgmt	11	Reelect Alain De Taeye to Management Board	For		For
Mgmt	12	Reelect Maaïke Schipperheijn to Supervisory Board	For		For
Mgmt	13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For		For
Mgmt	14	Approve Reduction in Share Capital through Cancellation of Shares	For		For
Mgmt	15	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For		For
Mgmt	16	Authorize Board to Exclude Preemptive Rights from Share Issuances	For		For
Mgmt	17	Other Business (Non-Voting)			Non Voting
Mgmt	18	Close Meeting			Non Voting

## Global Voting Record

## TRI POINTE HOMES INC.

Meeting: Annual 4/17/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Douglas F. Bauer	For	For
Mgmt	1.2	Elect Director Lawrence B. Burrows	For	For
Mgmt	1.3	Elect Director Steven J. Gilbert	For	For
Mgmt	1.4	Elect Director R. Kent Grahl	For	For
Mgmt	1.5	Elect Director Vicki D. McWilliams	For	For
Mgmt	1.6	Elect Director Constance B. Moore	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Ernst & Young LLP as Auditors	For	For

## AGNC INVESTMENT CORP.

Meeting: Annual 4/18/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Donna J. Blank	For	For
Mgmt	1b	Elect Director Morris A. Davis	For	For
Mgmt	1c	Elect Director Peter J. Federico	For	For
Mgmt	1d	Elect Director John D. Fisk	For	For
Mgmt	1e	Elect Director Andrew A. Johnson Jr.	For	For
Mgmt	1f	Elect Director Gary D. Kain	For	For
Mgmt	1g	Elect Director Prue B. Larocca	For	For
Mgmt	1h	Elect Director Paul E. Mullings	For	For
Mgmt	1i	Elect Director Frances R. Spark	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Ernst & Young LLP as Auditors	For	For

## ARJO AB

Meeting: Annual 4/18/24 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Elect Chairman of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders	For	For
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5	Designate Inspector(s) of Minutes of Meeting		Non Voting
Mgmt	6	Acknowledge Proper Convening of Meeting	For	For
Mgmt	7.a	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	7.b	Receive Financial Statements and Statutory Reports on Consolidated Accounts		Non Voting
Mgmt	7.c	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management		Non Voting
Mgmt	7.d	Receive Board's Dividend Proposal		Non Voting



## Global Voting Record

Mgmt	8	Receive Board's Report		Non Voting
Mgmt	9	Receive CEO's Report		Non Voting
Mgmt	10	Accept Financial Statements and Statutory Reports	For	For
Mgmt	11	Approve Allocation of Income and Dividends of SEK 0.90 Per Share	For	For
Mgmt	12.1	Approve Discharge of Johan Malmquist	For	For
Mgmt	12.2	Approve Discharge of Carl Bennet	For	For
Mgmt	12.3	Approve Discharge of Eva Elmstedt	For	For
Mgmt	12.4	Approve Discharge of Dan Frohm	For	For
Mgmt	12.5	Approve Discharge of Ulf Grunander	For	For
Mgmt	12.6	Approve Discharge of Carola Lemne	For	For
Mgmt	12.7	Approve Discharge of Joacim Lindoff	For	For
Mgmt	12.8	Approve Discharge of Kajsa Haraldsson	For	For
Mgmt	12.9	Approve Discharge of Eva Sandling Galen	For	For
Mgmt	12.10	Approve Discharge of Sten Borjesson	For	For
Mgmt	12.11	Approve Discharge of Jimmy Linde	For	For
Mgmt	13.1	Determine Number of Members (8) and Deputy Members (0) of Board	For	For
Mgmt	13.2	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
Mgmt	14.1	Approve Remuneration of Directors in the Amount of SEK 1.6 Million for Chairman and SEK 703 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	14.2	Approve Remuneration of Auditors	For	For
Mgmt	15.1a	<p>Reelect Johan Malmquist as Director  Voter Rationale: A vote FOR candidates Joacim Lindoff (Item 15.1g), Eva Elmstedt (Item 15.1c) and Carola Lemne (Item 15.1f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Johan Malmquist (Item 15.1a), Carl Bennet (Item 15.1b), Dan Frohm (Item 15.1d), Ulf Grunander (Item 15.1e), and Ulrika Delby (Item 15.1h) is warranted for the following reasons: * Johan Malmquist, Carl Bennet, Dan Frohm and Ulf Grunander are non-independent directors on a board with an insufficient level of overall independence. * Ulf Grunander is a non-independent chairman of the board. * Johan Malmquist, Carl Bennet and Dan Frohm are non-independent directors on a remuneration committee with an insufficient level of overall independence. * Johan Malmquist, Carl Bennet, and Ulrika Dellby are considered overboarded.</p>	For	Against
Mgmt	15.1b	<p>Reelect Carl Bennet as Director  Voter Rationale: A vote FOR candidates Joacim Lindoff (Item 15.1g), Eva Elmstedt (Item 15.1c) and Carola Lemne (Item 15.1f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Johan Malmquist (Item 15.1a), Carl Bennet (Item 15.1b), Dan Frohm (Item 15.1d), Ulf Grunander (Item 15.1e), and Ulrika Delby (Item 15.1h) is warranted for the following reasons: * Johan Malmquist, Carl Bennet, Dan Frohm and Ulf Grunander are non-independent directors on a board with an insufficient level of overall independence. * Ulf Grunander is a non-independent chairman of the board. * Johan Malmquist, Carl Bennet and Dan Frohm are non-independent directors on a remuneration committee with an insufficient level of overall independence. * Johan Malmquist, Carl Bennet, and Ulrika Dellby are considered overboarded.</p>	For	Against
Mgmt	15.1c	Reelect Eva Elmstedt as Director	For	For

Mgmt	15.1d	<p>Reelect Dan Frohm as Director  Voter Rationale: A vote FOR candidates Joacim Lindoff (Item 15.1g), Eva Elmstedt (Item 15.1c) and Carola Lemne (Item 15.1f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Johan Malmquist (Item 15.1a), Carl Bennet (Item 15.1b), Dan Frohm (Item 15.1d), Ulf Grunander (Item 15.1e), and Ulrika Delby (Item 15.1h) is warranted for the following reasons: * Johan Malmquist, Carl Bennet, Dan Frohm and Ulf Grunander are non-independent directors on a board with an insufficient level of overall independence. * Ulf Grunander is a non-independent chairman of the board. * Johan Malmquist, Carl Bennet and Dan Frohm are non-independent directors on a remuneration committee with an insufficient level of overall independence. * Johan Malmquist, Carl Bennet, and Ulrika Dellby are considered overboarded.</p>	For	Against
Mgmt	15.1e	<p>Reelect Ulf Grunander as Director  Voter Rationale: A vote FOR candidates Joacim Lindoff (Item 15.1g), Eva Elmstedt (Item 15.1c) and Carola Lemne (Item 15.1f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Johan Malmquist (Item 15.1a), Carl Bennet (Item 15.1b), Dan Frohm (Item 15.1d), Ulf Grunander (Item 15.1e), and Ulrika Delby (Item 15.1h) is warranted for the following reasons: * Johan Malmquist, Carl Bennet, Dan Frohm and Ulf Grunander are non-independent directors on a board with an insufficient level of overall independence. * Ulf Grunander is a non-independent chairman of the board. * Johan Malmquist, Carl Bennet and Dan Frohm are non-independent directors on a remuneration committee with an insufficient level of overall independence. * Johan Malmquist, Carl Bennet, and Ulrika Dellby are considered overboarded.</p>	For	Against
Mgmt	15.1f	Reelect Carola Lemne as Director	For	For
Mgmt	15.1g	Reelect Joacim Lindoff as Director	For	For
Mgmt	15.1h	<p>Elect Ulrika Dellby as New Director  Voter Rationale: A vote FOR candidates Joacim Lindoff (Item 15.1g), Eva Elmstedt (Item 15.1c) and Carola Lemne (Item 15.1f) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Johan Malmquist (Item 15.1a), Carl Bennet (Item 15.1b), Dan Frohm (Item 15.1d), Ulf Grunander (Item 15.1e), and Ulrika Delby (Item 15.1h) is warranted for the following reasons: * Johan Malmquist, Carl Bennet, Dan Frohm and Ulf Grunander are non-independent directors on a board with an insufficient level of overall independence. * Ulf Grunander is a non-independent chairman of the board. * Johan Malmquist, Carl Bennet and Dan Frohm are non-independent directors on a remuneration committee with an insufficient level of overall independence. * Johan Malmquist, Carl Bennet, and Ulrika Dellby are considered overboarded.</p>	For	Against
Mgmt	15.2	<p>Reelect Johan Malmquist as Board Chair  Voter Rationale: A vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.</p>	For	Against
Mgmt	16	Ratify PricewaterhouseCoopers as Auditor	For	For
Mgmt	17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
Mgmt	18	<p>Approve Remuneration Report  Voter Rationale: A vote AGAINST this item is warranted because the targets under the cash-based long-term incentive plan are measured annually.</p>	For	Against
Mgmt	19	Close Meeting		Non Voting

**BANCO BPM SPA**

Meeting: **Annual**      **4/18/24**      **Italy**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3	Approve Deloitte & Touche SpA as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	4.1	Approve Remuneration Policy	For	For
Mgmt	4.2	Approve Second Section of the Remuneration Report	For	For
Mgmt	5.1	Approve 2024 Short-Term Incentive Plan	For	For
Mgmt	5.2	Approve 2024-2026 Long-Term Incentive Plan	For	For
Mgmt	6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service the Compensation Plans	For	For

## CAREL INDUSTRIES SPA

Meeting: Annual/Special 4/18/24 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Company Bylaws Re: Articles 9 10 19 and 24 Voter Rationale: A vote against is warranted because part of the proposed amendments may harm shareholder rights.	For	Against
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Allocation of Income	For	For
Mgmt	2.1	Fix Number of Directors	For	For
Mgmt	2.2	Fix Board Terms for Directors	For	For
S/holder	2.3.1	Slate 1 Submitted by Luigi Rossi Luciani Sapa and Athena FH SpA Voter Rationale: As we can only vote for one item, slate 2 better represents the interests of global institutional investors and minority shareholders.	None	Against
S/holder	2.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni) Voter Rationale: As we can only vote for one item, slate 2 better represents the interests of global institutional investors and minority shareholders	None	For
S/holder	2.4	Elect Luigi Rossi Luciani as Board Chair Voter Rationale: A vote for is warranted as there are no concerns around this nominee.	None	For
S/holder	2.5	Elect Luigi Nalini as Board Vice-Chairman Voter Rationale: A vote for is warranted as there are no concerns around this nominee.	None	For
Mgmt	2.6	Approve Remuneration of Directors	For	For
S/holder	3.1.1	Slate 1 Submitted by Luigi Rossi Luciani Sapa and Athena FH SpA Voter Rationale: As we can only vote for one item, slate 2 better represents the interests of global institutional investors and minority shareholders.	None	Against
S/holder	3.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni) Voter Rationale: As we can only vote for one item, slate 2 better represents the interests of global institutional investors and minority shareholders.	None	For
S/holder	3.2	Appoint Chairman of Internal Statutory Auditors Voter Rationale: A vote for is warranted as there are no concerns around this nominee.	None	For
Mgmt	3.3	Approve Internal Auditors' Remuneration	For	For
Mgmt	4.1	Approve Remuneration Policy	For	For
Mgmt	4.2	Approve Second Section of the Remuneration Report	For	For
Mgmt	5	Approve Performance Share Plan Voter Rationale: A vote against is warranted due to a lack of information.	For	Against
Mgmt	6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For

## CHOCOLADEFABRIKEN LINDT &amp; SPRUENGLI AG

Meeting: Annual 4/18/24 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Share Re-registration Consent	For	For
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Remuneration Report (Non-Binding)	For	Against
Mgmt	3	Approve Sustainability Report (Non-Binding)	For	For
Mgmt	4	Approve Discharge of Board and Senior Management	For	For
Mgmt	5	Approve Allocation of Income and Dividends of CHF 1 400 per Registered Share and CHF 140 per Participation Certificate	For	For
Mgmt	6	Approve CHF 62 400 Reduction in Share Capital and CHF 511 800 Reduction in Participation Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	For
Mgmt	7.1.1	Reelect Ernst Tanner as Director and Board Chair	For	Against
Mgmt	7.1.2	Reelect Dieter Weisskopf as Director	For	Against
Mgmt	7.1.3	Reelect Rudolf Spruengli as Director	For	Against
Mgmt	7.1.4	Reelect Elisabeth Guertler as Director	For	Against
Mgmt	7.1.5	Reelect Thomas Rinderknecht as Director	For	For
Mgmt	7.1.6	Reelect Silvio Denz as Director	For	For
Mgmt	7.1.7	Reelect Monique Bourquin as Director	For	Against
Mgmt	7.2.1	Reappoint Monique Bourquin as Member of the Nomination and Compensation Committee	For	Against
Mgmt	7.2.2	Reappoint Rudolf Spruengli as Member of the Nomination and Compensation Committee	For	Against
Mgmt	7.2.3	Reappoint Silvio Denz as Member of the Nomination and Compensation Committee	For	For
Mgmt	7.3	Designate Patrick Schleiffer as Independent Proxy	For	For
Mgmt	7.4	Ratify PricewaterhouseCoopers AG as Auditors	For	For
Mgmt	8.1	Approve Remuneration of Directors in the Amount of CHF 3.2 Million	For	For
Mgmt	8.2	Approve Remuneration of Executive Committee in the Amount of CHF 21 Million	For	For
Mgmt	9	Approve Creation of CHF 3.1 Million Pool of Conditional Capital for Employee Equity Participation	For	Against
Mgmt	10	Transact Other Business (Voting)	For	Against

## Global Voting Record

## GENTING SINGAPORE LIMITED

Meeting: Annual 4/18/24 Singapore

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Directors' Statement Financial Statements and Directors' and Auditors' Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Elect Tan Wah Yeow as Director	For	For
Mgmt	4	Elect Haww Sze Shiung Winston as Director	For	For
Mgmt	5(a)	Approve Directors' Fees	For	For
Mgmt	5(b)	Approve Grant of Awards Under the Genting Singapore Performance Share Scheme	For	For
Mgmt	6	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Directors to Fix Their Remuneration	For	For
Mgmt	7	Approve Renewal of Mandate for Interested Person Transactions	For	For
Mgmt	8	Authorize Share Repurchase Program	For	For

## HUMANA INC.

Meeting: Annual 4/18/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Raquel C. Bono	For	For
Mgmt	1b	Elect Director Bruce D. Broussard	For	For
Mgmt	1c	Elect Director Frank A. D'Amelio	For	For
Mgmt	1d	Elect Director David T. Feinberg	For	For
Mgmt	1e	Elect Director Wayne A. I. Frederick	For	For
Mgmt	1f	Elect Director John W. Garratt	For	For
Mgmt	1g	Elect Director Kurt J. Hilzinger	For	For
Mgmt	1h	Elect Director Karen W. Katz	For	For
Mgmt	1i	Elect Director Marcy S. Klevorn	For	For
Mgmt	1j	Elect Director Jorge S. Mesquita	For	For
Mgmt	1k	Elect Director Brad D. Smith	For	For
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	For
Mgmt	5	Eliminate Supermajority Vote Requirement	For	For
S/holder	6	Adopt Simple Majority Vote	Against	For

## HUSQVARNA AB

Meeting: Annual 4/18/24 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Elect Chairman of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders		Non Voting
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5	Designate Inspector(s) of Minutes of Meeting	For	For
Mgmt	6	Acknowledge Proper Convening of Meeting	For	For
Mgmt	7	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	8a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	8b	Approve Allocation of Income and Dividends of SEK 3.00 Per Share	For	For
Mgmt	8c.1	Approve Discharge of Tom Johnstone	For	For
Mgmt	8c.2	Approve Discharge of Ingrid Bonde	For	For
Mgmt	8c.3	Approve Discharge of Katarina Martinson	For	For
Mgmt	8c.4	Approve Discharge of Bertrand Neuschwander	For	For
Mgmt	8c.5	Approve Discharge of Daniel Nodhall	For	For
Mgmt	8c.6	Approve Discharge of Lars Pettersson	For	For
Mgmt	8c.7	Approve Discharge of Christine Robins	For	For
Mgmt	8c.8	Approve Discharge of Torbjorn Loof	For	For
Mgmt	8c.9	Approve Discharge of CEO Henric Andersson	For	For
Mgmt	9a	Determine Number of Members (9) and Deputy Members (0) of Board	For	For
Mgmt	9b	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
Mgmt	10	Approve Remuneration of Directors in the Amount of SEK 2.35 Million to Chairman SEK 950 000 for Vice Chairman and SEK 680 000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	For	For
Mgmt	11a.1	Reelect Tom Johnstone as Director	For	Against
Mgmt	11a.2	Reelect Ingrid Bonde as Director	For	For
Mgmt	11a.3	Reelect Katarina Martinson as Director	For	Against
Mgmt	11a.4	Reelect Bertrand Neuschwander as Director	For	For
Mgmt	11a.5	Reelect Daniel Nodhall as Director	For	Against
Mgmt	11a.6	Reelect Lars Pettersson as Director	For	Against
Mgmt	11a.7	Reelect Christine Robins as Director	For	For
Mgmt	11a.8	Reelect Torbjorn Loof as Director	For	For
Mgmt	11a.9	Elect Pavel Hajman as New Director	For	For
Mgmt	11b	Reelect Tom Johnstone as Board Chair	For	Against
Mgmt	12a	Ratify KPMG as Auditors	For	For
Mgmt	12b	Approve Remuneration of Auditors	For	For
Mgmt	13	Approve Remuneration Report	For	For
Mgmt	14	Approve Performance Share Incentive Program LTI 2024	For	For
Mgmt	15	Approve Equity Plan Financing	For	For
Mgmt	16	Approve Issuance of up to 10 Percent of the Company's Share Capital without Preemptive Rights	For	For
Mgmt	17	Close Meeting		Non Voting

## INVESTIS HOLDING SA

Meeting: Annual 4/18/24 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Share Re-registration Consent	For	For
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income and Dividends of CHF 2.50 per Share	For	For
Mgmt	3	Approve Non-Financial Report	For	For
Mgmt	4	Approve Discharge of Board and Senior Management	For	For
Mgmt	5.1.1	Reelect Albert Baehny as Director	For	For
Mgmt	5.1.2	Reelect Corine Blesi as Director	For	For
Mgmt	5.1.3	Reelect Stephane Bonvin as Director	For	For
Mgmt	5.1.4	Reelect Christian Gellerstad as Director	For	For
Mgmt	5.1.5	Reelect Thomas Vettiger as Director	For	For
Mgmt	5.2	Reelect Thomas Vettiger as Board Chair	For	For
Mgmt	5.3.1	Reappoint Albert Baehny as Member of the Compensation Committee	For	For
Mgmt	5.3.2	Reappoint Corine Blesi as Member of the Compensation Committee	For	For
Mgmt	5.4	Designate Keller AG as Independent Proxy	For	For
Mgmt	5.5	Ratify KPMG AG as Auditors	For	For
Mgmt	6.1	Approve Remuneration Report Voter Rationale: A vote against is warranted due to concerns with limited disclosure on remuneration outcomes.	For	Against
Mgmt	6.2	Approve Remuneration of Directors in the Amount of CHF 700 000	For	For
Mgmt	6.3	Approve Remuneration of Executive Committee in the Amount of CHF 4.7 Million	For	For
Mgmt	7	Transact Other Business (Voting) Voter Rationale: A vote against is warranted because the content of these new items or counterproposals is not known at this time.	For	Against



## LVMH MOET HENNESSY LOUIS VUITTON SE

Meeting: Annual/Special 4/18/24 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of EUR 13 per Share	For	For
Mgmt	4	Approve Auditors' Special Report on Related-Party Transactions Voter Rationale: A vote against is warranted due to the lack of information relating to the transaction with Agache.	For	Against
Mgmt	5	Reelect Antoine Arnault as Director Voter Rationale: A vote against items 5, 7 and 8 is warranted due to lack of independence.	For	Against
Mgmt	6	Elect Henri de Castries as Director	For	For
Mgmt	7	Elect Alexandre Arnault as Director	For	Against
Mgmt	8	Elect Frederic Arnault as Director	For	Against
Mgmt	9	Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	For	For
Mgmt	10	Approve Compensation Report of Corporate Officers Voter Rationale: A vote against items 10-12 and 14-15 is warranted due to lack of disclosure and response to previous high dissent.	For	Against
Mgmt	11	Approve Compensation of Bernard Arnault Chairman and CEO	For	Against
Mgmt	12	Approve Compensation of Antonio Belloni Vice-CEO	For	Against
Mgmt	13	Approve Remuneration Policy of Directors	For	For
Mgmt	14	Approve Remuneration Policy of Chairman and CEO	For	Against
Mgmt	15	Approve Remuneration Policy of Vice-CEO	For	Against
Mgmt	16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	18	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans Voter Rationale: A vote against this resolution is warranted because of lack of disclosure and the performance conditions are vague.	For	Against
Mgmt	19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
Mgmt	20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	For

## NESTLE SA

Meeting: Annual 4/18/24 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Share Re-registration Consent	For	For
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Remuneration Report	For	For
Mgmt	1.3	Approve Non-Financial Report	For	For
Mgmt	2	Approve Discharge of Board and Senior Management	For	For
Mgmt	3	Approve Allocation of Income and Dividends of CHF 3.00 per Share	For	For
Mgmt	4.1.a	Reelect Paul Bulcke as Director and Board Chair	For	For
Mgmt	4.1.b	Reelect Ulf Schneider as Director	For	For
Mgmt	4.1.c	Reelect Renato Fassbind as Director	For	For
Mgmt	4.1.d	Reelect Pablo Isla as Director	For	Against
Mgmt	4.1.e	Reelect Patrick Aebischer as Director	For	For
Mgmt	4.1.f	Reelect Dick Boer as Director	For	For
Mgmt	4.1.g	Reelect Dinesh Paliwal as Director	For	For
Mgmt	4.1.h	Reelect Hanne Jimenez de Mora as Director	For	For
Mgmt	4.1.i	Reelect Lindiwe Sibanda as Director	For	For
Mgmt	4.1.j	Reelect Chris Leong as Director	For	For
Mgmt	4.1.k	Reelect Luca Maestri as Director	For	For
Mgmt	4.1.l	Reelect Rainer Blair as Director	For	For
Mgmt	4.1.m	Reelect Marie-Gabrielle Ineichen-Fleisch as Director	For	For
Mgmt	4.2	Elect Geraldine Matchett as Director	For	For
Mgmt	4.3.1	Reappoint Dick Boer as Member of the Compensation Committee	For	For
Mgmt	4.3.2	Reappoint Patrick Aebischer as Member of the Compensation Committee	For	For
Mgmt	4.3.3	Reappoint Pablo Isla as Member of the Compensation Committee	For	Against
Mgmt	4.3.4	Reappoint Dinesh Paliwal as Member of the Compensation Committee	For	For
Mgmt	4.4	Ratify Ernst & Young AG as Auditors	For	For
Mgmt	4.5	Designate Hartmann Dreyer as Independent Proxy	For	For
Mgmt	5.1	Approve Remuneration of Directors in the Amount of CHF 10 Million	For	For
Mgmt	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 80 Million	For	For
Mgmt	6	Approve CHF 5 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	For	For
S/holder	7	Report on Non-Financial Matters Regarding Sales of Healthier and Less Healthy Foods	Against	Against
Mgmt	8	Transact Other Business (Voting)	Against	Against

## Global Voting Record

## OWENS CORNING

Meeting: Annual 4/18/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Brian D. Chambers	For	For
Mgmt	1b	Elect Director Eduardo E. Cordeiro	For	For
Mgmt	1c	Elect Director Adrienne D. Elsner	For	For
Mgmt	1d	Elect Director Alfred E. Festa	For	For
Mgmt	1e	Elect Director Edward F. Lonergan	For	For
Mgmt	1f	Elect Director Maryann T. Mannen	For	For
Mgmt	1g	Elect Director Paul E. Martin	For	For
Mgmt	1h	Elect Director W. Howard Morris	For	For
Mgmt	1i	Elect Director Suzanne P. Nimocks	For	For
Mgmt	1j	Elect Director John D. Williams	For	For
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## PRYSMIAN SPA

Meeting: Annual 4/18/24 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3	Fix Number of Directors	For	For
Mgmt	4	Fix Board Terms for Directors	For	For
Mgmt	5.1	Slate 1 Submitted by Management	For	For
S/holder	5.2	Slate 2 Submitted by Institutional Investors (Assogestioni) Voter Rationale: A vote against the shareholder slate 2 is warranted as we support the management slate 1 given satisfaction with transparency and nomination process.	None	Against
Mgmt	6	Approve Remuneration of Directors	For	For
Mgmt	7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	8	Approve Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	9	Approve Remuneration Policy	For	For
Mgmt	10	Approve Second Section of the Remuneration Report	For	For

## SILICON LABORATORIES INC.

Meeting: Annual 4/18/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director R. Matthew Johnson	For	For
Mgmt	1.2	Elect Director Sumit Sadana	For	For
Mgmt	1.3	Elect Director Gregg Lowe	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## STOLT-NIELSEN LTD.

Meeting: Annual 4/18/24 Bermuda

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of USD 1.00 Per Common Share and USD 0.005 per Founder's Share	For	For
Mgmt	3	Authorize Share Repurchase Program	For	For
Mgmt	4.a	Elect Niels G. Stolt-Nielsen as Director Voter Rationale: A vote FOR candidates Janet Ashdown (Item 4.b), Rolf Janssen (Item 4.e), Tor Olav Troeim (Item 4.f) and Jacob Stolt-Nielsen (Item 4.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Niels Stolt-Nielsen (Item 4.a), Samuel Cooperman (Item 4.c) and Jan Engelhardtsen (Item 4.d) is warranted for the following reasons: * Niels Stolt-Nielsen, Samuel Cooperman and Jan Engelhardtsen are non-independent directors on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Samuel Cooperman is non-independent. * Niels Stolt-Nielsen and Samuel Cooperman are non-independent directors on the remuneration committee with insufficient level of overall independence. * Niels Stolt-Nielsen is the chairman of the board combined with a lack of gender diversity on the board.	For	Against
Mgmt	4.b	Elect Janet Ashdown as Director Elect Samuel Cooperman as Director Voter Rationale: A vote FOR candidates Janet Ashdown (Item 4.b), Rolf Janssen (Item 4.e), Tor Olav Troeim (Item 4.f) and Jacob Stolt-Nielsen (Item 4.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Niels Stolt-Nielsen (Item 4.a), Samuel Cooperman (Item 4.c) and Jan Engelhardtsen (Item 4.d) is warranted for the following reasons: * Niels Stolt-Nielsen, Samuel Cooperman and Jan Engelhardtsen are non-independent directors on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Samuel Cooperman is non-independent. * Niels Stolt-Nielsen and Samuel Cooperman are non-independent directors on the remuneration committee with insufficient level of overall independence. * Niels Stolt-Nielsen is the chairman of the board combined with a lack of gender diversity on the board.	For	For
Mgmt	4.c	Elect Jan Chr. Engelhardtsen as Director Voter Rationale: A vote FOR candidates Janet Ashdown (Item 4.b), Rolf Janssen (Item 4.e), Tor Olav Troeim (Item 4.f) and Jacob Stolt-Nielsen (Item 4.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Niels Stolt-Nielsen (Item 4.a), Samuel Cooperman (Item 4.c) and Jan Engelhardtsen (Item 4.d) is warranted for the following reasons: * Niels Stolt-Nielsen, Samuel Cooperman and Jan Engelhardtsen are non-independent directors on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Samuel Cooperman is non-independent. * Niels Stolt-Nielsen and Samuel Cooperman are non-independent directors on the remuneration committee with insufficient level of overall independence. * Niels Stolt-Nielsen is the chairman of the board combined with a lack of gender diversity on the board.	For	Against
Mgmt	4.d	Elect Jan Chr. Engelhardtsen as Director Voter Rationale: A vote FOR candidates Janet Ashdown (Item 4.b), Rolf Janssen (Item 4.e), Tor Olav Troeim (Item 4.f) and Jacob Stolt-Nielsen (Item 4.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Niels Stolt-Nielsen (Item 4.a), Samuel Cooperman (Item 4.c) and Jan Engelhardtsen (Item 4.d) is warranted for the following reasons: * Niels Stolt-Nielsen, Samuel Cooperman and Jan Engelhardtsen are non-independent directors on the audit committee with insufficient level of overall independence. Additionally, the audit committee chairman Samuel Cooperman is non-independent. * Niels Stolt-Nielsen and Samuel Cooperman are non-independent directors on the remuneration committee with insufficient level of overall independence. * Niels Stolt-Nielsen is the chairman of the board combined with a lack of gender diversity on the board.	For	Against
Mgmt	4.e	Elect Rolf Habben Jansen as Director	For	For
Mgmt	4.f	Elect Tor Olav Troim as Director	For	For
Mgmt	4.g	Elect Jacob B. Stolt-Nielsen as Director	For	For
Mgmt	5	Authorize Board to Fill Vacancies Voter Rationale: A vote AGAINST this proposal is warranted as there would be two board seats vacant following this meeting and the company has not provided a clear rationale in support of authorizing the board to temporarily fill these vacant board seats without shareholder approval.	For	Against

## Global Voting Record

Mgmt	6	Elect Niels G. Stolt-Nielsen as Board Chair Voter Rationale: vote AGAINST this item is warranted because the election of this individual to the board of directors is not supported.	For	Against
Mgmt	7	Approve PricewaterhouseCoopers Auditors and Authorize Board to Fix Their Remuneration	For	For

## TECAN GROUP AG

Meeting: Annual		4/18/24	Switzerland		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Share Re-registration Consent	For	For	
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For	
Mgmt	2	Approve Non-Financial Report	For	For	
Mgmt	3.1	Approve Allocation of Income and Dividends of CHF 1.50 per Share	For	For	
Mgmt	3.2	Approve Dividends of CHF 1.50 per Share from Capital Contribution Reserves	For	For	
Mgmt	4	Approve Discharge of Board and Senior Management	For	For	
Mgmt	5.1	Amend Corporate Purpose	For	For	
Mgmt	5.2	Amend Articles of Association	For	For	
Mgmt	5.3	Approve Virtual-Only or Hybrid Shareholder Meetings	For	For	
Mgmt	5.4	Approve Increase in Size of Board to Eight Members	For	For	
Mgmt	5.5	Amend Articles of Association	For	For	
Mgmt	6	Elect Monica Manotas as Director	For	For	
Mgmt	7.1	Reelect Lukas Braunschweiler as Director	For	For	
Mgmt	7.2	Reelect Myra Eskes as Director	For	For	
Mgmt	7.3	Reelect Oliver Fetzer as Director	For	For	
Mgmt	7.4	Reelect Matthias Gillner as Director	For	For	
Mgmt	7.5	Reelect Karen Huebscher as Director	For	For	
Mgmt	7.6	Reelect Christa Kreuzburg as Director	For	For	
Mgmt	7.7	Reelect Daniel Marshak as Director	For	For	
Mgmt	8	Reelect Lukas Braunschweiler as Board Chair	For	For	
Mgmt	9.1	Reappoint Myra Eskes as Member of the Compensation Committee	For	For	
Mgmt	9.2	Reappoint Oliver Fetzer as Member of the Compensation Committee	For	For	
Mgmt	9.3	Reappoint Christa Kreuzburg as Member of the Compensation Committee	For	For	
Mgmt	9.4	Reappoint Daniel Marshak as Member of the Compensation Committee	For	For	
Mgmt	10	Ratify Ernst & Young AG as Auditors	For	For	
Mgmt	11	Designate Proxy Voting Services GmbH as Independent Proxy	For	For	
Mgmt	12.1	Approve Remuneration Report (Non-Binding)	For	For	
Mgmt	12.2	Approve Remuneration of Directors in the Amount of CHF 1.7 Million	For	For	
Mgmt	12.3	Approve Remuneration of Executive Committee in the Amount of CHF 20.5 Million	For	For	
Mgmt	13	Transact Other Business (Voting) Voter Rationale: A vote against is warranted due to insufficient information disclosure.	For	Against	

## U-BLOX HOLDING AG

Meeting: Annual 4/18/24 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Share Re-registration Consent	For	For
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Non-Financial Report	For	For
Mgmt	3	Approve Allocation of Income and Omission of Dividends	For	For
Mgmt	4	Approve Discharge of Board and Senior Management	For	For
Mgmt	5.1	Approve CHF 7.3 Million Reduction in Share Capital via Reduction of Nominal Value and Repayment of CHF 1.00 per Share	For	For
Mgmt	5.2	Approve Creation of Capital Band within the Upper Limit of CHF 84.5 Million and the Lower Limit of CHF 69.2 Million with or without Exclusion of Preemptive Rights	For	For
Mgmt	5.3	Approve Creation of CHF 3.8 Million Pool of Conditional Capital for Employee Participation Plans	For	For
Mgmt	6.1	Reelect Andre Mueller as Director and Board Chair	For	For
Mgmt	6.2	Reelect Ulrich Looser as Director	For	For
Mgmt	6.3	Reelect Markus Borchert as Director	For	For
Mgmt	6.4	Reelect Karin Sonnenmoser as Director	For	For
Mgmt	6.5	Reelect Elke Eckstein as Director	For	For
Mgmt	6.6	Elect Fabian Rauch as Director	For	For
Mgmt	7.1	Reappoint Ulrich Looser as Member of the Nomination Compensation and Sustainability Committee	For	For
Mgmt	7.2	Reappoint Markus Borchert as Member of the Nomination Compensation and Sustainability Committee	For	For
Mgmt	8.1	Approve Remuneration Report	For	For
Mgmt	8.2	Approve Remuneration of Board of Directors in the Amount of CHF 1.2 Million	For	For
Mgmt	8.3	Approve Remuneration of Executive Committee in the Amount of CHF 7.5 Million	For	For
Mgmt	9	Designate KBT Treuhand AG as Independent Proxy	For	For
Mgmt	10	Ratify KPMG AG as Auditors	For	For
Mgmt	11	Transact Other Business (Voting) Voter Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.	For	Against

**BDO UNIBANK INC.**

Meeting: Annual 4/19/24 Philippines

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve the Minutes of the Annual Stockholders' Meeting	For	For
Mgmt	2	Approve Audited Financial Statements	For	For
Mgmt	3	Approve and Ratify All Acts of the Board of Directors Board Committees and Management During Their Terms of Office	For	For
Mgmt	4.1	Elect Jones M. Castro Jr. as Director	For	For
Mgmt	4.2	Elect Teresita T. Sy as Director	For	For
Mgmt	4.3	Elect Josefina N. Tan as Director	For	For
Mgmt	4.4	Elect Nestor V. Tan as Director	For	For
Mgmt	4.5	Elect Walter C. Wassmer as Director	For	For
Mgmt	4.6	Elect George T. Barcelon as Director	For	For
Mgmt	4.7	Elect Estela P. Bernabe as Director	For	For
Mgmt	4.8	Elect Vipul Bhagat as Director	For	For
Mgmt	4.9	Elect Franklin M. Drilon as Director	For	For
Mgmt	4.10	Elect Vicente S. Perez Jr. as Director	For	For
Mgmt	4.11	Elect Dioscoro I. Ramos as Director	For	For
Mgmt	5	Approve Merger of SM Keppel Land Inc. with BDO (BDO as the Surviving Entity)	For	For
Mgmt	6	Appoint Punongbayan & Araullo Grant Thornton as External Auditor	For	For
Mgmt	7	Approve Other Matters	For	Against

**BYD COMPANY LIMITED**

Meeting: Extraordinary Sh: 4/19/24 China

Proposal Type	Proposal	Description	MRec	Vote
S/holder	1.01	Approve Purpose of the Share Repurchase Voter Rationale: A vote for items 1.01-2 is warranted given that the proposed share repurchase would provide an opportunity for A shareholders to realize their investments in the company.	For	For
S/holder	1.02	Approve Fulfillment of Relevant Conditions for the Share Repurchase	For	For
S/holder	1.03	Approve Method and Purpose of the Share Repurchase	For	For
S/holder	1.04	Approve Price or Price Range and Pricing Principles for the Share Repurchase	For	For
S/holder	1.05	Approve Amount and Source of Capital for the Repurchase	For	For
S/holder	1.06	Approve Class Quantity and Percentage to the Total Share Capital for the Proposed Share Repurchase	For	For
S/holder	1.07	Approve Period of the Share Repurchase	For	For
S/holder	1.08	Approve Validity Period of the Resolution Regarding the Share Repurchase	For	For
S/holder	2	Approve Grant of Mandate to the Board and Its Authorized Persons to Deal with Matters in Relation to the Repurchase of A Shares in Full Discretion	For	For

**BYD COMPANY LIMITED**Meeting: **Special**      **4/19/24**      **China**

<b>Proposal Type</b>	<b>Proposal</b>	<b>Description</b>	<b>MRec</b>	<b>Vote</b>
S/holder	1.01	Approve Purpose of the Share Repurchase Voter Rationale: A vote for items 1.01-2 is warranted given that the proposed share repurchase would provide an opportunity for A shareholders to realize their investments in the company.	For	For
S/holder	1.02	Approve Fulfillment of Relevant Conditions for the Share Repurchase	For	For
S/holder	1.03	Approve Method and Purpose of the Share Repurchase	For	For
S/holder	1.04	Approve Price or Price Range and Pricing Principles for the Share Repurchase	For	For
S/holder	1.05	Approve Amount and Source of Capital for the Repurchase	For	For
S/holder	1.06	Approve Class Quantity and Percentage to the Total Share Capital for the Proposed Share Repurchase	For	For
S/holder	1.07	Approve Period of the Share Repurchase	For	For
S/holder	1.08	Approve Validity Period of the Resolution Regarding the Share Repurchase	For	For
S/holder	2	Approve Grant of Mandate to the Board and Its Authorized Persons to Deal with Matters in Relation to the Repurchase of A Shares in Full Discretion	For	For



## COMET HOLDING AG

Meeting: Annual 4/19/24 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Share Re-registration Consent	For	For
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income and Dividends of CHF 1.00 per Share	For	For
Mgmt	3	Approve Non-Financial Report	For	For
Mgmt	4	Approve Discharge of Board and Senior Management	For	For
Mgmt	5.1	Reelect Paul Boudre as Director	For	For
Mgmt	5.2	Elect Paul Boudre as Board Chair	For	For
Mgmt	5.3	Reelect Mariel Hoch as Director	For	For
Mgmt	5.4	Reelect Patrick Jany as Director	For	For
Mgmt	5.5	Reelect Heinz Kundert as Director	For	For
Mgmt	5.6	Reelect Irene Lee as Director	For	For
Mgmt	5.7	Reelect Edeltraud Leibrock as Director	For	For
Mgmt	5.8	Elect Benjamin Loh as Director	For	For
Mgmt	6.1	Reappoint Mariel Hoch as Member of the Nomination and Compensation Committee	For	For
Mgmt	6.2	Appoint Heinz Kundert as Member of the Nomination and Compensation Committee	For	For
Mgmt	6.3	Appoint Benjamin Loh as Member of the Nomination and Compensation Committee	For	For
Mgmt	7	Designate HuetteLAW AG as Independent Proxy	For	For
Mgmt	8	Ratify Ernst & Young AG as Auditors	For	For
Mgmt	9.1	Approve Remuneration of Directors in the Amount of CHF 1.2 Million	For	For
Mgmt	9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 3.8 Million	For	For
Mgmt	9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 3 Million for Fiscal Year 2025 under the Long-Term Incentive Plan	For	For
Mgmt	9.4	Approve Variable Remuneration of Executive Committee in the Amount of CHF 328 787 for Fiscal Year 2023 under the Short-Term Incentive Plan	For	For
Mgmt	9.5	Approve Remuneration Report	For	For
Mgmt	10	Transact Other Business (Voting) Voter Rationale: A vote against is warranted as the content of these new items or counterproposals is not known at this time.	For	Against

**CONTEMPORARY AMPEREX TECHNOLOGY CO. LTD.**Meeting: **Annual**      **4/19/24**      **China**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Annual Report and Summary	For	For
Mgmt	2	Approve Report of the Board of Directors	For	For
Mgmt	3	Approve Report of the Board of Supervisors	For	For
Mgmt	4	Approve Profit Distribution	For	For
Mgmt	5	Approve Remuneration of Directors	For	For
Mgmt	6	Approve Remuneration of Supervisors	For	For
Mgmt	7	Approve Purchase of Liability Insurance for Directors Supervisors and Senior Management Members	For	For
Mgmt	8	Approve to Appoint Auditor	For	For
Mgmt	9	Approve Application of Credit Lines	For	Against
Mgmt	10	Approve Estimated Amount of Guarantees	For	Against
Mgmt	11	Approve Hedging Plan	For	For
Mgmt	12	Approve Repurchase and Cancellation of Performance Shares and Adjustment of Repurchase Price and Repurchase Quantity Deliberated at the 23rd Meeting of the Board of Directors	For	For
Mgmt	13	Approve Repurchase and Cancellation of Performance Shares and Adjustment of Repurchase Price and Repurchase Quantity Deliberated at the 27th Meeting of the Board of Directors	For	For
Mgmt	14	Amend Articles of Association	For	For
Mgmt	15.1	Amend Rules and Procedures Regarding General Meetings of Shareholders	For	Against
Mgmt	15.2	Amend Related-Party Transaction Management System	For	Against
Mgmt	15.3	Amend Entrusted Asset Management System	For	Against
Mgmt	15.4	Amend Management System of Raised Funds	For	Against

**ELPRO INTERNATIONAL LIMITED**Meeting: **Special**      **4/19/24**      **India**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Reclassification of Authorized Share Capital and Amend Memorandum of Association	For	For
Mgmt	2	Elect K. R. Anil Kumar as Director	For	For
Mgmt	3	Reelect Naresh Agarwal as Director	For	For

## Global Voting Record

## ISHARES II PLC - ISHARES CORE UK GILTS UCITS ETF

Meeting: Annual 4/19/24 Ireland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Ratify Deloitte as Auditors	For	For
Mgmt	3	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	4	Re-elect Ros O'Shea as Director	For	For
Mgmt	5	Re-elect Pdraig Kenny as Director	For	For
Mgmt	6	Re-elect Deirdre Somers as Director	For	For
Mgmt	7	Re-elect William McKechnie as Director	For	For
Mgmt	8	Re-elect Peter Vivian as Director	For	For

## ISHARES II PLC - ISHARES INDEX-LINKED GILTS UCITS ETF

Meeting: Annual 4/19/24 Ireland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Ratify Deloitte as Auditors	For	For
Mgmt	3	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	4	Re-elect Ros O'Shea as Director	For	For
Mgmt	5	Re-elect Pdraig Kenny as Director	For	For
Mgmt	6	Re-elect Deirdre Somers as Director	For	For
Mgmt	7	Re-elect William McKechnie as Director	For	For
Mgmt	8	Re-elect Peter Vivian as Director	For	For

## MARR SPA

Meeting: Annual 4/19/24 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3	Approve Second Section of the Remuneration Report Voter Rationale: A vote against is warranted due to lack of information.	For	Against
Mgmt	4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For

Global Voting Record

**PACIFIC BASIN SHIPPING LIMITED**

Meeting: Annual 4/19/24 Bermuda

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3a	Elect Martin Fruergaard as Director	For	For
Mgmt	3b	Elect Stanley Hutter Ryan as Director	For	For
Mgmt	3c	Elect Alexandre Frederic Akira Emery as Director	For	For
Mgmt	3d	Elect Mats Henrik Berglund as Director	For	For
Mgmt	3e	Authorize Board to Fix Remuneration of Directors	For	For
Mgmt	4	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For
Mgmt	6	Authorize Repurchase of Issued Share Capital	For	For
Mgmt	7	Adopt Third Amended and Restated Bye-Laws	For	For

**PARK HOTELS & RESORTS INC.**

Meeting: Annual 4/19/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1A	Elect Director Thomas J. Baltimore Jr.	For	For
Mgmt	1B	Elect Director Patricia M. Bedient	For	For
Mgmt	1C	Elect Director Thomas D. Eckert	For	For
Mgmt	1D	Elect Director Geoffrey M. Garrett	For	For
Mgmt	1E	Elect Director Christie B. Kelly	For	For
Mgmt	1F	Elect Director Joseph I. Lieberman - Withdrawn Resolution		Non Voting
Mgmt	1G	Elect Director Terri D. McClements	For	For
Mgmt	1H	Elect Director Thomas A. Natelli	For	For
Mgmt	1I	Elect Director Timothy J. Naughton	For	For
Mgmt	1J	Elect Director Stephen I. Sadove	For	For
Mgmt	2	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Ratify Ernst & Young LLP as Auditors	For	For

**PORTLAND GENERAL ELECTRIC COMPANY**Meeting: **Annual** 4/19/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Dawn Farrell	For	For
Mgmt	1b	Elect Director Marie Oh Huber	For	For
Mgmt	1c	Elect Director Kathryn Jackson	For	For
Mgmt	1d	Elect Director Michael Lewis	For	For
Mgmt	1e	Elect Director Michael Millegan	For	For
Mgmt	1f	Elect Director John O'Leary	For	For
Mgmt	1g	Elect Director Patricia Salas Pineda	For	For
Mgmt	1h	Elect Director Maria Pope	For	For
Mgmt	1i	Elect Director James Torgerson	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	4	Amend Qualified Employee Stock Purchase Plan	For	For

**ROYAL ORCHID HOTELS LIMITED**Meeting: **Special** 4/21/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Appointment and Remuneration of Arjun Baljee as President and Holding Office/Place of Profit Voter Rationale: A vote against is warranted due to governance remuneration concerns.	For	Against

**BIOCON LIMITED**Meeting: **Special** 4/22/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Material Related Party Transaction(s) Between Biocon Biologics Limited and Biocon Biologics UK Limited	For	For
Mgmt	2	Approve Material Related Party Transaction(s) Between Biocon Biologics Limited and Biosimilars Newco Limited	For	For
Mgmt	3	Approve Material Related Party Transaction(s) Between Biocon Biologics UK Limited and Biosimilars Newco Limited	For	For
Mgmt	4	Approve Material Related Party Transaction(s) Between Biocon SDN BHD Malaysia and Biosimilars Newco Limited	For	For
Mgmt	5	Approve Material Related Party Transaction(s) Between Biocon Biologics Inc. USA and Biosimilars Newco Limited	For	For
Mgmt	6	Approve Material Related Party Transaction(s) Between the Company and Biocon Biologics Limited (BBL)	For	For

**BLUEBOX GLOBAL TECHNOLOGY FUND**

Meeting: Annual 4/22/24 Luxembourg

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Declaration of Conflicts of Interest	For	For
Mgmt	2	Receive Investment Manager's and Auditor's Reports		Non Voting
Mgmt	3	Approve Financial Statements	For	For
Mgmt	4	Approve Allocation of Income	For	For
Mgmt	5	Approve Discharge of Directors and Auditor	For	For
Mgmt	6	Re-Elect Directors	For	For
Mgmt	7	Approve Remuneration of Directors	For	For
Mgmt	8	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For

**BROADCOM INC.**

Meeting: Annual 4/22/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Diane M. Bryant	For	For
Mgmt	1b	Elect Director Gayla J. Delly	For	For
Mgmt	1c	Elect Director Kenneth Y. Hao	For	For
Mgmt	1d	Elect Director Eddy W. Hartenstein	For	For
Mgmt	1e	Elect Director Check Kian Low	For	For
Mgmt	1f	Elect Director Justine F. Page	For	For
Mgmt	1g	Elect Director Henry Samuelli	For	For
Mgmt	1h	Elect Director Hock E. Tan	For	For
Mgmt	1i	Elect Director Harry L. You	For	For
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation Voter Rationale: The compensation committee demonstrated sufficient responsiveness to last year's failed say-on-pay vote. However, there are pay magnitude and structure concerns that underscore a pay-for-performance misalignment. The CEO and NEO were awarded front-loaded equity awards that cover five years of incentive pay; the awards are entirely performance-conditioned and linked to far-reaching stock price hurdles, although the magnitude is outsized and locks in high pay opportunities over a prolonged period. There are also other pay design concerns identified, including a complex regular performance LTI design. In light of these concerns, a vote AGAINST this proposal is warranted.	For	Against

## CEMENTIR HOLDING NV

Meeting: Annual 4/22/24 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2.a	Receive Report of Management Board (Non-Voting)		Non Voting
Mgmt	2.b	Approve Remuneration Report Voter Rationale: A vote AGAINST is warranted because: * There is no cap on bonuses under the CEO's STIP; * Pay without performance under the CEO's STIP as the only metric used is two percent operation cash flow, which is merely a business result, de facto guaranteeing a bonus; * There is a lack of disclosure of targets for short-term and long-term variable remuneration on an ex-post basis to understand the pay for performance alignment.	For	Against
Mgmt	2.c	Adopt Financial Statements and Statutory Reports	For	For
Mgmt	2.d	Receive Explanation on Company's Reserves and Dividend Policy		Non Voting
Mgmt	2.e	Approve Dividends	For	For
Mgmt	2.f	Approve Discharge of Directors	For	For
Mgmt	3	Approve Remuneration Policy Voter Rationale: A vote AGAINST is warranted because the remuneration policy does not provide caps for the chairman/CEO's short-term incentives. The short-term variable remuneration does not contain clear award levels for the other executives. The company does not provide sufficient information on the performance targets of long-term incentive plan. There is no disclosure on contractual terms such as severance agreements, termination arrangements or notice periods.	For	Against
Mgmt	4	Discussion on Company's Corporate Governance Structure		Non Voting
Mgmt	5	Close Meeting		Non Voting

**CORTICEIRA AMORIM SGPS SA**

Meeting: **Annual**      **4/22/24**      **Portugal**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Individual Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Company's Corporate Governance Report	For	For
Mgmt	4	Approve Sustainability Report	For	For
Mgmt	5	Approve Allocation of Income	For	For
Mgmt	6	Appraise Management and Supervision of Company and Approve Vote of Confidence to Corporate Bodies	For	For
Mgmt	7	Authorize Repurchase of Shares	For	For
Mgmt	8	Authorize Reissuance of Repurchased Shares	For	For
Mgmt	9	Approve Remuneration Policy Voter Rationale: A vote against is warranted due to concerns with the increase to the total quantum to executive remuneration and the limited supporting rationale provided by the company.	For	Against
S/holder	10.A	Elect General Meeting Board and Board of Directors (Including Audit Committee) for 2024-2026 Term Voter Rationale: A vote against is warranted due to governance concerns arising from the combined Chairman - CEO role.	None	Against
Mgmt	10.B	Appoint Ernst & Young Audit & Associados - SROC S.A. as Auditor and Augusto Gil Gomes Escaleira as Alternate Auditor for 2024-2026 Term	For	For
S/holder	11	Create Nomination Evaluation and Remuneration Committee Voter Rationale: A vote for the items 11 and 12 is warranted as the creation of this committee is a positive governance development	None	For
S/holder	12	Elect Nomination Evaluation and Remuneration Committee Members and Approve Committee Remuneration	None	For



## GRENDENE SA

Meeting: Annual 4/22/24 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31 2023	For	For
Mgmt	2	Approve Allocation of Income and Dividends	For	For
Mgmt	3	Fix Number of Directors at Seven	For	For
Mgmt	4	Elect Directors Voter Rationale: A vote against is warranted because the company has bundled the election of directors under a single item preventing shareholders from voting individually on each nominee.	For	Against
Mgmt	5	In Case There is Any Change to the Board Slate Composition May Your Votes Still be Counted for the Proposed Slate? Voter Rationale: A vote against 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.	None	Against
Mgmt	6	In Case Cumulative Voting Is Adopted Do You Wish to Equally Distribute Your Votes Amongst the Nominees below? Voter Rationale: An abstain vote for items 6-7.7 and 9 is warranted due to the the absence of publicly available information disclosed in a timely manner regarding a cumulative voting request presented by shareholders.	None	Abstain
Mgmt	7.1	Percentage of Votes to Be Assigned - Elect Alexandre Grendene Bartelle as Board Chairman	None	Abstain
Mgmt	7.2	Percentage of Votes to Be Assigned - Elect Pedro Grendene Bartelle as Vice-Chairman	None	Abstain
Mgmt	7.3	Percentage of Votes to Be Assigned - Elect Mailson Ferreira da Nobrega as Director	None	Abstain
Mgmt	7.4	Percentage of Votes to Be Assigned - Elect Oswaldo de Assis Filho as Director	None	Abstain
Mgmt	7.5	Percentage of Votes to Be Assigned - Elect Renato Ochman as Director	None	Abstain
Mgmt	7.6	Percentage of Votes to Be Assigned - Elect Bruno Alexandre Licario Rocha as Independent Director	None	Abstain
Mgmt	7.7	Percentage of Votes to Be Assigned - Elect Walter Janssen Neto as Independent Director	None	Abstain
Mgmt	8	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? Voter Rationale: An abstain vote is warranted due to the the absence of publicly available information disclosed in a timely manner regarding the proposal.	None	Abstain
Mgmt	9	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
Mgmt	10	Approve Classification of Bruno Alexandre Licario Rocha and Walter Janssen Neto as Independent Directors Voter Rationale: A vote against is warranted because the company has presented a bundled resolution to approve the independent classification of incumbent directors Bruno Alexandre Licario Rocha and Walter Janssen Neto and there are extended tenure related independence concerns with Walter Neto.	For	Against
Mgmt	11	Approve Remuneration of Company's Management	For	For
Mgmt	12	Do You Wish to Request Installation of a Fiscal Council Under the Terms of Article 161 of the Brazilian Corporate Law? Voter Rationale: An abstain vote is warranted due to the the absence of publicly available information disclosed in a timely manner regarding the proposal.	None	Abstain

**GRENDENE SA**Meeting: **Extraordinary Sh: 4/22/24** **Brazil**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Article 15	For	For
Mgmt	2	Amend Article 21	For	For
Mgmt	3	Authorize Capitalization of Reserves Without Issuance of Shares	For	For
Mgmt	4	Amend Article 5 to Reflect Changes in Capital	For	For
Mgmt	5	Consolidate Bylaws	For	For

**HENKEL AG & CO. KGAA**Meeting: **Annual** **4/22/24** **Germany**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports for Fiscal Year 2023	For	For
Mgmt	2	Approve Allocation of Income and Dividends of EUR 1.83 per Ordinary Share and EUR 1.85 per Preferred Share	For	For
Mgmt	3	Approve Discharge of Personally Liable Partner for Fiscal Year 2023	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For
Mgmt	5	Approve Discharge of Shareholders' Committee for Fiscal Year 2023	For	For
Mgmt	6	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	For	For
Mgmt	7.1	Elect Simone Bagel-Trah to the Supervisory Board	For	For
Mgmt	7.2	Elect Lutz Bunnenberg to the Supervisory Board	For	For
Mgmt	7.3	Elect Vinzenz Gruber to the Supervisory Board	For	For
Mgmt	7.4	Elect Benedikt-Richard Freiherr von Herman to the Supervisory Board	For	For
Mgmt	7.5	Elect Barbara Kux to the Supervisory Board	For	For
Mgmt	7.6	Elect Anja Langenbacher to the Supervisory Board	For	For
Mgmt	7.7	Elect Laurent Martinez to the Supervisory Board	For	For
Mgmt	7.8	Elect Simone Menne to the Supervisory Board	For	For
Mgmt	8.1	Elect Paul Achleitner to the Shareholders' Committee	For	For
Mgmt	8.2	Elect Simone Bagel-Trah to the Shareholders' Committee	For	For
Mgmt	8.3	Elect Alexander Birken to the Shareholders' Committee	For	For
Mgmt	8.4	Elect Kaspar von Braun to the Shareholders' Committee	For	For
Mgmt	8.5	Elect Christoph Kneip to the Shareholders' Committee	For	For
Mgmt	8.6	Elect Thomas Manchot to the Shareholders' Committee	For	For
Mgmt	8.7	Elect James Rowan to the Shareholders' Committee	For	For
Mgmt	8.8	Elect Konstantin von Unger to the Shareholders' Committee	For	For
Mgmt	8.9	Elect Jean-Francois van Boxmeer to the Shareholders' Committee	For	For
Mgmt	8.10	Elect Poul Weihrauch to the Shareholders' Committee	For	For
Mgmt	9	Approve Remuneration Report	For	For
Mgmt	10	Approve Remuneration Policy for the Supervisory Board and Shareholders' Committee	For	For
Mgmt	11	Approve Affiliation Agreements with Henkel Zwoelfte Verwaltungsgesellschaft mbH Henkel Dreizehnte Verwaltungsgesellschaft mbH Henkel Vierzehnte Verwaltungsgesellschaft mbH and Henkel Fuenfzehnte Verwaltungsgesellschaft mbH	For	For

Global Voting Record

HP INC.

Meeting: Annual 4/22/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Aida M. Alvarez	For	For
Mgmt	1b	Elect Director Robert R. Bennett	For	For
Mgmt	1c	Elect Director Chip Bergh	For	For
Mgmt	1d	Elect Director Bruce Broussard	For	For
Mgmt	1e	Elect Director Stacy Brown-Philpot	For	For
Mgmt	1f	Elect Director Stephanie A. Burns	For	For
Mgmt	1g	Elect Director Mary Anne Citrino	For	For
Mgmt	1h	Elect Director Richard L. Clemmer	For	For
Mgmt	1i	Elect Director Enrique Lores	For	For
Mgmt	1j	Elect Director David Meline	For	For
Mgmt	1k	Elect Director Judith "Jami" Miscik	For	For
Mgmt	1l	Elect Director Kim K.W. Rucker	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Amend Omnibus Stock Plan	For	For
Mgmt	5	Amend Certificate of Incorporation to Limit the Liability of Officers Submit Severance Agreement (Change-in-Control) to Shareholder Vote	For	For
S/holder	6	Voter Rationale: A vote AGAINST this proposal is warranted. The company has a policy that limits cash severance to a reasonable basis, absent shareholder approval, and no significant concerns are identified with respect to equity award treatment.	Against	Against

## Global Voting Record

## ING GROEP NV

Meeting: Annual 4/22/24 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2A	Receive Report of Executive Board (Non-Voting)		Non Voting
Mgmt	2B	Receive Report of Supervisory Board (Non-Voting)		Non Voting
Mgmt	2C	Discussion on Company's Corporate Governance Structure		Non Voting
Mgmt	2D	Approve Remuneration Report	For	For
Mgmt	2E	Adopt Financial Statements and Statutory Reports	For	For
Mgmt	3A	Receive Explanation on Dividend and Distribution Policy		Non Voting
Mgmt	3B	Approve Dividends	For	For
Mgmt	4A	Approve Discharge of Executive Board	For	For
Mgmt	4B	Approve Discharge of Supervisory Board	For	For
Mgmt	5	Ratify Deloitte Accountants B.V. (Deloitte) as Auditors	For	For
Mgmt	6A	Approve Remuneration Policy of the Executive Board	For	For
Mgmt	6B	Approve Remuneration Policy of the Supervisory Board	For	For
Mgmt	7A	Reelect Juan Colombas to Supervisory Board	For	Against
Mgmt	7B	Reelect Herman Hulst to Supervisory Board	For	Against
Mgmt	7C	Reelect Harold Naus to Supervisory Board	For	Against
Mgmt	8A	Grant Board Authority to Issue Shares Up to 40 Percent of Issued Capital	For	For
Mgmt	8B	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
Mgmt	9	Authorize Repurchase of Up to 20 Percent of Issued Share Capital	For	For
Mgmt	10	Approve Cancellation of Repurchased Shares Pursuant to the Authority Under Item 9	For	For

## NEXTERA ENERGY PARTNERS LP

Meeting: Annual 4/22/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Susan D. Austin	For	For
Mgmt	1b	Elect Director Robert J. Byrne	For	For
Mgmt	1c	Elect Director John W. Ketchum Voter Rationale: A vote against is warranted due to ongoing insufficient independence on the board.	For	Against
Mgmt	1d	Elect Director Peter H. Kind	For	For
Mgmt	2	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation Voter Rationale: A vote against is warranted due to ongoing lack of disclosure on compensation arrangements and practices between the executives and the manager.	For	Against
Mgmt	4	Approve Omnibus Stock Plan	For	For

## SEABOARD CORPORATION

Meeting: Annual 4/22/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Ellen S. Bresky	For	Withhold
Mgmt	1.2	Elect Director David A. Adamsen	For	For
Mgmt	1.3	Elect Director Douglas W. Baena	For	Withhold
Mgmt	1.4	Elect Director Paul M. Squires	For	Withhold
Mgmt	1.5	Elect Director Frances B. Shifman	For	For
Mgmt	2	Ratify KPMG LLP as Auditors	For	For

## BEIJER REF AB

Meeting: Annual 4/23/24 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Madeleine Rydberger as Chairman of Meeting	For	For
Mgmt	2	Prepare and Approve List of Shareholders	For	For
Mgmt	3	Approve Agenda of Meeting	For	For
Mgmt	4	Designate Inspector(s) of Minutes of Meeting		Non Voting
Mgmt	5	Acknowledge Proper Convening of Meeting	For	For
Mgmt	6	Receive CEO's Report		Non Voting
Mgmt	7	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	8.a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	8.b	Approve Allocation of Income and Dividends of SEK 1.30 Per Share	For	For
Mgmt	8.c	Approve Remuneration Report	For	For
Mgmt	8.d.1	Approve Discharge of Kate Swann	For	For
Mgmt	8.d.2	Approve Discharge of Per Bertland	For	For
Mgmt	8.d.3	Approve Discharge of Nathalie Delbreuves	For	For
Mgmt	8.d.4	Approve Discharge of Albert Gustafsson	For	For
Mgmt	8.d.5	Approve Discharge of Kerstin Lindvall	For	For
Mgmt	8.d.6	Approve Discharge of Joen Magnusson	For	For
Mgmt	8.d.7	Approve Discharge of Frida Norrbom Sams	For	For
Mgmt	8.d.8	Approve Discharge of William Striebe	For	For
Mgmt	8.d.9	Approve Discharge of Christopher Norbye	For	For
Mgmt	9	Determine Number of Members (8) and Deputy Members of Board (0)	For	For
Mgmt	10	Approve Remuneration of Directors in the Amount of SEK 925 000 for Chairman and SEK 450 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	11	Approve Remuneration of Auditors	For	For
Mgmt	12.a	Reelect Per Bertland as Director	For	For
Mgmt	12.b	Reelect Nathalie Delbreuve as Director	For	For
Mgmt	12.c	Reelect Albert Gustafsson as Director	For	For
Mgmt	12.d	Reelect Kerstin Lindvall as Director	For	For
Mgmt	12.e	Reelect Joen Magnusson as Director	For	For
Mgmt	12.f	Reelect Frida Norrbom Sams as Director	For	For

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Mgmt	12.g	Reelect William Striebe as Director	For	For
Mgmt	12.h	Reelect Kate Swann as Director	For	For
Mgmt	12.i	Reelect Kate Swann as Board Chair	For	For
Mgmt	13	Ratify Deloitte as Auditors	For	For
Mgmt	14	Approve Nomination Committee Procedures Voter Rationale: A vote against is warranted due to the presence of more than one board member who is dependent on a major shareholder in the current committee.	For	Against
Mgmt	15	Approve Creation of Pool of Capital without Preemptive Rights	For	For
Mgmt	16.A	Approve Performance Share Matching Plan LTI 2024 for Key Employees Voter Rationale: A vote against items 16.A-16.C is warranted due to concerns with vesting periods.	For	Against
Mgmt	16.B	Approve Equity Plan Financing Through Acquisition and Transfer of Shares	For	Against
Mgmt	16.C	Approve Alternative Equity Plan Financing of LTI 2024 if Item 16.B is Not Approved	For	Against
Mgmt	17	Close Meeting		Non Voting

**BLACK HILLS CORPORATION**

Meeting:		Annual	4/23/24	USA		
Proposal Type	Proposal	Description	MRec	Vote		
Mgmt	1.1	Elect Director Linden R. Evans	For	Do Not Vote		
Mgmt	1.2	Elect Director Barry M. Granger	For	Do Not Vote		
Mgmt	1.3	Elect Director Tony A. Jensen	For	Do Not Vote		
Mgmt	1.4	Elect Director Steven R. Mills	For	Do Not Vote		
Mgmt	2	Ratify Deloitte & Touche LLP as Auditors	For	Do Not Vote		
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Do Not Vote		

**BRUNELLO CUCINELLI SPA**

Meeting: Annual/Special 4/23/24 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3.1	Approve Remuneration Policy	For	For
Mgmt	3.2	Approve Second Section of the Remuneration Report Voter Rationale: A vote against is warranted due to concerns with the limited disclosure of information on the short-long term incentive plan.	For	Against
Mgmt	4	Approve 2024-2026 Stock Grant Plan Voter Rationale: A vote against is warranted due to concerns with the lack of disclosure on performance targets.	For	Against
Mgmt	5	Approve Remuneration of Directors	For	For
Mgmt	6	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2022-2024 Stock Grant Plan and 2024-2026 Stock Grant Plan Voter Rationale: A vote against is warranted because the proposed buyback program is instrumental to the implementation of the 2022-2024 Stock Grant Plan and 2024-2026 Stock Grant Plan which have unaddressed shortcomings.	For	Against
Mgmt	1	Amend Company Bylaws Re: Articles 12 16 17 and 18	For	For

**CHARTER COMMUNICATIONS INC.**

Meeting: Annual 4/23/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Eric L. Zinterhofer Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Votes AGAINST are further warranted for incumbent compensation committee members W. Lance Conn, Gregory Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to an unmitigated pay-for-performance misalignment. A vote FOR the remaining director nominees is warranted.	For	Against
Mgmt	1b	Elect Director W. Lance Conn Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Votes AGAINST are further warranted for incumbent compensation committee members W. Lance Conn, Gregory Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to an unmitigated pay-for-performance misalignment. A vote FOR the remaining director nominees is warranted.	For	Against
Mgmt	1c	Elect Director Kim C. Goodman	For	For
Mgmt	1d	Elect Director Gregory B. Maffei Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Votes AGAINST are further warranted for incumbent compensation committee members W. Lance Conn, Gregory Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to an unmitigated pay-for-performance misalignment. A vote FOR the remaining director nominees is warranted.	For	Against
Mgmt	1e	Elect Director John D. Markley Jr.	For	For
Mgmt	1f	Elect Director David C. Merritt	For	For
Mgmt	1g	Elect Director James E. Meyer	For	For

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Mgmt	1h	Elect Director Steven A. Miron Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Votes AGAINST are further warranted for incumbent compensation committee members W. Lance Conn, Gregory Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to an unmitigated pay-for-performance misalignment. A vote FOR the remaining director nominees is warranted.	For	Against
Mgmt	1i	Elect Director Balan Nair	For	For
Mgmt	1j	Elect Director Michael A. Newhouse	For	For
Mgmt	1k	Elect Director Mauricio Ramos Voter Rationale: A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. Votes AGAINST are further warranted for incumbent compensation committee members W. Lance Conn, Gregory Maffei, Steven Miron, Mauricio Ramos, and Eric Zinterhofer due to an unmitigated pay-for-performance misalignment. A vote FOR the remaining director nominees is warranted.	For	Against
Mgmt	1l	Elect Director Carolyn J. Slaski	For	For
Mgmt	1m	Elect Director Christopher L. Winfrey	For	For
Mgmt	2	Amend Omnibus Stock Plan Voter Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): * The plan cost is excessive * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) * The plan permits liberal recycling of shares * The plan allows broad discretion to accelerate vesting	For	Against
Mgmt	3	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	For	For
Mgmt	4	Ratify KPMG LLP as Auditors	For	For
S/holder	5	Report on Lobbying Payments and Policy Voter Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying practices and policies, including its trade association memberships and payments, would benefit shareholders in assessing its management of related risks.	Against	For
S/holder	6	Report on Political Contributions and Expenditures Voter Rationale: A vote FOR this resolution is warranted, as increased disclosure of the company's political contributions could help shareholders more comprehensively evaluate the company's management of related risks and benefits.	Against	For



## Global Voting Record

## GOLDEN AGRI-RESOURCES LTD

Meeting: Annual 4/23/24 Mauritius

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Approve Directors' Fees	For	For
Mgmt	4	Elect Christian GH Gautier De Charnace as Director	For	For
Mgmt	5	Elect Willy Shee Ping Yah as Director	For	For
Mgmt	6	Elect Muktar Widjaja as Director	For	For
Mgmt	7	Approve Moore Stephens LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights Voter Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.	For	Against
Mgmt	9	Authorize Share Repurchase Program	For	For
Mgmt	10	Approve Renewal of Mandate for Interested Person Transactions	For	For

## HUTCHISON PORT HOLDINGS TRUST

Meeting: Annual 4/23/24 Singapore

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Trustee's Report Statement by the Manager Audited Financial Statements and Auditors' Report	For	For
Mgmt	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Directors of Trustee Manager to Fix Their Remuneration	For	For
Mgmt	3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For	For

## INFRASTRUTTURE WIRELESS ITALIANE SPA

Meeting: Annual 4/23/24 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3	Approve Remuneration Policy	For	For
Mgmt	4	Approve Second Section of the Remuneration Report	For	For
Mgmt	5	Adjust Remuneration of External Auditors	For	For
Mgmt	6	Approve KPMG SpA as Auditors and Authorize Board to Fix Their Remuneration	For	For
S/holder	7.1	Slate Submitted by Central Tower Holding Company BV Voter Rationale: A vote against is warranted because shareholders can only support one slate.	None	Against
S/holder	7.2	Slate Submitted by Daphne 3 SpA Voter Rationale: A vote against is required because shareholders can only support one slate.	None	Against
S/holder	7.3	Slate Submitted by Privilege-Amber Event Europe and Institutional Investors (Assogestioni) Voter Rationale: A vote in favour is warranted as shareholders can support only one slate. This slate has been proposed by a group of institutional investors and these nominees could therefore be the best positioned to represent the interests of minority shareholders and carryout effective oversight on the management's behaviour.	None	For
S/holder	7bis	Draw Female Candidates from Slate 2 to Allow Compliance with Gender Diversity Requirements Voter Rationale: A vote for is warranted as the proposal is aimed at complying with the gender balance requirements for the board of internal statutory auditors.	None	For
S/holder	8	Appoint Chairman of Internal Statutory Auditors Voter Rationale: A vote for is warranted because this is a non-contentious item.	None	For
S/holder	9	Approve Internal Auditors' Remuneration Voter Rationale: A vote for is warranted because the proposed remuneration has been disclosed, and no concerns have been noticed.	None	For

## ITAU UNIBANCO HOLDING SA

Meeting: Annual 4/23/24 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	As a Preferred Shareholder Would You like to Request a Separate Minority Election of a Member of the Board of Directors Under the Terms of Article 141 of the Brazilian Corporate Law? Voter Rationale: A vote against is warranted as no preferred minority nominee has been disclosed at the time of voting.	None	Against
S/holder	2	Elect Igor Barenboim as Fiscal Council Member and Rene Guimaraes Andrich as Alternate Appointed by Preferred Shareholder Voter Rationale: A vote for this item is warranted as there are no known concerns regarding the proposed minority nominees.	None	For

## JONJEE HI-TECH INDUSTRIAL &amp; COMMERCIAL HOLDING CO. LTD.

Meeting: Annual 4/23/24 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Report of the Board of Directors	For	For
Mgmt	2	Approve Report of the Board of Supervisors	For	For
Mgmt	3	Approve Financial Statements	For	For
Mgmt	4	Approve Financial Budget Report Voter Rationale: A vote AGAINST is warranted due to lack of disclosure.	For	Against
Mgmt	5	Approve Profit Distribution	For	For
Mgmt	6	Approve to Appoint Auditor	For	For
Mgmt	7	Approve Draft and Summary of Performance Share Incentive Plan Voter Rationale: A vote AGAINST is warranted because directors eligible to receive performance shares under the scheme are involved in the administration of the scheme.	For	Against
Mgmt	8	Approve Measures for the Administration of Performance Share Incentive Plan Voter Rationale: A vote AGAINST is warranted because directors eligible to receive performance shares under the scheme are involved in the administration of the scheme.	For	Against
Mgmt	9	Approve Measures for the Implementation and Assessment Management of Performance Share Incentive Plan Voter Rationale: A vote AGAINST is warranted because directors eligible to receive performance shares under the scheme are involved in the administration of the scheme.	For	Against
Mgmt	10	Approve Authorization of the Board to Handle All Matters Related to the Performance Share Incentive Plan Voter Rationale: A vote AGAINST is warranted because directors eligible to receive performance shares under the scheme are involved in the administration of the scheme.	For	Against
Mgmt	11	Approve Strategic Planning Scheme for the Next Three Years	For	For
Mgmt	12	Approve Related Party Transaction	For	For
Mgmt	13	Approve Shareholder Return Plan	For	For
Mgmt	14	Amend the Implementation Rules for the Cumulative Voting System Voter Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.	For	Against
Mgmt	15	Amend Working System for Independent Directors Voter Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.	For	Against
Mgmt	16	Approve Annual Report and Summary	For	For

## L'OREAL SA

Meeting: Annual/Special 4/23/24 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of EUR 6.60 per Share and an Extra of EUR 0.66 per Share to Long Term Registered Shares	For	For
Mgmt	4	Elect Jacques Ripoll as Director	For	For
Mgmt	5	Reelect Beatrice Guillaume-Grabisch as Director	For	For
Mgmt	6	Reelect Ilham Kadri as Director	For	For
Mgmt	7	Reelect Jean-Victor Meyers as Director	For	For
Mgmt	8	Reelect Nicolas Meyers as Director	For	For
Mgmt	9	Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	For	For
Mgmt	10	Appoint Ernst & Young Audit as Auditor Responsible for Certifying Sustainability Information	For	For
Mgmt	11	Approve Compensation Report of Corporate Officers	For	For
Mgmt	12	Approve Compensation of Jean-Paul Agon Chairman of the Board	For	For
Mgmt	13	Approve Compensation of Nicolas Hieronimus CEO	For	For
Mgmt	14	Approve Remuneration Policy of Directors	For	For
Mgmt	15	Approve Remuneration Policy of Chairman of the Board	For	For
Mgmt	16	Approve Remuneration Policy of CEO	For	For
Mgmt	17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	19	Authorize up to 0.6 Percent of Issued Capital for Use in Restricted Stock Plans	For	For
Mgmt	20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
Mgmt	21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For
Mgmt	22	Authorize Filing of Required Documents/Other Formalities	For	For

## REPLY SPA

Meeting: Annual		4/23/24	Italy		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1a	Accept Financial Statements and Statutory Reports	For	For	
Mgmt	1b	Approve Allocation of Income	For	For	
S/holder	2a	Fix Number of Directors and Duration of Their Term Voter Rationale: A vote for is warranted as the proposed board size has been disclosed and no concerns have been noticed	None	For	
S/holder	2b.1	Slate 1 Submitted by Alika Srl Voter Rationale: A vote against is warranted as Slate 2 is better positioned to represent the long-term interests of minority shareholders and carry out an independent oversight of the management's action.	None	Against	
S/holder	2b.2	Slate 2 Submitted by Institutional Investors (Assogestioni) Voter Rationale: A vote for Slate 2 is warranted as it is better positioned to represent the long-term interests of minority shareholders and carry out an independent oversight of the management's action.	None	For	
S/holder	2c	Elect Mario Rizzante as Board Chair Voter Rationale: A vote against is warranted as it would perpetuate the combination of the roles of board chairman and CEO in one person.	None	Against	
S/holder	2d	Approve Remuneration of Directors Voter Rationale: A vote for is warranted as no concerns have been noticed.	None	For	
S/holder	3a.1	Slate 1 Submitted by Alika Srl Voter Rationale: A vote against is warranted as Slate 2 is better positioned to represent the long-term interests of minority shareholders and carry out an independent oversight of the management's action.	None	Against	
S/holder	3a.2	Slate 2 Submitted by Institutional Investors (Assogestioni) Voter Rationale: A vote for Slate 2 is warranted as it is better positioned to represent the long-term interests of minority shareholders and carry out an independent oversight of the management's action.	None	For	
S/holder	3b	Approve Internal Auditors' Remuneration Voter Rationale: A vote for is warranted as no concerns have been noticed.	None	For	
Mgmt	4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For	
Mgmt	5a	Approve Remuneration Policy Voter Rationale: A vote against items 5a and 5b is warranted as the company lacks sufficient information in relation to remuneration.	For	Against	
Mgmt	5b	Approve Second Section of the Remuneration Report	For	Against	

## Global Voting Record

## RPC INC.

Meeting: Annual 4/23/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Gary W. Rollins	For	Withhold
Mgmt	1.2	Elect Director Richard A. Hubbell	For	Withhold
Mgmt	1.3	Elect Director John F. Wilson	For	Withhold
Mgmt	2	Ratify Grant Thornton LLP as Auditors	For	For
Mgmt	3	Approve Omnibus Stock Plan	For	Against

## SEMBCORP INDUSTRIES LTD.

Meeting: Annual 4/23/24 Singapore

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Financial Statements and Directors' and Auditors' Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Elect Lim Ming Yan as Director	For	For
Mgmt	4	Elect Josephine Kwa Lay Keng as Director	For	For
Mgmt	5	Elect Wong Kim Yin as Director	For	For
Mgmt	6	Elect Kunnasagaran Chinniah as Director	For	For
Mgmt	7	Elect Marina Chin Li Yuen as Director	For	For
Mgmt	8	Elect Ong Chao Choon as Director	For	For
Mgmt	9	Approve Directors' Fees	For	For
Mgmt	10	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	11	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For	For
Mgmt	12	Approve Grant of Awards and Issuance of Shares Under the Sembcorp Industries Share Plans	For	For
Mgmt	13	Approve Renewal of Mandate for Interested Person Transactions	For	For
Mgmt	14	Authorize Share Repurchase Program	For	For

## VITEC SOFTWARE GROUP AB

Meeting: Annual 4/23/24 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Elect Lars Stenlund as Chairman of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders	For	For
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5	Designate Inspector(s) of Minutes of Meeting	For	For
Mgmt	6	Acknowledge Proper Convening of Meeting	For	For
Mgmt	7	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	8	Accept Financial Statements and Statutory Reports	For	For
Mgmt	9	Approve Allocation of Income and Dividends of SEK 3.00 Per Share	For	For

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Mgmt	10.a	Approve Discharge of Lars Stenlund	For	For
Mgmt	10.b	Approve Discharge of Anna Valtonen	For	For
Mgmt	10.c	Approve Discharge of Birgitta Johansson-Hedberg	For	For
Mgmt	10.d	Approve Discharge of Jan Friedman	For	For
Mgmt	10.e	Approve Discharge of Kaj Sandart	For	For
Mgmt	10.f	Approve Discharge of Malin Ruijsenaars	For	For
Mgmt	10.g	Approve Discharge of CEO Olle Backman	For	For
Mgmt	11.1	Determine Number of Members (6) and Deputy Members (0) of Board	For	For
Mgmt	11.2	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
Mgmt	12.1	Approve Remuneration of Directors in the Amount of SEK 710 000 for Chairman and SEK 250 000 for Other Directors	For	For
Mgmt	12.2	Approve Remuneration of Auditors	For	For
Mgmt	13.a	Reelect Lars Stenlund as Director	For	For
Mgmt	13.b	Reelect Anna Valtonen as Director	For	For
Mgmt	13.c	Reelect Birgitta Johansson-Hedberg as Director	For	For
Mgmt	13.d	Reelect Jan Friedman as Director	For	For
Mgmt	13.e	Reelect Kaj Sandart as Director	For	For
Mgmt	13.f	Reelect Malin Ruijsenaars as Director	For	For
Mgmt	13.g	Reelect Lars Stenlund as Board Chair	For	For
Mgmt	14.1	Ratify Deloitte AB as Auditors Voter Rationale: A vote against is warranted due to lack of rationale and justification for the change.	For	Against
Mgmt	15	Approve Remuneration Report	For	For
Mgmt	16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
Mgmt	17	Authorize Chairman of Board and Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	For	For
Mgmt	18	Approve Issuance of up to 2.5 Million Class B Shares without Preemptive Rights	For	For
Mgmt	19.A	Approve Share Savings Program 2024	For	For
Mgmt	19.B	Approve Performance Share Plan 2024	For	For
Mgmt	19.C	Approve Equity Plan Financing Through Repurchase of Own Shares	For	For
Mgmt	19.D	Approve Equity Plan Financing Through Transfer of Shares	For	For
Mgmt	19.E	Approve Equity Plan Financing Through Transfer of Shares to Secure Payment of Social Security Contributions and Occupational Pension	For	For
Mgmt	19.F	Approve Alternative Equity Plan Financing Through Equity Swap Agreement with Third Party	For	For
Mgmt	20	Close Meeting		Non Voting

WEG SA

<b>Meeting:</b>		<b>Annual</b>	<b>4/23/24</b>	<b>Brazil</b>		
Proposal Type	Proposal	Description	MRec	Vote		
Mgmt	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31 2023	For	For		
Mgmt	2	Approve Capital Budget Allocation of Income and Dividends	For	For		
Mgmt	3	Approve Classification of Dan Ioschpe as Independent Director Voter Rationale: A vote against is warranted due to concerns with the impact of the extended tenure of the director on their independence status.	For	Against		
Mgmt	4	Approve Classification of Tania Conte Cosentino as Independent Director	For	For		

Mgmt	5	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? Voter Rationale: A vote to abstain for items 5, 6, 9 and 10.1-10.7 is warranted due to insufficient information being disclosed by the company ahead of the AGM.	None	Abstain
Mgmt	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
Mgmt	7	Elect Directors Voter Rationale: A vote against is warranted because the company has bundled the election of directors under a single item preventing shareholders from voting individually on each nominee.	For	Against
Mgmt	8	In Case There is Any Change to the Board Slate Composition May Your Votes Still be Counted for the Proposed Slate? Voter Rationale: A vote against is warranted due to insufficient information being disclosed by the company ahead of the AGM.	None	Against
Mgmt	9	In Case Cumulative Voting Is Adopted Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	None	Abstain
Mgmt	10.1	Percentage of Votes to Be Assigned - Elect Dan Ioschpe as Independent Director	None	Abstain
Mgmt	10.2	Percentage of Votes to Be Assigned - Elect Decio da Silva as Director	None	Abstain
Mgmt	10.3	Percentage of Votes to Be Assigned - Elect Harry Schmelzer Junior as Director	None	Abstain
Mgmt	10.4	Percentage of Votes to Be Assigned - Elect Martin Werninghaus as Director	None	Abstain
Mgmt	10.5	Percentage of Votes to Be Assigned - Elect Nildemar Secches as Director	None	Abstain
Mgmt	10.6	Percentage of Votes to Be Assigned - Elect Sergio Luiz Silva Schwartz as Director	None	Abstain
Mgmt	10.7	Percentage of Votes to Be Assigned - Elect Tania Conte Cosentino as Independent Director	None	Abstain
Mgmt	11	Approve Remuneration of Company's Management Voter Rationale: A vote against is warranted due to concerns with the significant year-over-year increase proposed for the global remuneration cap.	For	Against
Mgmt	12	Elect Fiscal Council Members Voter Rationale: An abstain vote is warranted for the management's fiscal council nominees to allow minority shareholders to concentrate their votes on the election of a minority fiscal council candidate, as further discussed under Item 14 of this meeting agenda.	For	Abstain
Mgmt	13	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? Voter Rationale: A vote against is warranted due to insufficient information being disclosed by the company ahead of the AGM.	None	Against
S/holder	14	Elect Lucia Maria Martins Casasanta as Fiscal Council Member and Silvia Maura Rodrigues Pereira as Alternate Appointed by Minority Shareholder Voter Rationale: A vote for is warranted because there are no known concerns regarding the proposed minority nominees.	None	For
Mgmt	15	Approve Remuneration of Fiscal Council Members	For	For
Mgmt	16	Designate Newspapers to Publish Company's Legal Announcements	For	For



**Global Voting Record**

**WEG SA**

Meeting: **Extraordinary Sh: 4/23/24** **Brazil**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Authorize Capitalization of Reserves Without Issuance of Shares and Amend Article 5 Accordingly	For	For

**A2A SPA**

Meeting: **Annual** **4/24/24** **Italy**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3	Approve Remuneration Policy	For	For
Mgmt	4	Approve Second Section of the Remuneration Report	For	For
Mgmt	5	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For

## ABN AMRO BANK NV

Meeting: Annual 4/24/24 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2.a	Receive Report of Executive Board (Non-Voting)		Non Voting
Mgmt	2.b	Receive Report of Supervisory Board (Non-Voting)		Non Voting
Mgmt	2.c	Receive Presentation of the Employee Council		Non Voting
Mgmt	2.d	Discussion on Company's Corporate Governance Structure		Non Voting
Mgmt	2.e	Approve Remuneration Report	For	For
Mgmt	2.f	Receive Presentation of the Auditor		Non Voting
Mgmt	2.g	Adopt Financial Statements and Statutory Reports	For	For
Mgmt	3.a	Receive Explanation on Company's Reserves and Dividend Policy		Non Voting
Mgmt	3.b	Approve Dividends	For	For
Mgmt	4.a	Approve Discharge of Executive Board	For	For
Mgmt	4.b	Approve Discharge of Supervisory Board	For	For
Mgmt	5.a	Receive Auditor's Report (Non-Voting)		Non Voting
Mgmt	5.b	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors	For	For
Mgmt	6.a	Amend Remuneration Policy of the Supervisory Board	For	For
Mgmt	6.b	Approve Remuneration Policy of the Executive Board	For	For
Mgmt	7.a	Announce Vacancies on the Supervisory Board		Non Voting
Mgmt	7.b	Opportunity to Make Recommendations		Non Voting
Mgmt	7.c	Opportunity for Employees Council to Explain the Position Statements		Non Voting
Mgmt	7.d.1	Reelect Laetitia Griffith to Supervisory Board	For	For
Mgmt	7.d.2	Reelect Arjen Dorland to Supervisory Board	For	For
Mgmt	8.a	Announce Intention to Reappoint Robert Swaak as Member of the Executive Board with the Title Chief Executive Officer (CEO)		Non Voting
Mgmt	8.b	Announce Intention to Appoint Caroline Oosterloo - van 't Hoff as Interim Member of the Executive Board with the Title Chief Risk Officer (CRO)		Non Voting
Mgmt	9.a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	For	For
Mgmt	9.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
Mgmt	9.c	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	10	Approve Cancellation of Shares	For	For
Mgmt	11	Close Meeting		Non Voting

## Global Voting Record

## APTIV PLC

Meeting: Annual 4/24/24 Jersey

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Kevin P. Clark	For	For
Mgmt	1b	Elect Director Nancy E. Cooper	For	For
Mgmt	1c	Elect Director Joseph L. (Jay) Hooley	For	For
Mgmt	1d	Elect Director Vasumati P. (Vasu) Jakkal	For	For
Mgmt	1e	Elect Director Merit E. Janow	For	For
Mgmt	1f	Elect Director Sean O. Mahoney	For	For
Mgmt	1g	Elect Director Paul M. Meister	For	For
Mgmt	1h	Elect Director Robert K. (Kelly) Ortberg	For	For
Mgmt	1i	Elect Director Colin J. Parris	For	For
Mgmt	1j	Elect Director Ana G. Pinczuk	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Approve Omnibus Stock Plan	For	For
Mgmt	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	5	Advisory Vote on Say on Pay Frequency	One Year	One Year

## ARYZTA AG

Meeting: Annual 4/24/24 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Share Re-registration Consent	For	For
Mgmt	1.1	Approve Transfer of CHF 823 Million from Free Reserves to Legal Reserves from Capital Contribution and CHF 1.1 Billion from Free Reserves to Legal Reserves from Foreign Capital Contribution	For	For
Mgmt	1.2	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.3	Approve Sustainability Report	For	For
Mgmt	1.4	Approve Remuneration Report	For	For
Mgmt	2	Approve Treatment of Net Loss	For	For
Mgmt	3	Approve Discharge of Board of Directors	For	For
Mgmt	4.1.1	Reelect Urs Jordi as Director and Board Chair	For	For
Mgmt	4.1.2	Reelect Heiner Kamps as Director	For	For
Mgmt	4.1.3	Reelect Helene Weber-Dubi as Director	For	For
Mgmt	4.1.4	Reelect Alejandro Zaragueeta as Director	For	For
Mgmt	4.1.5	Elect Cornelia Gehrig as Director	For	For
Mgmt	4.2.1	Reappoint Heiner Kamps as Member of the Compensation Committee	For	For
Mgmt	4.2.2	Reappoint Helene Weber-Dubi as Member of the Compensation Committee	For	For
Mgmt	4.2.3	Appoint Cornelia Gehrig as Member of the Compensation Committee	For	For
Mgmt	4.3	Ratify Ernst & Young AG as Auditors	For	For
Mgmt	4.4	Designate Patrick O'Neill as Independent Proxy	For	For
Mgmt	5.1.1	Approve Remuneration of Directors in the Amount of CHF 1.2 Million for the Period from 2024 AGM to 2025 AGM	For	For
Mgmt	5.1.2	Approve Remuneration of Directors in the Amount of CHF 300 000 for the Period from Dec. 1 2023 until 2024 AGM	For	For
Mgmt	5.2	Approve Remuneration of Executive Committee in the Amount of CHF 12 Million	For	For
Mgmt	6.1	Amend Corporate Purpose	For	For
Mgmt	6.2	Amend Articles Re: Shares and Share Register; Place of Jurisdiction	For	For
Mgmt	6.3	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings)	For	For
Mgmt	6.4	Amend Articles Re: Board of Directors; Compensation; External Mandates for Members of the Board of Directors and Executive Committee	For	For
Mgmt	7.1	Approve Creation of Capital Band within the Upper Limit of CHF 21.8 Million and the Lower Limit of CHF 17.9 Million with or without Exclusion of Preemptive Rights	For	For
Mgmt	7.2	Amend Articles Re: Conditional Capital; Exclusion of Subscription Rights	For	For
Mgmt	8	Transact Other Business (Voting) Voter Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.	For	Against

## ASML HOLDING NV

Meeting: Annual 4/24/24 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Discuss the Company's Business Financial Situation and ESG Sustainability		Non Voting
Mgmt	2	Discuss the Company's Business Financial Situation and ESG Sustainability		Non Voting
Mgmt	3a	Approve Remuneration Report	For	For
Mgmt	3a	Approve Remuneration Report	For	For
Mgmt	3b	Adopt Financial Statements and Statutory Reports	For	For
Mgmt	3b	Adopt Financial Statements and Statutory Reports	For	For
Mgmt	3c	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code		Non Voting
Mgmt	3c	Discussion on Company's Corporate Governance Structure and Compliance with the Corporate Governance Code		Non Voting
Mgmt	3d	Receive Explanation on Company's Reserves and Dividend Policy		Non Voting
Mgmt	3d	Receive Explanation on Company's Reserves and Dividend Policy		Non Voting
Mgmt	3e	Approve Dividends	For	For
Mgmt	3e	Approve Dividends	For	For
Mgmt	4a	Approve Discharge of Management Board	For	For
Mgmt	4a	Approve Discharge of Management Board	For	For
Mgmt	4b	Approve Discharge of Supervisory Board	For	For
Mgmt	4b	Approve Discharge of Supervisory Board	For	For
Mgmt	5	Approve Number of Shares for Management Board	For	For
Mgmt	5	Approve Number of Shares for Management Board	For	For
Mgmt	6a	Announce Intention to Reappoint C.D. Fouquet to Management Board		Non Voting
Mgmt	6a	Announce Intention to Reappoint C.D. Fouquet to Management Board		Non Voting
Mgmt	6b	Announce Intention to Reappoint J.P. Koonmen to Management Board		Non Voting
Mgmt	6b	Announce Intention to Reappoint J.P. Koonmen to Management Board		Non Voting
Mgmt	7a	Discuss Updated Profile of the Supervisory Board		Non Voting
Mgmt	7a	Discuss Updated Profile of the Supervisory Board		Non Voting
Mgmt	7b	Reelect A.P. Aris to Supervisory Board	For	For
Mgmt	7b	Reelect A.P. Aris to Supervisory Board	For	For
Mgmt	7c	Reelect D.M. Durcan to Supervisory Board	For	For
Mgmt	7c	Reelect D.M. Durcan to Supervisory Board	For	For
Mgmt	7d	Reelect D.W.A. East to Supervisory Board	For	For
Mgmt	7d	Reelect D.W.A. East to Supervisory Board	For	For
Mgmt	7e	Discuss Composition of the Supervisory Board		Non Voting
Mgmt	7e	Discuss Composition of the Supervisory Board		Non Voting

**Global Voting Record**

Mgmt	8a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	For	For
Mgmt	8a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	For	For
Mgmt	8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
Mgmt	8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
Mgmt	9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	10	Authorize Cancellation of Repurchased Shares	For	For
Mgmt	10	Authorize Cancellation of Repurchased Shares	For	For
Mgmt	11	Other Business (Non-Voting)		Non Voting
Mgmt	11	Other Business (Non-Voting)		Non Voting
Mgmt	12	Close Meeting		Non Voting
Mgmt	12	Close Meeting		Non Voting

## ASSA ABLOY AB

Meeting: Annual		4/24/24	Sweden		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Open Meeting			Non Voting
Mgmt	2	Elect Chairman of Meeting	For		For
Mgmt	3	Prepare and Approve List of Shareholders			Non Voting
Mgmt	4	Approve Agenda of Meeting	For		For
Mgmt	5	Designate Inspector(s) of Minutes of Meeting	For		For
Mgmt	6	Acknowledge Proper Convening of Meeting	For		For
Mgmt	7	Receive President's Report			Non Voting
Mgmt	8.a	Receive Financial Statements and Statutory Reports			Non Voting
Mgmt	8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management			Non Voting
Mgmt	8.c	Receive Board's Report			Non Voting
Mgmt	9.a	Accept Financial Statements and Statutory Reports	For		For
Mgmt	9.b	Approve Allocation of Income and Dividends of SEK 5.40 Per Share	For		For
Mgmt	9.c	Approve Discharge of Board and President	For		For
Mgmt	10	Determine Number of Members (8) and Deputy Members (0) of Board	For		For
Mgmt	11.a	Approve Remuneration of Directors in the Amount of SEK 3.2 Million for Chair SEK 1.2 Million for Vice Chair and SEK 935 000 for Other Directors; Approve Remuneration for Committee Work	For		For
Mgmt	11.b	Approve Remuneration of Auditors	For		For
Mgmt	12	Reelect Johan Hjertonsson (Chairman) Carl Douglas (Vice Chairman) Erik Ekudden Sofia Schorling Hogberg Lena Olving Victoria Van Camp Joakim Weidemanis and Susanne Pahlen Aklundh as Directors	For		For
Mgmt	13	Ratify Ernst & Young as Auditors	For		For
Mgmt	14	Approve Remuneration Report	For		For
Mgmt	15	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	For		For
Mgmt	16	Approve Performance Share Matching Plan LTI 2024 for Senior Executives and Key Employees	For		For
Mgmt	17	Close Meeting			Non Voting

## ATLAS COPCO AB

Meeting: Annual		4/24/24	Sweden		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Opening of Meeting; Elect Chairman of Meeting	For		For
Mgmt	2	Prepare and Approve List of Shareholders	For		For
Mgmt	3	Approve Agenda of Meeting	For		For
Mgmt	4	Designate Inspector(s) of Minutes of Meeting	For		For
Mgmt	5	Acknowledge Proper Convening of Meeting	For		For
Mgmt	6	Receive Financial Statements and Statutory Reports			Non Voting
Mgmt	7	Receive CEO's Report			Non Voting
Mgmt	8.a	Accept Financial Statements and Statutory Reports	For		For

## Global Voting Record

Mgmt	8.b1	Approve Discharge of Jumana Al Sibai	For	For
Mgmt	8.b2	Approve Discharge of Staffan Bohman	For	For
Mgmt	8.b3	Approve Discharge of Johan Forssell	For	For
Mgmt	8.b4	Approve Discharge of Helene Mellquist	For	For
Mgmt	8.b5	Approve Discharge of Anna Ohlsson-Leijon	For	For
Mgmt	8.b6	Approve Discharge of Mats Rahmstrom	For	For
Mgmt	8.b7	Approve Discharge of Gordon Riske	For	For
Mgmt	8.b8	Approve Discharge of Hans Straberg	For	For
Mgmt	8.b9	Approve Discharge of Peter Wallenberg Jr	For	For
Mgmt	8.b10	Approve Discharge of Mikael Bergstedt	For	For
Mgmt	8.b11	Approve Discharge of Benny Larsson	For	For
Mgmt	8.b12	Approve Discharge of CEO Mats Rahmstrom	For	For
Mgmt	8.c	Approve Allocation of Income and Dividends of SEK 2.80 Per Share	For	For
Mgmt	8.d	Approve Record Date for Dividend Payment	For	For
Mgmt	9.a	Determine Number of Members (9) and Deputy Members of Board (0)	For	For
Mgmt	9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
Mgmt	10.a1	Reelect Juman Al Sibai as Director	For	For
Mgmt	10.a2	Reelect Johan Forssell as Director	For	For
Mgmt	10.a3	Reelect Helene Mellquist as Director	For	For
Mgmt	10.a4	Reelect Anna Ohlsson-Leijon as Director	For	For
Mgmt	10.a5	Reelect Gordon Riske as Director	For	For
Mgmt	10.a6	Reelect Hans Straberg as Director	For	For
Mgmt	10.a7	Reelect Peter Wallenberg Jr as Director	For	For
Mgmt	10.b1	Elect Vagner Rego as New Director	For	For
Mgmt	10.b2	Elect Karin Radstrom as New Director	For	For
Mgmt	10.c	Reelect Hans Straberg as Board Chair	For	For
Mgmt	10.d	Ratify Ernst & Young as Auditors	For	For
Mgmt	11.a	Approve Remuneration of Directors in the Amount of SEK 3.42 Million to Chair and SEK 1.1 Million to Other Directors; Approve Remuneration for Committee Work; Approve Delivering Part of Remuneration in form of Synthetic Shares	For	For
Mgmt	11.b	Approve Remuneration of Auditors	For	For
Mgmt	12.a	Approve Remuneration Report	For	For
Mgmt	12.b	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
Mgmt	12.c	Approve Stock Option Plan 2024 for Key Employees	For	For
Mgmt	13.a	Acquire Class A Shares Related to Personnel Option Plan	For	For
Mgmt	13.b	Acquire Class A Shares Related to Remuneration of Directors in the Form of Synthetic Shares	For	For
Mgmt	13.c	Transfer Class A Shares Related to Personnel Option Plan for 2024	For	For
Mgmt	13.d	Sell Class A Shares to Cover Costs Related to Synthetic Shares to the Board	For	For
Mgmt	13.e	Sell Class A to Cover Costs in Relation to the Personnel Option Plans for 2017 2018 2019 2020 and 2021	For	For
Mgmt	14	Close Meeting		Non Voting



**BACHEM HOLDING AG**

Meeting: Annual 4/24/24 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Share Re-registration Consent	For	For
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Remuneration Report Voter Rationale: A vote against is warranted due to concerns with the limited disclosure on executive remuneration.	For	Against
Mgmt	1.3	Approve Sustainability Report	For	For
Mgmt	2	Approve Discharge of Board and Senior Management	For	For
Mgmt	3	Approve Allocation of Income and Dividends of CHF 0.40 per Share and CHF 0.40 per Share from Capital Contribution Reserves	For	For
Mgmt	4.1	Approve Remuneration of Directors in the Amount of CHF 650 000	For	For
Mgmt	4.2	Approve Remuneration of Executive Committee in the Amount of CHF 2.5 Million	For	For
Mgmt	5.1	Reelect Kuno Sommer as Director and Board Chair Voter Rationale: A vote against is warranted for items 5.1-6.3 due to concerns with the absence of independent directors on the board.	For	Against
Mgmt	5.2	Reelect Nicole Hoetzer as Director	For	Against
Mgmt	5.3	Reelect Helma Wennemers as Director	For	Against
Mgmt	5.4	Reelect Steffen Lang as Director	For	Against
Mgmt	5.5	Reelect Alex Faessler as Director	For	Against
Mgmt	6.1	Reappoint Kuno Sommer as Member of the Compensation Committee	For	Against
Mgmt	6.2	Reappoint Nicole Hoetzer as Member of the Compensation Committee	For	Against
Mgmt	6.3	Reappoint Alex Faessler as Member of the Compensation Committee	For	Against
Mgmt	7	Ratify MAZARS SA as Auditors	For	For
Mgmt	8	Designate Paul Wiesli as Independent Proxy	For	For
Mgmt	9	Transact Other Business (Voting) Voter Rationale: A vote against is warranted due to limited information related to the item being disclosed ahead of the AGM.	For	Against

**BALL CORPORATION**

Meeting: Annual 4/24/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director John A. Bryant	For	For
Mgmt	1b	Elect Director Michael J. Cave	For	For
Mgmt	1c	Elect Director Daniel W. Fisher	For	For
Mgmt	1d	Elect Director Pedro Henrique Mariani	For	For
Mgmt	1e	Elect Director Cathy D. Ross	For	For
Mgmt	1f	Elect Director Betty J. Sapp	For	For
Mgmt	1g	Elect Director Stuart A. Taylor II	For	For
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

**BANK OF AMERICA CORPORATION**

Meeting: Annual 4/24/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Sharon L. Allen	For	For
Mgmt	1b	Elect Director Jose (Joe) E. Almeida	For	For
Mgmt	1c	Elect Director Pierre J.P. de Weck	For	For
Mgmt	1d	Elect Director Arnold W. Donald	For	For
Mgmt	1e	Elect Director Linda P. Hudson	For	For
Mgmt	1f	Elect Director Monica C. Lozano	For	For
Mgmt	1g	Elect Director Brian T. Moynihan	For	For
Mgmt	1h	Elect Director Lionel L. Nowell III	For	For
Mgmt	1i	Elect Director Denise L. Ramos	For	For
Mgmt	1j	Elect Director Clayton S. Rose	For	For
Mgmt	1k	Elect Director Michael D. White	For	For
Mgmt	1l	Elect Director Thomas D. Woods	For	For
Mgmt	1m	Elect Director Maria T. Zuber	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	4	Amend Omnibus Stock Plan Voter Rationale: A vote against is warranted due to concerns with the structure and cost of the proposed plan.	For	Against
S/holder	5	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views Voter Rationale: A vote against is warranted as the company provides adequate disclosures related to its commitment to not discriminate against customers.	Against	Against
S/holder	6	Report on Climate Lobbying Voter Rationale: A vote for this proposal is warranted as additional disclosure would help shareholders better evaluate how the company is addressing any misalignments between its direct and indirect lobbying activities and its public commitment to achieve net zero emissions by 2050.	Against	For
S/holder	7	Report on Clean Energy Supply Financing Ratio Voter Rationale: A vote for is warranted as measuring and disclosing this statistic will give shareholders increased information on how the bank is progressing on its goal to align its financing activities with a net zero by 2050 pathway.	Against	For
S/holder	8	Provide Right to Act by Written Consent Voter Rationale: A vote against is warranted as the company's existing governance practices, most notably a robust special meeting right, provide an effective counterbalance to the absence of a meaningful right to act by written consent.	Against	Against
S/holder	9	Require Independent Board Chair Voter Rationale: A vote for is warranted as shareholders would benefit from more independent oversight in the form of an independent chair.	Against	For
S/holder	10	Improve Executive Compensation Program and Policy Voter Rationale: A vote against is warranted as given the company's current processes and programs, it is not clear that the request to include the CEO pay ratio factor would improve the company's existing executive compensation program.	Against	Against

**BORGWARNER INC.**

Meeting: Annual 4/24/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1A	Elect Director Sara A. Greenstein	For	For
Mgmt	1B	Elect Director Michael S. Hanley	For	For
Mgmt	1C	Elect Director Frederic B. Lissalde	For	For
Mgmt	1D	Elect Director Shaun E. McAlmont	For	For
Mgmt	1E	Elect Director Deborah D. McWhinney	For	For
Mgmt	1F	Elect Director Alexis P. Michas	For	For
Mgmt	1G	Elect Director Sailaja K. Shankar	For	For
Mgmt	1H	Elect Director Hau N. Thai-Tang	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

**CARMILA SA**

Meeting: Annual/Special 4/24/24 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of EUR 1.20 per Share	For	For
Mgmt	4	Ratify Change Location of Registered Office to 25 rue d Astorg 75008 Paris	For	For
Mgmt	5	<p>Reelect Marie Cheval as Director</p> <p>Voter Rationale: * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Marie Cheval is warranted (Item 5). * Votes FOR the (re)elections of the other independent and non-independent nominees are warranted given the satisfactory level of board independence (including all board members: 58.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 58.3 percent vs 50 percent recommended) and the absence of specific concerns (Items 6-9).</p>	For	Against
Mgmt	6	Reelect Olivier Lecomte as Director	For	For
Mgmt	7	Reelect Nadra Moussalem as Director	For	For
Mgmt	8	Reelect Laurent Vallee as Director	For	For
Mgmt	9	Ratify Appointment of Caroline Dassie as Director	For	For
Mgmt	10	Approve Compensation Report of Corporate Officers	For	For
Mgmt	11	<p>Approve Compensation of Marie Cheval Chairman and CEO</p> <p>Voter Rationale: A vote AGAINST the Chair/CEO's remuneration report is warranted as (Item 11): * The 2023 LTIP grant exceeds the cap provided for by the remuneration policy. * The company does not disclose the detailed vesting scale of the performance conditions of the granted LTIP. A vote AGAINST the Vice-CEO's remuneration report is warranted as (Item 12): * The 2023 LTIP grant exceeds the cap provided for by the remuneration policy. * The company does not disclose the detailed vesting scale of the performance conditions of the granted LTIP. * The company does not disclose the vesting level or the achievement of the performance conditions of the LTIP which performance period ended in 2023.</p>	For	Against

Mgmt	12	<p>Approve Compensation of Sebastien Vanhoove Vice-CEO  Voter Rationale: A vote AGAINST the Chair/CEO's remuneration report is warranted as (Item 11): * The 2023 LTIP grant exceeds the cap provided for by the remuneration policy. * The company does not disclose the detailed vesting scale of the performance conditions of the granted LTIP. A vote AGAINST the Vice-CEO's remuneration report is warranted as (Item 12): * The 2023 LTIP grant exceeds the cap provided for by the remuneration policy. * The company does not disclose the detailed vesting scale of the performance conditions of the granted LTIP. * The company does not disclose the vesting level or the achievement of the performance conditions of the LTIP which performance period ended in 2023.</p>	For	Against
Mgmt	13	<p>Approve Remuneration Policy of Chairman and CEO  Voter Rationale: A vote AGAINST the CEO's remuneration policy is warranted as (Item 13): * The company fails to disclose a compelling rationale for the base salary increase. * The company fails to disclose the detail of performance criteria, vesting periods and vesting scales for the LTIP policy. * The derogation policy is too broad. A vote AGAINST the Vice-CEO's remuneration policy is warranted as (Item 14): * Half of the remuneration is outsourced through Carrefour. * The company fails to disclose the detail of performance criteria, vesting periods and vesting scales for the LTIP policy. * The derogation policy is too broad.</p>	For	Against
Mgmt	14	<p>Approve Remuneration Policy of Vice-CEO  Voter Rationale: A vote AGAINST the CEO's remuneration policy is warranted as (Item 13): * The company fails to disclose a compelling rationale for the base salary increase. * The company fails to disclose the detail of performance criteria, vesting periods and vesting scales for the LTIP policy. * The derogation policy is too broad. A vote AGAINST the Vice-CEO's remuneration policy is warranted as (Item 14): * Half of the remuneration is outsourced through Carrefour. * The company fails to disclose the detail of performance criteria, vesting periods and vesting scales for the LTIP policy. * The derogation policy is too broad.</p>	For	Against
Mgmt	15	<p>Approve Remuneration Policy of Directors</p>	For	For
Mgmt	16	<p>Approve Auditors' Special Report on Related-Party Transactions  Voter Rationale: A vote AGAINST this proposal is warranted as: * The company failed to provide a compelling rationale nor any information on the price setting process with respect to a consulting agreement with Carrefour. It is plausible that the continuation of this agreement is in shareholders' interest, but it is impossible to ascertain due to the lack of details. * Outsourcing management and its remuneration compromise the company's transparency.</p>	For	Against
Mgmt	17	<p>Authorize Repurchase of Up to 10 Percent of Issued Share Capital</p>	For	For
Mgmt	18	<p>Authorize Decrease in Share Capital via Cancellation of Repurchased Shares</p>	For	For
Mgmt	19	<p>Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans  Voter Rationale: A vote AGAINST this resolution is warranted as no information is available on the performance conditions and vesting scales.</p>	For	Against
Mgmt	20	<p>Authorize Filing of Required Documents/Other Formalities</p>	For	For

## ENTAIN PLC

Meeting: Annual 4/24/24 Isle of Man

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Remuneration Report Voter Rationale: A vote against is warranted as the annual bonus paid out by reference to non-financial performance despite the Company incurring a statutory loss for the year and despite significant depreciation in shareholder value. We acknowledge and understand the importance of some of these non-financial metrics such as Safer Betting and Gaming. However, given the overall shareholder experience a vote against is deemed appropriate.	For	Against
Mgmt	3	Ratify KPMG LLP as Auditors	For	For
Mgmt	4	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	5	Re-elect Barry Gibson as Director	For	For
Mgmt	6	Re-elect Pierre Bouchut as Director	For	For
Mgmt	7	Re-elect Stella David as Director	For	For
Mgmt	8	Re-elect Virginia McDowell as Director Voter Rationale: A vote against the Remuneration Committee Chair is warranted given our position on the remuneration vote under item 2. We note the director began to Chair the Committee in December 2023 but she had been a member of the Committee for a longer period.	For	Against
Mgmt	9	Re-elect David Satz as Director	For	For
Mgmt	10	Re-elect Rahul Welde as Director	For	For
Mgmt	11	Re-elect Rob Wood as Director	For	For
Mgmt	12	Elect Amanda Brown as Director	For	For
Mgmt	13	Elect Ronald Kramer as Director	For	For
Mgmt	14	Elect as Ricky Sandler Director	For	For
Mgmt	15	Authorise Issue of Equity	For	For
Mgmt	16	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
Mgmt	18	Authorise Market Purchase of Ordinary Shares	For	For

**ERO COPPER CORP.**Meeting: **Annual**      **4/24/24**      **Canada**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Fix Number of Directors at Ten	For	For
Mgmt	2.1	Elect Director Christopher Noel Dunn	For	For
Mgmt	2.2	Elect Director David Strang	For	For
Mgmt	2.3	Elect Director Jill Angevine	For	For
Mgmt	2.4	Elect Director Lyle Braaten	For	For
Mgmt	2.5	Elect Director Steven Busby	For	For
Mgmt	2.6	Elect Director Sally Eyre	For	For
Mgmt	2.7	Elect Director Robert Getz	For	For
Mgmt	2.8	Elect Director Chantal Gosselin	For	For
Mgmt	2.9	Elect Director Faheem Tejani	For	For
Mgmt	2.10	Elect Director John Wright	For	For
Mgmt	3	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	4	Advisory Vote on Executive Compensation Approach	For	For

**FINECOBANK SPA**Meeting: **Annual/Special**      **4/24/24**      **Italy**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3	Approve Remuneration Policy	For	For
Mgmt	4	Approve Second Section of the Remuneration Report	For	For
Mgmt	5	Approve 2024 Incentive System for Employees	For	For
Mgmt	6	Approve 2024-2026 Long Term Incentive Plan for Employees	For	For
Mgmt	7	Approve 2024 Incentive System for Personal Financial Advisors	For	For
Mgmt	8	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service 2024 Incentive System for Personal Financial Advisors	For	For
Mgmt	1	Authorize Board to Increase Capital to Service 2024 Incentive System for Employees	For	For
Mgmt	2	Authorize Board to Increase Capital to Service 2023 Incentive System	For	For
Mgmt	3	Authorize Board to Increase Capital to Service 2024-2026 Long Term Incentive Plan	For	For

**HONG KONG EXCHANGES AND CLEARING LIMITED**

Meeting: Annual 4/24/24 Hong Kong

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2a	Elect Nicholas Charles Allen as Director	For	For
Mgmt	2b	Elect Cheung Ming Ming Anna as Director	For	For
Mgmt	2c	Elect Zhang Yichen as Director	For	For
Mgmt	3	Approve PricewaterhouseCoopers as Auditor and Authorize Board to Fix Their Remuneration	For	For
Mgmt	4	Authorize Repurchase of Issued Share Capital	For	For
Mgmt	5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For

**INARI MEDICAL INC.**

Meeting: Annual 4/24/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Rebecca Chambers Voter Rationale: In the absence of Governance Committee members on the ballot, WITHHOLD votes are warranted for director nominees Donald (Don) Milder, Andrew (Drew) Hykes, Rebecca Chambers, and William (Bill) Hoffman given the board's failure to remove, or subject to a sunset requirement, the classified board and supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.	For	Withhold
Mgmt	1.2	Elect Director William Hoffman Voter Rationale: In the absence of Governance Committee members on the ballot, WITHHOLD votes are warranted for director nominees Donald (Don) Milder, Andrew (Drew) Hykes, Rebecca Chambers, and William (Bill) Hoffman given the board's failure to remove, or subject to a sunset requirement, the classified board and supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.	For	Withhold
Mgmt	1.3	Elect Director Andrew Hykes Voter Rationale: In the absence of Governance Committee members on the ballot, WITHHOLD votes are warranted for director nominees Donald (Don) Milder, Andrew (Drew) Hykes, Rebecca Chambers, and William (Bill) Hoffman given the board's failure to remove, or subject to a sunset requirement, the classified board and supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.	For	Withhold
Mgmt	1.4	Elect Director Donald Milder Voter Rationale: In the absence of Governance Committee members on the ballot, WITHHOLD votes are warranted for director nominees Donald (Don) Milder, Andrew (Drew) Hykes, Rebecca Chambers, and William (Bill) Hoffman given the board's failure to remove, or subject to a sunset requirement, the classified board and supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights.	For	Withhold
Mgmt	2	Ratify BDO USA P.C. as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## Global Voting Record

## INTESA SANPAOLO SPA

Meeting: Annual/Special 4/24/24 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1b	Approve Allocation of Income	For	For
Mgmt	2a	Approve Remuneration Policy	For	For
Mgmt	2b	Approve Second Section of the Remuneration Report	For	For
Mgmt	2c	Approve Annual Incentive Plan	For	For
Mgmt	3a	Authorize Share Repurchase Program	For	For
Mgmt	3b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans	For	For
Mgmt	3c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	1	Authorize Cancellation of Shares without Reduction of Share Capital; Amend Article 5	For	For

## KFORCE INC.

Meeting: Annual 4/24/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Catherine H. Cloudman	For	For
Mgmt	1.2	Elect Director David L. Dunkel	For	For
Mgmt	1.3	Elect Director Mark F. Furlong	For	For
Mgmt	2	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## LAR ESPANA REAL ESTATE SOCIMI SA

Meeting: Annual 4/24/24 Spain

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Consolidated and Standalone Financial Statements	For	For
Mgmt	2	Approve Consolidated and Standalone Management Reports	For	For
Mgmt	3	Approve Discharge of Board	For	For
Mgmt	4	Approve Allocation of Income and Dividends	For	For
Mgmt	5	Renew Appointment of Deloitte as Auditor	For	For
Mgmt	6	Fix Number of Directors at 5	For	For
Mgmt	7	Reelect Isabel Aguilera Navarro as Director	For	For
Mgmt	8	Approve Remuneration Policy	For	For
Mgmt	9	Authorize Board to Ratify and Execute Approved Resolutions	For	For
Mgmt	10	Advisory Vote on Remuneration Report	For	For



## Global Voting Record

## NEWMONT CORPORATION

Meeting: Annual 4/24/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Philip Aiken	For	For
Mgmt	1.2	Elect Director Gregory H. Boyce	For	For
Mgmt	1.1	Elect Director Philip Aiken	For	For
Mgmt	1.3	Elect Director Bruce R. Brook	For	For
Mgmt	1.2	Elect Director Gregory H. Boyce	For	For
Mgmt	1.4	Elect Director Maura J. Clark	For	For
Mgmt	1.3	Elect Director Bruce R. Brook	For	For
Mgmt	1.5	Elect Director Emma FitzGerald	For	For
Mgmt	1.4	Elect Director Maura J. Clark	For	For
Mgmt	1.6	Elect Director Sally-Anne Layman	For	For
Mgmt	1.5	Elect Director Emma FitzGerald	For	For
Mgmt	1.7	Elect Director Jose Manuel Madero	For	For
Mgmt	1.6	Elect Director Sally-Anne Layman	For	For
Mgmt	1.8	Elect Director Rene Medori	For	For
Mgmt	1.7	Elect Director Jose Manuel Madero	For	For
Mgmt	1.9	Elect Director Jane Nelson	For	For
Mgmt	1.8	Elect Director Rene Medori	For	For
Mgmt	1.10	Elect Director Thomas R. Palmer	For	For
Mgmt	1.9	Elect Director Jane Nelson	For	For
Mgmt	1.11	Elect Director Julio M. Quintana	For	For
Mgmt	1.10	Elect Director Thomas R. Palmer	For	For
Mgmt	1.12	Elect Director Susan N. Story	For	For
Mgmt	1.11	Elect Director Julio M. Quintana Voter Rationale: A withhold vote is warranted as the company has yet to provide a reasonable rationale for Boyce's level of pay. As Julio Quintana is the compensation committee chair she is partly responsible for not justifying consecutive years of high director pay.	For	Withhold
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	1.12	Elect Director Susan N. Story	For	For
Mgmt	3	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Ernst & Young LLP as Auditors	For	For

## PT UNITED TRACTORS TBK

Meeting: Annual 4/24/24 Indonesia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Annual Report Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3	Approve Changes in the Boards of the Company Voter Rationale: A vote against is warranted because the company has not disclosed sufficient information on the proposed changes to the board to make an informed voting decision.	For	Against
Mgmt	4	Approve Remuneration of Directors and Commissioners	For	For
Mgmt	5	Approve Auditors	For	For

## SOUTHSTATE CORPORATION

Meeting: Annual 4/24/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Ronald M. Cofield Sr.	For	For
Mgmt	1b	Elect Director Shantella E. Cooper	For	For
Mgmt	1c	Elect Director John C. Corbett	For	For
Mgmt	1d	Elect Director Jean E. Davis	For	For
Mgmt	1e	Elect Director Martin B. Davis	For	For
Mgmt	1f	Elect Director Douglas J. Hertz	For	For
Mgmt	1g	Elect Director G. Ruffner Page Jr.	For	For
Mgmt	1h	Elect Director William Knox Pou Jr.	For	For
Mgmt	1i	Elect Director James W. Roquemore	For	For
Mgmt	1j	Elect Director David G. Salyers	For	For
Mgmt	1k	Elect Director Joshua A. Snively	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Amend Omnibus Stock Plan	For	For
Mgmt	4	Ratify Ernst & Young LLP as Auditors	For	For

## SSAB AB

Meeting: Annual 4/24/24 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Chairman of Meeting	For	For
Mgmt	2	Prepare and Approve List of Shareholders	For	For
Mgmt	3	Approve Agenda of Meeting	For	For
Mgmt	4	Designate Inspector(s) of Minutes of Meeting		Non Voting
Mgmt	5	Acknowledge Proper Convening of Meeting	For	For
Mgmt	6	Receive Financial Statements and Statutory Reports; Receive Chairman's Report; Receive CEO's Report; Receive Auditors Report		Non Voting
Mgmt	7.a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	7.b	Approve Allocation of Income and Dividends of SEK 5 Per Share	For	For
Mgmt	7.c1	Approve Discharge of Bo Annvik	For	For
Mgmt	7.c2	Approve Discharge of Petra Einarsson	For	For
Mgmt	7.c3	Approve Discharge of Lennart Evrell	For	For
Mgmt	7.c4	Approve Discharge of Bernard Fontana	For	For
Mgmt	7.c5	Approve Discharge of Marie Gronborg	For	For
Mgmt	7.c6	Approve Discharge of Martin Lindqvist	For	For
Mgmt	7.c7	Approve Discharge Mikael Makinen	For	For
Mgmt	7.c8	Approve Discharge of Maija Strandberg	For	For
Mgmt	7.c9	Approve Discharge of Mikael Henriksson (Employee Representative)	For	For
Mgmt	7.c10	Approve Discharge of Robert Holmstrom (Employee Representative)	For	For
Mgmt	7.c11	Approve Discharge of Tomas Jansson (Employee Representative)	For	For
Mgmt	7.c12	Approve Discharge of Tomas Karlsson (Employee Representative)	For	For
Mgmt	7.c13	Approve Discharge of Sven-Erik Rosen (Employee Representative)	For	For
Mgmt	7.c14	Approve Discharge of Patrick Sjöholm (Employee Representative)	For	For
Mgmt	7.c15	Approve Discharge of Tomas Westman (Employee Representative)	For	For

## Global Voting Record

Mgmt	7.c16	Approve Discharge of Martin Lindqvist as CEO	For	For
Mgmt	8	Determine Number of Directors (9) and Deputy Directors (0) of Board	For	For
Mgmt	9.1	Approve Remuneration of Directors in the Amount of SEK 2.1 Million for Chairman and SEK 690 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	9.2	Approve Remuneration of Auditors	For	For
Mgmt	10.a	Reelect Petra Einarsson as Director	For	For
Mgmt	10.b	Reelect Lennart Evrell as Director	For	For
Mgmt	10.c	Reelect Bernard Fontana as Director	For	For
Mgmt	10.d	Reelect Marie Gronborg as Director	For	For
Mgmt	10.e	Reelect Martin Lindqvist as Director	For	For
Mgmt	10.f	Reelect Mikael Makinen as Director	For	For
Mgmt	10.g	Reelect Majja Strandberg as Director	For	For
Mgmt	10.h	Elect Kerstin Enochsson as Director	For	For
Mgmt	10.i	Elect Pierre Heeroma as Director	For	For
Mgmt	11	Reelect Lennart Evrell as Board Chair	For	For
Mgmt	12.1	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
Mgmt	12.2	Ratify Ernst & Young as Auditors	For	For
Mgmt	13	Approve Remuneration Report	For	For
Mgmt	14	Approve Long Term Incentive Program 2024	For	For
Mgmt	15	Approve SEK 292.3 Million Reduction in Share Capital via Share Cancellation; Approve SEK 292.3 Million Increase in Share Capital Through a Bonus Issue	For	For
Mgmt	16	Authorize Share Repurchase Program	For	For
Mgmt	17	Close Meeting		Non Voting

## TELEDYNE TECHNOLOGIES INCORPORATED

Meeting: Annual 4/24/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Denise R. Singleton	For	Against
Mgmt	1.2	Elect Director Simon M. Lorne	For	Against
Mgmt	1.3	Elect Director Vincent J. Morales	For	For
Mgmt	1.4	Elect Director Wesley W. von Schack	For	Against
Mgmt	2	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Declassify the Board of Directors	For	For
Mgmt	5	Amend Certificate of Incorporation to Provide for Officer Exculpation	For	For
S/holder	6	Adopt Simple Majority Vote	Against	For

## THE CIGNA GROUP

Meeting: Annual 4/24/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director David M. Cordani	For	For
Mgmt	1b	Elect Director William J. DeLaney	For	For
Mgmt	1c	Elect Director Eric J. Foss	For	For
Mgmt	1d	Elect Director Elder Granger	For	For
Mgmt	1e	Elect Director Neesha Hathi	For	For
Mgmt	1f	Elect Director George Kurian	For	For
Mgmt	1g	Elect Director Kathleen M. Mazzarella	For	For
Mgmt	1h	Elect Director Mark B. McClellan	For	For
Mgmt	1i	Elect Director Philip O. Ozuah	For	For
Mgmt	1j	Elect Director Kimberly A. Ross	For	For
Mgmt	1k	Elect Director Eric C. Wiseman	For	For
Mgmt	1l	Elect Director Donna F. Zarcone	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
S/holder	4	Reduce Ownership Threshold for Shareholders to Call Special Meeting Voter Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 15 percent would improve shareholders' ability to use the special meeting right.	Against	For
S/holder	5	Report on Risks Created by the Company's Diversity Equity and Inclusion Efforts Voter Rationale: A vote AGAINST this resolution is warranted as the company provides adequate disclosure related to its diversity, equity and inclusion efforts and its management of related risks.	Against	Against

## THE GOLDMAN SACHS GROUP INC.

Meeting: Annual 4/24/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Michele Burns	For	For
Mgmt	1b	Elect Director Mark Flaherty	For	For
Mgmt	1c	Elect Director Kimberley Harris	For	For
Mgmt	1d	Elect Director Kevin Johnson	For	For
Mgmt	1e	Elect Director Ellen Kullman	For	For
Mgmt	1f	Elect Director Lakshmi Mittal	For	For
Mgmt	1g	Elect Director Thomas Montag	For	For
Mgmt	1h	Elect Director Peter Oppenheimer	For	For
Mgmt	1i	Elect Director David Solomon	For	For
Mgmt	1j	Elect Director Jan Tighe	For	For
Mgmt	1k	Elect Director David Viniar	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
S/holder	4	Require Independent Board Chair Voter Rationale: A vote for is warranted as shareholders would benefit from more independent oversight in the form of an independent chair.	Against	For
S/holder	5	Report on Lobbying Payments and Policy Voter Rationale: A vote for is warranted as additional disclosure of the company's direct and indirect lobbying payments would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.	Against	For
S/holder	6	Report on Efforts to Prevent Discrimination Voter Rationale: A vote against is warranted as the board's current efforts and disclosures already provide shareholders with the necessary information to assess whether the company is improving its workforce management.	Against	Against
S/holder	7	Issue Environmental Justice Report Voter Rationale: A vote against is warranted as the company appears to be providing sufficient disclosure on its processes for evaluating and mitigating the environmental impacts of its operations.	Against	Against
S/holder	8	Report on Clean Energy Supply Financing Ratio Voter Rationale: A vote for is warranted to ask the bank to publish its clean energy financing ratio as it will give shareholders increased information on how the bank is progressing on its goal to align its financing activities with a net zero by 2050 pathway.	Against	For
S/holder	9	Review Proxy Voting Record and Policies Related to Climate Change and Diversity Voter Rationale: A vote against is warranted because the company provides sufficient information to investors regarding its global proxy voting policies and practices.	Against	Against
S/holder	10	Restrict spending on climate change-related analysis or actions Voter Rationale: A vote against is warranted as the company provides shareholders with sufficient information on how it assesses the costs and opportunities associated with its net zero goal.	Against	Against
S/holder	11	Report on Pay Equity Voter Rationale: A vote for is warranted as the requested adjusted and unadjusted median pay gap statistics may allow shareholders to evaluate and measure the company's progress towards reducing pay inequities more fully.	Against	For
S/holder	12	Adopt Director Election Resignation Bylaw *Withdrawn Resolution*		Non Voting

**Global Voting Record**

**THE NEW YORK TIMES COMPANY**

Meeting: **Annual**      **4/24/24**      **USA**

<b>Proposal Type</b>	<b>Proposal</b>	<b>Description</b>	<b>MRec</b>	<b>Vote</b>
Mgmt	1.1	Elect Director Amanpal S. Bhutani	For	For
Mgmt	1.2	Elect Director Manuel Bronstein	For	For
Mgmt	1.3	Elect Director Beth Brooke	For	For
Mgmt	1.4	Elect Director Anuradha B. Subramanian	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For

## UBS GROUP AG

Meeting: Annual 4/24/24 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Share Re-registration Consent	For	For
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Remuneration Report	For	For
Mgmt	3	Approve Sustainability Report	For	For
Mgmt	4	Approve Allocation of Income and Dividends of USD 0.70 per Share	For	For
Mgmt	5	Approve Creation of USD 70 Million Pool of Conditional Capital without Preemptive Rights	For	For
Mgmt	6	Approve Discharge of Board and Senior Management	For	For
Mgmt	7.1	Reelect Colm Kelleher as Director and Board Chair	For	For
Mgmt	7.2	Reelect Lukas Gaehwiler as Director	For	For
Mgmt	7.3	Reelect Jeremy Anderson as Director	For	For
Mgmt	7.4	Reelect Claudia Boeckstiegel as Director	For	For
Mgmt	7.5	Reelect William Dudley as Director	For	For
Mgmt	7.6	Reelect Patrick Firmenich as Director	For	For
Mgmt	7.7	Reelect Fred Hu as Director	For	For
Mgmt	7.8	Reelect Mark Hughes as Director	For	For
Mgmt	7.9	Reelect Nathalie Rachou as Director	For	For
Mgmt	7.10	Reelect Julie Richardson as Director	For	For
Mgmt	7.11	Reelect Jeanette Wong as Director	For	For
Mgmt	7.12	Elect Gail Kelly as Director	For	For
Mgmt	8.1	Reappoint Julie Richardson as Chairperson of the Compensation Committee	For	For
Mgmt	8.2	Reappoint Jeanette Wong as Member of the Compensation Committee	For	For
Mgmt	8.3	Appoint Fred Hu as Member of the Compensation Committee	For	For
Mgmt	9.1	Approve Additional Remuneration of Directors in the Amount of CHF 2.2 Million for the Period from 2023 AGM until 2024 AGM	For	For
Mgmt	9.2	Approve Remuneration of Directors in the Amount of CHF 16.5 Million for the Period from 2024 AGM until 2025 AGM	For	For
Mgmt	9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 108.3 Million	For	For
Mgmt	9.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 33 Million	For	For
Mgmt	10.1	Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy	For	For
Mgmt	10.2	Ratify Ernst & Young AG as Auditors	For	For
Mgmt	10.3	Ratify BDO AG as Special Auditors	For	For
Mgmt	11	Transact Other Business (Voting) Voter Rationale: A vote against is warranted as the content of these new items or counterproposals is not known at this time.	None	Against

## UNIPOL GRUPPO SPA

Meeting: Annual 4/24/24 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1b	Approve Allocation of Income	For	For
Mgmt	2a	Approve Remuneration Policy Voter Rationale: This item warrants a vote AGAINST because: * Termination payments can be in excess of 24 months' pay. * The board maintains excessively broad derogation powers.	For	Against
Mgmt	2b	Approve Second Section of the Remuneration Report Voter Rationale: This item warrants a vote AGAINST because: * the company provides insufficient ex-post information on variable pay. * the remuneration of the chair is deemed excessive.	For	Against
Mgmt	3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares Voter Rationale: This item warrants a vote AGAINST because: * The maximum volume of the share repurchase program exceeds 10 percent of the issued share capital. * The holding limit of up to 10 percent of share capital in treasury may be exceeded.	For	Against

## UOL GROUP LIMITED

Meeting: Annual 4/24/24 Singapore

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Financial Statements and Directors' and Auditors' Reports	For	For
Mgmt	2	Approve First and Final and Special Dividend	For	For
Mgmt	3	Approve Directors' Fees	For	For
Mgmt	4	Elect Lau Cheng Soon as Director	For	For
Mgmt	5	Elect Liam Wee Sin as Director	For	For
Mgmt	6	Elect Lee Chin Yong Francis as Director Voter Rationale: A vote AGAINST the election of Francis Lee Chin Yong is warranted given that he serves on the nominating committee and the company, under the leadership of a non-independent chairman, has not appointed a lead/senior independent director. In the absence of any known issues concerning other nominees, a vote FOR their election is warranted.	For	Against
Mgmt	7	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights Voter Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.	For	Against
Mgmt	9	Authorize Share Repurchase Program	For	For

## VITESCO TECHNOLOGIES GROUP AG

Meeting: Annual 4/24/24 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 0.25 per Share	For	For
Mgmt	3.1	Approve Discharge of Management Board Member Andreas Wolf for Fiscal Year 2023	For	For



## Global Voting Record

Mgmt	3.2	Approve Discharge of Management Board Member Werner Volz (until Oct. 31 2023) for Fiscal Year 2023	For	For
Mgmt	3.3	Approve Discharge of Management Board Member Sabine Nitzsche (from Oct. 1 2023) for Fiscal Year 2023	For	For
Mgmt	3.4	Approve Discharge of Management Board Member Ingo Holstein for Fiscal Year 2023	For	For
Mgmt	3.5	Approve Discharge of Management Board Member Stephan Roelleke (from Oct. 1 2023) for Fiscal Year 2023	For	For
Mgmt	3.6	Approve Discharge of Management Board Member Klaus Hau for Fiscal Year 2023	For	For
Mgmt	3.7	Approve Discharge of Management Board Member Thomas Stierle for Fiscal Year 2023	For	For
Mgmt	4.1	Approve Discharge of Supervisory Board Member Siegfried Wolf for Fiscal Year 2023	For	For
Mgmt	4.2	Approve Discharge of Supervisory Board Member Carsten Bruns for Fiscal Year 2023	For	For
Mgmt	4.3	Approve Discharge of Supervisory Board Member Hans-Joerg Bullinger for Fiscal Year 2023	For	For
Mgmt	4.4	Approve Discharge of Supervisory Board Member Kerstin Dickert (from March 1 2023) for Fiscal Year 2023	For	For
Mgmt	4.5	Approve Discharge of Supervisory Board Member Manfred Eibeck for Fiscal Year 2023	For	For
Mgmt	4.6	Approve Discharge of Supervisory Board Member Lothar Galli (until April 30 2023) for Fiscal Year 2023	For	For
Mgmt	4.7	Approve Discharge of Supervisory Board Member Yvonne Hartmetz for Fiscal Year 2023	For	For
Mgmt	4.8	Approve Discharge of Supervisory Board Member Susanne Heckelsberger for Fiscal Year 2023	For	For
Mgmt	4.9	Approve Discharge of Supervisory Board Member Lisa Hinrichsen (from May 1 2023) for Fiscal Year 2023	For	For
Mgmt	4.10	Approve Discharge of Supervisory Board Member Joachim Hirsch for Fiscal Year 2023	For	For
Mgmt	4.11	Approve Discharge of Supervisory Board Member Sabina Jeschke for Fiscal Year 2023	For	For
Mgmt	4.12	Approve Discharge of Supervisory Board Member Michael Koepl (until Feb. 28 2023) for Fiscal Year 2023	For	For
Mgmt	4.13	Approve Discharge of Supervisory Board Member Erwin Loeffler for Fiscal Year 2023	For	For
Mgmt	4.14	Approve Discharge of Supervisory Board Member Klaus Rosenfeld for Fiscal Year 2023	For	For
Mgmt	4.15	Approve Discharge of Supervisory Board Member Georg Schaeffler for Fiscal Year 2023	For	For
Mgmt	4.16	Approve Discharge of Supervisory Board Member Ralf Schamel for Fiscal Year 2023	For	For
Mgmt	4.17	Approve Discharge of Supervisory Board Member Kirsten Voerke for Fiscal Year 2023	For	For
Mgmt	4.18	Approve Discharge of Supervisory Board Member Anne Zeumer for Fiscal Year 2023	For	For
Mgmt	5	Ratify KPMG AG as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2024	For	For
Mgmt	6	Approve Remuneration Report	For	For
Mgmt	7	Approve Remuneration Policy for the Management Board	For	Against
Mgmt	8	Approve Remuneration Policy for the Supervisory Board	For	For
Mgmt	9	Approve Merger Agreement with Schaeffler AG	For	Against

## WEBSTER FINANCIAL CORPORATION

Meeting: Annual 4/24/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director John R. Ciulla	For	For
Mgmt	1b	Elect Director William L. Atwell	For	For
Mgmt	1c	Elect Director John P. Cahill	For	For
Mgmt	1d	Elect Director E. Carol Hayles	For	For
Mgmt	1e	Elect Director Mona Aboelnaga Kanaan	For	For
Mgmt	1f	Elect Director Maureen B. Mitchell	For	For
Mgmt	1g	Elect Director Laurence C. Morse	For	For
Mgmt	1h	Elect Director Richard O'Toole	For	For
Mgmt	1i	Elect Director Mark Pettie	For	For
Mgmt	1j	Elect Director Lauren C. States	For	For
Mgmt	1k	Elect Director William E. Whiston	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify KPMG LLP as Auditors	For	For

## WEBUILD SPA

Meeting: Annual/Special 4/24/24 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Amend Company Bylaws Re: Article 7	For	For
Mgmt	1.2	Amend Company Bylaws Re: Articles 12 and 14 Voter Rationale: This item warrants a vote AGAINST as the proposed amendment may negatively affect minority shareholder rights.	For	Against
S/holder	1.3.1	Proposal Submitted by Salini SpA Voter Rationale: This item warrants a vote AGAINST as the proposed amendment may negatively affect minority shareholder rights.	For	Against
Mgmt	1.3.2	Proposal Submitted by Management Voter Rationale: This item warrants a vote AGAINST as the proposal is not supported by a sufficiently compelling rationale.	For	Against
Mgmt	1.4	Amend Company Bylaws: Re Article 22	For	For
Mgmt	1.5	Amend Company Bylaws Re: Article 30 Voter Rationale: This item warrants a vote AGAINST as the proposal is not supported by a sufficiently compelling rationale.	For	Against
Mgmt	1.6	Amend Company Bylaws Re: Articles 21 and 28	For	For
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Dividend Distribution	For	For
S/holder	2.1	Fix Board Terms for Directors Voter Rationale: This item warrants a vote FOR as it is routine and non-contentious.	None	For
S/holder	2.2.1	Slate 1 Submitted by Salini SpA and CDP Equity SpA Voter Rationale: Vote AGAINST this slate because: Shareholders can support only one slate. Slate 2 is better positioned to represent the long-term interests of minority shareholders and carry out an independent oversight of the management's action.	None	Against

## Global Voting Record

S/holder	2.2.2	Slate 2 Submitted by Institutional Investors (Assogestioni) Voter Rationale: This resolution warrants a vote FOR because Shareholders can support only one slate. This slate has been put forth by a large group of institutional investors, and these nominees seem better positioned to represent the interests of other minority shareholders and carry out an effective oversight on the management's behaviour. Candidates on this list have agreed to adhere to the chart of corporate governance principles adopted by Assogestioni.	None	For
S/holder	2.2.3	Slate 3 Submitted by INARCASSA - Cassa Nazionale di Previdenza ed Assistenza Voter Rationale: Vote AGAINST this slate because shareholders can support only one slate. Slate 2 seems better positioned to represent the long-term interests of minority shareholders and carry out an independent oversight of the management's action.	None	Against
S/holder	2.3	Approve Remuneration of Directors Voter Rationale: This item warrants a vote FOR because the proposed director remuneration has been disclosed, and no concerns have been noticed.	None	For
S/holder	2.4	Approve Remuneration of Board Chairman Voter Rationale: This item warrants a vote FOR because the proposed director remuneration has been disclosed, and no material concerns have been noticed.	None	For
Mgmt	3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	4.1	Approve Remuneration Policy Voter Rationale: This item warrants a vote AGAINST because: * The policy on termination payments is not in line with good market practice. * The maximum CEO pay opportunity is excessive relative to comparable companies. * The board maintains excessively broad derogation powers.	For	Against
Mgmt	4.2	Approve Second Section of the Remuneration Report	For	For

## Global Voting Record

## WERELDHAVE NV

Meeting: Annual 4/24/24 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2.a	Receive Report of Management Board (Non-Voting)		Non Voting
Mgmt	2.b	Adopt Financial Statements and Statutory Reports	For	For
Mgmt	2.c	Approve Dividends	For	For
Mgmt	2.d	Approve Discharge of Management Board	For	For
Mgmt	2.e	Approve Discharge of Supervisory Board	For	For
Mgmt	2.f	Approve Remuneration Report	For	For
Mgmt	2.g	Discussion on Company's Corporate Governance Structure		Non Voting
Mgmt	3	Reelect Brand to Supervisory Board	For	For
Mgmt	4.a	Approve Remuneration Policy of Management Board	For	For
Mgmt	4.b	Approve Remuneration Policy of Supervisory Board	For	For
Mgmt	5.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	For	For
Mgmt	5.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
Mgmt	6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	7	Allow Questions		Non Voting
Mgmt	8	Close Meeting		Non Voting

## WINMARK CORPORATION

Meeting: Annual 4/24/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Fix Number of Directors at Seven	For	For
Mgmt	2.1	Elect Director Brett D. Heffes	For	For
Mgmt	2.2	Elect Director Lawrence A. Barbetta	For	For
Mgmt	2.3	Elect Director Amy C. Becker	For	For
Mgmt	2.4	Elect Director Jenele C. Grassle	For	For
Mgmt	2.5	Elect Director Philip I. Smith	For	For
Mgmt	2.6	Elect Director Gina D. Sprenger	For	For
Mgmt	2.7	Elect Director Percy C. (Tom) Tomlinson Jr.	For	Withhold
Mgmt	3	Amend Stock Option Plan	For	For
Mgmt	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	5	Ratify Grant Thornton LLP as Auditors	For	For

## Global Voting Record

## WOODSIDE ENERGY GROUP LTD.

Meeting: Annual 4/24/24 Australia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	2a	Elect Richard Goyder as Director	For	For
Mgmt	2b	Elect Ashok Belani as Director	For	For
Mgmt	3	Approve Remuneration Report	For	For
Mgmt	4	Approve Grant of Restricted Shares and Performance Rights to Meg O'Neill	For	For
Mgmt	5	Approve Leaving Entitlements	For	For
Mgmt	6	Approve Climate Transition Action Plan and 2023 Progress Report	For	For

## W.W. GRAINGER INC.

Meeting: Annual 4/24/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Rodney C. Adkins	For	For
Mgmt	1b	Elect Director George S. Davis	For	For
Mgmt	1c	Elect Director Katherine D. Jaspon	For	For
Mgmt	1d	Elect Director Christopher J. Klein	For	For
Mgmt	1e	Elect Director Stuart L. Levenick	For	For
Mgmt	1f	Elect Director D.G. Macpherson	For	For
Mgmt	1g	Elect Director Cindy J. Miller	For	For
Mgmt	1h	Elect Director Neil S. Novich	For	For
Mgmt	1i	Elect Director Beatriz R. Perez	For	For
Mgmt	1j	Elect Director E. Scott Santi	For	For
Mgmt	1k	Elect Director Susan Slavik Williams	For	For
Mgmt	1l	Elect Director Lucas E. Watson	For	For
Mgmt	1m	Elect Director Steven A. White	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

**YANGZIJIANG FINANCIAL HOLDING LTD.**

Meeting: Annual 4/24/24 Singapore

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Financial Statements and Directors' and Auditors' Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Approve Directors' Fees	For	For
Mgmt	4	Elect Ren Yuanlin as Director	For	For
Mgmt	5	Elect Yee Kee Shian Leon as Director Voter Rationale: A vote AGAINST the reelection of Leon Yee Kee Shian is warranted given the following: * he serves on the nominating committee and the company, under the leadership of a non-independent chairman, do not have independent directors representing the majority of the board under ISS classification of directors; and * he is a non-independent director serving as the chairman of the remuneration and nominating committees. In the absence of any known issues concerning Ren Yuanlin, a vote FOR his reelection is warranted.	For	Against
Mgmt	6	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	7	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights Voter Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.	For	Against
Mgmt	8	Authorize Share Repurchase Program	For	For

**ADVANCED ENERGY INDUSTRIES INC.**

Meeting: Annual 4/25/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Grant H. Beard	For	For
Mgmt	1.2	Elect Director Frederick A. Ball	For	For
Mgmt	1.3	Elect Director Anne T. DeSanto	For	For
Mgmt	1.4	Elect Director Tina M. Donikowski	For	For
Mgmt	1.5	Elect Director Ronald C. Foster	For	For
Mgmt	1.6	Elect Director Stephen D. Kelley	For	For
Mgmt	1.7	Elect Director Lanesha T. Minnix	For	For
Mgmt	1.8	Elect Director David W. Reed	For	For
Mgmt	1.9	Elect Director John A. Roush	For	For
Mgmt	1.10	Elect Director Brian M. Shirley	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	For	For

## AGCO CORPORATION

Meeting: Annual 4/25/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Michael C. Arnold	For	For
Mgmt	1.2	Elect Director Sondra L. Barbour	For	For
Mgmt	1.3	Elect Director Suzanne P. Clark	For	For
Mgmt	1.4	Elect Director Bob De Lange	For	For
Mgmt	1.5	Elect Director Eric P. Hansotia	For	For
Mgmt	1.6	Elect Director George E. Minnich	For	For
Mgmt	1.7	Elect Director Niels Porksen	For	For
Mgmt	1.8	Elect Director David Sagehorn	For	For
Mgmt	1.9	Elect Director Mallika Srinivasan	For	For
Mgmt	1.10	Elect Director Matthew Tsien	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify KPMG LLP as Auditors	For	For

## ALFA LAVAL AB

Meeting: Annual 4/25/24 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Elect Chairman of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders		Non Voting
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5	Designate Inspector(s) of Minutes of Meeting		Non Voting
Mgmt	6	Acknowledge Proper Convening of Meeting	For	For
Mgmt	7	Receive CEO's Report		Non Voting
Mgmt	8	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	9.a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	9.b	Approve Allocation of Income and Dividends of SEK 7.50 Per Share	For	For
Mgmt	9.c1	Approve Discharge of CEO Tom Erixon	For	For
Mgmt	9.c2	Approve Discharge of Dennis Jonsson	For	For
Mgmt	9.c3	Approve Discharge of Finn Rausing	For	For
Mgmt	9.c4	Approve Discharge of Henrik Lange	For	For
Mgmt	9.c5	Approve Discharge of Jorn Rausing	For	For
Mgmt	9.c6	Approve Discharge of Lilian Fossum Biner	For	For
Mgmt	9.c7	Approve Discharge of Nadine Crauwels	For	For
Mgmt	9.c8	Approve Discharge of Ray Mauritsson	For	For
Mgmt	9.c9	Approve Discharge of Ulf Wiinberg	For	For
Mgmt	9.c10	Approve Discharge of Anna Muller	For	For
Mgmt	9.c11	Approve Discharge of Bror Garcia Lantz	For	For
Mgmt	9.c12	Approve Discharge of Henrik Nielsen	For	For
Mgmt	9.c13	Approve Discharge of Johan Ranhog	For	For
Mgmt	9.c14	Approve Discharge of Johnny Hulthen	For	For

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Mgmt	9.c15	Approve Discharge of Stefan Sandell	For	For
Mgmt	9.c16	Approve Discharge of Leif Norkvist	For	For
Mgmt	10	Approve Remuneration Report	For	For
Mgmt	11.1	Determine Number of Directors (9) and Deputy Directors (0) of Board	For	For
Mgmt	11.2	Fix Number of Auditors (2) and Deputy Auditors (2)	For	For
Mgmt	12.1	Approve Remuneration of Directors in the Amount of SEK 2.05 Million to the Chair and SEK 680 000 to Other Directors	For	For
Mgmt	12.2	Approve Remuneration of Committee Work	For	For
Mgmt	12.3	Approve Remuneration of Auditors	For	For
Mgmt	13.1	Reelect Dennis Jonsson as Director	For	For
Mgmt	13.2	Reelect Finn Rausing as Director	For	For
Mgmt	13.3	Reelect Henrik Lange as Director	For	For
Mgmt	13.4	Reelect Jorn Rausing as Director	For	For
Mgmt	13.5	Reelect Lilian Fossum Biner as Director	For	For
Mgmt	13.6	Reelect Ray Mauritsson as Director	For	For
Mgmt	13.7	Reelect Ulf Wiinberg as Director	For	For
Mgmt	13.8	Reelect Anna Muller as Director	For	For
Mgmt	13.9	Reelect Nadine Crauwels as Director	For	For
Mgmt	13.10	Reelect Dennis Jonsson as Board Chair	For	For
Mgmt	13.11	Ratify Andreas Troberg as Auditor	For	For
Mgmt	13.12	Ratify Hanna Fehland as Auditor	For	For
Mgmt	13.13	Ratify Henrik Jonzen as Deputy Auditor	For	For
Mgmt	13.14	Ratify Andreas Mast as Deputy Auditor	For	For
Mgmt	14	Close Meeting		Non Voting

AVANOS MEDICAL INC.

Meeting: Annual 4/25/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Gary D. Blackford	For	For
Mgmt	1b	Elect Director Lisa Egbuonu-Davis	For	For
Mgmt	1c	Elect Director Patrick J. O'Leary	For	For
Mgmt	1d	Elect Director Julie Shimer	For	For
Mgmt	1e	Elect Director Joseph F. Woody	For	For
Mgmt	2	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For



**BANQUE CANTONALE VAUDOISE**

Meeting: Annual 4/25/24 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Share Re-registration Consent	For	For
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Receive Executive Management Report (Non-Voting)		Non Voting
Mgmt	3.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	3.2	Approve Non-Financial Report	For	For
Mgmt	4	Approve Allocation of Income and Dividends of CHF 4.30 per Share	For	For
Mgmt	5.1	Approve Fixed Remuneration of Directors in the Amount of CHF 1.4 Million	For	For
Mgmt	5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.8 Million	For	For
Mgmt	5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.7 Million	For	For
Mgmt	5.4	Approve Long-Term Variable Remuneration of Executive Committee in Form of 11 336 Shares	For	For
Mgmt	6	Approve Discharge of Board and Senior Management	For	For
Mgmt	7.1	Amend Articles Re: General Meetings (Incl. Approval of Virtual-Only or Hybrid Shareholder Meetings) Voter Rationale: A vote against is warranted due to concerns that the item will have negative impacts on shareholder rights.	For	Against
Mgmt	7.2	Amend Articles Re: Shares and Share Capital; Board of Directors; Compensation	For	For
Mgmt	7.3	Amend Articles Re: Age Limit for Board and Senior Management	For	For
Mgmt	8	Reelect Jack Clemons as Director	For	For
Mgmt	9	Designate Christophe Wilhelm as Independent Proxy	For	For
Mgmt	10	Ratify PricewaterhouseCoopers AG as Auditors	For	For
Mgmt	11	Transact Other Business (Voting) Voter Rationale: A vote against is warranted because the content of these new items or counterproposals is not known at this time.	For	Against

## Global Voting Record

## BARCO NV

Meeting: Annual 4/25/24 Belgium

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Directors' and Auditors' Reports (Non-Voting)		Non Voting
Mgmt	2	Approve Financial Statements Allocation of Income and Dividends of EUR 0.48 per Share	For	For
Mgmt	3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)		Non Voting
Mgmt	4	Approve Remuneration Report	For	For
Mgmt	5	Approve Discharge of Directors	For	For
Mgmt	6	Approve Discharge of Auditors	For	For
Mgmt	7.1	Reelect Hilde Laga as Independent Director	For	For
Mgmt	7.2	Reelect Lieve Creten as Independent Director	For	For
Mgmt	8	Approve Remuneration of Directors	For	For
Mgmt	9	Ratify PwC Permanently Represented by Lien Winne as Auditors and Approve Auditors' Remuneration	For	For
Mgmt	10	Approve Financial Statements Allocation of Income and Discharge of Directors and Auditor of Cinionic BV	For	For

## BE SEMICONDUCTOR INDUSTRIES NV

Meeting: Annual 4/25/24 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2.a	Receive Report of Management Board (Non-Voting)		Non Voting
Mgmt	2.b	Discussion on Company's Corporate Governance Structure		Non Voting
Mgmt	3	Adopt Financial Statements and Statutory Reports	For	For
Mgmt	4.a	Receive Explanation on Company's Reserves and Dividend Policy		Non Voting
Mgmt	4.b	Approve Dividends	For	For
Mgmt	5.a	Approve Discharge of Management Board	For	For
Mgmt	5.b	Approve Discharge of Supervisory Board	For	For
Mgmt	6	Approve Remuneration Report	For	For
Mgmt	7	Approve Remuneration of Supervisory Board	For	For
Mgmt	8.a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	For	For
Mgmt	8.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	For	For
Mgmt	9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	10	Approve Reduction in Share Capital through Cancellation of Shares	For	For
Mgmt	11	Other Business (Non-Voting)		Non Voting
Mgmt	12	Close Meeting		Non Voting

## Global Voting Record

## BOMBARDIER INC.

Meeting: Annual 4/25/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Pierre Beaudoin	For	For
Mgmt	1.2	Elect Director Joanne Bissonnette	For	For
Mgmt	1.3	Elect Director Charles Bombardier	For	For
Mgmt	1.4	Elect Director Rose Damen	For	For
Mgmt	1.5	Elect Director Diane Fontaine	For	For
Mgmt	1.6	Elect Director Ji-Xun Foo	For	For
Mgmt	1.7	Elect Director Diane Giard	For	For
Mgmt	1.8	Elect Director Anthony R. Graham	For	For
Mgmt	1.9	Elect Director Eric Martel	For	For
Mgmt	1.10	Elect Director Douglas R. Oberhelman	For	For
Mgmt	1.11	Elect Director Melinda Rogers-Hixon	For	For
Mgmt	1.12	Elect Director Eric Sprunk	For	For
Mgmt	1.13	Elect Director Antony N. Tyler	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For
S/holder	4	SP 1: Approve Incentive Compensation Relating to ESG Goals	Against	Against
S/holder	5	SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements	Against	For
S/holder	6	SP3: Advisory Vote on Environmental Policies	Against	For
S/holder	7	SP 4: Disclosure of Languages Mastered by Officers	Against	Against
S/holder	8	SP 5: Disclosure of Languages Mastered by Directors	Against	Against

## CAIXA SEGURIDADE PARTICIPACOES SA

Meeting: Annual 4/25/24 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31 2023	For	For
Mgmt	2	Approve Allocation of Income and Dividends	For	For
Mgmt	3	Approve Remuneration of Company's Management Fiscal Council and Statutory Committees	For	For
Mgmt	4	In the Event of a Second Call Can the Voting Instructions Contained in this Proxy Card Be Considered Valid for the Second Call?	None	For

## Global Voting Record

## CAIXA SEGURIDADE PARTICIPACOES SA

Meeting: Extraordinary Sh: 4/25/24 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Francisco Egidio Pelucio Martins as Director Voter Rationale: A vote AGAINST non-independent director nominees Humberto Jose Teofilo Magalhaes and Francisco Egidio Pelucio Martins is warranted given the proposed board's overall lack of independence.	For	Against
Mgmt	2	Ratify Humberto Jose Teofilo Magalhaes as Director Voter Rationale: A vote AGAINST non-independent director nominees Humberto Jose Teofilo Magalhaes and Francisco Egidio Pelucio Martins is warranted given the proposed board's overall lack of independence.	For	Against
Mgmt	3	In the Event of a Second Call Can the Voting Instructions Contained in this Proxy Card Be Considered Valid for the Second Call?	None	For

## CARETRUST REIT INC.

Meeting: Annual 4/25/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Diana M. Laing	For	For
Mgmt	1b	Elect Director Anne Olson	For	For
Mgmt	1c	Elect Director Spencer G. Plumb	For	For
Mgmt	1d	Elect Director David M. Sedgwick	For	For
Mgmt	1e	Elect Director Careina D. Williams	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Deloitte & Touche LLP as Auditors	For	For

## CELLNEX TELECOM SA

Meeting: Annual 4/25/24 Spain

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Consolidated and Standalone Financial Statements	For	For
Mgmt	2	Approve Non-Financial Information Statement	For	For
Mgmt	3	Approve Allocation of Income	For	For
Mgmt	4	Approve Discharge of Board	For	For
Mgmt	5	Appoint Ernst & Young as Auditor	For	For
Mgmt	6	Reelect Alexandra Reich as Director	For	For
Mgmt	7	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
Mgmt	8	Authorize Issuance of Convertible Bonds Debentures Warrants and Other Debt Securities with Exclusion of Preemptive Rights up to 10 Percent of Capital	For	For
Mgmt	9	Authorize Board to Ratify and Execute Approved Resolutions	For	For
Mgmt	10	Advisory Vote on Remuneration Report	For	For

**CHOICE PROPERTIES REAL ESTATE INVESTMENT TRUST**

Meeting: Annual 4/25/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Trustee L. Jay Cross	For	For
Mgmt	1.2	Elect Trustee Gordon A.M. Currie	For	For
Mgmt	1.3	Elect Trustee Rael L. Diamond	For	For
Mgmt	1.4	Elect Trustee Diane Kazarian	For	For
Mgmt	1.5	Elect Trustee Karen Kinsley	For	For
Mgmt	1.6	Elect Trustee R. Michael Latimer	For	For
Mgmt	1.7	Elect Trustee Nancy H.O. Lockhart	For	For
Mgmt	1.8	Elect Trustee Dale R. Ponder	For	For
Mgmt	1.9	Elect Trustee Qi Tang	For	For
Mgmt	1.10	Elect Trustee Cornell Wright	For	For
Mgmt	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Trustees to Fix Their Remuneration	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For

**CIMSA CIMENTO SANAYI VE TICARET AS**

Meeting: Annual 4/25/24 Turkey

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting and Elect Presiding Council of Meeting	For	For
Mgmt	2	Accept Board Report	For	For
Mgmt	3	Accept Audit Report	For	For
Mgmt	4	Accept Financial Statements	For	For
Mgmt	5	Approve Discharge of Board	For	For
Mgmt	6	Approve Allocation of Income	For	For
Mgmt	7	Elect Directors Voter Rationale: A vote AGAINST this item is warranted, as the company has not disclosed all the names of the director nominees in a timely manner.	For	Against
Mgmt	8	Approve Director Remuneration Voter Rationale: A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.	For	Against
Mgmt	9	Ratify External Auditors	For	For
Mgmt	10	Amend Company Article 26	For	For
Mgmt	11	Approve Profit Distribution Policy	For	For
Mgmt	12	Authorize Board to Distribute Advance Dividends	For	For
Mgmt	13	Receive Information on Donations Made in 2023		Non Voting
Mgmt	14	Approve Upper Limit of Donations for 2024 Voter Rationale: This item warrants a vote AGAINST due to a lack of disclosure on the resolution.	For	Against
Mgmt	15	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For
Mgmt	16	Wishes		Non Voting

## CITIZENS FINANCIAL GROUP INC.

Meeting: Annual 4/25/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Bruce Van Saun	For	For
Mgmt	1.2	Elect Director Lee Alexander	For	For
Mgmt	1.3	Elect Director Tracy A. Atkinson	For	For
Mgmt	1.4	Elect Director Christine M. Cumming	For	For
Mgmt	1.5	Elect Director Kevin J. Cummings	For	For
Mgmt	1.6	Elect Director William P. Hankowsky	For	For
Mgmt	1.7	Elect Director Edward J. Kelly III	For	For
Mgmt	1.8	Elect Director Robert G. Leary	For	For
Mgmt	1.9	Elect Director Terrance J. Lillis	For	For
Mgmt	1.10	Elect Director Michele N. Siekerka	For	For
Mgmt	1.11	Elect Director Christopher J. Swift	For	For
Mgmt	1.12	Elect Director Wendy A. Watson	For	For
Mgmt	1.13	Elect Director Marita Zuraitis	For	For
Mgmt	2	Amend Non-Employee Director Omnibus Stock Plan	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
Mgmt	4	Amend Omnibus Stock Plan	For	For
Mgmt	5	Amend Qualified Employee Stock Purchase Plan	For	For
Mgmt	6	Ratify Deloitte & Touche LLP as Auditors	For	For

## CRH PLC

Meeting: Annual 4/25/24 Ireland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Re-elect Richie Boucher as Director	For	For
Mgmt	1b	Re-elect Caroline Dowling as Director	For	For
Mgmt	1c	Re-elect Richard Fearon as Director	For	For
Mgmt	1d	Re-elect Johan Karlstrom as Director	For	For
Mgmt	1e	Re-elect Shaun Kelly as Director	For	For
Mgmt	1f	Re-elect Badar Khan as Director	For	For
Mgmt	1g	Re-elect Lamar McKay as Director	For	For
Mgmt	1h	Re-elect Albert Manifold as Director	For	For
Mgmt	1i	Re-elect Jim Mintern as Director	For	For
Mgmt	1j	Re-elect Gillian Platt as Director	For	For
Mgmt	1k	Re-elect Mary Rhinehart as Director	For	For
Mgmt	1l	Re-elect Siobhan Talbot as Director	For	For
Mgmt	1m	Re-elect Christina Verchere as Director	For	For
Mgmt	2	Advisory Vote to Approve Executive Compensation	For	For
Mgmt	3a	Ratify Deloitte Ireland LLP as Auditors	For	For
Mgmt	3b	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	4	Authorise Issue of Equity	For	For
Mgmt	5	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	6	Authorise Market Purchase of Ordinary Shares	For	For
Mgmt	7	Authorise Reissuance of Treasury Shares	For	For

## Global Voting Record

## DANONE SA

Meeting: Annual/Special 4/25/24 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of EUR 2.10 per Share	For	For
Mgmt	4	Reelect Gilbert Ghostine as Director	For	For
Mgmt	5	Reelect Lise Kingo as Director	For	For
Mgmt	6	Appoint Mazars & Associates as Auditor Responsible for Certifying Sustainability Information	For	For
Mgmt	7	Approve Compensation Report of Corporate Officers	For	For
Mgmt	8	Approve Compensation of Antoine de Saint-Afrique CEO	For	For
Mgmt	9	Approve Compensation of Gilles Schnepf Chairman of the Board	For	For
Mgmt	10	Approve Remuneration Policy of Executive Corporate Officers	For	For
Mgmt	11	Approve Remuneration Policy of Chairman of the Board	For	For
Mgmt	12	Approve Remuneration Policy of Directors	For	For
Mgmt	13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	14	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For
Mgmt	15	Amend Article 27 of Bylaws Re: Cap on Voting Rights	For	For
Mgmt	16	Authorize Filing of Required Documents/Other Formalities	For	For

## DELUXE CORPORATION

Meeting: Annual 4/25/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director William C. Cobb	For	Withhold
Mgmt	1.2	Elect Director Paul R. Garcia	For	For
Mgmt	1.3	Elect Director Cheryl E. Mayberry McKissack	For	Withhold
Mgmt	1.4	Elect Director Barry C. McCarthy	For	For
Mgmt	1.5	Elect Director Thomas J. Reddin	For	Withhold
Mgmt	1.6	Elect Director Martyn R. Redgrave	For	Withhold
Mgmt	1.7	Elect Director John L. Stauch	For	For
Mgmt	1.8	Elect Director Telisa L. Yancy	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

## EDISON INTERNATIONAL

Meeting: Annual 4/25/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Jeanne Beliveau-Dunn	For	For
Mgmt	1b	Elect Director Michael C. Camunez	For	For
Mgmt	1c	Elect Director Vanessa C.L. Chang	For	For
Mgmt	1d	Elect Director James T. Morris	For	For
Mgmt	1e	Elect Director Timothy T. O'Toole	For	For
Mgmt	1f	Elect Director Pedro J. Pizarro	For	For
Mgmt	1g	Elect Director Marcy L. Reed	For	For
Mgmt	1h	Elect Director Carey A. Smith	For	For
Mgmt	1i	Elect Director Linda G. Stuntz	For	For
Mgmt	1j	Elect Director Peter J. Taylor	For	For
Mgmt	1k	Elect Director Keith Trent	For	For
Mgmt	2	Ratify PwC as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
S/holder	4	Report on Lobbying Payments and Policy Voter Rationale: A vote AGAINST this resolution is warranted as Edison International provides sufficient disclosure for shareholders to evaluate its lobbying activities.	Against	Against

## EMBOTELLADORA ANDINA SA

Meeting: Annual 4/25/24 Chile

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income and Dividends	For	For
Mgmt	3	Present Dividend Policy and Inform about Distribution and Payment Procedures Utilized	For	For
Mgmt	4	Elect Directors Voter Rationale: A vote against is warranted due to concerns with the independence levels of the board and the limited disclosure of information regarding the nominees.	For	Against
Mgmt	5	Approve Remuneration of Directors Members of Culture Ethics and Sustainability Committee Executive Committee Directors' Committee and Audit Committee; Annual Report of Directors' Committee and Expenses Incurred by Board and Directors' Committee	For	For
Mgmt	6	Appoint Auditors	For	For
Mgmt	7	Designate Risk Assessment Companies	For	For
Mgmt	8	Receive Report Regarding Related-Party Transactions	For	For
Mgmt	9	Designate Newspaper to Publish Announcements	For	For
Mgmt	10	Other Business Voter Rationale: A vote against is warranted since it cannot be known what issues will be raised under this agenda item.	For	Against



## EUROFINS SCIENTIFIC SE

Meeting: Annual/Special 4/25/24 Luxembourg

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive and Approve Board's Reports	For	For
Mgmt	2	Receive and Approve Director's Special Report Re: Operations Carried Out Under the Authorized Capital Established	For	For
Mgmt	3	Receive and Approve Auditor's Reports	For	For
Mgmt	4	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	5	Approve Financial Statements	For	For
Mgmt	6	Approve Allocation of Income	For	For
Mgmt	7	Approve Discharge of Directors	For	For
Mgmt	8	Approve Discharge of Auditors	For	For
Mgmt	9	Approve Remuneration Policy	For	For
Mgmt	10	Approve Remuneration Report Voter Rationale: A vote against is considered warranted due to a lack of transparency concerning ex-post bonus disclosures.	For	Against
Mgmt	11	Reelect Gilles Martin as Executive Director	For	For
Mgmt	12	Reelect Yves-Loic Martin as Non-Executive Director	For	For
Mgmt	13	Reelect Valerie Hanote as Executive Director	For	For
Mgmt	14	Reelect Pascal Rakovsky as Non-Executive Director	For	For
Mgmt	15	Reelect Patrizia Luchetta as Non-Executive Director	For	For
Mgmt	16	Reelect Evie Roos as Non-Executive Director	For	For
Mgmt	17	Elect Erica Monfardini as Non-Executive Director	For	For
Mgmt	18	Renewal Appointment of Deloitte Audit or Appointment of a New Approved Statutory Auditor	For	For
Mgmt	19	Approve Attendance Fees of Directors	For	For
Mgmt	20	Approve Transactions of the Share Capital Carried out by the Board of Directors in Accordance with the Buy-Back Program	For	For
Mgmt	21	Approve Share Repurchase Program	For	For
Mgmt	22	Authorize Board to Ratify and Execute Approved Resolutions	For	For
Mgmt	1	Approve Reduction in Share Capital through Cancellation of Shares	For	For
Mgmt	2	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights and Amend Article 8 of the Articles of Association Voter Rationale: A vote against is warranted due to the authority representing in excess of 10% of issued share capital.	For	Against
Mgmt	3	Authorize Board to Ratify and Execute Approved Resolutions	For	For

## EVERBRIDGE INC.

Meeting: Special 4/25/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Merger Agreement Voter Rationale: A vote to abstain on items 1-3 is warranted due to quantum and governance concerns with the merger agreement.	For	Abstain
Mgmt	2	Advisory Vote on Golden Parachutes	For	Abstain
Mgmt	3	Adjourn Meeting	For	Abstain

**FASTENAL COMPANY**

Meeting: Annual 4/25/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Scott A. Satterlee	For	For
Mgmt	1b	Elect Director Michael J. Ancius	For	For
Mgmt	1c	Elect Director Stephen L. Eastman	For	For
Mgmt	1d	Elect Director Daniel L. Florness	For	For
Mgmt	1e	Elect Director Rita J. Heise	For	For
Mgmt	1f	Elect Director Hsenghung Sam Hsu	For	For
Mgmt	1g	Elect Director Daniel L. Johnson	For	For
Mgmt	1h	Elect Director Nicholas J. Lundquist	For	For
Mgmt	1i	Elect Director Sarah N. Nielsen	For	For
Mgmt	1j	Elect Director Irene A. Quarshie	For	For
Mgmt	1k	Elect Director Reyne K. Wisecup	For	For
Mgmt	2	Ratify KPMG LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Eliminate Supermajority Vote Requirement for Business Combinations	For	For
S/holder	5	Adopt Simple Majority Vote	Against	For

**GREENCOAT RENEWABLES PLC**

Meeting: Annual 4/25/24 Ireland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2a	Re-elect Ronan Murphy as Director	For	For
Mgmt	2b	Re-elect Emer Gilvarry as Director	For	For
Mgmt	2c	Re-elect Kevin McNamara as Director	For	For
Mgmt	2d	Re-elect Marco Graziano as Director	For	For
Mgmt	2e	Re-elect Eva Lindqvist as Director	For	For
Mgmt	3	Ratify BDO as Auditors	For	For
Mgmt	4	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	5	Authorise Issue of Equity	For	For
Mgmt	6	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	7	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	For	For
Mgmt	8	Authorise Market Purchase of Ordinary Shares	For	For
Mgmt	9	Determine the Price Range at which Treasury Shares may be Re-issued Off-Market	For	For

## GRUPO CATALANA OCCIDENTE SA

Meeting: Annual 4/25/24 Spain

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Standalone Financial Statements	For	For
Mgmt	2	Approve Allocation of Income and Dividends	For	For
Mgmt	3.1	Approve Consolidated Financial Statements	For	For
Mgmt	3.2	Approve Non-Financial Information Statement	For	For
Mgmt	4	Approve Discharge of Board	For	For
Mgmt	5	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For
Mgmt	6.1	Reelect Jose Maria Serra Farre as Director	For	For
Mgmt	6.2	Ratify Appointment of and Elect Raquel Cortizo Almeida as Director	For	For
Mgmt	7	Receive Amendments to Board of Directors Regulations	For	For
Mgmt	8	Amend Remuneration Policy	For	For
Mgmt	9.1	Approve Remuneration of Directors	For	For
Mgmt	9.2	Fix Board Meeting Attendance Fees	For	For
Mgmt	9.3	Approve Annual Maximum Remuneration	For	For
Mgmt	10	Advisory Vote on Remuneration Report	For	For
Mgmt	11	Approve Dividends Charged Against Reserves	For	For
Mgmt	12	Authorize Board to Ratify and Execute Approved Resolutions	For	For

## HEMNET GROUP AB

Meeting: Annual 4/25/24 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting; Elect Chairman of Meeting	For	For
Mgmt	2	Prepare and Approve List of Shareholders		Non Voting
Mgmt	3	Approve Agenda of Meeting	For	For
Mgmt	4.1	Designate Jonas Bergh as Inspector of Minutes of Meeting	For	For
Mgmt	4.2	Designate Andreas Haug as Inspector of Minutes of Meeting	For	For
Mgmt	5	Acknowledge Proper Convening of Meeting	For	For
Mgmt	6	Receive President's Report		Non Voting
Mgmt	7	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	8	Accept Financial Statements and Statutory Reports	For	For
Mgmt	9	Approve Remuneration Report	For	For
Mgmt	10	Approve Allocation of Income and Dividends of SEK 1.20 Per Share	For	For
Mgmt	11.A	Approve Discharge of Chris Caulkin	For	For
Mgmt	11.B	Approve Discharge of Anders Nilsson	For	For
Mgmt	11.C	Approve Discharge of Anders Edmark	For	For
Mgmt	11.D	Approve Discharge of Hakan Hellstrom	For	For
Mgmt	11.E	Approve Discharge of Nick McKittrick	For	For
Mgmt	11.F	Approve Discharge of Pierre Siri	For	For
Mgmt	11.G	Approve Discharge of Tracey Fellows	For	For
Mgmt	11.H	Approve Discharge of Maria Redin	For	For
Mgmt	11.I	Approve Discharge of CEO Cecilia Beck-Friis	For	For
Mgmt	12.A	Determine Number of Members (7) and Deputy Members (0) of Board	For	For

Global Voting Record

Mgmt	12.B	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
Mgmt	13.A	Approve Remuneration of Directors in the Amount of SEK 910 000 for Chair and SEK 375 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	13.B	Approve Remuneration of Auditors	For	For
Mgmt	14.A	Reelect Anders Nilsson as Director	For	For
Mgmt	14.B	Reelect Anders Edmark as Director	For	For
Mgmt	14.C	Reelect Hakan Hellstrom as Director	For	For
Mgmt	14.D	Reelect Tracey Fellows as Director	For	For
Mgmt	14.E	Reelect Nick McKittrick as Director	For	For
Mgmt	14.F	Reelect Maria Redin as Director	For	For
Mgmt	14.G	Elect Rasmus Jarborg as New Director	For	For
Mgmt	15	Reelect Anders Nilsson as Board Chair	For	For
Mgmt	16	Ratify Ernst & Young as Auditors	For	For
Mgmt	17	Approve Nomination Committee Procedures	For	For
Mgmt	18	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	For	For
Mgmt	19	Approve SEK 1.7 Million Reduction in Share Capital via Share Cancellation for Transfer to Unrestricted Equity; Approve Capitalization of Reserves of SEK 1.7 Million for a Bonus Issue	For	For
Mgmt	20	Approve Performance Share Program 2024/2027	For	For
Mgmt	21	Authorize Share Repurchase Program	For	For
Mgmt	22	Close Meeting		Non Voting

INTUITIVE SURGICAL INC.

Meeting: Annual		4/25/24	USA		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1a	Elect Director Craig H. Barratt	For	For	
Mgmt	1b	Elect Director Joseph C. Beery	For	For	
Mgmt	1c	Elect Director Lewis Chew	For	For	
Mgmt	1d	Elect Director Gary S. Guthart	For	For	
Mgmt	1e	Elect Director Amal M. Johnson	For	For	
Mgmt	1f	Elect Director Sreelakshmi Kolli	For	For	
Mgmt	1g	Elect Director Amy L. Ladd	For	For	
Mgmt	1h	Elect Director Keith R. Leonard Jr.	For	For	
Mgmt	1i	Elect Director Jami Dover Nachtsheim	For	For	
Mgmt	1j	Elect Director Monica P. Reed	For	For	
Mgmt	1k	Elect Director Mark J. Rubash	For	For	
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
Mgmt	4	Amend Omnibus Stock Plan	For	For	
Mgmt	5	Amend Qualified Employee Stock Purchase Plan	For	For	
S/holder	6	Report on Gender/Racial Pay Gap Voter Rationale: A vote against is warranted as the company has put in place a satisfactory D&I program.	Against	Against	

## LA FRANCAISE DES JEUX SA

Meeting: Annual/Special 4/25/24 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of EUR 1.78 per Share	For	For
Mgmt	4	Approve Auditors' Special Report on Related-Party Transactions	For	For
Mgmt	5	<p>Reelect Stephane Pallez as Director</p> <p>Voter Rationale: * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Stephane Pallez is warranted (Item 5). * Votes FOR the (re)elections of all other nominees are warranted given the satisfactory level of board independence (including all board members: 40 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 54.5 percent vs 50 percent recommended) and the absence of specific concerns (Items 6-10).</p>	For	Against
Mgmt	6	Reelect Union des Blesses de la Face et de la Tete as Director	For	For
Mgmt	7	Reelect Federation Nationale Andre Maginot des Anciens Combattants as Director	For	For
Mgmt	8	Reelect Predica as Director	For	For
Mgmt	9	Elect David Chianese as Representative of Employee Shareholders to the Board	For	For
Mgmt	10	Elect Frederic Martins as Representative of Employee Shareholders to the Board	For	For
Mgmt	11	Appoint Deloitte & Associe as Authorized Sustainability Auditors	For	For
Mgmt	12	Appoint PricewaterhouseCoopers Audit as Authorized Sustainability Auditors	For	For
Mgmt	13	Approve Compensation Report of Corporate Officers	For	For
Mgmt	14	Approve Compensation of Stephane Pallez Chairwoman and CEO	For	For
Mgmt	15	Approve Compensation of Charles Lantieri Vice-CEO	For	For
Mgmt	16	Approve Remuneration Policy of Corporate Officers	For	For
Mgmt	17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	19	Authorize Filing of Required Documents/Other Formalities	For	For

## Global Voting Record

## LATAM AIRLINES GROUP SA

Meeting: Annual 4/25/24 Chile

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Dividends of USD 0.0003 Per Share	For	For
Mgmt	3	Elect Directors Voter Rationale: A vote AGAINST this item is warranted because: * The names of the director candidates are not disclosed; * The company has bundled the election of directors into a single voting item; and * Undisclosed bundled director election proposals disenfranchise shareholders voting by proxy.	For	Against
Mgmt	4	Approve Remuneration of Directors	For	For
Mgmt	5	Approve Remuneration and Budget of Directors' Committee	For	For
Mgmt	6	Appoint Auditors	For	For
Mgmt	7	Designate Risk Assessment Companies	For	For
Mgmt	8	Designate Newspaper to Publish Company Announcements	For	For
Mgmt	9	Receive Report Regarding Related-Party Transactions	For	For
Mgmt	10	Other Business Voter Rationale: A vote AGAINST this request is warranted since it cannot be known what issues will be raised under this agenda item.	For	Against

## LATAM AIRLINES GROUP SA

Meeting: Extraordinary Sh: 4/25/24 Chile

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Remove Transitory Article 4	For	For
Mgmt	2	Recognize Reduction of Share Capital Due to Expiration of Term for Placing Convertible Bonds into Shares with Charged to Capital Increase Approved by EGM on July 5 2022	For	For
Mgmt	3	Adopt Amendments to Articles and Agreements to Carry out Resolutions Adopted by this General Meeting	For	For

## LITTELFUSE INC.

Meeting: Annual 4/25/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Kristina A. Cerniglia	For	For
Mgmt	1b	Elect Director Tzau-jin Chung	For	For
Mgmt	1c	Elect Director Gayla J. Delly	For	For
Mgmt	1d	Elect Director Maria C. Green	For	For
Mgmt	1e	Elect Director Anthony Grillo	For	For
Mgmt	1f	Elect Director David W. Heinzmann	For	For
Mgmt	1g	Elect Director Gregory N. Henderson	For	For
Mgmt	1h	Elect Director Gordon Hunter	For	For
Mgmt	1i	Elect Director William P. Noglows	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Deloitte & Touche LLP as Auditors	For	For

## Global Voting Record

## MATSON INC.

Meeting: Annual 4/25/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Meredith J. Ching	For	For
Mgmt	1.2	Elect Director Matthew J. Cox	For	For
Mgmt	1.3	Elect Director Mark H. Fukunaga	For	For
Mgmt	1.4	Elect Director Stanley M. Kuriyama	For	For
Mgmt	1.5	Elect Director Constance H. Lau	For	For
Mgmt	1.6	Elect Director Bradley D. Tilden	For	For
Mgmt	1.7	Elect Director Jenai S. Wall	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Deloitte & Touche LLP as Auditors	For	For

## MERCIALYS SA

Meeting: Annual 4/25/24 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of EUR 0.99 per Share	For	For
Mgmt	4	Reelect Victoire Boissier as Director	For	For
Mgmt	5	Reelect Dominique Dudan as Director	For	For
Mgmt	6	Reelect Jean-Louis Constanza as Director	For	For
Mgmt	7	Reelect Vincent Ravat as Director	For	For
Mgmt	8	Approve Compensation Report of Corporate Officers	For	For
Mgmt	9	Approve Compensation of Eric Le Gentil Chairman of the Board	For	For
Mgmt	10	Approve Compensation of Vincent Ravat CEO	For	For
Mgmt	11	Approve Compensation of Elizabeth Blaise Vice-CEO	For	For
Mgmt	12	Approve Remuneration Policy of Directors	For	For
Mgmt	13	Approve Remuneration Policy of Eric Le Gentil Chairman of the Board	For	For
Mgmt	14	Approve Remuneration Policy of Vincent Ravat CEO	For	For
Mgmt	15	Approve Remuneration Policy of Elizabeth Blaise Vice-CEO	For	For
Mgmt	16	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
Mgmt	17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	18	Authorize Filing of Required Documents/Other Formalities	For	For

## MGIC INVESTMENT CORPORATION

Meeting: Annual 4/25/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Analisa M. Allen	For	For
Mgmt	1.2	Elect Director Daniel A. Arrigoni	For	For
Mgmt	1.3	Elect Director C. Edward Chaplin	For	For
Mgmt	1.4	Elect Director Curt S. Culver	For	For
Mgmt	1.5	Elect Director Jay C. Hartzell	For	For
Mgmt	1.6	Elect Director Timothy A. Holt	For	For
Mgmt	1.7	Elect Director Jodeen A. Kozlak	For	For
Mgmt	1.8	Elect Director Michael E. Lehman	For	For
Mgmt	1.9	Elect Director Teresita M. Lowman	For	For
Mgmt	1.10	Elect Director Timothy J. Mattke	For	For
Mgmt	1.11	Elect Director Sheryl L. Sculley	For	For
Mgmt	1.12	Elect Director Michael L. Thompson	For	For
Mgmt	1.13	Elect Director Mark M. Zandi	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

## MUENCHENER RUECKVERSICHERUNGS-GESELLSCHAFT AG

Meeting: Annual 4/25/24 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 15.00 per Share	For	For
Mgmt	3.1	Approve Discharge of Management Board Member Joachim Wenning for Fiscal Year 2023	For	For
Mgmt	3.2	Approve Discharge of Management Board Member Thomas Blunck for Fiscal Year 2023	For	For
Mgmt	3.3	Approve Discharge of Management Board Member Nicholas Gartside for Fiscal Year 2023	For	For
Mgmt	3.4	Approve Discharge of Management Board Member Stefan Golling for Fiscal Year 2023	For	For
Mgmt	3.5	Approve Discharge of Management Board Member Christoph Jurecka for Fiscal Year 2023	For	For
Mgmt	3.6	Approve Discharge of Management Board Member Achim Kassow for Fiscal Year 2023	For	For
Mgmt	3.7	Approve Discharge of Management Board Member Michael Kerner for Fiscal Year 2023	For	For
Mgmt	3.8	Approve Discharge of Management Board Member Clarisse Kopff for Fiscal Year 2023	For	For
Mgmt	3.9	Approve Discharge of Management Board Member Mari-Lizette Malherbe for Fiscal Year 2023	For	For
Mgmt	3.10	Approve Discharge of Management Board Member Markus Riess for Fiscal Year 2023	For	For
Mgmt	4.1	Approve Discharge of Supervisory Board Member Nikolaus von Bomhard for Fiscal Year 2023	For	For
Mgmt	4.2	Approve Discharge of Supervisory Board Member Anne Horstmann for Fiscal Year 2023	For	For
Mgmt	4.3	Approve Discharge of Supervisory Board Member Ann-Kristin Achleitner for Fiscal Year 2023	For	For



## Global Voting Record

Mgmt	4.4	Approve Discharge of Supervisory Board Member Clement Booth for Fiscal Year 2023	For	For
Mgmt	4.5	Approve Discharge of Supervisory Board Member Ruth Brown for Fiscal Year 2023	For	For
Mgmt	4.6	Approve Discharge of Supervisory Board Member Stephan Eberl for Fiscal Year 2023	For	For
Mgmt	4.7	Approve Discharge of Supervisory Board Member Frank Fassin for Fiscal Year 2023	For	For
Mgmt	4.8	Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2023	For	For
Mgmt	4.9	Approve Discharge of Supervisory Board Member Gerd Haeusler for Fiscal Year 2023	For	For
Mgmt	4.10	Approve Discharge of Supervisory Board Member Angelika Herzog for Fiscal Year 2023	For	For
Mgmt	4.11	Approve Discharge of Supervisory Board Member Renata Bruengger for Fiscal Year 2023	For	For
Mgmt	4.12	Approve Discharge of Supervisory Board Member Stefan Kaindl for Fiscal Year 2023	For	For
Mgmt	4.13	Approve Discharge of Supervisory Board Member Carinne Knoche-Brouillon for Fiscal Year 2023	For	For
Mgmt	4.14	Approve Discharge of Supervisory Board Member Gabriele Muecke for Fiscal Year 2023	For	For
Mgmt	4.15	Approve Discharge of Supervisory Board Member Ulrich Plottke for Fiscal Year 2023	For	For
Mgmt	4.16	Approve Discharge of Supervisory Board Member Manfred Rassy for Fiscal Year 2023	For	For
Mgmt	4.17	Approve Discharge of Supervisory Board Member Carsten Spohr for Fiscal Year 2023	For	For
Mgmt	4.18	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2023	For	For
Mgmt	4.19	Approve Discharge of Supervisory Board Member Markus Wagner for Fiscal Year 2023	For	For
Mgmt	4.20	Approve Discharge of Supervisory Board Member Maximilian Zimmerer for Fiscal Year 2023	For	For
Mgmt	5.1	Ratify EY GmbH & Co. KG as Auditors for Fiscal Year 2024 and for the Review of the Interim Financial Statements for Fiscal Year 2024 and First Quarter of Fiscal Year 2025	For	For
Mgmt	5.2	Ratify EY GmbH & Co. KG as Auditors of Sustainability Report for Fiscal Year 2024	For	For
Mgmt	6	Approve Remuneration Report	For	For
Mgmt	7.1	Elect Nikolaus von Bomhard to the Supervisory Board Voter Rationale: A vote AGAINST Nikolaus von Bomhard to the supervisory board is warranted because he is a former CEO of the company, and he would be reappointed as board chair if reelected to the supervisory board. Votes FOR the remaining nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.	For	Against
Mgmt	7.2	Elect Clement Booth to the Supervisory Board	For	For
Mgmt	7.3	Elect Roland Busch to the Supervisory Board	For	For
Mgmt	7.4	Elect Julia Jaekel to the Supervisory Board	For	For
Mgmt	7.5	Elect Renata Bruengger to the Supervisory Board	For	For
Mgmt	7.6	Elect Carinne Knoche-Brouillon to the Supervisory Board	For	For
Mgmt	7.7	Elect Victoria Ossadnik to the Supervisory Board	For	For
Mgmt	7.8	Elect Carsten Spohr to the Supervisory Board	For	For
Mgmt	7.9	Elect Jens Weidmann to the Supervisory Board	For	For
Mgmt	7.10	Elect Maximilian Zimmerer to the Supervisory Board	For	For
Mgmt	8	Approve Remuneration Policy for the Supervisory Board	For	For

Global Voting Record

Mgmt	9	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For
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**NRG ENERGY INC.**

Meeting: Annual 4/25/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director E. Spencer Abraham	For	For
Mgmt	1b	Elect Director Antonio Carrillo	For	For
Mgmt	1c	Elect Director Matthew Carter Jr.	For	For
Mgmt	1d	Elect Director Lawrence S. Coben	For	For
Mgmt	1e	Elect Director Heather Cox	For	For
Mgmt	1f	Elect Director Elisabeth B. Donohue	For	For
Mgmt	1g	Elect Director Marwan Fawaz	For	For
Mgmt	1h	Elect Director Kevin T. Howell	For	For
Mgmt	1i	Elect Director Paul W. Hobby	For	For
Mgmt	1j	Elect Director Alex Pourbaix	For	For
Mgmt	1k	Elect Director Alexandra Pruner	For	For
Mgmt	1l	Elect Director Anne C. Schaumburg	For	For
Mgmt	1m	Elect Director Marcie C. Zlotnik	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation Voter Rationale: A vote AGAINST this proposal is warranted. While pay and performance were reasonably aligned for the year in review, concerns are raised regarding problematic pay practices in an NEO's employment agreement. NEO Patel's employment agreement, which NRG assumed upon the acquisition of Vivint, provides for a guaranteed annual cash bonus and Patel may resign for any reason at the second anniversary of the acquisition and receive severance and equity acceleration. Further, investors are also advised to monitor the interim CEO's compensation, following the FY23 significant, entirely time-based, equity award.	For	Against
Mgmt	3	Ratify KPMG LLP as Auditors	For	For

## Global Voting Record

## PEOPLES BANCORP INC.

Meeting: Annual 4/25/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director S. Craig Beam	For	For
Mgmt	1.2	Elect Director David F. Dierker	For	For
Mgmt	1.3	Elect Director W. Glenn Hogan	For	For
Mgmt	1.4	Elect Director Brooke W. James	For	For
Mgmt	1.5	Elect Director Susan D. Rector	For	For
Mgmt	1.6	Elect Director Kevin R. Reeves	For	For
Mgmt	1.7	Elect Director Carol A. Schneeberger Voter Rationale: WITHHOLD votes are warranted for Carol Schneeberger for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.	For	Withhold
Mgmt	1.8	Elect Director Frances A. Skinner	For	For
Mgmt	1.9	Elect Director Dwight E. Smith	For	For
Mgmt	1.10	Elect Director Michael N. Vittorio	For	For
Mgmt	1.11	Elect Director Tyler J. Wilcox	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Advisory Vote on Say on Pay Frequency	One Year	One Year
Mgmt	4	Ratify Ernst & Young LLP as Auditors	For	For

## PETROLEO BRASILEIRO SA

Meeting: Annual 4/25/24 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31 2023	For	For
Mgmt	2	Approve Allocation of Income and Dividends	For	For
S/holder	1.1	Elect Aristoteles Nogueira Filho as Director Appointed by Preferred Shareholder Voter Rationale: The company has disclosed competing minority nominees disputing the single board seat available under a separate election for minority preferred shareholders, in which the controlling shareholder does not have voting rights. A vote FOR director Jeronimo Antunes (Item 1.2) is recommended in light of the lack of known concerns regarding his previous performance as Petrobras' independent board member and the relevant experience serving on boards of other publicly-traded companies. As such, an ABSTAIN vote is recommended for Item 1.1. This recommendation, however, should not be interpreted as a negative assessment of the experience or qualifications of the competing board nominees. Institutional shareholders should provide explicit voting instructions if they seek to elect a specific candidate.	None	Abstain
Mgmt	3	Fix Number of Directors at Eleven	For	For

S/holder	1.2	<p>Elect Jeronimo Antunes as Director Appointed by Preferred Shareholder</p> <p>Voter Rationale: The company has disclosed competing minority nominees disputing the single board seat available under a separate election for minority preferred shareholders, in which the controlling shareholder does not have voting rights. A vote FOR director Jeronimo Antunes (Item 1.2) is recommended in light of the lack of known concerns regarding his previous performance as Petrobras' independent board member and the relevant experience serving on boards of other publicly-traded companies. As such, an ABSTAIN vote is recommended for Item 1.1. This recommendation, however, should not be interpreted as a negative assessment of the experience or qualifications of the competing board nominees. Institutional shareholders should provide explicit voting instructions if they seek to elect a specific candidate.</p>	None	For
Mgmt	4	<p>Elect Directors</p> <p>Voter Rationale: A vote AGAINST these proposals is warranted because: * The management slate includes nominees associated with the controlling shareholder and previously considered ineligible by the company's Personnel Committee or by the board of directors; * The incumbent chair nominee is under investigation by the Brazilian Securities Regulator (CVM) regarding his eligibility to Petrobras' board in light of the eligibility criteria established by the Law for State-Controlled Companies; and * Minority shareholders have presented incumbent independent minority nominees to be elected under cumulative voting.</p>	For	Against
Mgmt	2	<p>In Case Neither Class of Shares Reaches the Minimum Quorum Required by the Brazilian Corporate Law to Elect a Board Representative in Separate Elections Would You Like to Use Your Votes to Elect the Candidate with More Votes to Represent Both Classes?</p>	None	For
Mgmt	5	<p>In Case There is Any Change to the Board Slate Composition May Your Votes Still be Counted for the Proposed Slate?</p> <p>Voter 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.</p>	None	Against
S/holder	3.1	<p>Elect Paulo Roberto Franceschi as Fiscal Council Member and Vanderlei Dominguez da Rosa as Alternate Appointed by Preferred Shareholder</p> <p>Voter Rationale: The company has disclosed two minority shareholder fiscal council nominees (and alternates) competing for the single seat available for the minority preferred shareholders' representative to be elected in a separate election, without the participation of the controlling shareholders. Although all candidates appear to be well-qualified to serve on the company's fiscal council, minority shareholders can support only one of the competing nominees. A vote FOR the candidates Paulo Roberto Franceschi and alternate Vanderlei Dominguez da Rosa (Item 3.1) is recommended in light of the greater experience serving on fiscal councils of publicly-traded companies. As such, an ABSTAIN vote is recommended for Item 3.2. This recommendation, however, should not be interpreted as a negative assessment of the experience or qualifications of the competing fiscal council nominees. Institutional shareholders should provide explicit voting instructions if they seek to elect a specific candidate.</p>	None	For
Mgmt	6	<p>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?</p>	None	For

S/holder	3.2	<p>Elect Joao Vicente Silva Machado as Fiscal Council Member and Jandaraci Ferreira de Araujo as Alternate Appointed by Preferred Shareholder</p> <p>Voter Rationale: The company has disclosed two minority shareholder fiscal council nominees (and alternates) competing for the single seat available for the minority preferred shareholders' representative to be elected in a separate election, without the participation of the controlling shareholders. Although all candidates appear to be well-qualified to serve on the company's fiscal council, minority shareholders can support only one of the competing nominees. A vote FOR the candidates Paulo Roberto Franceschi and alternate Vanderlei Dominguez da Rosa (Item 3.1) is recommended in light of the greater experience serving on fiscal councils of publicly-traded companies. As such, an ABSTAIN vote is recommended for Item 3.2. This recommendation, however, should not be interpreted as a negative assessment of the experience or qualifications of the competing fiscal council nominees. Institutional shareholders should provide explicit voting instructions if they seek to elect a specific candidate.</p>	None	Abstain
Mgmt	7	<p>In Case Cumulative Voting Is Adopted Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?</p> <p>Percentage of Votes to Be Assigned - Elect Pietro Adamo Sampaio Mendes as Director</p> <p>Voter 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. Petrobras disclosed 10 candidates (eight appointed by management and two by minority shareholders) to compete for eight board seats available under cumulative election. Due to the greater number of nominees than board seats, vote recommendations for these agenda items are as follows: * Items 6 and 7: FOR the request of cumulative voting in light of the timely disclosure of minority shareholders' nominees presented under such election scenario and for the equal distribution of votes amongst the candidates being supported under cumulative voting. * Items 8.1-8.8: ABSTAIN from the management candidates to concentrate the votes on the minority shareholders' nominees. * Items 8.9 and 8.10: FOR to support the incumbent independent nominees presented by minority ordinary shareholders.</p>	None	For
Mgmt	8.1	<p>Percentage of Votes to Be Assigned - Elect Jean Paul Terra Prates as Director</p> <p>Voter 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. Petrobras disclosed 10 candidates (eight appointed by management and two by minority shareholders) to compete for eight board seats available under cumulative election. Due to the greater number of nominees than board seats, vote recommendations for these agenda items are as follows: * Items 6 and 7: FOR the request of cumulative voting in light of the timely disclosure of minority shareholders' nominees presented under such election scenario and for the equal distribution of votes amongst the candidates being supported under cumulative voting. * Items 8.1-8.8: ABSTAIN from the management candidates to concentrate the votes on the minority shareholders' nominees. * Items 8.9 and 8.10: FOR to support the incumbent independent nominees presented by minority ordinary shareholders.</p>	None	Abstain
Mgmt	8.2	<p>Percentage of Votes to Be Assigned - Elect Jean Paul Terra Prates as Director</p> <p>Voter 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. Petrobras disclosed 10 candidates (eight appointed by management and two by minority shareholders) to compete for eight board seats available under cumulative election. Due to the greater number of nominees than board seats, vote recommendations for these agenda items are as follows: * Items 6 and 7: FOR the request of cumulative voting in light of the timely disclosure of minority shareholders' nominees presented under such election scenario and for the equal distribution of votes amongst the candidates being supported under cumulative voting. * Items 8.1-8.8: ABSTAIN from the management candidates to concentrate the votes on the minority shareholders' nominees. * Items 8.9 and 8.10: FOR to support the incumbent independent nominees presented by minority ordinary shareholders.</p>	None	Abstain



Mgmt	8.6	<p>Percentage of Votes to Be Assigned - Elect Renato Campos Galuppo as Independent Director</p> <p>Voter 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. Petrobras disclosed 10 candidates (eight appointed by management and two by minority shareholders) to compete for eight board seats available under cumulative election. Due to the greater number of nominees than board seats, vote recommendations for these agenda items are as follows: * Items 6 and 7: FOR the request of cumulative voting in light of the timely disclosure of minority shareholders' nominees presented under such election scenario and for the equal distribution of votes amongst the candidates being supported under cumulative voting. * Items 8.1-8.8: ABSTAIN from the management candidates to concentrate the votes on the minority shareholders' nominees. * Items 8.9 and 8.10: FOR to support the incumbent independent nominees presented by minority ordinary shareholders.</p> <p>Percentage of Votes to Be Assigned - Elect Rafael Ramalho Dubeux as Independent Director</p> <p>Voter 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. Petrobras disclosed 10 candidates (eight appointed by management and two by minority shareholders) to compete for eight board seats available under cumulative election. Due to the greater number of nominees than board seats, vote recommendations for these agenda items are as follows: * Items 6 and 7: FOR the request of cumulative voting in light of the timely disclosure of minority shareholders' nominees presented under such election scenario and for the equal distribution of votes amongst the candidates being supported under cumulative voting. * Items 8.1-8.8: ABSTAIN from the management candidates to concentrate the votes on the minority shareholders' nominees. * Items 8.9 and 8.10: FOR to support the incumbent independent nominees presented by minority ordinary shareholders.</p>	None	Abstain
Mgmt	8.7	<p>Percentage of Votes to Be Assigned - Elect Vitor Eduardo de Almeida Saback as Director</p> <p>Voter 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. Petrobras disclosed 10 candidates (eight appointed by management and two by minority shareholders) to compete for eight board seats available under cumulative election. Due to the greater number of nominees than board seats, vote recommendations for these agenda items are as follows: * Items 6 and 7: FOR the request of cumulative voting in light of the timely disclosure of minority shareholders' nominees presented under such election scenario and for the equal distribution of votes amongst the candidates being supported under cumulative voting. * Items 8.1-8.8: ABSTAIN from the management candidates to concentrate the votes on the minority shareholders' nominees. * Items 8.9 and 8.10: FOR to support the incumbent independent nominees presented by minority ordinary shareholders.</p>	None	Abstain
Mgmt	8.8	<p>Percentage of Votes to Be Assigned - Elect Vitor Eduardo de Almeida Saback as Director</p> <p>Voter 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. Petrobras disclosed 10 candidates (eight appointed by management and two by minority shareholders) to compete for eight board seats available under cumulative election. Due to the greater number of nominees than board seats, vote recommendations for these agenda items are as follows: * Items 6 and 7: FOR the request of cumulative voting in light of the timely disclosure of minority shareholders' nominees presented under such election scenario and for the equal distribution of votes amongst the candidates being supported under cumulative voting. * Items 8.1-8.8: ABSTAIN from the management candidates to concentrate the votes on the minority shareholders' nominees. * Items 8.9 and 8.10: FOR to support the incumbent independent nominees presented by minority ordinary shareholders.</p>	None	Abstain

S/holder	8.9	<p>Percentage of Votes to Be Assigned - Elect Jose Joao Abdalla Filho as Independent Director</p> <p>Voter 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. Petrobras disclosed 10 candidates (eight appointed by management and two by minority shareholders) to compete for eight board seats available under cumulative election. Due to the greater number of nominees than board seats, vote recommendations for these agenda items are as follows: * Items 6 and 7: FOR the request of cumulative voting in light of the timely disclosure of minority shareholders' nominees presented under such election scenario and for the equal distribution of votes amongst the candidates being supported under cumulative voting. * Items 8.1-8.8: ABSTAIN from the management candidates to concentrate the votes on the minority shareholders' nominees. * Items 8.9 and 8.10: FOR to support the incumbent independent nominees presented by minority ordinary shareholders.</p> <p>Percentage of Votes to Be Assigned - Elect Marcelo Gasparino da Silva as Independent Director</p> <p>Voter 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. Petrobras disclosed 10 candidates (eight appointed by management and two by minority shareholders) to compete for eight board seats available under cumulative election. Due to the greater number of nominees than board seats, vote recommendations for these agenda items are as follows: * Items 6 and 7: FOR the request of cumulative voting in light of the timely disclosure of minority shareholders' nominees presented under such election scenario and for the equal distribution of votes amongst the candidates being supported under cumulative voting. * Items 8.1-8.8: ABSTAIN from the management candidates to concentrate the votes on the minority shareholders' nominees. * Items 8.9 and 8.10: FOR to support the incumbent independent nominees presented by minority ordinary shareholders.</p>	None	For
S/holder	8.10	<p>Percentage of Votes to Be Assigned - Elect Marcelo Gasparino da Silva as Independent Director</p> <p>Voter 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. Petrobras disclosed 10 candidates (eight appointed by management and two by minority shareholders) to compete for eight board seats available under cumulative election. Due to the greater number of nominees than board seats, vote recommendations for these agenda items are as follows: * Items 6 and 7: FOR the request of cumulative voting in light of the timely disclosure of minority shareholders' nominees presented under such election scenario and for the equal distribution of votes amongst the candidates being supported under cumulative voting. * Items 8.1-8.8: ABSTAIN from the management candidates to concentrate the votes on the minority shareholders' nominees. * Items 8.9 and 8.10: FOR to support the incumbent independent nominees presented by minority ordinary shareholders.</p>	None	For
Mgmt	9	Approve Classification of Ivanyra Maura de Medeiros Correia as Independent Director	For	For
Mgmt	10	Approve Classification of Renato Campos Galuppo as Independent Director	For	For
Mgmt	11	<p>Approve Classification of Rafael Ramalho Dubeux as Independent Director</p> <p>Voter Rationale: A vote AGAINST this item is warranted because the nominee is a representative of a significant shareholder, and therefore not considered independent under ISS policy guidelines.</p>	For	Against
Mgmt	12	Approve Classification of Jose Joao Abdalla Filho as Independent Director	For	For
Mgmt	13	Approve Classification of Marcelo Gasparino da Silva as Independent Director	For	For
Mgmt	14	<p>Elect Pietro Adamo Sampaio Mendes as Board Chairman</p> <p>Voter Rationale: A vote AGAINST these proposals is warranted because: * The management slate includes nominees associated with the controlling shareholder and previously considered ineligible by the company's Personnel Committee or by the board of directors; * The incumbent chair nominee is under investigation by the Brazilian Securities Regulator (CVM) regarding his eligibility to Petrobras' board in light of the eligibility criteria established by the Law for State-Controlled Companies; and * Minority shareholders have presented incumbent independent minority nominees to be elected under cumulative voting.</p>	For	Against
Mgmt	15	Fix Number of Fiscal Council Members at Five	For	For



Global Voting Record

S/holder	16	Elect Ronaldo Dias as Fiscal Council Member and Ricardo Jose Martins Gimenez as Alternate Appointed by Minority Shareholder Voter Rationale: A vote FOR this item is warranted because the names of the fiscal council nominee and alternate appointed by minority shareholders have been disclosed; there is no indication of competing minority ordinary nominees; and there are no known concerns regarding the proposed minority nominees. Institutional shareholders should provide explicit voting instructions if they seek to elect a specific candidate.	None	For
Mgmt	17	Elect Fiscal Council Members Voter Rationale: An ABSTAIN vote recommendation is warranted for management's fiscal council nominees, to allow minority shareholders to concentrate their votes on the election of a minority fiscal council candidate, as further discussed under Item 16 of this meeting agenda.	For	Abstain
Mgmt	18	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law May Your Votes Still Be Counted for the Proposed Slate? Voter Rationale: The company's remuneration disclosure lacks transparency, especially regarding severance payments and the acceleration of deferred variable remuneration in the context of frequent changes in statutory executives since 2019. Therefore, a vote AGAINST this item is recommended.	None	Against
Mgmt	19	Approve Remuneration of Company's Management Fiscal Council and Statutory Advisory Committees Voter Rationale: The company's remuneration disclosure lacks transparency, especially regarding severance payments and the acceleration of deferred variable remuneration in the context of frequent changes in statutory executives since 2019. Therefore, a vote AGAINST this item is recommended.	For	Against

PETROLEO BRASILEIRO SA

Meeting: Extraordinary Sh: 4/25/24 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Articles 19 and 44	For	For
Mgmt	2	In the Event of a Second Call Can the Voting Instructions Contained in this Proxy Card Be Considered Valid for the Second Call?	None	For

## Global Voting Record

## PFIZER INC.

Meeting: Annual 4/25/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Ronald E. Blaylock	For	For
Mgmt	1.2	Elect Director Albert Bourla	For	For
Mgmt	1.3	Elect Director Susan Desmond-Hellmann	For	For
Mgmt	1.4	Elect Director Joseph J. Echevarria	For	For
Mgmt	1.5	Elect Director Scott Gottlieb	For	For
Mgmt	1.6	Elect Director Helen H. Hobbs	For	For
Mgmt	1.7	Elect Director Susan Hockfield	For	For
Mgmt	1.8	Elect Director Dan R. Littman	For	For
Mgmt	1.9	Elect Director Shantanu Narayen	For	For
Mgmt	1.10	Elect Director Suzanne Nora Johnson	For	For
Mgmt	1.11	Elect Director James Quincey	For	For
Mgmt	1.12	Elect Director James C. Smith	For	For
Mgmt	2	Ratify KPMG LLP as Auditors	For	For
Mgmt	3	Amend Omnibus Stock Plan	For	For
Mgmt	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
S/holder	5	Require Independent Board Chair Voter Rationale: A vote against this proposal is warranted. The board has a lead independent director with clearly delineated and robust duties and there are no governance-related concerns at this time. Nevertheless, should the company's performance continue to deteriorate or any governance concerns arise moving forward, ISS may re-evaluate its recommendation if this proposal is on the ballot in the future.	Against	Against
S/holder	6	Report on Congruency of Political Spending with Company Stated Values and Priorities Voter Rationale: A vote against this proposal is warranted, as the company discloses its political contributions to state and local candidates, leadership PACs, and trade associations. It also provides a congruency report comparing its public policy priorities with those of its major trade associations.	Against	Against
S/holder	7	Amend Director Resignation Processes *Withdrawn Resolution*		Non Voting
S/holder	8	Report on Corporate Contributions Voter Rationale: A vote against this proposal is warranted because the company provides sufficient information regarding its corporate contributions, management should be afforded discretion in determining the company's charitable giving strategy.	Against	Against

## POLARIS INC.

Meeting: Annual 4/25/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Kevin M. Farr	For	For
Mgmt	1b	Elect Director Darryl R. Jackson	For	For
Mgmt	1c	Elect Director Michael T. Speetzen	For	For
Mgmt	1d	Elect Director John P. Wiehoff	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Approve Omnibus Stock Plan	For	For
Mgmt	4	Ratify Ernst & Young LLP as Auditors	For	For

**PROSEGUR COMPANIA DE SEGURIDAD SA**

Meeting: Annual 4/25/24 Spain

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Consolidated and Standalone Financial Statements	For	For
Mgmt	2	Approve Treatment of Net Loss	For	For
Mgmt	3	Approve Non-Financial Information Statement	For	For
Mgmt	4	Approve Discharge of Board	For	For
Mgmt	5	Approve Dividends Charged Against Reserves	For	For
Mgmt	6	Reelect Fernando Vives Ruiz as Director	For	Against
Mgmt	7	Reelect Rodrigo Ignacio Zulueta Galilea as Director	For	For
Mgmt	8	Elect Pedro Guerrero Guerrero as Director	For	For
Mgmt	9	Advisory Vote on Remuneration Report	For	Against
Mgmt	10	Approve Long-Term Incentive Plan	For	Against
Mgmt	11	Approve Remuneration Policy	For	Against
Mgmt	12	Approve Reclassification of Legal Reserves to Voluntary Reserves	For	For
Mgmt	13	Approve Reclassification of Capitalization Reserves to Voluntary Reserves	For	For
Mgmt	14	Authorize Board to Ratify and Execute Approved Resolutions	For	For

**PT CISARUA MOUNTAIN DAIRY**

Meeting: Annual 4/25/24 Indonesia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Annual Report Financial Statements Statutory Reports and Discharge of Directors and Commissioners	For	For
Mgmt	2	Approve Allocation of Income and Dividends	For	For
Mgmt	3	Approve Report on the Use of Proceeds	For	For
Mgmt	4	Approve Purwantono Sungkoro & Surja as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	5	Approve Changes in the Boards of Directors	For	For
Mgmt	6	Approve Remuneration of Directors and Commissioners	For	For

## REGIONAL SAB DE CV

Meeting: Annual		4/25/24	Mexico		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1.a	Approve CEO's Report Including Financial Statements and Statutory Reports	For	For	
Mgmt	1.b	Approve Board's Report	For	For	
Mgmt	1.c	Approve Audit Committee's Report Including Board's Opinion on CEO's Report	For	For	
Mgmt	1.d	Approve Corporate Practices Committee's Report	For	For	
Mgmt	2.a	Approve Allocation of Income	For	For	
Mgmt	2.b	Approve Cash Dividends	For	For	
Mgmt	2.c	Set Maximum Amount of Share Repurchase	For	For	
Mgmt	2.d	Present Report on Share Repurchase	For	For	
Mgmt	3.a	Approve Discharge of Board of Directors	For	For	
Mgmt	3.b	Elect or Ratify Directors Chairman and Secretary of Board	For	For	
Mgmt	3.c	Elect or Ratify Chairman and Members of Audit and Corporate Practices Committees	For	For	
Mgmt	3.d	Approve Remuneration	For	For	
Mgmt	4	Authorize Board to Ratify and Execute Approved Resolutions	For	For	
Mgmt	5	Approve Minutes of Meeting	For	For	

## RESURS HOLDING AB

Meeting: Annual		4/25/24	Sweden		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Open Meeting		Non Voting	
Mgmt	2	Elect Chairman of Meeting	For	For	
Mgmt	3	Prepare and Approve List of Shareholders		Non Voting	
Mgmt	4	Approve Agenda of Meeting	For	For	
Mgmt	5	Designate Inspector(s) of Minutes of Meeting		Non Voting	
Mgmt	6	Acknowledge Proper Convening of Meeting	For	For	
Mgmt	7	Receive CEO's Report		Non Voting	
Mgmt	8	Receive Financial Statements and Statutory Reports		Non Voting	
Mgmt	9	Accept Financial Statements and Statutory Reports	For	For	
Mgmt	10	Approve Allocation of Income and Omission of Dividends	For	For	
Mgmt	11.1	Approve Discharge of Martin Bengtsson	For	For	
Mgmt	11.2	Approve Discharge of Fredrik Carlsson	For	For	
Mgmt	11.3	Approve Discharge of Lars Nordstrand	For	For	
Mgmt	11.4	Approve Discharge of Marita Odellius	For	For	
Mgmt	11.5	Approve Discharge of Mikael Wintzell	For	For	
Mgmt	11.6	Approve Discharge of Kristina Patek	For	For	
Mgmt	11.7	Approve Discharge of Pia-Lena Olofsson	For	For	
Mgmt	11.8	Approve Discharge of CEO Magnus Fredin	For	For	
Mgmt	11.9	Approve Discharge of Susanne Ehnbage	For	For	
Mgmt	11.10	Approve Discharge of Former CEO Sofie Tarring Lindell	For	For	

## Global Voting Record

Mgmt	11.11	Approve Discharge of Former CEO Nils Carlsson	For	For
Mgmt	12	Receive Nominating Committee's Report		Non Voting
Mgmt	13	Determine Number of Members (7) and Deputy Members (0) of Board	For	For
Mgmt	14.1	Approve Remuneration of Directors in the Amount of SEK 1.32 Million for Chairman and SEK 440 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	14.2	Approve Remuneration of Auditors	For	For
Mgmt	15.a	Reelect Martin Bengtsson as Director	For	Against
Mgmt	15.b	Reelect Lars Nordstrand as Director	For	For
Mgmt	15.c	Reelect Marita Odelius as Director	For	For
Mgmt	15.d	Reelect Mikael Wintzell as Director	For	For
Mgmt	15.e	Reelect Pia-Lena Olofsson as Director	For	For
Mgmt	15.f	Elect Harald Walden as New Director	For	For
Mgmt	15.g	Elect Ola Laurin as New Director	For	For
Mgmt	16	Reelect Martin Bengtsson as Board Chair	For	Against
Mgmt	17	Ratify PricewaterhouseCoopers AB as Auditors	For	For
Mgmt	18	Approve Nomination Committee Procedures	For	Against
Mgmt	19	Approve Remuneration Report	For	For
Mgmt	20	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
Mgmt	21	Authorize Share Repurchase Program	For	For
Mgmt	22	Approve Issuance of up to 10 Percent of Share Capital without Preemptive Rights	For	For
Mgmt	23	Close Meeting		Non Voting

## SEKISUI HOUSE LTD.

Meeting: Annual 4/25/24 Japan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Allocation of Income with a Final Dividend of JPY 64	For	For
Mgmt	2.1	Elect Director Nakai Yoshihiro	For	For
Mgmt	2.2	Elect Director Horiuchi Yosuke	For	For
Mgmt	2.3	Elect Director Tanaka Satoshi	For	For
Mgmt	2.4	Elect Director Ishii Toru	For	For
Mgmt	2.5	Elect Director Shinozaki Hiroshi	For	For
Mgmt	2.6	Elect Director Yoshimaru Yukiko	For	For
Mgmt	2.7	Elect Director Kitazawa Toshifumi	For	For
Mgmt	2.8	Elect Director Nakajima Yoshimi	For	For
Mgmt	2.9	Elect Director Takegawa Keiko	For	For
Mgmt	2.10	Elect Director Abe Shinichi	For	For
Mgmt	3	Appoint Statutory Auditor Wada Yoritomo	For	For

## Global Voting Record

## S P SETIA BERHAD

Meeting: Annual 4/25/24 Malaysia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Azmi Bin Mohd Ali as Director	For	For
Mgmt	2	Elect Merina Binti Abu Tahir as Director	For	For
Mgmt	3	Elect Khairil Anwar Bin Ahmad as Director	For	For
Mgmt	4	Elect Daneena Liza Binti Wan Abdul Rahman as Director	For	For
Mgmt	5	Elect Lim Fu Yen as Director	For	For
Mgmt	6	Approve Directors' Fees	For	For
Mgmt	7	Approve Directors' Other Remuneration and Benefits	For	For
Mgmt	8	Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	9	Approve Implementation of Shareholders' Mandate for Recurrent Related Party Transactions	For	For
Mgmt	10	Approve Issuance of New Ordinary Shares Under the Dividend Reinvestment Plan	For	For

## TEXAS INSTRUMENTS INCORPORATED

Meeting: Annual 4/25/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Mark A. Blinn	For	For
Mgmt	1b	Elect Director Todd M. Bluedorn	For	For
Mgmt	1c	Elect Director Janet F. Clark	For	For
Mgmt	1d	Elect Director Carrie S. Cox	For	For
Mgmt	1e	Elect Director Martin S. Craighead	For	For
Mgmt	1f	Elect Director Reginald DesRoches	For	For
Mgmt	1g	Elect Director Curtis C. Farmer	For	For
Mgmt	1h	Elect Director Jean M. Hobby	For	For
Mgmt	1i	Elect Director Haviv Ilan	For	For
Mgmt	1j	Elect Director Ronald Kirk	For	For
Mgmt	1k	Elect Director Pamela H. Patsley	For	For
Mgmt	1l	Elect Director Robert E. Sanchez	For	For
Mgmt	1m	Elect Director Richard K. Templeton	For	For
Mgmt	2	Approve Omnibus Stock Plan	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Ratify Ernst & Young LLP as Auditors	For	For
S/holder	5	Reduce Ownership Threshold for Shareholders to Call Special Meeting Voter Rationale: A vote for is warranted as the proposed 15 percent ownership threshold for shareholders to call a special meeting would enhance shareholders ability to make use of the right and the likelihood of abuse is small.	Against	For
S/holder	6	Report on Due Diligence Efforts to Trace End-User Misuse of Company Products Voter Rationale: A vote against is warranted as the company provides sufficient disclosure on its current due diligence process to identify risks related to the improper use of its products.	Against	Against

## THE ODP CORPORATION

Meeting: Annual 4/25/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Quincy L. Allen	For	For
Mgmt	1b	Elect Director Kristin A. Campbell	For	For
Mgmt	1c	Elect Director Cynthia T. Jamison	For	For
Mgmt	1d	Elect Director Shashank Samant	For	For
Mgmt	1e	Elect Director Wendy L. Schoppert	For	For
Mgmt	1f	Elect Director Gerry P. Smith	For	For
Mgmt	1g	Elect Director Joseph S. Vassalluzzo	For	For
Mgmt	2	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## TOMRA SYSTEMS ASA

Meeting: Annual 4/25/24 Norway

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting; Registration of Attending Shareholders and Proxies		Non Voting
Mgmt	2	Elect Chairman of Meeting	For	For
Mgmt	3	Designate Inspector(s) of Minutes of Meeting	For	For
Mgmt	4	Approve Notice of Meeting and Agenda	For	For
Mgmt	5	Receive Management Report on the Status of the Company and Group		Non Voting
Mgmt	6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 1.95 Per Share	For	For
Mgmt	7	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
Mgmt	8	Approve Remuneration Statement	For	For
Mgmt	9	Discuss Company's Corporate Governance Statement (Not Voting)		Non Voting
Mgmt	10	Reelect Johan Hjertonsson (Chair) Bodil Sonesson Pierre Couderc and Hege Skryseth as Directors; Elect Erik Osmundsen as New Director	For	For
Mgmt	11	Reelect Rune Selmar (Chair) and Tine Fosslund as Members of Nominating Committee; Elect Jacob Chris Lassen and Geert-Jan Hoppers as New Members of Nominating Committee	For	For
Mgmt	12	Approve Remuneration of Directors in the Amount of NOK 1.2 Million for Chair and NOK 620 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	13	Approve Remuneration of Nominating Committee	For	For
Mgmt	14	Approve Board Member Share Ownership	For	For
Mgmt	15	Approve Remuneration of Auditors	For	For
Mgmt	16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares for Incentive Plan Funding	For	For
Mgmt	17	Approve Creation of NOK 14.8 Million Pool of Capital without Preemptive Rights	For	For

Global Voting Record

**TRANSALTA CORPORATION**

Meeting: **Annual**      **4/25/24**      **Canada**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director John P. Dielwart	For	For
Mgmt	1.2	Elect Director Alan J. Fohrer	For	For
Mgmt	1.3	Elect Director Laura W. Folse	For	For
Mgmt	1.4	Elect Director Harry A. Goldgut	For	For
Mgmt	1.5	Elect Director John H. Kousinioris	For	For
Mgmt	1.6	Elect Director Candace J. MacGibbon	For	For
Mgmt	1.7	Elect Director Thomas M. O'Flynn	For	For
Mgmt	1.8	Elect Director Bryan D. Pinney	For	For
Mgmt	1.9	Elect Director James Reid	For	For
Mgmt	1.10	Elect Director Manjit K. Sharma	For	For
Mgmt	1.11	Elect Director Sandra R. Sharman	For	For
Mgmt	1.12	Elect Director Sarah A. Slusser	For	For
Mgmt	2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For



## VEOLIA ENVIRONNEMENT SA

Meeting: Annual/Special 4/25/24 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of EUR 1.25 per Share	For	For
Mgmt	4	Approve Auditors' Special Report on Related-Party Transactions	For	For
Mgmt	5	Reelect Isabelle Courville as Director	For	For
Mgmt	6	Reelect Guillaume Texier as Director	For	For
Mgmt	7	Elect Julia Marton-Lefevre as Director	For	For
Mgmt	8	Appoint KPMG SA as Authorized Sustainability Auditors	For	For
Mgmt	9	Appoint Ernst & Young et Autres as Authorized Sustainability Auditors	For	For
Mgmt	10	Approve Compensation of Antoine Frerot Chairman of the Board	For	For
Mgmt	11	Approve Compensation of Estelle Brachlianoff CEO	For	For
Mgmt	12	Approve Compensation Report of Corporate Officers	For	For
Mgmt	13	Approve Remuneration Policy of Chairman of the Board	For	For
Mgmt	14	Approve Remuneration Policy of CEO	For	For
Mgmt	15	Approve Remuneration Policy of Directors	For	For
Mgmt	16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1 088 117 500	For	For
Mgmt	18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 362 705 833	For	For
Mgmt	19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 362 705 833	For	For
Mgmt	20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
Mgmt	21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	For
Mgmt	22	Authorize Capitalization of Reserves of Up to EUR 400 Million for Bonus Issue or Increase in Par Value	For	For
Mgmt	23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
Mgmt	24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	For
Mgmt	25	Authorize up to 0.35 Percent of Issued Capital for Use in Restricted Stock Plans	For	For
Mgmt	26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	27	Amend Article 10 of Bylaws Re: Rights and Obligations Attached to Shares Voter Rationale: On balance and further to communication with the Company a vote against is warranted. The proposal is segmented which seeks to a) remove double voting rights but b) apply a voting cap that operates within certain thresholds. We fully endorse the Company's efforts to remove double voting rights, but this proposal does not go far enough due to the structure permitting ongoing capped voting rights within certain limits, which are then eliminated. We can see improvements, but this item does not wholly pursue the principle of one share one vote.	For	Against
Mgmt	28	Authorize Filing of Required Documents/Other Formalities	For	For

## VITROLIFE AB

Meeting: Annual		4/25/24	Sweden		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Open Meeting			Non Voting
Mgmt	2	Elect Chairman of Meeting	For		For
Mgmt	3	Prepare and Approve List of Shareholders	For		For
Mgmt	4	Approve Agenda of Meeting	For		For
Mgmt	5	Designate Inspector(s) of Minutes of Meeting	For		For
Mgmt	6	Acknowledge Proper Convening of Meeting	For		For
Mgmt	7	Receive President's Report			Non Voting
Mgmt	8.a	Receive Financial Statements and Statutory Reports			Non Voting
Mgmt	8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management			Non Voting
Mgmt	9.a	Accept Financial Statements and Statutory Reports	For		For
Mgmt	9.b	Approve Allocation of Income and Dividends of SEK 1.00 Per Share	For		For
Mgmt	9.c.1	Approve Discharge of Jon Sigurdsson	For		For
Mgmt	9.c.2	Approve Discharge of Lars Holmqvist	For		For
Mgmt	9.c.3	Approve Discharge of Pia Marions	For		For
Mgmt	9.c.4	Approve Discharge of Henrik Blomquist	For		For
Mgmt	9.c.5	Approve Discharge of Karen Lykke Sorensen	For		For
Mgmt	9.c.6	Approve Discharge of Vesa Koskinen	For		For
Mgmt	9.c.7	Approve Discharge of Thomas Axelsson	For		For
Mgmt	9.c.8	Approve Discharge of Bronwyn Brophy O'Connor	For		For
Mgmt	10	Receive Nomination Committee's Report			Non Voting
Mgmt	11	Determine Number of Members (5) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	For		For
Mgmt	12	Approve Remuneration of Directors in the Amount of SEK 1.2 Million for Chairman and SEK 400 000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	For		For
Mgmt	13.1	Reelect Lars Holmqvist as Director	For		For
Mgmt	13.2	Reelect Pia Marions as Director	For		For
Mgmt	13.3	Reelect Henrik Blomquist as Director	For		For
Mgmt	13.4	Reelect Karen Lykke Sorensen as Director	For		For
Mgmt	13.5	Reelect Jon Sigurdsson (Chair) as Director	For		For
Mgmt	13.6	Ratify Deloitte AB as Auditors	For		For
Mgmt	14	Authorize Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	For		For
Mgmt	15	Approve Issuance of up to 13.5 Million Shares without Preemptive Rights	For		For
Mgmt	16	Authorize Share Repurchase Program	For		For
Mgmt	17	Approve Remuneration Report Voter Rationale: A vote against is warranted due to concerns with the limited remuneration disclosures and concerns with the total quantum paid to the former CEO during the year under review.	For		Against
Mgmt	18.1	Approve Performance Share Plan LTIP 2024 for Key Employees; Approve Issuance of Warrants; Approve Transfer of Shares and/or Warrants	For		For

## Global Voting Record

Mgmt	18.2	Approve Performance Share Plan LTIP 2024 for Key Employees; Approve Issuance of Warrants; Approve Equity Swap Agreement with a Third Party	For	For
Mgmt	19	Close Meeting		Non Voting

## WESTAMERICA BANCORPORATION

Meeting: Annual 4/25/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director E. Joseph Bowler	For	For
Mgmt	1.2	Elect Director Alisa Belew	For	For
Mgmt	1.3	Elect Director Martin Camsey	For	For
Mgmt	1.4	Elect Director Melanie Martella Chiesa	For	For
Mgmt	1.5	Elect Director Michele Hassid	For	For
Mgmt	1.6	Elect Director David L. Payne	For	For
Mgmt	1.7	Elect Director Edward B. Sylvester	For	For
Mgmt	1.8	Elect Director Inez Wondeh	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Crowe LLP as Auditors	For	For

## XP POWER LTD.

Meeting: Annual 4/25/24 Singapore

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Re-elect Polly Williams as Director	For	For
Mgmt	3	Re-elect Sandra Breene as Director	For	For
Mgmt	4	Re-elect Amina Hamidi as Director	For	For
Mgmt	5	Re-elect Gavin Griggs as Director	For	For
Mgmt	6	Re-elect Jamie Pike as Director	For	For
Mgmt	7	Re-elect Pauline Lafferty as Director	For	For
Mgmt	8	Re-elect Andy Sng as Director	For	For
Mgmt	9	Elect Matt Webb as Director	For	For
Mgmt	10	Reappoint PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	11	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	12	Approve Remuneration Report	For	For
Mgmt	13	Approve Directors' Fees	For	For
Mgmt	14	Authorise Issue of Equity	For	For
Mgmt	15	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
Mgmt	17	Authorise Market Purchase of Ordinary Shares	For	For

## YANGZIJIANG SHIPBUILDING (HOLDINGS) LTD.

Meeting: Annual 4/25/24 Singapore

Proposal Type	Proposal	Description	MRec	Vote
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## Global Voting Record

Mgmt	1	Adopt Audited Financial Statements and Directors' and Auditors' Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Approve Directors' Fees	For	For
		Elect Yee Kee Shian Leon as Director Voter Rationale: A vote AGAINST the election of Leon Yee Kee Shian is warranted because of the following: * he is a non-independent director nominee and the board is less than one-third independent following his reclassification from independent to non-independent under ISS' classification of directors; * he serves on the nominating committee and the company, under the leadership of a non-independent chairman, has not appointed a lead/senior independent director and independent directors do not represent majority of the board; * he is a non-independent non-executive director under ISS' classification of directors who is serving as the chairman of the remuneration and nominating committees; and * he is part of the audit committee and the company paid excessive non-audit fees to its auditor. A vote AGAINST the election of Liu Hua is warranted because of the following: * she is a non-independent director nominee and the board is less than one-third independent following the reclassification of Leon Yee from independent to non-independent under ISS' classification of directors; * she serves on the nominating committee and the company, under the leadership of a non-independent chairman, has not appointed a lead/senior independent director and independent directors do not represent majority of the board; and * she is part of the audit committee and the company paid excessive non-audit fees to its auditor.		
Mgmt	4	Elect Liu Hua as Director Voter Rationale: A vote AGAINST the election of Leon Yee Kee Shian is warranted because of the following: * he is a non-independent director nominee and the board is less than one-third independent following his reclassification from independent to non-independent under ISS' classification of directors; * he serves on the nominating committee and the company, under the leadership of a non-independent chairman, has not appointed a lead/senior independent director and independent directors do not represent majority of the board; * he is a non-independent non-executive director under ISS' classification of directors who is serving as the chairman of the remuneration and nominating committees; and * he is part of the audit committee and the company paid excessive non-audit fees to its auditor. A vote AGAINST the election of Liu Hua is warranted because of the following: * she is a non-independent director nominee and the board is less than one-third independent following the reclassification of Leon Yee from independent to non-independent under ISS' classification of directors; * she serves on the nominating committee and the company, under the leadership of a non-independent chairman, has not appointed a lead/senior independent director and independent directors do not represent majority of the board; and * she is part of the audit committee and the company paid excessive non-audit fees to its auditor.	For	Against
Mgmt	5	Elect Liu Hua as Director Voter Rationale: A vote AGAINST the election of Leon Yee Kee Shian is warranted because of the following: * he is a non-independent director nominee and the board is less than one-third independent following his reclassification from independent to non-independent under ISS' classification of directors; * he serves on the nominating committee and the company, under the leadership of a non-independent chairman, has not appointed a lead/senior independent director and independent directors do not represent majority of the board; * he is a non-independent non-executive director under ISS' classification of directors who is serving as the chairman of the remuneration and nominating committees; and * he is part of the audit committee and the company paid excessive non-audit fees to its auditor. A vote AGAINST the election of Liu Hua is warranted because of the following: * she is a non-independent director nominee and the board is less than one-third independent following the reclassification of Leon Yee from independent to non-independent under ISS' classification of directors; * she serves on the nominating committee and the company, under the leadership of a non-independent chairman, has not appointed a lead/senior independent director and independent directors do not represent majority of the board; and * she is part of the audit committee and the company paid excessive non-audit fees to its auditor.	For	Against
Mgmt	6	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Directors to Fix Their Remuneration Voter Rationale: A vote AGAINST this proposal is warranted given that the non-audit fees exceeded the total audit fees paid to the company's audit firm in the latest fiscal year without satisfactory explanation.	For	Against
Mgmt	7	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights Voter Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.	For	Against
Mgmt	8	Authorize Share Repurchase Program	For	For

**YUTONG BUS CO. LTD.**

Meeting: Annual 4/25/24 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Report of the Board of Directors	For	For
Mgmt	2	Approve Report of the Board of Supervisors	For	For
Mgmt	3	Approve Financial Statements	For	For
Mgmt	4	Approve Profit Distribution	For	For
Mgmt	5	Approve Annual Report and Summary	For	For
Mgmt	6	Approve to Appoint Auditors and to Fix Their Remuneration	For	For
Mgmt	7	Approve Related Party Transaction Voter Rationale: A vote AGAINST is warranted since: * The proposed related-party transactions include a financial service agreement with the group finance company, which may expose the company to unnecessary risks; and * There are inherent risks associated with the financial services to be provided under this proposal.	For	Against
Mgmt	8	Approve External Guarantees Voter Rationale: A vote AGAINST is warranted because the level of guarantee to be provided to some of its subsidiaries is disproportionate to the level of ownership in the said subsidiaries. The company has failed to provide valid justifications in the meeting circular.	For	Against
Mgmt	9	Approve Amendments to Articles of Association	For	For
Mgmt	10.1	Elect Dong Xiaokun as Director	For	For
Mgmt	10.2	Elect Zhang Tongqiu as Director	For	For

**AGNICO EAGLE MINES LIMITED**

Meeting: Annual/Special 4/26/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Leona Aglukkaq	For	For
Mgmt	1.2	Elect Director Ammar Al-Joundi	For	For
Mgmt	1.3	Elect Director Sean Boyd	For	For
Mgmt	1.4	Elect Director Martine A. Celej	For	For
Mgmt	1.5	Elect Director Jonathan Gill	For	For
Mgmt	1.6	Elect Director Peter Grosskopf	For	For
Mgmt	1.7	Elect Director Elizabeth Lewis-Gray	For	For
Mgmt	1.8	Elect Director Deborah McCombe	For	For
Mgmt	1.9	Elect Director Jeffrey Parr	For	For
Mgmt	1.10	Elect Director J. Merfyn Roberts	For	For
Mgmt	1.11	Elect Director Jamie C. Sokalsky	For	For
Mgmt	2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Amend Incentive Share Purchase Plan	For	For
Mgmt	4	Advisory Vote on Executive Compensation Approach	For	For

**ALIOR BANK SA**

Meeting: Annual 4/26/24 Poland

Proposal Type	Proposal	Description	MRec	Vote
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## Global Voting Record

Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Elect Meeting Chairman	For	For
Mgmt	3	Acknowledge Proper Convening of Meeting		Non Voting
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5a	Receive Financial Statements		Non Voting
Mgmt	5b	Receive Consolidated Financial Statements		Non Voting
Mgmt	5c	Receive Management Board Report on Company's Group's Operations and Non-Financial Information		Non Voting
Mgmt	6	Receive Supervisory Board Report		Non Voting
Mgmt	7	Receive Information on Amendments in Regulations on Supervisory Board		Non Voting
Mgmt	8	Receive Information on Company's Compliance with Best Practice for WSE Listed Companies		Non Voting
Mgmt	9a	Approve Supervisory Board Report	For	For
Mgmt	9b	Approve Financial Statements	For	For
Mgmt	9c	Approve Consolidated Financial Statements	For	For
Mgmt	9d	Approve Management Board Report on Company's Group's Operations and Non-Financial Information	For	For
Mgmt	10	Approve Allocation of Income and Dividends of PLN 4.42 per Share	For	For
Mgmt	11a	Approve Discharge of Grzegorz Olszewski (CEO)	For	For
Mgmt	11b	Approve Discharge of Pawel Broniewski (Deputy CEO)	For	For
Mgmt	11c	Approve Discharge of Radomir Gibala (Deputy CEO)	For	For
Mgmt	11d	Approve Discharge of Szymon Kaminski (Deputy CEO)	For	For
Mgmt	11e	Approve Discharge of Rafal Litwinczuk (Deputy CEO)	For	For
Mgmt	11f	Approve Discharge of Tomasz Miklas (Deputy CEO)	For	For
Mgmt	11g	Approve Discharge of Jacek Polanczyk (Deputy CEO)	For	For
Mgmt	11h	Approve Discharge of Pawel Tymczyszyn (Deputy CEO)	For	For
Mgmt	12a	Approve Discharge of Filip Majdowski (Supervisory Board Chairman)	For	For
Mgmt	12b	Approve Discharge of Ernest Bejda (Supervisory Board Member)	For	For
Mgmt	12c	Approve Discharge of Malgorzata Erlich-Smurzynska (Supervisory Board Member)	For	For
Mgmt	12d	Approve Discharge of Jacek Kij (Supervisory Board Member)	For	For
Mgmt	12e	Approve Discharge of Pawel Knop (Supervisory Board Member)	For	For
Mgmt	12f	Approve Discharge of Artur Kucharski (Supervisory Board Member)	For	For
Mgmt	12g	Approve Discharge of Marek Pietrzak (Supervisory Board Member)	For	For
Mgmt	12h	Approve Discharge of Pawel Sliwa (Supervisory Board Member)	For	For
Mgmt	12i	Approve Discharge of Dominik Witek (Supervisory Board Member)	For	For
Mgmt	13	Approve Supervisory Board Report on Assessment of Remuneration Policy	For	For
Mgmt	14	Approve Policy on Selection and Suitability of Supervisory Board Members	For	For
Mgmt	15	Approve Collective Suitability of Supervisory Board Members	For	For
Mgmt	16	Approve Remuneration Report Voter Rationale: A vote AGAINST the proposed remuneration report is warranted because: * The remuneration report lacks rationale behind the significant (24 percent) increase in the executives' base pay; * The company does not disclose the KPIs associated with variable remuneration in a definitive form; * The remuneration report fails to present the target values, levels of achievement, and corresponding payouts.	For	Against

## Global Voting Record

Mgmt	17	Approve Assessment of Suitability of Regulations on Supervisory Board	For	For
Mgmt	18	Amend Statute Re: Corporate Purpose	For	For
S/holder	19.1	Recall Supervisory Board Member Voter Rationale: A vote AGAINST the shareholder proposal is warranted because the proponent has failed to disclose the name of the director to be recalled and the shareholder has not provided any sound justification behind the proposed changes to the supervisory board composition.	None	Against
S/holder	19.2	Elect Supervisory Board Member Voter Rationale: A vote AGAINST the shareholder proposal is warranted because the proponent has failed to disclose the names of the directors to be recalled and the names of the nominees to be elected, and the shareholder has not provided any sound justification behind the proposed changes to the supervisory board composition.	None	Against
Mgmt	20	Close Meeting		Non Voting

## ARCBEST CORPORATION

Meeting: Annual 4/26/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Salvatore A. Abbate	For	For
Mgmt	1b	Elect Director Eduardo F. Conrado	For	For
Mgmt	1c	Elect Director Fredrik J. Eliasson	For	For
Mgmt	1d	Elect Director Michael P. Hogan	For	For
Mgmt	1e	Elect Director Kathleen D. McElligott	For	For
Mgmt	1f	Elect Director Judy R. McReynolds	For	For
Mgmt	1g	Elect Director Craig E. Philip	For	For
Mgmt	1h	Elect Director Steven L. Spinner	For	For
Mgmt	1i	Elect Director Janice E. Stipp	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	4	Eliminate Supermajority Vote Requirement	For	For

## BANCO DO BRASIL SA

Meeting: Annual 4/26/24 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31 2023	For	For
Mgmt	2	Approve Allocation of Income and Dividends	For	For
Mgmt	3	Approve Remuneration of Company's Management	For	For
Mgmt	4	Approve Remuneration of Fiscal Council Members	For	For
Mgmt	5	Approve Remuneration of Audit Committee Members	For	For
Mgmt	6	Approve Remuneration of Risk and Capital Committee Members	For	For
Mgmt	7	Approve Remuneration of People Remuneration and Eligibility Committee Members	For	For
Mgmt	8	In the Event of a Second Call Can the Voting Instructions Contained in this Proxy Card Be Considered Valid for the Second Call?	None	For

**BANCO DO BRASIL SA**

Meeting: Extraordinary Sh: 4/26/24 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Articles	For	For
Mgmt	2	Approve Remuneration of Technology and Innovation Committee Members	For	For
Mgmt	3	Approve Remuneration of Corporate Sustainability Committee Members	For	For
Mgmt	4	In the Event of a Second Call Can the Voting Instructions Contained in this Proxy Card Be Considered Valid for the Second Call?	None	For

**BAYER AG**

Meeting: Annual 4/26/24 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of EUR 0.11 per Share for Fiscal Year 2023	For	For
Mgmt	2	Approve Discharge of Management Board for Fiscal Year 2023	For	For
Mgmt	3	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For
Mgmt	4.1	Elect Horst Baier to the Supervisory Board	For	For
Mgmt	4.2	Elect Ertharin Cousin to the Supervisory Board	For	For
Mgmt	4.3	Elect Lori Schechter to the Supervisory Board	For	For
Mgmt	4.4	Elect Nancy Simonian to the Supervisory Board	For	For
Mgmt	4.5	Elect Jeffrey Ubben to the Supervisory Board	For	For
Mgmt	5	Approve Remuneration Policy	For	For
Mgmt	6	Approve Remuneration Report Voter Rationale: It is recognised that the Company has implemented various reforms within its pay policy which are aligned to best practice and shareholder interests. However, pay outcomes for the period under review are not without concern and a vote against is deemed appropriate. The LTI structure for the period under review permitted the accrual and allocation of dividends on shares that were unearned due to performance metrics not being met.	For	Against
Mgmt	7.1	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For
Mgmt	7.2	Authorize Use of Financial Derivatives when Repurchasing Shares	For	For
Mgmt	8	Approve Affiliation Agreement with Bayer CropScience AG	For	For
Mgmt	9	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements for Fiscal Year 2024 and First Quarter of Fiscal Year 2025	For	For
Mgmt	10	Voting Instructions for Motions or Nominations by Shareholders that are not Made Accessible Before the AGM and that are Made or Amended in the Course of the AGM Voter Rationale: This item is not a standard vote. The resolution comes into effect should the proxy submit a proposal at the AGM. As we have no line of sight on any potential items we cannot make an informed decision and therefore a vote against is an appropriate course of action.	None	Against



**BEIJING NEW BUILDING MATERIALS PUBLIC LTD. CO.**

Meeting: Annual 4/26/24 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Annual Report and Summary	For	For
Mgmt	2	Approve Report of the Board of Directors	For	For
Mgmt	3	Approve Financial Statements	For	For
Mgmt	4	Approve Profit Distribution	For	For
Mgmt	5	Approve to Appoint Auditors and to Fix Their Remuneration	For	For
Mgmt	6	Approve Related Party Transactions	For	For
Mgmt	7	Approve Application of Financing	For	For
Mgmt	8	Approve Provision of External Guarantee	For	For
Mgmt	9	Approve Issuance of Non-financial Corporate Debt Financing Instruments	For	For
Mgmt	10	Amend Working System for Independent Directors	For	For
S/holder	11	Elect Ma Zhenzhu as Non-Independent Director	For	For
Mgmt	12	Approve Report of the Board of Supervisors	For	For
S/holder	13	Elect Si Yanjie as Supervisor Voter Rationale: A vote FOR is merited for these routine resolutions because no concerns have been identified.	For	For

**CENCOSUD SA**

Meeting: Annual 4/26/24 Chile

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	a	Approve Financial Statements and Statutory Reports	For	For
Mgmt	b	Approve Allocation of Income and Dividends of CLP 21 Per Share; Information on Policy of Dividends	For	For
Mgmt	c	Elect Directors Voter Rationale: A vote AGAINST this item is warranted because: * The names of the director candidates are not disclosed; * The company has bundled the election of directors into a single voting item; and * Undisclosed bundled director election proposals disenfranchise shareholders voting by proxy.	For	Against
Mgmt	d	Approve Remuneration of Directors	For	For
Mgmt	e	Approve Remuneration and Budget of Directors' Committee	For	For
Mgmt	f	Receive Report on Expenses of Directors and Directors' Committee	For	For
Mgmt	g	Appoint Auditors	For	For
Mgmt	h	Designate Risk Assessment Companies	For	For
Mgmt	i	Receive Report of Directors' Committee; Receive Report Regarding Related-Party Transactions	For	For
Mgmt	j	Receive Report on Oppositions Recorded on Minutes of Board Meetings	For	For
Mgmt	k	Designate Newspaper to Publish Announcements	For	For
Mgmt	l	Other Business Voter Rationale: A vote AGAINST this request is warranted since it cannot be known what issues will be raised under this agenda item.	For	Against

## COMFORTDELGRO CORPORATION LIMITED

Meeting: Annual 4/26/24 Singapore

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Directors' Statement and Audited Financial Statements	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Approve Directors' Fees for Financial Year Ended December 31 2023	For	For
Mgmt	4	Approve Directors' Fees for Financial Year Ending December 31 2024	For	For
Mgmt	5	Elect Jessica Cheam as Director	For	For
Mgmt	6	Elect Ooi Beng Chin as Director	For	For
Mgmt	7	Elect Tham Ee Mern Lilian as Director	For	For
Mgmt	8	Elect Tan Peng Hoe Steve as Director	For	For
Mgmt	9	Approve Ernst & Young LLP as Auditors and Authorize Directors to Fix Their Remuneration	For	For
Mgmt	10	Approve Issuance of Shares Under the ComfortDelGro Executive Share Award Scheme	For	For
Mgmt	11	Authorize Share Repurchase Program	For	For

## COMPANHIA DE SANEAMENTO DE MINAS GERAIS

Meeting: Annual 4/26/24 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31 2023	For	For
Mgmt	2	Approve Allocation of Income and Dividends	For	For
Mgmt	3	Approve Dividends Payment Date	For	For
Mgmt	4	Approve Interest-on-Capital-Stock Payment Date	For	For
Mgmt	5	Approve Investment Plan	For	For
Mgmt	6	Fix Number of Directors at Seven	For	For
Mgmt	7	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
Mgmt	8.1	Elect Carlos Alexandre Jorge da Costa as Independent Director	For	For
Mgmt	8.2	Elect Guilherme Augusto Duarte de Faria as Director	For	Against
Mgmt	8.3	Elect Gustavo de Oliveira Barbosa as Director	For	Against
Mgmt	8.4	Elect Hamilton Amadeo as Independent Director	For	Against
Mgmt	8.5	Elect Marcia Fragoso Soares as Director	For	Against
S/holder	8.6	Elect Rodolfo Torres dos Santos as Independent Director Appointed by BNDESPAR	None	For
Mgmt	9	In Case Cumulative Voting Is Adopted Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	None	Abstain
Mgmt	10.1	Percentage of Votes to Be Assigned - Elect Carlos Alexandre Jorge da Costa as Independent Director	None	Abstain
Mgmt	10.2	Percentage of Votes to Be Assigned - Elect Guilherme Augusto Duarte de Faria as Director	None	Abstain
Mgmt	10.3	Percentage of Votes to Be Assigned - Elect Gustavo de Oliveira Barbosa as Director	None	Abstain
Mgmt	10.4	Percentage of Votes to Be Assigned - Elect Hamilton Amadeo as Independent Director	None	Abstain
Mgmt	10.5	Percentage of Votes to Be Assigned - Elect Marcia Fragoso Soares as Director	None	Abstain
S/holder	10.6	Percentage of Votes to Be Assigned - Elect Rodolfo Torres dos Santos as Independent Director Appointed by BNDESPAR	None	Abstain
S/holder	11	Elect Rodolfo Torres dos Santos as Independent Director Appointed by BNDESPAR	None	For
Mgmt	12.1	Elect Fernando Dal-Ri Murcia as Fiscal Council Member and Alexandre Magno de Moura as Alternate	For	Abstain
Mgmt	12.2	Elect Juliano Fisicaro Borges as Fiscal Council Member and Reges Moises dos Santos as Alternate	For	Abstain
S/holder	12.3	Elect Rafael Caminha Marchesini as Fiscal Council Member and Leonardo Jose da Silva Neves Gonzaga as Alternate Appointed by BNDESPAR	None	Abstain
Mgmt	13	Fix Number of Fiscal Council Members at Three	For	For
S/holder	14	Elect Rafael Caminha Marchesini as Fiscal Council Member and Leonardo Jose da Silva Neves Gonzaga as Alternate Appointed by BNDESPAR	None	For

**COMPANHIA DE SANEAMENTO DE MINAS GERAIS**

Meeting: Extraordinary Sh: 4/26/24 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Remuneration of Company's Management and Fiscal Council	For	For
Mgmt	2	Approve Extraordinary Dividends	For	For
Mgmt	3	Authorize Capitalization of Reserves Without Issuance of Shares	For	For

**COMPANIA SUD AMERICANA DE VAPORES SA**

Meeting: Annual 4/26/24 Chile

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Dividends of USD 860 Million and EUR 265 Million	For	For
Mgmt	3	Approve Remuneration of Directors for FY 2024 and Present Their Report on Expenses	For	For
Mgmt	4	Approve Remuneration and Budget of Directors' Committee for FY 2024 and Present Their Report on Activities and Expenses for FY 2023	For	For
Mgmt	5	Appoint Auditors	For	For
Mgmt	6	Designate Risk Assessment Companies	For	For
Mgmt	7	Approve Report Regarding Related-Party Transactions	For	For
Mgmt	8	Designate Newspaper to Publish Announcements	For	For
Mgmt	9	Elect Directors Voter Rationale: A vote AGAINST this item is warranted because: * The names of the director candidates are not disclosed; * The company has bundled the election of directors into a single voting item; and * Undisclosed bundled director election proposals disenfranchise shareholders voting by proxy.	For	Against
Mgmt	10	Other Business Voter Rationale: A vote AGAINST this request is warranted since it cannot be known what issues will be raised under this agenda item.	For	Against

**CONTINENTAL AG**

Meeting: Annual 4/26/24 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	For	For
Mgmt	3.1	Approve Discharge of Management Board Member Nikolai Setzer for Fiscal Year 2023	For	For
Mgmt	3.2	Approve Discharge of Management Board Member Katja Garcia Vila for Fiscal Year 2023	For	For
Mgmt	3.3	Approve Discharge of Management Board Member Philipp von Hirschheydt for Fiscal Year 2023	For	For
Mgmt	3.4	Approve Discharge of Management Board Member Christian Koetz for Fiscal Year 2023	For	For
Mgmt	3.5	Approve Discharge of Management Board Member Philip Nelles for Fiscal Year 2023	For	For
Mgmt	3.6	Approve Discharge of Management Board Member Ariane Reinhart for Fiscal Year 2023	For	For

## Global Voting Record

Mgmt	3.7	Approve Discharge of Management Board Member Olaf Schick for Fiscal Year 2023	For	For
Mgmt	4.1	Approve Discharge of Supervisory Board Member Wolfgang Reitzle for Fiscal Year 2023	For	For
Mgmt	4.2	Approve Discharge of Supervisory Board Member Hasan Allak for Fiscal Year 2023	For	For
Mgmt	4.3	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2023	For	For
Mgmt	4.4	Approve Discharge of Supervisory Board Member Dorothea von Boxberg for Fiscal Year 2023	For	For
Mgmt	4.5	Approve Discharge of Supervisory Board Member Stefan Buchner for Fiscal Year 2023	For	For
Mgmt	4.6	Approve Discharge of Supervisory Board Member Gunter Dunkel for Fiscal Year 2023	For	For
Mgmt	4.7	Approve Discharge of Supervisory Board Member Francesco Grioli for Fiscal Year 2023	For	For
Mgmt	4.8	Approve Discharge of Supervisory Board Member Michael Iglhaut for Fiscal Year 2023	For	For
Mgmt	4.9	Approve Discharge of Supervisory Board Member Satish Khatu for Fiscal Year 2023	For	For
Mgmt	4.10	Approve Discharge of Supervisory Board Member Isabel Knauf for Fiscal Year 2023	For	For
Mgmt	4.11	Approve Discharge of Supervisory Board Member Carmen Loeffler for Fiscal Year 2023	For	For
Mgmt	4.12	Approve Discharge of Supervisory Board Member Sabine Neuss for Fiscal Year 2023	For	For
Mgmt	4.13	Approve Discharge of Supervisory Board Member Rolf Nonnenmacher for Fiscal Year 2023	For	For
Mgmt	4.14	Approve Discharge of Supervisory Board Member Dirk Nordmann for Fiscal Year 2023	For	For
Mgmt	4.15	Approve Discharge of Supervisory Board Member Lorenz Pfau for Fiscal Year 2023	For	For
Mgmt	4.16	Approve Discharge of Supervisory Board Member Klaus Rosenfeld for Fiscal Year 2023	For	For
Mgmt	4.17	Approve Discharge of Supervisory Board Member Georg Schaeffler for Fiscal Year 2023	For	For
Mgmt	4.18	Approve Discharge of Supervisory Board Member Joerg Schoenfelder for Fiscal Year 2023	For	For
Mgmt	4.19	Approve Discharge of Supervisory Board Member Stefan Scholz for Fiscal Year 2023	For	For
Mgmt	4.20	Approve Discharge of Supervisory Board Member Elke Volkmann for Fiscal Year 2023	For	For
Mgmt	5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	For	For
Mgmt	5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the Review of Interim Financial Statements for Fiscal Year 2024	For	For
Mgmt	6	Approve Remuneration Report	For	For
Mgmt	7	Approve Remuneration Policy for the Management Board	For	For
Mgmt	8	Approve Remuneration Policy for the Supervisory Board	For	For
Mgmt	9.1	Elect Gunter Dunkel to the Supervisory Board Until 2026 AGM	For	For
Mgmt	9.2	Elect Satish Khatu to the Supervisory Board Until 2026 AGM	For	For
Mgmt	9.3	Elect Sabine Neuss to the Supervisory Board Until 2026 AGM	For	For
Mgmt	9.4	Elect Wolfgang Reitzle to the Supervisory Board Until 2026 AGM	For	For
Mgmt	9.5	Elect Georg Schaeffler to the Supervisory Board Until 2026 AGM	For	For
Mgmt	9.6	Elect Dorothea von Boxberg to the Supervisory Board Until 2028 AGM	For	For
Mgmt	9.7	Elect Stefan Buchner to the Supervisory Board Until 2028 AGM	For	For

## Global Voting Record

Mgmt	9.8	Elect Isabel Knauf to the Supervisory Board Until 2028 AGM	For	For
Mgmt	9.9	Elect Rolf Nonnenmacher to the Supervisory Board Until 2028 AGM	For	For
Mgmt	9.10	Elect Klaus Rosenfeld to the Supervisory Board Until 2028 AGM	For	For
Mgmt	10	Amend Articles Re: Supervisory Board Chair	For	For
Mgmt	11	Amend Articles Re: Proof of Entitlement	For	For

## DOVALUE SPA

Meeting: Annual 4/26/24 Italy				
Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	1.2	Approve Treatment of Net Loss	For	For
Mgmt	2.1	Approve Remuneration Policy Voter Rationale: A vote against as the new provision to grant variable remuneration to the non-executive chairman is not in line with market standards.	For	Against
Mgmt	2.2	Approve Second Section of the Remuneration Report	For	For
Mgmt	2.3	Approve Information Document on Compensation with Financial Instruments 2024	For	For
Mgmt	3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
S/holder	4.1	Fix Number of Directors	None	For
S/holder	4.2	Fix Board Terms for Directors	None	For
S/holder	4.3.1	Slate 1 Submitted by AVIO Sarl and Sankaty European Investments Sarl Voter Rationale: Shareholders are permitted to support only one slate. The slate proposed under Item 4.3.2 is better positioned to represent the long-term interests of minority shareholders and carry out an independent oversight of the management's action.	None	Against
S/holder	4.3.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	None	For
S/holder	4.4	Approve Remuneration of Directors	None	For
S/holder	5.1.1	Slate 1 Submitted by AVIO Sarl and Sankaty European Investments Sarl Voter Rationale: Shareholders are permitted to vote on a single slate. Slate 2 is likely to better represent the interests of global institutional investors and minority shareholders.	None	Against
S/holder	5.1.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	None	For
S/holder	5.2	Appoint Chairman of Internal Statutory Auditors	None	For
S/holder	5.3	Approve Internal Auditors' Remuneration	None	For
Mgmt	6	Approve KPMG SpA as Auditors and Authorize Board to Fix Their Remuneration	For	For

## FIBRA UNO ADMINISTRACION SA DE CV

Meeting: Annual		4/26/24	Mexico		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1.i	Accept Reports of Audit Corporate Practices Nominating and Remuneration Committees	For	For	
Mgmt	1.ii	Accept Technical Committee Report on Compliance in Accordance to Article 172 of General Mercantile Companies Law	For	For	
Mgmt	1.iii	Accept Report of Trust Managers in Accordance to Article 44-XI of Securities Market Law Including Technical Committee's Opinion on that Report	For	For	
Mgmt	1.iv	Accept Technical Committee Report on Operations and Activities Undertaken	For	For	
Mgmt	2	Approve Financial Statements and Allocation of Income	For	For	
Mgmt	3	Elect Jose Antonio Meade Kuribrena as Member of Technical Committee; Accept Resignation of Trigueros Legarreta as Member of Technical Committee	For	For	
Mgmt	4	Ratify Antonio Hugo Franck Cabrera as Member of Technical Committee	For	For	
Mgmt	5	Ratify Ruben Goldberg Javkin as Member of Technical Committee Voter Rationale: A vote AGAINST the nominees considered non-independent under ISS policy (Items 5, 6, and 9) is warranted given the proposed committee's lack of overall independence. However, a vote FOR independent nominees Antonio Hugo Franck Cabrera, Irma Adriana Gomez Cavazos and Jose Antonio Meade Kuribrena (Items 3, 4, and 7) is warranted given that it would be counter-productive to oppose independent nominees.	For	Against	
Mgmt	6	Ratify Herminio Blanco Mendoza as Member of Technical Committee Voter Rationale: A vote AGAINST the nominees considered non-independent under ISS policy (Items 5, 6, and 9) is warranted given the proposed committee's lack of overall independence. However, a vote FOR independent nominees Antonio Hugo Franck Cabrera, Irma Adriana Gomez Cavazos and Jose Antonio Meade Kuribrena (Items 3, 4, and 7) is warranted given that it would be counter-productive to oppose independent nominees.	For	Against	
Mgmt	7	Elect Irma Adriana Gomez Cavazos as Member of Technical Committee; Dismiss Alberto Felipe Mulas Alonso as Member of Technical Committee	For	For	
Mgmt	8	Approve Remuneration of Technical Committee Members	For	For	
Mgmt	9	Receive Controlling's Report on Ratification of Members and Alternates of Technical Committee Voter Rationale: A vote AGAINST the nominees considered non-independent under ISS policy (Items 5, 6, and 9) is warranted given the proposed committee's lack of overall independence. However, a vote FOR independent nominees Antonio Hugo Franck Cabrera, Irma Adriana Gomez Cavazos and Jose Antonio Meade Kuribrena (Items 3, 4, and 7) is warranted given that it would be counter-productive to oppose independent nominees.	For	Against	
Mgmt	10	Approve Incentive Plan for Trust Management Approved by Holders Meetings on April 15 2013 and April 4 2014; Receive Report of Ad Hoc Committee Approved by Holders Meeting on Oct. 9 2023 Re: Internalization of Advisor and Real Estate Representative	For	For	
Mgmt	11	Receive Report on Process of Segregation of Real Estate Assets with Industrial Use	For	For	
Mgmt	12	Appoint Legal Representatives	For	For	
Mgmt	13	Approve Minutes of Meeting	For	For	

**FIRST RESOURCES LIMITED**

Meeting: Annual 4/26/24 Singapore

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Directors' Statement Audited Financial Statements and Directors' and Auditors' Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Elect Fang Zhixiang as Director	For	For
Mgmt	4	Elect Tan Seow Kheng as Director	For	For
Mgmt	5	Elect Luo Dan as Director	For	For
Mgmt	6	Elect Yeo Chor Gek as Director	For	For
Mgmt	7	Approve Directors' Fees	For	For
Mgmt	8	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	9	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights Voter Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.	For	Against
Mgmt	10	Approve Renewal of Mandate for Interested Person Transactions	For	For
Mgmt	11	Authorize Share Repurchase Program	For	For

**GRUMA SAB DE CV**

Meeting: Annual 4/26/24 Mexico

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Present Report on Compliance with Fiscal Obligations	For	For
Mgmt	3	Approve Allocation of Income and Dividends of MXN 5.04 Per Share	For	For
Mgmt	4	Set Maximum Amount of Share Repurchase Reserve and Present Report of Operations with Treasury Shares	For	For
Mgmt	5.a	Ratify Juan Antonio Gonzalez Moreno as Board Chairman	For	For
Mgmt	5.b	Ratify Carlos Hank Gonzalez as Board Vice-Chairman	For	For
Mgmt	5.c	Ratify Homero Huerta Moreno as Director	For	For
Mgmt	5.d	Ratify Laura Dinora Martinez Salinas as Director	For	For
Mgmt	5.e	Ratify Gabriel A. Carrillo Medina as Director	For	For
Mgmt	5.f	Ratify Everardo Elizondo Almaguer as Director	For	For
Mgmt	5.g	Ratify Jesus Oswaldo Garza Martinez as Director	For	For
Mgmt	5.h	Ratify Thomas S. Heather Rodriguez as Director	For	For
Mgmt	5.i	Ratify Javier Martinez Abrego Gomez as Director	For	For
Mgmt	5.j	Ratify Alberto Santos Boesch as Director	For	For
Mgmt	5.k	Ratify Joseph Woldenberg Russell as Director	For	For
Mgmt	5.l	Approve Remuneration of Directors and Members of Audit and Corporate Practices Committees; Verify Director's Independence Classification	For	For
Mgmt	6	Elect Chairmen of Audit and Corporate Practices Committees	For	For
Mgmt	7	Authorize Board to Ratify and Execute Approved Resolutions	For	For



## Global Voting Record

## GRUMA SAB DE CV

Meeting: Extraordinary Sh: 4/26/24 Mexico

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Authorize Cancellation of 4.73 Million Series B Class I Repurchased Shares and Consequently Reduction in Fixed Portion of Capital; Amend Article 6	For	For
Mgmt	2	Authorize Board to Ratify and Execute Approved Resolutions	For	For

## IFAST CORPORATION LTD.

Meeting: Annual 4/26/24 Singapore

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Financial Statements and Directors' and Auditors' Reports	For	For
Mgmt	2	Elect Lim Wee Kian as Director	For	For
Mgmt	3	Elect Mark Rudolph Duncan as Director	For	For
Mgmt	4	Elect Wong Tin Niam Jean Paul as Director	For	For
Mgmt	5	Approve Final Dividend	For	For
Mgmt	6	Approve Directors' Fees	For	For
Mgmt	7	Approve KPMG LLP as Auditors and Authorize Directors to Fix Their Remuneration	For	For
Mgmt	8	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights Voter Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.	For	Against
Mgmt	9	Authorize Share Repurchase Program	For	For
Mgmt	10	Approve 2024 iFAST Performance Share Plan Voter Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the proposed Share Schemes, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * The Scheme and the Plan lack challenging performance criteria and meaningful vesting periods. * The Scheme permits stock options to be issued with an exercise price at a discount to the market price. * The directors eligible to receive options under the Share Schemes are involved in the administration of the Share Schemes.	For	Against
Mgmt	11	Approve 2024 iFAST Employee Share Option Scheme Voter Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the proposed Share Schemes, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * The Scheme and the Plan lack challenging performance criteria and meaningful vesting periods. * The Scheme permits stock options to be issued with an exercise price at a discount to the market price. * The directors eligible to receive options under the Share Schemes are involved in the administration of the Share Schemes.	For	Against

Mgmt	12	<p>Approve Grant of Options Under the 2024 iFAST Employee Share Option Scheme at a Discount</p> <p>Voter Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the proposed Share Schemes, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * The Scheme and the Plan lack challenging performance criteria and meaningful vesting periods. * The Scheme permits stock options to be issued with an exercise price at a discount to the market price. * The directors eligible to receive options under the Share Schemes are involved in the administration of the Share Schemes.</p>	For	Against
Mgmt	13	<p>Approve Participation of Lim Chung Chun in the 2024 iFAST Performance Share Plan</p> <p>Voter Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the proposed Share Schemes, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * The Scheme and the Plan lack challenging performance criteria and meaningful vesting periods. * The Scheme permits stock options to be issued with an exercise price at a discount to the market price. * The directors eligible to receive options under the Share Schemes are involved in the administration of the Share Schemes.</p>	For	Against
Mgmt	14	<p>Approve Participation of Lim Chung Chun in the 2024 iFAST Employee Share Option Scheme</p> <p>Voter Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the proposed Share Schemes, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * The Scheme and the Plan lack challenging performance criteria and meaningful vesting periods. * The Scheme permits stock options to be issued with an exercise price at a discount to the market price. * The directors eligible to receive options under the Share Schemes are involved in the administration of the Share Schemes.</p>	For	Against
Mgmt	15	<p>Approve Grant of Options to Lim Chung Chun Under the 2024 iFAST Employee Share Option Scheme</p> <p>Voter Rationale: A vote AGAINST these resolutions is warranted because: * The company could be considered a mature company, and the limit under the proposed Share Schemes, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * The Scheme and the Plan lack challenging performance criteria and meaningful vesting periods. * The Scheme permits stock options to be issued with an exercise price at a discount to the market price. * The directors eligible to receive options under the Share Schemes are involved in the administration of the Share Schemes.</p>	For	Against

## KINDRED GROUP PLC

Meeting: Annual 4/26/24 Malta

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Elect Chairman of Meeting		Non Voting
Mgmt	3	Prepare and Approve the Register of Shareholders Entitled to Vote		Non Voting
Mgmt	4	Approve Agenda		Non Voting
Mgmt	5	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting		Non Voting
Mgmt	6	Acknowledge Proper Convening of Meeting		Non Voting
Mgmt	7	Accept Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	8	Approve Remuneration Report	For	For
Mgmt	9	Fix Number of Directors	For	For
Mgmt	10	Approve Remuneration of Directors	For	For
Mgmt	11	Re-elect Evert Carlsson as Director	For	Against
Mgmt	12	Re-elect James H. Gemmel as Director	For	Against
Mgmt	13	Re-elect Heidi Skogster as Director	For	For
Mgmt	14	Re-elect Cedric Boireau as Director	For	For
Mgmt	15	Re-elect Jonas Jansson as Director	For	For
Mgmt	16	Re-elect Andy McCue as Director	For	For
Mgmt	17	Re-elect Martin Randel as Director	For	For
Mgmt	18	Re-elect Kenneth Shea as Director	For	For
Mgmt	19	Appoint Evert Carlsson as Board Chair	For	Against
Mgmt	20	Approve Auditors and Authorize board to Fix their Remuneration	For	For
Mgmt	21	Approve Guidelines on Electing Nomination Committee	For	For
Mgmt	22	Close Meeting		Non Voting

## KINGSPAN GROUP PLC

Meeting: Annual 4/26/24 Ireland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3a	Re-elect Jost Massenberg as Director	For	For
Mgmt	3b	Re-elect Gene Murtagh as Director	For	For
Mgmt	3c	Re-elect Geoff Doherty as Director	For	For
Mgmt	3d	Re-elect Russell Shiels as Director	For	For
Mgmt	3e	Re-elect Gilbert McCarthy as Director	For	For
Mgmt	3f	Re-elect Linda Hickey as Director	For	For
Mgmt	3g	Re-elect Anne Heraty as Director	For	For
Mgmt	3h	Re-elect Eimear Moloney as Director	For	For
Mgmt	3i	Re-elect Paul Murtagh as Director	For	For
Mgmt	3j	Re-elect Senan Murphy as Director	For	For
Mgmt	3k	Elect Louise Phelan as Director	For	For
Mgmt	4	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	5	Approve Remuneration Report	For	For
Mgmt	6	Authorise Issue of Equity	For	For
Mgmt	7	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For
Mgmt	9	Authorise Market Purchase of Shares	For	For
Mgmt	10	Authorise Reissuance of Treasury Shares	For	For
Mgmt	11	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For

## LECTRA SA

Meeting: Annual 4/26/24 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Discharge of Directors	For	For
Mgmt	4	Approve Allocation of Income and Dividends of EUR 0.36 per Share	For	For
Mgmt	5	Approve Compensation Report of Corporate Officers	For	For
Mgmt	6	Approve Compensation of Daniel Harari Chairman and CEO	For	For
Mgmt	7	Reelect Daniel Harari as Director	For	For
Mgmt	8	Reelect Nathalie Rossiensky as Director	For	For
Mgmt	9	Elect Jerome Viala as Director	For	For
Mgmt	10	Approve Remuneration Policy of Daniel Harari Chairman and CEO	For	For
Mgmt	11	Approve Remuneration Policy of Directors	For	For
Mgmt	12	Appoint cabinet PricewaterhouseCoopers Audit as Authorized Sustainability Auditors	For	For
Mgmt	13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	14	Authorize Filing of Required Documents/Other Formalities	For	For

## Global Voting Record

## NORTHWESTERN ENERGY GROUP INC.

Meeting: Annual 4/26/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Brian Bird	For	For
Mgmt	1.2	Elect Director Anthony Clark	For	For
Mgmt	1.3	Elect Director Sherina Edwards	For	For
Mgmt	1.4	Elect Director Jan Horsfall	For	Withhold
Mgmt	1.5	Elect Director Britt Ide	For	For
Mgmt	1.6	Elect Director Kent Larson	For	For
Mgmt	1.7	Elect Director Linda Sullivan	For	For
Mgmt	1.8	Elect Director Mahvash Yazdi	For	For
Mgmt	1.9	Elect Director Jeffrey Yingling	For	For
Mgmt	2	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

## OIL CO. LUKOIL PJSC

Meeting: Annual 4/26/24 Russia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Annual Report and Financial Statements	For	For
Mgmt	2	Approve Allocation of Income and Dividends of RUB 498 per Share	For	For
Mgmt	3.1	Elect Viktor Blazheev as Director	None	Against
Mgmt	3.2	Elect Nataliia Zvereva as Director	None	Against
Mgmt	3.3	Elect Sergei Kochkurov as Director	None	Against
Mgmt	3.4	Elect Aleksandr Matytsyn as Director	None	Against
Mgmt	3.5	Elect Sergei Mikhailov as Director	None	Against
Mgmt	3.6	Elect Boris Porfirev as Director	None	Against
Mgmt	3.7	Elect Anatolii Tashkinov as Director	None	Against
Mgmt	3.8	Elect Liubov Khoba as Director	None	Against
Mgmt	3.9	Elect Sergei Shatalov as Director	None	Against
Mgmt	4.1	Approve Remuneration of Directors	For	For
Mgmt	4.2	Approve Terms of Remuneration of Newly Elected Directors	For	For
Mgmt	5	Ratify JSC Kept as Auditor	For	For

## PT ASTRA OTOPARTS TBK

Meeting: Annual 4/26/24 Indonesia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Annual Report Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3	Approve Changes in the Boards of the Company Voter Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.	For	Against
Mgmt	4	Approve Remuneration of Directors and Commissioners	For	For
Mgmt	5	Approve Auditors	For	For

**SINGAPORE TECHNOLOGIES ENGINEERING LTD.**Meeting: **Annual**      **4/26/24**      **Singapore**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Financial Statements and Directors' and Auditors' Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Elect Lim Chin Hu as Director	For	For
Mgmt	4	Elect Ng Bee Bee (May) as Director	For	For
Mgmt	5	Elect Ong Su Kiat Melvyn as Director	For	For
Mgmt	6	Elect Aaron Beng Yao Cheng as Director	For	For
Mgmt	7	Elect Neo Gim Huay as Director	For	For
Mgmt	8	Approve Directors' Remuneration for the Financial Year Ending December 31 2024	For	For
Mgmt	9	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	10	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For	For
Mgmt	11	Approve Grant of Awards and Issuance of Shares Under the Singapore Technologies Engineering Performance Share Plan 2020 and the Singapore Technologies Engineering Restricted Share Plan 2020	For	For
Mgmt	12	Approve Renewal of Mandate for Transactions with Related Parties	For	For
Mgmt	13	Authorize Share Repurchase Program	For	For

## SITC INTERNATIONAL HOLDINGS COMPANY LIMITED

Meeting: Annual 4/26/24 Cayman Islands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Elect Yang Xianxiang as Director	For	For
Mgmt	4	Elect Liu Kecheng as Director	For	For
Mgmt	5	Elect Yang Xin as Director	For	For
Mgmt	6	Elect Tse Siu Ngan as Director	For	For
Mgmt	7	Elect Liu Ka Ying Rebecca as Director	For	For
Mgmt	8	Elect Hu Mantian as Director	For	For
Mgmt	9	Authorize Board to Fix Remuneration of Directors	For	For
Mgmt	10	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	11	Authorize Repurchase of Issued Share Capital	For	For
Mgmt	12	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights Voter Rationale: A vote AGAINST these resolutions is warranted given that the company has not specified the discount limit for the general issuance mandate and share reissuance request for cash and non-cash consideration.	For	Against
Mgmt	13	Authorize Reissuance of Repurchased Shares Voter Rationale: A vote AGAINST these resolutions is warranted given that the company has not specified the discount limit for the general issuance mandate and share reissuance request for cash and non-cash consideration.	For	Against
Mgmt	14	Adopt Share Scheme and Terminate Existing Share Award Scheme Voter Rationale: A vote AGAINST this resolution is warranted given the following: * The company could be considered a mature company, and the limit under the proposed Scheme, together with other share incentive schemes of the company, exceeds 5 percent of the company's issued capital. * Performance conditions and meaningful vesting periods have not been disclosed. * The directors eligible to receive awards under the Scheme may be involved in its administration.	For	Against
Mgmt	15	Amend Existing Articles of Association by Way of Adoption of the Third Amended and Restated Articles of Association	For	For

## THULE GROUP AB

Meeting: Annual 4/26/24 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Elect Hans Eckerstrom as Chairman of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders	For	For
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5	Designate Inspector(s) of Minutes of Meeting		Non Voting
Mgmt	6	Acknowledge Proper Convening of Meeting	For	For
Mgmt	7	Receive CEO's Report		Non Voting
Mgmt	8	Receive Board's and Board Committee's Reports		Non Voting

## Global Voting Record

Mgmt	9.a	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	9.b	Receive Consolidated Accounts and Group Auditor's Report		Non Voting
Mgmt	9.c	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management		Non Voting
Mgmt	9.d	Receive Board's Report		Non Voting
Mgmt	10.a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	10.b	Approve Allocation of Income and Dividends of SEK 9.50 Per Share	For	For
Mgmt	10c1	Approve Discharge of Hans Eckerstrom	For	For
Mgmt	10c2	Approve Discharge of Mattias Ankarberg as CEO	For	For
Mgmt	10c3	Approve Discharge of Mattias Ankarberg as Board Member	For	For
Mgmt	10c4	Approve Discharge of Anders Jensen	For	For
Mgmt	10c5	Approve Discharge of Sarah McPhee	For	For
Mgmt	10c6	Approve Discharge of Helene Mellquist	For	For
Mgmt	10c7	Approve Discharge of Johan Westman	For	For
Mgmt	10c8	Approve Discharge of Helene Willberg	For	For
Mgmt	10c9	Approve Discharge of Therese Reutersward	For	For
Mgmt	10c10	Approve Discharge of Magnus Welander	For	For
Mgmt	10.d	Approve Remuneration Report Voter Rationale: A vote against is warranted due to concerns with the lack of disclosure around the discrepancy between the reported variable remuneration and the reported STIP outcome for the CEO and former CEO.	For	Against
Mgmt	11	Determine Number of Members (7) and Deputy Members (0) of Board	For	For
Mgmt	12	Approve Remuneration of Directors in the Amount of SEK 1.4 Million for Chairman and SEK 455 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	13.1	Reelect Hans Eckerstrom as Director	For	For
Mgmt	13.2	Reelect Anders Jensen as Director	For	For
Mgmt	13.3	Reelect Sarah McPhee as Director	For	For
Mgmt	13.4	Reelect Johan Westman as Director Voter Rationale: A vote against items 13.4 and 13.5 is warranted due to overboarding concerns.	For	Against
Mgmt	13.5	Reelect Helene Willberg as Director	For	Against
Mgmt	13.6	Elect Sandra Finer as New Director	For	For
Mgmt	13.7	Elect Paul Gustavsson as New Director	For	For
Mgmt	13.8	Reelect Hans Eckerstrom as Board Chair	For	For
Mgmt	14	Approve Remuneration of Auditor	For	For
Mgmt	15	Ratify PricewaterhouseCoopers as Auditor	For	For
Mgmt	16	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	For	For
Mgmt	17	Close Meeting		Non Voting



**CHINA CONSTRUCTION BANK CORPORATION**Meeting: **Extraordinary Sh: 4/29/24** **China**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Annual Issuance Plan for the Financial Bonds	For	For
Mgmt	2	Approve Amount of Capital Instruments to be Issued	For	For
Mgmt	3	Approve Amount of TLAC Non-Capital Bonds to be Issued	For	For

**COMPANHIA ENERGETICA DE MINAS GERAIS SA**Meeting: **Annual** **4/29/24** **Brazil**

Proposal Type	Proposal	Description	MRec	Vote
S/holder	1	Elect Aloisio Macario Ferreira De Souza as Director Appointed by Preferred Shareholder (Appointed by Fia Dinamica)	None	For
Mgmt	2	In Case Neither Class of Shares Reaches the Minimum Quorum Required by the Brazilian Corporate Law to Elect a Board Representative in Separate Elections Would You Like to Use Your Votes to Elect the Candidate with More Votes to Represent Both Classes?	None	For
S/holder	3	Elect Michele da Silva Gonsales Torres as Fiscal Council Member and Paulo Roberto Bellentani Brandao as Alternate Appointed by Preferred Shareholder (Appointed by Fia Dinamica)	None	For

**EMBASSY OFFICE PARKS REIT**Meeting: **Extraordinary Sh: 4/29/24** **India**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Acquisition of Business Park in Chen-Nai	For	For
Mgmt	2	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For

## Global Voting Record

## ENEL CHILE SA

Meeting: Annual 4/29/24 Chile

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income and Dividends	For	For
Mgmt	3.a	Elect Maria Teresa Vial as Director Nominated by Enel S.p.A.	For	For
Mgmt	3.b	Elect Pedro Pablo Cabrera as Director Nominated by Enel S.p.A.	For	For
Mgmt	3.c	Elect Isabella Alessio as Director Nominated by Enel S.p.A.	For	For
Mgmt	3.d	Elect Salvatore Bernabei as Director Nominated by Enel S.p.A.	For	For
Mgmt	3.e	Elect Monica Girardi as Director Nominated by Enel S.p.A.	For	For
Mgmt	3.f	Elect Marcelo Castillo as Director Nominated by Enel S.p.A.	For	For
Mgmt	4	Approve Remuneration of Directors	For	For
Mgmt	5	Approve Remuneration of Directors' Committee and Approve Their Budget	For	For
Mgmt	6	Present Board's Report on Expenses; Present Directors' Committee Report on Activities and Expenses		Non Voting
Mgmt	7	Appoint Auditors	For	For
Mgmt	8	Elect Two Supervisory Account Inspectors and their Alternates; Approve their Remuneration	For	For
Mgmt	9	Designate Risk Assessment Companies	For	For
Mgmt	10	Approve Investment and Financing Policy	For	For
Mgmt	11	Present Dividend Policy and Distribution Procedures		Non Voting
Mgmt	12	Receive Report Regarding Related-Party Transactions		Non Voting
Mgmt	13	Present Report on Processing Printing and Mailing Information Required by Chilean Law		Non Voting
Mgmt	14	Other Business Voter Rationale: A vote AGAINST this request is warranted since it cannot be known what issues will be raised under this agenda item.	For	Against
Mgmt	15	Authorize Board to Ratify and Execute Approved Resolutions	For	For

## ENEL CHILE SA

Meeting: Extraordinary Sh: 4/29/24 Chile

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Article 4 Re: Corporate Purpose	For	For
Mgmt	2	Consolidate Bylaws	For	For
Mgmt	3	Adopt Amendments to Articles and Agreements to Carry out Resolutions Adopted by this General Meeting	For	For

## Global Voting Record

## GOLDEN OCEAN GROUP LIMITED

Meeting: Annual 4/29/24 Bermuda

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Fix Number of Directors at Eight	For	For
Mgmt	2	Authorize Board to Fill Vacancies	For	For
Mgmt	3	Elect Director Ola Lorentzon	For	Against
Mgmt	4	Elect Director John Fredriksen	For	Against
Mgmt	5	Elect Director James O'Shaughnessy	For	Against
Mgmt	6	Elect Director Ben Mills	For	Against
Mgmt	7	Elect Director Cato Stonex	For	For
Mgmt	8	Approve PricewaterhouseCoopers AS as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	9	Approve Remuneration of Directors	For	For

## HEXAGON AB

Meeting: Annual 4/29/24 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Elect Chairman of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders	For	For
Mgmt	4	Approve Agenda of Meeting	For	For
Mgmt	5	Designate Inspector(s) of Minutes of Meeting		Non Voting
Mgmt	6	Acknowledge Proper Convening of Meeting	For	For
Mgmt	7	Receive President's Report		Non Voting
Mgmt	8.a	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management		Non Voting
Mgmt	8.c	Receive the Board's Dividend Proposal		Non Voting
Mgmt	9.a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	9.b	Approve Allocation of Income and Dividends of EUR 0.13 Per Share	For	For
Mgmt	9.c1	Approve Discharge of Ola Rollen	For	For
Mgmt	9.c2	Approve Discharge of Gun Nilsson	For	For
Mgmt	9.c3	Approve Discharge of Marta Schorling	For	For
Mgmt	9.c4	Approve Discharge of John Brandon	For	For
Mgmt	9.c5	Approve Discharge of Sofia Schorling Hogberg	For	For
Mgmt	9.c6	Approve Discharge of Brett Watson	For	For
Mgmt	9.c7	Approve Discharge of Erik Huggers	For	For
Mgmt	9.c8	Approve Discharge of Ulrika Francke	For	For
Mgmt	9.c9	Approve Discharge of Henrik Henriksson	For	For
Mgmt	9c.10	Approve Discharge of Patrick Soderlund	For	For
Mgmt	9c.11	Approve Discharge of Paolo Guglielmini	For	For
Mgmt	9c.12	Approve Discharge of Ola Rollen	For	For
Mgmt	10	Determine Number of Members (9) and Deputy Members (0) of Board	For	For

Global Voting Record

Mgmt	11.1	Approve Remuneration of Directors in the Amount of SEK 2.4 Million for Chair and SEK 740 000 for Other Directors	For	For
Mgmt	11.2	Approve Remuneration of Auditors	For	For
Mgmt	12.1	Reelect Ola Rollen as Director	For	For
Mgmt	12.2	Reelect Marta Schorling Andreen as Director	For	For
Mgmt	12.3	Reelect John Brandon as Director	For	For
Mgmt	12.4	Reelect Sofia Schorling Hogberg as Director Voter Rationale: A vote against items 12.4 and 12.5 is warranted due to concerns with lack of independence.	For	Against
Mgmt	12.5	Reelect Gun Nilsson as Director	For	Against
Mgmt	12.6	Reelect Brett Watson as Director	For	For
Mgmt	12.7	Reelect Erik Huggers as Director	For	For
Mgmt	12.8	Elect Annika Falkengren as New Director	For	For
Mgmt	12.9	Elect Ralph Haupter as New Director	For	For
Mgmt	12.10	Reelect Ola Rollen as Board Chair	For	For
Mgmt	12.11	Ratify PricewaterhouseCoopers AB as Auditors	For	For
Mgmt	13	Reelect Mikael Ekdahl (Chair) Jan Dworsky Brett Watson and Daniel Kristiansson as Members of Nominating Committee	For	For
Mgmt	14	Approve Remuneration Report	For	For
Mgmt	15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
Mgmt	16	Approve Performance Share Program 2024/2027 for Key Employees	For	For
Mgmt	17	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For
Mgmt	18	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	For	For
Mgmt	19	Close Meeting		Non Voting

JARDINE CYCLE & CARRIAGE LIMITED

Meeting: Annual 4/29/24 Singapore

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Audited Financial Statements Directors' Statement and Auditors' Reports	For	For
Mgmt	2	Approve Final Dividend	For	For
Mgmt	3	Approve Directors' Fees	For	For
Mgmt	4	Elect Steven Phan as Director	For	For
Mgmt	5	Elect Mikkel Larsen as Director	For	For
Mgmt	6	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Directors to Fix Their Remuneration	For	For
Mgmt	7A	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights Voter Rationale: A vote AGAINST this resolution is warranted because the issuance request without preemptive rights exceeds the recommended limit.	For	Against
Mgmt	7B	Authorize Share Repurchase Program	For	For
Mgmt	7C	Approve Renewal of General Mandate for Interested Person Transactions	For	For

## NORDNET AB

Meeting: Annual 4/29/24 Sweden

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Elect Chairman of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders		Non Voting
Mgmt	4	Designate Inspector(s) of Minutes of Meeting		Non Voting
Mgmt	5	Acknowledge Proper Convening of Meeting	For	For
Mgmt	6	Approve Agenda of Meeting	For	For
Mgmt	7	Receive Chairman's Report		Non Voting
Mgmt	8	Receive CEO's Report		Non Voting
Mgmt	9	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	10	Accept Financial Statements and Statutory Reports	For	For
Mgmt	11	Approve Allocation of Income and Dividends of SEK 7.20 Per Share	For	For
Mgmt	12.a	Approve Discharge of Anna Back	For	For
Mgmt	12.b	Approve Discharge of Charlotta Nilsson	For	For
Mgmt	12.c	Approve Discharge of Tom Dinkelspiel	For	For
Mgmt	12.d	Approve Discharge of Karitha Ericson	For	For
Mgmt	12.e	Approve Discharge of Gustaf Unger	For	For
Mgmt	12.f	Approve Discharge of Fredrik Bergstrom	For	For
Mgmt	12.g	Approve Discharge of Henrik Rattzen	For	For
Mgmt	12.h	Approve Discharge of Per Widerstrom	For	For
Mgmt	12.i	Approve Discharge of Lars-Ake Norling (CEO)	For	For
Mgmt	13.a	Determine Number of Members (8) and Deputy Members of Board (0)	For	For
Mgmt	13.b	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
Mgmt	14.a1	Approve Remuneration of Directors in the Amount of SEK 472 500 for Chair and for Other Directors	For	For
Mgmt	14.a2	Approve Remuneration for the Risk and Compliance Committee	For	For
Mgmt	14.a3	Approve Remuneration for the Audit Committee	For	For
Mgmt	14.a4	Approve Remuneration for the IT committee	For	For
Mgmt	14.a5	Approve Remuneration for the Remuneration Committee	For	For
Mgmt	14.b	Approve Remuneration of Auditors	For	For
Mgmt	15.a1	Reelect Tom Dinkelspiel as Director	For	For
Mgmt	15.a2	Reelect Fredrik Bergstrom as Director	For	For
Mgmt	15.a3	Reelect Anna Back as Director	For	For
Mgmt	15.a4	Reelect Karitha Ericson as Director	For	For
Mgmt	15.a5	Reelect Charlotta Nilsson as Director	For	For
Mgmt	15.a6	Reelect Henrik Rattzen as Director	For	For
Mgmt	15.a7	Elect Therese Hillman as New Director	For	For
Mgmt	15.a8	Elect Johan Akerblom as New Director	For	For
Mgmt	15.b	Reelect Tom Dinkelspiel as Board Chair	For	For
Mgmt	15.c	Ratify Deloitte AB as Auditors	For	For
Mgmt	16	Approve Remuneration Report	For	For
Mgmt	17	Authorize Share Repurchase Program	For	For

## Global Voting Record

Mgmt	18	Approve Warrant Plan 2024/2027 for Key Employees	For	For
Mgmt	19	Close Meeting		Non Voting

## SANDVIK AKTIEBOLAG

Meeting: Annual		4/29/24	Sweden	
Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2.1	Elect Patrik Marcelius as Chairman of Meeting	For	For
Mgmt	3	Prepare and Approve List of Shareholders	For	For
Mgmt	4	Designate Inspector(s) of Minutes of Meeting		Non Voting
Mgmt	5	Approve Agenda of Meeting	For	For
Mgmt	6	Acknowledge Proper Convening of Meeting	For	For
Mgmt	7	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	8	Receive President's Report		Non Voting
Mgmt	9	Accept Financial Statements and Statutory Reports	For	For
Mgmt	10.1	Approve Discharge of Johan Molin	For	For
Mgmt	10.2	Approve Discharge of Jennifer Allerton	For	For
Mgmt	10.3	Approve Discharge of Claes Boustedt	For	For
Mgmt	10.4	Approve Discharge of Marika Fredriksson	For	For
Mgmt	10.5	Approve Discharge of Andreas Nordbrandt	For	For
Mgmt	10.6	Approve Discharge of Helena Stjernholm	For	For
Mgmt	10.7	Approve Discharge of Stefan Widing	For	For
Mgmt	10.8	Approve Discharge of Kai Warn	For	For
Mgmt	10.9	Approve Discharge of Thomas Andersson	For	For
Mgmt	10.10	Approve Discharge of Thomas Lilja	For	For
Mgmt	10.11	Approve Discharge of Fredrik Haf	For	For
Mgmt	10.12	Approve Discharge of Erik Knebel	For	For
Mgmt	10.13	Approve Discharge of CEO Stefan Widing	For	For
Mgmt	11	Approve Allocation of Income and Dividends of SEK 5.50 Per Share	For	For
Mgmt	12	Determine Number of Directors (8) and Deputy Directors (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	For	For
Mgmt	13	Approve Remuneration of Directors in the Amount of SEK 3 Million for Chairman and SEK 800 000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Auditor	For	For
Mgmt	14.1	Elect Susanna Schneeberger as New Director	For	For
Mgmt	14.2	Reelect Claes Boustedt as Director	For	For
Mgmt	14.3	Reelect Marika Fredriksson as Director	For	For
Mgmt	14.4	Reelect Johan Molin as Director	For	For
Mgmt	14.5	Reelect Andreas Nordbrandt as Director	For	For
Mgmt	14.6	Reelect Helena Stjernholm as Director	For	For
Mgmt	14.7	Reelect Stefan Widing as Director	For	For
Mgmt	14.8	Reelect Kai Warn as Director	For	For
Mgmt	15	Reelect Johan Molin as Board Chair	For	For
Mgmt	16.1	Ratify PricewaterhouseCoopers as Auditors	For	For
Mgmt	17	Approve Remuneration Report	For	For

Global Voting Record

Mgmt	18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
Mgmt	19	Approve Performance Share Matching Plan LTIP 2024 for Key Employees Voter Rationale: A vote against is warranted due to concerns with the limited length of the performance period.	For	Against
Mgmt	20	Authorize Share Repurchase Program	For	For
Mgmt	21	Close Meeting		Non Voting

**AIR LIQUIDE SA**

Meeting: Annual/Special 4/30/24 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of EUR 3.20 per Share	For	For
Mgmt	4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	5	Reelect Kim Ann Mink as Director	For	For
Mgmt	6	Reelect Monica de Virgiliis as Director	For	For
Mgmt	7	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
Mgmt	8	Approve Compensation of Francois Jackow CEO	For	For
Mgmt	9	Approve Compensation of Benoit Potier Chairman of the Board	For	For
Mgmt	10	Approve Compensation Report of Corporate Officers	For	For
Mgmt	11	Approve Remuneration Policy of CEO	For	For
Mgmt	12	Approve Remuneration Policy of Chairman of the Board	For	For
Mgmt	13	Approve Remuneration Policy of Directors	For	For
Mgmt	14	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.5 Million	For	For
Mgmt	15	Appoint PricewaterhouseCoopers Audit as Authorized Sustainability Auditors	For	For
Mgmt	16	Appoint KPMG S.A. as Authorized Sustainability Auditors	For	For
Mgmt	17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	18	Authorize Capitalization of Reserves of Up to EUR 320 Million for Bonus Issue or Increase in Par Value	For	For
Mgmt	19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
Mgmt	20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	For
Mgmt	21	Amend Article 11 of Bylaws Re: Age Limit of Directors	For	For
Mgmt	22	Amend Article 12 of Bylaws Re: Age Limit of Chairman of the Board	For	For
Mgmt	23	Authorize Filing of Required Documents/Other Formalities	For	For

**ALSEA SAB DE CV**

Meeting: Annual/Special 4/30/24 Mexico

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements Statutory Reports and Allocation of Income	For	For
Mgmt	2	Approve Annual Report on Operations Carried by Key Board Committees	For	For
Mgmt	3	Elect Francisco Xavier Crespo Benitez as Director	For	For
Mgmt	4	Elect or Ratify Directors and Company Secretary	For	For
Mgmt	5	Elect or Ratify Members of Key Management and Board Committees	For	For
Mgmt	6	Approve Remuneration of Directors and Key Management	For	For
Mgmt	7	Set Maximum Amount of Share Repurchase Reserve; Present Report on Share Repurchase	For	For
Mgmt	8	Approve Dividends	For	For
Mgmt	9	Amend Articles Voter Rationale: A vote AGAINST this item is warranted because the full text of the proposed amendments have not been disclosed.	For	Against
Mgmt	10	Authorize Board to Ratify and Execute Approved Resolutions	For	For

**ARCELORMITTAL SA**

Meeting: Annual 4/30/24 Luxembourg

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	I	Approve Consolidated Financial Statements	For	For
Mgmt	II	Approve Financial Statements	For	For
Mgmt	III	Approve Dividends	For	For
Mgmt	IV	Approve Allocation of Income	For	For
Mgmt	V	Approve Remuneration Report	For	For
Mgmt	VI	Approve Remuneration of Directors	For	For
Mgmt	VII	Approve Discharge of Directors	For	For
Mgmt	VIII	Reelect Karyn Ovelmen as Director	For	For
Mgmt	IX	Reelect Clarissa Lins as Director	For	Against
Mgmt	X	Approve Share Repurchase	For	For
Mgmt	XI	Appoint Ernst & Young as Auditor	For	For
Mgmt	XII	Approve Grants of Share-Based Incentives for the Executive Chairman and the Chief Executive Officer	For	For



## ATOSS SOFTWARE AG

Meeting: Annual 4/30/24 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 3.37 per Share	For	For
Mgmt	3	Approve Discharge of Management Board for Fiscal Year 2023	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For
Mgmt	5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	For	For
Mgmt	6.1	Elect Moritz Zimmermann to the Supervisory Board Voter Rationale: In the absence of a standalone nomination committee, a vote against the board chair is warranted as a signal of concern to the board because the board is insufficiently gender diverse.	For	Against
Mgmt	6.2	Elect Rolf Vielhauer von Hohenhau to the Supervisory Board	For	For
Mgmt	6.3	Elect Klaus Bauer to the Supervisory Board	For	For
Mgmt	7	Approve Remuneration Report Voter Rationale: A vote against is warranted due to concerns that the remuneration practices of the company are not in line with best practice.	For	Against
Mgmt	8	Change of Corporate Form to Societas Europaea (SE)	For	For
Mgmt	9	Approve EUR 8 Million Capitalization of Reserves for a 1:1 Bonus Issue	For	For
Mgmt	10	Approve Creation of EUR 3.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights Voter Rationale: A vote against is warranted due to concerns with the size of the total quantum requested for shareholder approval.	For	Against
Mgmt	11	Ratify PricewaterhouseCoopers GmbH as Authorized Sustainability Auditors for Fiscal Year 2024	For	For
Mgmt	12	Ratify PricewaterhouseCoopers GmbH as Authorized Sustainability Auditors for the First Fiscal Year of ATOSS Software SE	For	For

**BARRICK GOLD CORPORATION**

Meeting: Annual 4/30/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director D. Mark Bristow	For	For
Mgmt	1.2	Elect Director Helen Cai	For	For
Mgmt	1.3	Elect Director Christopher L. Coleman	For	For
Mgmt	1.4	Elect Director Isela A. Costantini	For	For
Mgmt	1.5	Elect Director Brian L. Greenspun	For	For
Mgmt	1.6	Elect Director J. Brett Harvey	For	For
Mgmt	1.7	Elect Director Anne N. Kabagambe	For	For
Mgmt	1.8	Elect Director Andrew J. Quinn	For	For
Mgmt	1.9	Elect Director M. Loreto Silva	For	For
Mgmt	1.10	Elect Director John L. Thornton	For	For
Mgmt	2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	3	Advisory Vote on Executive Compensation Approach	For	For
S/holder	4	Commission an Independent Third Party Audit of Environmental Water Impacts Voter Rationale: A vote against is warranted as the company has in place appropriate water management procedures and polices.	Against	Against

**BB SEGURIDADE PARTICIPACOES SA**

Meeting: Annual 4/30/24 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Kamillo Ttoni Oliveira Silva as Director (Appointed by Banco do Brasil) Voter Rationale: A vote AGAINST non-independent director nominees Kamillo Ttoni Oliveira Silva, Andre Gustavo Borba Assumpcao Haui, Marcos Rogerio de Souza, and Guilherme Santos Mello is warranted given the proposed board's overall lack of independence.A vote FOR independent director nominee Gilberto Lourenco da Aparecida is warranted given that it would be counter-productive to oppose independent director nominees.	For	Against
Mgmt	1.2	Elect Gilberto Lourenco da Aparecida as Independent Director (Appointed by Banco do Brasil) Elect Andre Gustavo Borba Assumpcao Haui as Director (CEO of BB Seguridade) Voter Rationale: A vote AGAINST non-independent director nominees Kamillo Ttoni Oliveira Silva, Andre Gustavo Borba Assumpcao Haui, Marcos Rogerio de Souza, and Guilherme Santos Mello is warranted given the proposed board's overall lack of independence.A vote FOR independent director nominee Gilberto Lourenco da Aparecida is warranted given that it would be counter-productive to oppose independent director nominees.	For	For
Mgmt	1.3	Elect Andre Gustavo Borba Assumpcao Haui as Director (CEO of BB Seguridade) Voter Rationale: A vote AGAINST non-independent director nominees Kamillo Ttoni Oliveira Silva, Andre Gustavo Borba Assumpcao Haui, Marcos Rogerio de Souza, and Guilherme Santos Mello is warranted given the proposed board's overall lack of independence.A vote FOR independent director nominee Gilberto Lourenco da Aparecida is warranted given that it would be counter-productive to oppose independent director nominees.	For	Against
Mgmt	1.4	Elect Guilherme Santos Mello as Director (Appointed by Uniao) Voter Rationale: A vote AGAINST non-independent director nominees Kamillo Ttoni Oliveira Silva, Andre Gustavo Borba Assumpcao Haui, Marcos Rogerio de Souza, and Guilherme Santos Mello is warranted given the proposed board's overall lack of independence.A vote FOR independent director nominee Gilberto Lourenco da Aparecida is warranted given that it would be counter-productive to oppose independent director nominees.	For	Against

Mgmt	1.5	<p>Elect Marcos Rogerio de Souza as Director (Appointed by Uniao)</p> <p>Voter Rationale: A vote AGAINST non-independent director nominees Kamillo Ttononi Oliveira Silva, Andre Gustavo Borba Assumpcao Haii, Marcos Rogerio de Souza, and Guilherme Santos Mello is warranted given the proposed board's overall lack of independence. A vote FOR independent director nominee Gilberto Lourenco da Aparecida is warranted given that it would be counter-productive to oppose independent director nominees.</p>	For	Against
Mgmt	2	<p>In Case Cumulative Voting Is Adopted Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?</p> <p>Voter Rationale: Under these items, the company presented shareholders with the option to elect the board of directors using cumulative voting, under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 2, 3.1-3.5 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</p>	None	Abstain
Mgmt	3.1	<p>Percentage of Votes to Be Assigned - Elect Kamillo Ttononi Oliveira Silva as Director (Appointed by Banco do Brasil)</p> <p>Voter Rationale: Under these items, the company presented shareholders with the option to elect the board of directors using cumulative voting, under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 2, 3.1-3.5 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</p>	None	Abstain
Mgmt	3.2	<p>Percentage of Votes to Be Assigned - Elect Gilberto Lourenco da Aparecida as Independent Director (Appointed by Banco do Brasil)</p> <p>Voter Rationale: Under these items, the company presented shareholders with the option to elect the board of directors using cumulative voting, under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 2, 3.1-3.5 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</p>	None	Abstain
Mgmt	3.3	<p>Percentage of Votes to Be Assigned - Elect Andre Gustavo Borba Assumpcao Haii as Director (CEO of BB Seguridade)</p> <p>Voter Rationale: Under these items, the company presented shareholders with the option to elect the board of directors using cumulative voting, under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 2, 3.1-3.5 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</p>	None	Abstain
Mgmt	3.4	<p>Percentage of Votes to Be Assigned - Elect Guilherme Santos Mello as Director (Appointed by Uniao)</p> <p>Voter Rationale: Under these items, the company presented shareholders with the option to elect the board of directors using cumulative voting, under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 2, 3.1-3.5 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.</p>	None	Abstain

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Mgmt	3.5	Percentage of Votes to Be Assigned - Elect Marcos Rogério de Souza as Director (Appointed by Uniao) Voter Rationale: Under these items, the company presented shareholders with the option to elect the board of directors using cumulative voting, under the terms of Article 141 of the Brazilian Corporate Law, in accordance with the rules of the remote voting card issued by the Brazilian Securities Regulator (CVM), and mandatory for all publicly-traded Brazilian companies. ABSTAIN vote recommendations are warranted for Items 2, 3.1-3.5 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.	None	Abstain
Mgmt	4.1	Elect Carlos Eduardo Guedes Pinto as Fiscal Council Member and Bruno Monteiro Martins as Alternate (Banco do Brasil Representatives)	For	For
Mgmt	4.2	Elect Rafael Rezende Brigolini as Fiscal Council Member and Bruno Cirilo Mendonca de Campos as Alternate (Secretaria do Tesouro Nacional Representatives)	For	For
S/holder	4.3	Elect Francisco Olinto Velo Schmitt as Fiscal Council Member and Kuno Dietmar Frank as Alternate (Appointed by Ibiuna Acoes Gestao de Recursos Ltda) Voter Rationale: A vote FOR these items is warranted because: * The company has provided the detailed biographical information of the nominees; and * There are no known problems regarding fiscal council.	None	For
Mgmt	5	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31 2023	For	For
Mgmt	6	Approve Allocation of Income and Dividends	For	For
Mgmt	7	Approve Remuneration of Company's Management Voter Rationale: A vote AGAINST this proposal is warranted because the company's disclosure lacks transparency regarding key remuneration figures.	For	Against
Mgmt	8	Approve Remuneration of Directors	For	For
Mgmt	9	Approve Remuneration of Fiscal Council Members	For	For
Mgmt	10	Approve Remuneration of Audit Committee	For	For
Mgmt	11	Approve Remuneration of Risk and Capital Committee	For	For
Mgmt	12	Approve Remuneration of the Independent Member of the Related Party Transactions Committee	For	For

## Global Voting Record

## CITIGROUP INC.

Meeting: Annual 4/30/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Ellen M. Costello	For	For
Mgmt	1b	Elect Director Grace E. Dailey	For	For
Mgmt	1c	Elect Director Barbara J. Desoer	For	For
Mgmt	1d	Elect Director John C. Dugan	For	For
Mgmt	1e	Elect Director Jane N. Fraser	For	For
Mgmt	1f	Elect Director Duncan P. Hennes	For	For
Mgmt	1g	Elect Director Peter B. Henry	For	For
Mgmt	1h	Elect Director S. Leslie Ireland	For	For
Mgmt	1i	Elect Director Renee J. James	For	For
Mgmt	1j	Elect Director Gary M. Reiner	For	For
Mgmt	1k	Elect Director Diana L. Taylor	For	For
Mgmt	1l	Elect Director James S. Turley	For	For
Mgmt	1m	Elect Director Casper W. von Koskull	For	For
Mgmt	2	Ratify KPMG LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Amend Omnibus Stock Plan Voter Rationale: A vote against is warranted as the plan cost and the three-year average burn rate are both excessive, and the disclosure of change-in-control vesting treatment is incomplete.	For	Against
S/holder	5	Require Independent Board Chair Voter Rationale: A vote against is warranted as there are currently no significant governance concerns.	Against	Against
S/holder	6	Report on Respecting Indigenous Peoples' Rights Voter Rationale: A vote for is warranted as increased transparency is beneficial for shareholders.	Against	For
S/holder	7	Amend Director Election Resignation Bylaw *Withdrawn Resolution*		Non Voting
S/holder	8	Report on Risks Created by the Company's Diversity Equity and Inclusion Efforts Voter Rationale: A vote against is warranted due to the lack of evidence that the company's DEI initiatives constitute unlawful discrimination.	Against	Against
S/holder	9	Report on Risks Related to Discrimination Against Individuals Including Religious/Political Views Voter Rationale: A vote against is warranted as the company provides sufficient disclosures.	Against	Against
S/holder	10	Disclose Board Oversight Regarding Material Risks Associated with Animal Welfare Voter Rationale: A vote against is warranted as the company provides sufficient disclosures.	Against	Against

## COMMERZBANK AG

Meeting: Annual 4/30/24 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 0.35 per Share	For	For
Mgmt	3.1	Approve Discharge of Management Board Member Manfred Knof for Fiscal Year 2023	For	For

## Global Voting Record

Mgmt	3.2	Approve Discharge of Management Board Member Bettina Orlopp for Fiscal Year 2023	For	For
Mgmt	3.3	Approve Discharge of Management Board Member Marcus Chromik for Fiscal Year 2023	For	For
Mgmt	3.4	Approve Discharge of Management Board Member Michael Kotzbauer for Fiscal Year 2023	For	For
Mgmt	3.5	Approve Discharge of Management Board Member Sabine Mlnarsky for Fiscal Year 2023	For	For
Mgmt	3.6	Approve Discharge of Management Board Member Joerg Oliveri del Castillo-Schulz for Fiscal Year 2023	For	For
Mgmt	3.7	Approve Discharge of Management Board Member Thomas Schaufler for Fiscal Year 2023	For	For
Mgmt	4.1	Approve Discharge of Supervisory Board Member Jens Weidmann (from May 31 2023) for Fiscal Year 2023	For	For
Mgmt	4.2	Approve Discharge of Supervisory Board Member Uwe Tschaege for Fiscal Year 2023	For	For
Mgmt	4.3	Approve Discharge of Supervisory Board Member Heike Anscheit for Fiscal Year 2023	For	For
Mgmt	4.4	Approve Discharge of Supervisory Board Member Alexander Boursanoff (until May 31 2023) for Fiscal Year 2023	For	For
Mgmt	4.5	Approve Discharge of Supervisory Board Member Gunnar de Buhr for Fiscal Year 2023	For	For
Mgmt	4.6	Approve Discharge of Supervisory Board Member Stefan Burghardt (until May 31 2023) for Fiscal Year 2023	For	For
Mgmt	4.7	Approve Discharge of Supervisory Board Member Harald Christ (from May 31 2023) for Fiscal Year 2023	For	For
Mgmt	4.8	Approve Discharge of Supervisory Board Member Frank Czichowski for Fiscal Year 2023	For	For
Mgmt	4.9	Approve Discharge of Supervisory Board Member Sabine Dietrich for Fiscal Year 2023	For	For
Mgmt	4.10	Approve Discharge of Supervisory Board Member Jutta Doenges for Fiscal Year 2023	For	For
Mgmt	4.11	Approve Discharge of Supervisory Board Member Monika Fink (until May 31 2023) for Fiscal Year 2023	For	For
Mgmt	4.12	Approve Discharge of Supervisory Board Member Helmut Gottschalk (until May 31 2023) for Fiscal Year 2023	For	For
Mgmt	4.13	Approve Discharge of Supervisory Board Member Stefan Jennes (until May 31 2023) for Fiscal Year 2023	For	For
Mgmt	4.14	Approve Discharge of Supervisory Board Member Kerstin Jerchel for Fiscal Year 2023	For	For
Mgmt	4.15	Approve Discharge of Supervisory Board Member Burkhard Keese for Fiscal Year 2023	For	For
Mgmt	4.16	Approve Discharge of Supervisory Board Member Alexandra Krieger (until May 31 2023) for Fiscal Year 2023	For	For
Mgmt	4.17	Approve Discharge of Supervisory Board Member Maxi Leuchters (from May 31 2023) for Fiscal Year 2023	For	For
Mgmt	4.18	Approve Discharge of Supervisory Board Member Daniela Mattheus for Fiscal Year 2023	For	For
Mgmt	4.19	Approve Discharge of Supervisory Board Member Nina Olderdissen (from May 31 2023) for Fiscal Year 2023	For	For
Mgmt	4.20	Approve Discharge of Supervisory Board Member Sandra Persiehl (from May 31 2023) for Fiscal Year 2023	For	For
Mgmt	4.21	Approve Discharge of Supervisory Board Member Michael Schramm (from May 31 2023) for Fiscal Year 2023	For	For
Mgmt	4.22	Approve Discharge of Supervisory Board Member Caroline Seifert for Fiscal Year 2023	For	For
Mgmt	4.23	Approve Discharge of Supervisory Board Member Robin Stalker (until May 31 2023) for Fiscal Year 2023	For	For
Mgmt	4.24	Approve Discharge of Supervisory Board Member Gertrude Tumpel-Gugerell for Fiscal Year 2023	For	For

## Global Voting Record

Mgmt	4.25	Approve Discharge of Supervisory Board Member Sascha Uebel (from May 31 2023) for Fiscal Year 2023	For	For
Mgmt	4.26	Approve Discharge of Supervisory Board Member Frank Westhoff for Fiscal Year 2023	For	For
Mgmt	4.27	Approve Discharge of Supervisory Board Member Stefan Wittmann for Fiscal Year 2023	For	For
Mgmt	5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024	For	For
Mgmt	5.2	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the Period from Dec. 31 2024 until 2025 AGM	For	For
Mgmt	6	Approve Remuneration Report	For	For
Mgmt	7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For
Mgmt	8	Authorize Use of Financial Derivatives when Repurchasing Shares	For	For
Mgmt	9	Amend Articles Re: Electronic Securities	For	For

## CONSOL ENERGY INC.

Meeting: Annual 4/30/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director James A. Brock	For	For
Mgmt	1b	Elect Director John T. Mills	For	For
Mgmt	1c	Elect Director Cassandra Pan	For	For
Mgmt	1d	Elect Director Valli Perera	For	For
Mgmt	1e	Elect Director Joseph P. Platt	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Advisory Vote on Say on Pay Frequency	One Year	One Year
Mgmt	5	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	For	For

## ENGIE SA

Meeting: Annual/Special 4/30/24 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of EUR 1.43 per Share	For	For
Mgmt	4	Approve Auditors' Special Report on Related-Party Transactions	For	For
Mgmt	5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	6	Reelect Fabrice Bregier as Director	For	For
Mgmt	7	Elect Michel Giannuzzi as Director	For	For
Mgmt	8	Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	For	For
Mgmt	9	Appoint Ernst & Young et Autres as Auditor Responsible for Certifying Sustainability Information	For	For
Mgmt	10	Approve Compensation Report of Corporate Officers	For	For
Mgmt	11	Approve Compensation of Jean-Pierre Clamadiou Chairman of the Board	For	For
Mgmt	12	Approve Compensation of Catherine MacGregor CEO	For	For
Mgmt	13	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.6 Million	For	For
Mgmt	14	Approve Remuneration Policy of Directors	For	For
Mgmt	15	Approve Remuneration Policy of Chairman of the Board	For	For
Mgmt	16	Approve Remuneration Policy of CEO	For	For
Mgmt	17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 225 Million	For	For
Mgmt	18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 225 Million	For	For
Mgmt	19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements up to Aggregate Nominal Amount of EUR 225 Million	For	For
Mgmt	20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 17 18 and 19	For	For
Mgmt	21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	For	For
Mgmt	22	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-21 and 25-26 at EUR 265 Million	For	For
Mgmt	23	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	For	For
Mgmt	24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
Mgmt	26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	For	For
Mgmt	27	Authorize up to 0.75 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees Corporate Officers and Employees of International Subsidiaries from Groupe Engie	For	For
Mgmt	28	Authorize up to 0.75 Percent of Issued Capital for Use in Restricted Stock Plans	For	For
Mgmt	29	Authorize Filing of Required Documents/Other Formalities	For	For



## Global Voting Record

## GEA GROUP AG

Meeting: Annual 4/30/24 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 1.00 per Share	For	For
Mgmt	3	Approve Remuneration Report	For	For
Mgmt	4	Approve Discharge of Management Board for Fiscal Year 2023	For	For
Mgmt	5	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For
Mgmt	6	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024	For	For
Mgmt	7.1	Elect Andreas Renschler to the Supervisory Board	For	For
Mgmt	7.2	Elect Axel Stepken to the Supervisory Board	For	For
Mgmt	8.1	Amend Articles Re: Proof of Entitlement	For	For
Mgmt	8.2	Amend Articles Re: Supervisory Board Term of Office	For	For
Mgmt	9	Approve Climate Roadmap 2040	For	For

## GRUPO FINANCIERO INBURSA SAB DE CV

Meeting: Annual 4/30/24 Mexico

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Present Report on Compliance with Fiscal Obligations	For	For
Mgmt	2.1	Approve CEO's Report and Auditor's Report; Board's Opinion on Reports	For	For
Mgmt	2.2	Approve Board's Report on Accounting Policies and Criteria Followed in Preparation of Financial Statements	For	For
Mgmt	2.3	Approve Report on Activities and Operations Undertaken by Board	For	For
Mgmt	2.4	Approve Individual and Consolidated Financial Statements	For	For
Mgmt	2.5	Approve Report on Activities Undertaken by Audit and Corporate Practices Committees	For	For
Mgmt	3	Approve Allocation of Income	For	For
Mgmt	4	Approve Dividends	For	For
Mgmt	5	Elect and/or Ratify Directors and Company Secretary Voter Rationale: A vote AGAINST these items is warranted because: * The names of the director candidates are not disclosed; * The company has bundled the election of directors into a single voting item; and * Undisclosed bundled director election proposals disenfranchise shareholders voting by proxy.	For	Against
Mgmt	6	Approve Remuneration of Directors and Company Secretary Elect and/or Ratify Members of Corporate Practices and Audit Committees Voter Rationale: A vote AGAINST these items is warranted because: * The names of the director candidates are not disclosed; * The company has bundled the election of directors into a single voting item; and * Undisclosed bundled director election proposals disenfranchise shareholders voting by proxy.	For	For
Mgmt	7	Approve Remuneration of Members of Corporate Practices and Audit Committees Elect and/or Ratify Members of Corporate Practices and Audit Committees Voter Rationale: A vote AGAINST these items is warranted because: * The names of the director candidates are not disclosed; * The company has bundled the election of directors into a single voting item; and * Undisclosed bundled director election proposals disenfranchise shareholders voting by proxy.	For	Against
Mgmt	8	Approve Remuneration of Members of Corporate Practices and Audit Committees	For	For
Mgmt	9	Set Maximum Amount of Share Repurchase Reserve; Approve Share Repurchase Report	For	For
Mgmt	10	Authorize Board to Ratify and Execute Approved Resolutions	For	For

**GRUPO FINANCIERO INBURSA SAB DE CV**

Meeting: Extraordinary Sh: 4/30/24 Mexico

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Article 2 Voter Rationale: A vote AGAINST these requests is warranted because lack of timely disclosure prevents international institutional shareholders from making an informed voting decision regarding these proposals.	For	Against
Mgmt	2	Approve Modifications of Responsibility Agreement Voter Rationale: A vote AGAINST these requests is warranted because lack of timely disclosure prevents international institutional shareholders from making an informed voting decision regarding these proposals.	For	Against
Mgmt	3	Authorize Board to Ratify and Execute Approved Resolutions Voter Rationale: A vote AGAINST this closing formality is warranted in light of the vote recommendations for the prior items.	For	Against

**HERA SPA**

Meeting: Annual/Special 4/30/24 Italy

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Company Bylaws Re: Article 23	For	For
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3	Approve Remuneration Policy	For	For
Mgmt	4	Approve Second Section of the Remuneration Report	For	For
Mgmt	5	Elect Director Voter Rationale: This item warrants a vote AGAINST because the name and details of the proposed nominee have not been disclosed at the time of finalizing this report.	For	Against
Mgmt	6	Elect Board Vice-Chairman Voter Rationale: This item warrants a vote AGAINST due to the lack of disclosure on the proposed nominee.	None	Against
Mgmt	7	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For

**HERMES INTERNATIONAL SCA**

Meeting: Annual/Special 4/30/24 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Discharge of General Managers	For	For
Mgmt	4	Approve Allocation of Income and Dividends of EUR 25 per Share	For	For
Mgmt	5	Approve Auditors' Special Report on Related-Party Transactions Voter Rationale: A vote AGAINST this proposal is warranted because: * The company failed to provide sufficient information concerning a consulting agreement entered into with Studio des Fleurs. It is therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests; and * The company fails to provide comprehensive information regarding the transactions with RDAI. In this context, it is impossible to ascertain that the continuation of transactions with RDAI is in the interest of all shareholders.	For	Against

Mgmt	6	<p>Authorize Repurchase of Up to 10 Percent of Issued Share Capital Voter Rationale: This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.</p>	For	Against
Mgmt	7	<p>Approve Compensation Report of Corporate Officers Voter Rationale: A vote AGAINST this remuneration report is warranted as: * The discretionary power to set executives' remunerations lies in the hands of the General Partner, which is the same legal entity as one of the General Managers and is controlled by the family of the other General Manager, leading to an important conflict of interest; * The pay equity ratio's perimeter is not relevant to all the company's employees; and * As previous years, the company remains unresponsive about last AGM's significant dissent on compensation-related items.</p>	For	Against
Mgmt	8	<p>Approve Compensation of Axel Dumas General Manager Voter Rationale: Votes AGAINST these remuneration reports are warranted because the discretionary power to set executives' remunerations lies in the hands of the general partner, which is the same legal entity as one of the general managers and is controlled by the family of the other general manager, leading to an important conflict of interest. The structure of the statutory remuneration seems biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only on previous year results) and as the variable remuneration is nearly uncapped.</p>	For	Against
Mgmt	9	<p>Approve Compensation of Emile Hermes SAS General Manager Voter Rationale: Votes AGAINST these remuneration reports are warranted because the discretionary power to set executives' remunerations lies in the hands of the general partner, which is the same legal entity as one of the general managers and is controlled by the family of the other general manager, leading to an important conflict of interest. The structure of the statutory remuneration seems biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only on previous year results) and as the variable remuneration is nearly uncapped.</p>	For	Against
Mgmt	10	<p>Approve Compensation of Eric de Seynes Chairman of the Supervisory Board</p>	For	For
Mgmt	11	<p>Approve Remuneration Policy of General Managers Voter Rationale: A vote AGAINST this remuneration policy is warranted, despite the proposal to add an annual cap to the raise of the executives' fixed salary, because: * The discretionary power to set executives' remunerations lies in the hands of the General Partner, which is the same legal entity as one of the General Managers and is controlled by the family of the other General Manager, leading to an important conflict of interest; * The structure of the statutory remuneration seems biased as the methodology used to fix the base salary is inherently inflationist (indexed upward only on previous year results) and as the variable remuneration is nearly uncapped; * Adding an annual cap to the fixed salary increases would not entirely remove those systemic issues; and * The company does not provide any rationale supporting the addition of a new pension scheme for Axel Dumas.</p>	For	Against
Mgmt	12	<p>Approve Remuneration Policy of Supervisory Board Members</p>	For	For
Mgmt	13	<p>Reelect Matthieu Dumas as Supervisory Board Member Voter Rationale: * Votes AGAINST the reelections of Matthieu Dumas, Blaise Guerrand and Olympia Guerrand as non-independent nominees are warranted given the lack of independence at board level (28.6 percent vs 33.3 percent recommended) (Items 13 to 15). * In addition, votes AGAINST the reelections of Matthieu Dumas, Blaise Guerrand and Olympia Guerrand are warranted since they are affiliated with the Hermes family, indirectly benefiting from the company's distortive voting structure (Items 13 to 15). * A vote FOR the reelection of Alexandre Viros as independent nominee is warranted in the absence of specific concerns (Item 16).</p>	For	Against

## Global Voting Record

Mgmt	14	<p>Reelect Blaise Guerrand as Supervisory Board Member  Voter Rationale: * Votes AGAINST the reelections of Matthieu Dumas, Blaise Guerrand and Olympia Guerrand as non-independent nominees are warranted given the lack of independence at board level (28.6 percent vs 33.3 percent recommended) (Items 13 to 15). * In addition, votes AGAINST the reelections of Matthieu Dumas, Blaise Guerrand and Olympia Guerrand are warranted since they are affiliated with the Hermes family, indirectly benefiting from the company's distortive voting structure (Items 13 to 15). * A vote FOR the reelection of Alexandre Viros as independent nominee is warranted in the absence of specific concerns (Item 16).</p>	For	Against
Mgmt	15	<p>Reelect Olympia Guerrand as Supervisory Board Member  Voter Rationale: * Votes AGAINST the reelections of Matthieu Dumas, Blaise Guerrand and Olympia Guerrand as non-independent nominees are warranted given the lack of independence at board level (28.6 percent vs 33.3 percent recommended) (Items 13 to 15). * In addition, votes AGAINST the reelections of Matthieu Dumas, Blaise Guerrand and Olympia Guerrand are warranted since they are affiliated with the Hermes family, indirectly benefiting from the company's distortive voting structure (Items 13 to 15). * A vote FOR the reelection of Alexandre Viros as independent nominee is warranted in the absence of specific concerns (Item 16).</p>	For	Against
Mgmt	16	Reelect Alexandre Viros as Supervisory Board Member	For	For
Mgmt	17	Appoint PricewaterhouseCoopers Audit as Authorized Sustainability Auditors	For	For
Mgmt	18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	19	<p>Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans  Voter Rationale: A vote AGAINST this resolution is warranted because: * No information is available on the existence of performance conditions. * The vesting period is not sufficiently long-term oriented. * The performance period is not disclosed.</p>	For	Against
Mgmt	20	Authorize Filing of Required Documents/Other Formalities	For	For

**IMPERIAL OIL LIMITED**

Meeting: **Annual**      **4/30/24**      **Canada**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1A	Elect Director D.W. (David) Cornhill	For	For
Mgmt	1B	Elect Director B.W. (Bradley) Corson	For	For
Mgmt	1C	Elect Director S.R. (Sharon) Driscoll	For	For
Mgmt	1D	Elect Director J.N. (John) Floren	For	For
Mgmt	1E	Elect Director G.J. (Gary) Goldberg	For	For
Mgmt	1F	Elect Director N.A. (Neil) Hansen	For	For
Mgmt	1G	Elect Director M.C. (Miranda) Hubbs Voter Rationale: Vote AGAINST Miranda Hubbs as the board appears to lack racial/ethnic diversity, and the board has not made a firm public commitment to appoint at least one racial and/or ethnic diverse member at or prior to the next annual shareholder meeting. Vote AGAINST Miranda Hubbs as the board comprises less than 30 percent women. Vote FOR the other proposed nominee(s).	For	Against
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors Report on Impact of Climate Transition on Asset Retirement Obligations Voter Rationale: A vote AGAINST is warranted as the resolution requests the company to provide an audited report within a year estimating the quantitative impacts a range of climate transition scenarios on all asset retirement obligations. Imperial Oil lags its peers in disclosing the supplementary undiscounted value and/or major computation inputs. However, after considering no large Canadian integrated oil and gas companies have provided an estimation of the quantitative impacts of climate transition scenarios on ARO.	For	For
S/holder	3	Report on Impact of Climate Transition on Asset Retirement Obligations Voter Rationale: A vote AGAINST is warranted as the resolution requests the company to provide an audited report within a year estimating the quantitative impacts a range of climate transition scenarios on all asset retirement obligations. Imperial Oil lags its peers in disclosing the supplementary undiscounted value and/or major computation inputs. However, after considering no large Canadian integrated oil and gas companies have provided an estimation of the quantitative impacts of climate transition scenarios on ARO.	Against	Against

## INTERNATIONAL BUSINESS MACHINES CORPORATION

Meeting: Annual 4/30/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Marianne C. Brown	For	For
Mgmt	1b	Elect Director Thomas Buberl	For	For
Mgmt	1c	Elect Director David N. Farr	For	For
Mgmt	1d	Elect Director Alex Gorsky	For	For
Mgmt	1e	Elect Director Michelle J. Howard	For	For
Mgmt	1f	Elect Director Arvind Krishna	For	For
Mgmt	1g	Elect Director Andrew N. Liveris	For	For
Mgmt	1h	Elect Director Frederick William McNabb III	For	For
Mgmt	1i	Elect Director Michael Miebach	For	For
Mgmt	1j	Elect Director Martha E. Pollack	For	For
Mgmt	1k	Elect Director Peter R. Voser	For	For
Mgmt	1l	Elect Director Frederick H. Waddell	For	For
Mgmt	1m	Elect Director Alfred W. Zollar	For	For
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
S/holder	4	Report on Lobbying Payments and Policy Voter Rationale: A vote for is warranted as additional disclosure of the company's direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.	Against	For
S/holder	5	Report on Risks Related to Operations in China Voter Rationale: A vote against is warranted as the company provides shareholders with sufficient disclosure to assess its management of risks related to its operations in China and has policies in place that address human rights concerns.	Against	Against
S/holder	6	Provide Right to Act by Written Consent Voter Rationale: A vote against is warranted due to concerns with how it will affect the governance of the company.	Against	Against
S/holder	7	Report on Climate Lobbying Voter Rationale: A vote for is warranted as additional disclosure would help shareholders better evaluate how the company is addressing any misalignments between its direct and indirect lobbying activities and its public commitment to achieve net zero emissions by 2050.	Against	For
S/holder	8	Adopt Science-Based GHG Emissions Targets Including for Value Chain Emissions Voter Rationale: A vote for is warranted as shareholders would benefit from the company's adoption of science-based targets including for scope 3 emissions.	Against	For

## Global Voting Record

## LOCALIZA RENT A CAR SA

Meeting: Annual 4/30/24 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31 2023	For	For
Mgmt	2	Approve Allocation of Income and Dividends	For	For
Mgmt	3	Do You Wish to Request Installation of a Fiscal Council Under the Terms of Article 161 of the Brazilian Corporate Law?	For	For
Mgmt	4	Fix Number of Fiscal Council Members at Three	For	For
Mgmt	5.1	Elect Carla Alessandra Trematore as Fiscal Council Member and Eder Carvalho Magalhaes as Alternate	For	For
Mgmt	5.2	Elect Antonio de Padua Soares Policarpo as Fiscal Council Member and Marcio Jose Soares Lutterbach as Alternate	For	For
Mgmt	5.3	Elect Juliano Lima Pinheiro as Fiscal Council Member and Marcos Villela Vieira as Alternate Voter Rationale: A vote to abstain for items 5.3 and 5.4 is warranted due to the three-member fiscal council size proposed by the company.	For	Abstain
S/holder	5.4	Elect Maria Aparecida Metanias Hallack as Fiscal Council Member and Carolina Luiza Ferreira Antunes Campos De Senna as Alternate	None	Abstain
S/holder	5.5	Elect Guilherme Bottrel Pereira Tostes as Fiscal Council Member and Mauricio Graccho de Severiano Cardoso as Alternate Voter Rationale: A vote for is warranted due to the three-member fiscal council size proposed by the company.	None	For
Mgmt	6	Approve Remuneration of Fiscal Council Members	For	For
Mgmt	7	Approve Remuneration of Company's Management	For	For
Mgmt	8	In the Event of a Second Call Can the Voting Instructions Contained in this Proxy Card Be Considered Valid for the Second Call?	None	For

## LOCALIZA RENT A CAR SA

Meeting: Extraordinary Sh: 4/30/24 Brazil

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Articles	For	For
Mgmt	2	Consolidate Bylaws	For	For
Mgmt	3	In the Event of a Second Call Can the Voting Instructions Contained in this Proxy Card Be Considered Valid for the Second Call?	None	For

## NOVONESIS A/S

Meeting: Annual 4/30/24 Denmark

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Report of Board		Non Voting
Mgmt	2	Accept Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of DKK 2 Per Share	For	For
Mgmt	4	Approve Remuneration Report (Advisory Vote)	For	For
Mgmt	5	Approve Remuneration of Directors in the Amount of DKK 1.6 Million for Chairman DKK 1.09 Million for Vice Chairman and DKK 545 700 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Committee Work	For	For
Mgmt	6.a	Reelect Cornelis (Cees) de Jong (Chair) as Director	For	For
Mgmt	7.a	Reelect Jesper Brandgaard (Vice Chair) as Director	For	For
Mgmt	8.a	Reelect Heine Dalsgaard as Director Voter Rationale: An abstention is warranted as the director is not independent and is also the Audit Committee Chair.	For	Abstain
Mgmt	8.b	Reelect Sharon James as Director	For	For
Mgmt	8.c	Reelect Kasim Kutay as Director	For	For
Mgmt	8.d	Reelect Lise Kaae as Director	For	For
Mgmt	8.e	Reelect Kevin Lane as Director	For	For
Mgmt	8.f	Reelect Morten Otto Alexander Sommer as Director	For	For
Mgmt	8.g	Reelect Kim Stratton as Director	For	For
Mgmt	9.a	Ratify Ernst & Young as Auditors	For	For
Mgmt	10.a	Approve Creation of DKK 93.7 Million Pool of Capital in B Shares without Preemptive Rights; DKK 93.7 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	For	For
Mgmt	10.b	Authorize Share Repurchase Program	For	For
Mgmt	10.c	Authorize Board to Decide on the Distribution of Extraordinary Dividends	For	For
Mgmt	10.d1	Allow General Meetings to be Held in English	For	For
Mgmt	10.d2	Approve Maximum Increase in Share Under Articles 5.1 5.2 and 5.3 up to DKK 103 Million	For	For
Mgmt	10.d3	Approve Indemnification of Members of the Board of Directors and Executive Management	For	For
Mgmt	10.d4	Amend Articles Re: Editorial Changes	For	For
Mgmt	11	Amend Remuneration Policy	For	For
Mgmt	12	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For
Mgmt	13	Other Business		Non Voting



**OVERSEA-CHINESE BANKING CORPORATION LIMITED**Meeting: **Annual**      **4/30/24**      **Singapore**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt Directors' Statement Financial Statements and Directors' and Auditors' Reports	For	For
Mgmt	2a	Elect Andrew Lee Kok Keng as Director	For	For
Mgmt	2b	Elect Andrew Khoo Cheng Hoe as Director	For	For
Mgmt	2c	Elect Pramukti Surjaudaja as Director	For	For
Mgmt	3	Elect Seck Wai Kwong as Director	For	For
Mgmt	4	Approve Final Dividend	For	For
Mgmt	5a	Approve Directors' Remuneration	For	For
Mgmt	5b	Approve Allotment and Issuance of Remuneration Shares to the Directors	For	For
Mgmt	6	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Directors to Fix Their Remuneration	For	For
Mgmt	7	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For	For
Mgmt	8	Approve Grant of Options and/or Rights and Issuance of Shares Pursuant to the OCBC Share Option Scheme 2001 OCBC Employee Share Purchase Plan and the OCBC Deferred Share Plan 2021	For	Against
Mgmt	9	Approve Issuance of Shares Pursuant to the OCBC Scrip Dividend Scheme	For	For
Mgmt	10	Authorize Share Repurchase Program	For	For

**PACCAR INC**Meeting: **Annual**      **4/30/24**      **USA**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Mark C. Pigott	For	For
Mgmt	1.2	Elect Director Dame Alison J. Carnwath	For	For
Mgmt	1.3	Elect Director Franklin L. Feder	For	For
Mgmt	1.4	Elect Director R. Preston Feight	For	For
Mgmt	1.5	Elect Director Kirk S. Hachigian	For	For
Mgmt	1.6	Elect Director Barbara B. Hult	For	For
Mgmt	1.7	Elect Director Roderick C. McGeary	For	For
Mgmt	1.8	Elect Director Cynthia A. Niekamp	For	For
Mgmt	1.9	Elect Director John M. Pigott	For	For
Mgmt	1.10	Elect Director Ganesh Ramaswamy	For	For
Mgmt	1.11	Elect Director Mark A. Schulz	For	For
Mgmt	1.12	Elect Director Gregory M. E. Spierkel	For	For
Mgmt	2	Amend Non-Employee Director Restricted Stock Plan	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	5	Advisory Vote on Say on Pay Frequency	Three Years	One Year
S/holder	6	Report on Climate Lobbying Voter Rationale: A vote FOR this proposal is warranted at this time as shareholders may benefit from a more complete evaluation of climate lobbying activities being conducted by the company and on the company's behalf.	Against	For

## PORR AG

Meeting: Annual 4/30/24 Austria

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 0.75 per Share	For	For
Mgmt	3	Approve Discharge of Management Board for Fiscal Year 2023	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2023	For	For
Mgmt	5	Ratify Ernst & Young as Auditors and Authorized Sustainability Auditors for Fiscal Year 2024	For	For
Mgmt	6	Approve Remuneration Report Voter Rationale: A vote AGAINST the remuneration report is warranted because: * There is insufficient ex-post disclosure to explain the evolution of variable payouts versus company performance. * Significant shareholder dissent on the previous year's remuneration report has not been addressed. At the 2023 AGM, the free float approval rate was only approx. 38.6 percent.	For	Against
Mgmt	7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For
Mgmt	8	Approve Virtual-Only Shareholder Meetings Until 2028; Amend Articles Re: Company Announcements	For	For

## PROSIEBENSAT.1 MEDIA SE

Meeting: Annual 4/30/24 Germany

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		Non Voting
Mgmt	2	Approve Allocation of Income and Dividends of EUR 0.05 per Share	For	For
Mgmt	3.1	Approve Discharge of Management Board Member Hubertus Habets (from Nov. 1 2022) for Fiscal Year 2022	For	For
Mgmt	3.2	Approve Discharge of Management Board Member Wolfgang Link for Fiscal Year 2022	For	For
Mgmt	3.3	Postpone Discharge of Management Board Member Rainer Beaujean (until Oct. 3 2022) for Fiscal Year 2022	For	For
Mgmt	3.4	Postpone Discharge of Management Board Member Ralf Gierig for Fiscal Year 2022	For	For
Mgmt	3.5	Postpone Discharge of Management Board Member Christine Scheffler for Fiscal Year 2022	For	For
Mgmt	4.1	Approve Discharge of Management Board Member Hubertus Habets for Fiscal Year 2023	For	For
Mgmt	4.2	Approve Discharge of Management Board Member Wolfgang Link (until July 15 2023) for Fiscal Year 2023	For	For
Mgmt	4.3	Approve Discharge of Management Board Member Martin Mildner (from May 1 2023) for Fiscal Year 2023	For	For
Mgmt	4.4	Postpone Discharge of Management Board Member Ralf Gierig (until April 27 2023) for Fiscal Year 2023	For	For
Mgmt	4.5	Postpone Discharge of Management Board Member Christine Scheffler for Fiscal Year 2023	For	For
Mgmt	5.1	Approve Discharge of Supervisory Board Member Andreas Wiele for Fiscal Year 2023	For	For
Mgmt	5.2	Approve Discharge of Supervisory Board Member Rolf Nonnenmacher for Fiscal Year 2023	For	For
Mgmt	5.3	Approve Discharge of Supervisory Board Member Lawrence Aidem (until June 30 2023) for Fiscal Year 2023	For	For

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Mgmt	5.4	Approve Discharge of Supervisory Board Member Katharina Behrends (from June 30 2023) for Fiscal Year 2023	For	For
Mgmt	5.5	Approve Discharge of Supervisory Board Member Klara Brachtlova (from Oct. 16 2023) for Fiscal Year 2023	For	For
Mgmt	5.6	Approve Discharge of Supervisory Board Member Katrin Burkhardt (from June 30 2023) for Fiscal Year 2023	For	For
Mgmt	5.7	Approve Discharge of Supervisory Board Member Marion Helmes (until June 30 2023) for Fiscal Year 2023	For	For
Mgmt	5.8	Approve Discharge of Supervisory Board Member Erik Huggers (until June 30 2023) for Fiscal Year 2023	For	For
Mgmt	5.9	Approve Discharge of Supervisory Board Member Thomas Ingelfinger (from June 30 2023) for Fiscal Year 2023	For	For
Mgmt	5.10	Approve Discharge of Supervisory Board Member Marjorie Kaplan for Fiscal Year 2023	For	For
Mgmt	5.11	Approve Discharge of Supervisory Board Member Ketan Mehta for Fiscal Year 2023	For	For
Mgmt	5.12	Approve Discharge of Supervisory Board Member Antonella Mei-Pochtler (until June 30 2023) for Fiscal Year 2023	For	For
Mgmt	5.13	Approve Discharge of Supervisory Board Member Cai-Nicolas Ziegler (from June 30 2023) for Fiscal Year 2023	For	For
Mgmt	6	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Statements Until 2025 AGM	For	For
Mgmt	7	Approve Remuneration Report	For	For
Mgmt	8.1	Elect Klara Brachtlova to the Supervisory Board	For	For
Mgmt	8.2	Elect Marjorie Kaplan to the Supervisory Board	For	For
Mgmt	8.3	Elect Pim Schmitz to the Supervisory Board	For	For
Mgmt	9	Approve Internal Reorganization and Contribution of All Shares in Seven.One Entertainment Group GmbH to Subsidiary Joyn GmbH	For	For
Mgmt	10	Approve Domination Agreement with Seven.One Entertainment Group GmbH	For	For
S/holder	11	Approve Spin-Off and Transfer Agreement	Against	Against
S/holder	12.1	Approve Cancellation of the Authorized Capital 2021	Against	Against
S/holder	12.2	Approve Creation of EUR 46 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Against	Against
S/holder	13	Remove Supervisory Board Member Rolf Nonnenmacher; Elect Simone Scettri to the Supervisory Board	Against	Against
S/holder	14	Amend Articles Re: Transactions Requiring Approval	Against	Against

## REXEL SA

Meeting: Annual/Special 4/30/24 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of EUR 1.20 per Share	For	For
Mgmt	4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	For
Mgmt	5	Approve Remuneration Policy of Chairman of the Board	For	For
Mgmt	6	Approve Remuneration Policy of Directors	For	For
Mgmt	7	Approve Remuneration Policy of CEO	For	For
Mgmt	8	Approve Compensation Report of Corporate Officers	For	For
Mgmt	9	Approve Compensation of Ian Meakins Chairman of the Board Until August 31 2023	For	For
Mgmt	10	Approve Compensation of Agnes Touraine Chairwoman of the Board Since September 1 2023	For	For
Mgmt	11	Approve Compensation of Guillaume Texier CEO	For	For
Mgmt	12	Elect Eric Labaye as Director	For	For
Mgmt	13	Elect Catherine Vandendorre as Director	For	For
Mgmt	14	Reelect Brigitte Cantaloube as Director	For	For
Mgmt	15	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	For	For
Mgmt	16	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	For	For
Mgmt	17	Appoint KPMG SA as Auditor Responsible for Certifying Sustainability Information	For	For
Mgmt	18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
Mgmt	21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans for International Employees	For	For
Mgmt	22	Authorize up to 1.4 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	For	For
Mgmt	23	Authorize up to 0.3 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Corporate Officers and Employees of Rexel Group	For	For
Mgmt	24	Authorize Filing of Required Documents/Other Formalities	For	For

## Global Voting Record

## SANOFI

Meeting: Annual/Special 4/30/24 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of EUR 3.76 per Share	For	For
Mgmt	4	Reelect Rachel Duan as Director	For	For
Mgmt	5	Reelect Lise Kingo as Director	For	For
Mgmt	6	Elect Clotilde Delbosas Director	For	For
Mgmt	7	Elect Anne-Francoise Nesmes as Director	For	For
Mgmt	8	Elect John Sundy as Director	For	For
Mgmt	9	Approve Compensation Report of Corporate Officers	For	For
Mgmt	10	Approve Compensation of Serge Weinberg Chairman of the Board from January 1 2023 to May 25 2023	For	For
Mgmt	11	Approve Compensation of Frederic Oudea Chairman of the Board Since May 25 2023	For	For
Mgmt	12	Approve Compensation of Paul Hudson CEO	For	For
Mgmt	13	Approve Remuneration Policy of Directors	For	For
Mgmt	14	Approve Remuneration Policy of Chairman of the Board	For	For
Mgmt	15	Approve Remuneration Policy of CEO	For	For
Mgmt	16	Appoint Mazars as Auditor	For	For
Mgmt	17	Appoint Mazars as Auditor Responsible for Certifying Sustainability Information	For	For
Mgmt	18	Appoint PricewaterhouseCoopers Audit as Auditor Responsible for Certifying Sustainability Information	For	For
Mgmt	19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	20	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	For	For
Mgmt	21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
Mgmt	22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	For	For
Mgmt	23	Authorize Filing of Required Documents/Other Formalities	For	For

## SHENANDOAH TELECOMMUNICATIONS COMPANY

Meeting: Annual 4/30/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Thomas A. Beckett	For	Against
Mgmt	1b	Elect Director Richard L. Koontz Jr.	For	For
Mgmt	1c	Elect Director Leigh Ann Schultz	For	For
Mgmt	2	Ratify RSM US LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Approve Increase in Size of Board	For	For
Mgmt	5	Approve Omnibus Stock Plan	For	For

**TATA MOTORS LIMITED**

Meeting: Court 4/30/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Scheme of Arrangement	For	For

**UNIBAIL-RODAMCO-WESTFIELD SE**

Meeting: Annual/Special 4/30/24 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Treatment of Losses	For	For
Mgmt	4	Approve Dividends of EUR 2.50 per Share	For	For
Mgmt	5	Approve Auditors' Special Report on Related-Party Transactions	For	For
Mgmt	6	Approve Compensation Report of Jean-Marie Tritant Chairman of the Management Board	For	For
Mgmt	7	Approve Compensation of Sylvain Montcouquiou Management Board Member	For	For
Mgmt	8	Approve Compensation of Fabrice Mouchel Management Board Member	For	For
Mgmt	9	Approve Compensation of Vincent Rouget Management Board Member Since June 1 2023	For	For
Mgmt	10	Approve Compensation of Anne-Sophie Sancerre Management Board Member Since May 2 2023	For	For
Mgmt	11	Approve Compensation of Olivier Bossard Management Board Member Until April 21 2023	For	For
Mgmt	12	Approve Compensation of Caroline Puechoultres Management Board Member Until April 21 2023	For	For
Mgmt	13	Approve Compensation of Leon Bressler Chairman of the Supervisory Board Until May 11 2023	For	For
Mgmt	14	Approve Compensation of Jacques Richier Chairman of the Supervisory Board Since May 11 2023	For	For
Mgmt	15	Approve Compensation Report of Corporate Officers	For	For
Mgmt	16	Approve Remuneration Policy of Chairman of the Management Board	For	For
Mgmt	17	Approve Remuneration Policy of Management Board Members	For	For
Mgmt	18	Approve Remuneration Policy of Supervisory Board Members	For	For
Mgmt	19	Reelect Susana Gallardo as Supervisory Board Member	For	For
Mgmt	20	Reelect Sara Lucas as Supervisory Board Member	For	For
Mgmt	21	Reelect Aline Sylla-Walbaum as Supervisory Board Member	For	For
Mgmt	22	Appoint KPMG SA as Auditor Responsible for Certifying Sustainability Information	For	For
Mgmt	23	Appoint Deloitte & Associates as Auditor Responsible for Certifying Sustainability Information	For	For
Mgmt	24	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	For
Mgmt	27	Authorize Filing of Required Documents/Other Formalities	For	For

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