

Global Voting Record



HIMATSINGKA SEIDE LTD.

Meeting: Special 3/1/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	For
Mgmt	2	Increase Authorized Share Capital	For	For
Mgmt	3	Amend Capital Clause of Memorandum of Association to Reflect Changes in Capital	For	For
Mgmt	4	Elect Ravi Kumar as Director	For	For

MORANT WRIGHT SAKURA FUND

Meeting: Annual 3/1/24 Ireland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Ratify KPMG as Auditors	For	For
Mgmt	2	Authorise Board to Fix Remuneration of Auditors	For	For

PT BANK RAKYAT INDONESIA (PERSERO) TBK

Meeting: Annual 3/1/24 Indonesia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Annual Report Financial Statements Statutory Reports Financial Statements of Micro and Small Enterprise Funding Program and Discharge of Directors and Commissioners	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3	Approve Remuneration and Tantiem of Directors and Commissioners	For	For
Mgmt	4	Approve Auditors of the Company and the Micro and Small Enterprise Funding Program's Financial Statements and Implementation Report	For	For
Mgmt	5	Accept Report on the Use of Proceeds		Non Voting
Mgmt	6	Amend Articles of Association	For	For
Mgmt	7	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

NOVONESIS AS NOVOZYMES ASMeeting: **Extraordinary Sh: 3/4/24** **Denmark**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Adoption of Novonesis AS as Secondary Name	For	For
Mgmt	2.a	Elect Jesper Brandgaard (Vice Chair) as Director	For	For
Mgmt	3.a	Elect Lise Kaae as Director	For	For
Mgmt	3.b	Elect Kevin Lane as Director	For	For
Mgmt	3.c	Elect Kim Stratton as Director	For	For
Mgmt	4	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For

BAJAJ AUTO LIMITEDMeeting: **Special** **3/5/24** **India**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Reelect Pradip Panalal Shah as Director Voter Rationale: Item 1: Reelect Pradip Panalal Shah as Director A vote AGAINST the following nominees is warranted because: * Pradip Shah serves on a total of more than six public company boards, which could potentially compromise his ability to commit sufficient time to his role in the company. * Pradip Shah serves on the audit committee and the company paid excessive non-audit fees to its auditor. Item 2: Elect Vinita Bali as Director A vote FOR nominee is warranted given the absence of any known issues concerning the nominee.	For	Against
Mgmt	2	Elect Vinita Bali as Director	For	For
Mgmt	3	Approve Continuation of Directorship of Rishabhayan Baja as Divisional Manager (Product Strategy - EV)	For	For

HINDUSTAN UNILEVER LIMITEDMeeting: **Special** **3/5/24** **India**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Hindustan Unilever Limited Performance Share Plan Scheme 2024 Voter Rationale: A vote against items 1 and 2 is warranted due to concerns with the limited disclosure on the performance targets and threshold for vesting at different levels of performance. The rationale for only a partial substitution of the long-term incentive scheme with the proposed scheme is unclear.	For	Against
Mgmt	2	Approve Extension of Hindustan Unilever Limited Performance Share Plan Scheme 2024 to Employees of Subsidiary Company(ies)	For	Against

LIVZON PHARMACEUTICAL GROUP INC.

Meeting: **Extraordinary Sh: 3/5/24** **China**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Reduction of Registered Capital	For	For
Mgmt	2	Amend Articles of Association	For	For
Mgmt	3	Approve Amendments to the Rules and Procedures for General Meetings	For	For
Mgmt	4	Approve Amendments to the Rules and Procedures for Board Meetings	For	For

NOVARTIS AG

Meeting: Annual 3/5/24 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 3.30 per Share	For	For
Mgmt	4	Approve CHF 42.9 Million Reduction in Share Capital via Cancellation of Repurchased Shares	For	For
Mgmt	5.1	Approve Remuneration of Directors in the Amount of CHF 8.8 Million	For	For
Mgmt	5.2	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 95 Million	For	For
Mgmt	5.3	Approve Remuneration Report	For	For
Mgmt	6.1	Reelect Joerg Reinhardt as Director and Board Chair	For	For
Mgmt	6.2	Reelect Nancy Andrews as Director	For	For
Mgmt	6.3	Reelect Ton Buechner as Director	For	For
Mgmt	6.4	Reelect Patrice Bula as Director	For	For
Mgmt	6.5	Reelect Elizabeth Doherty as Director	For	For
Mgmt	6.6	Reelect Bridgette Heller as Director	For	For
Mgmt	6.7	Reelect Daniel Hochstrasser as Director	For	For
Mgmt	6.8	Reelect Frans van Houten as Director	For	For
Mgmt	6.9	Reelect Simon Moroney as Director	For	For
Mgmt	6.10	Reelect Ana de Pro Gonzalo as Director	For	For
Mgmt	6.11	Reelect Charles Sawyers as Director	For	For
Mgmt	6.12	Reelect William Winters as Director	For	For
Mgmt	6.13	Reelect John Young as Director	For	For
Mgmt	7.1	Reappoint Patrice Bula as Member of the Compensation Committee	For	For
Mgmt	7.2	Reappoint Bridgette Heller as Member of the Compensation Committee	For	For
Mgmt	7.3	Reappoint Simon Moroney as Member of the Compensation Committee	For	For
Mgmt	7.4	Reappoint William Winters as Member of the Compensation Committee	For	For
Mgmt	8	Ratify KPMG AG as Auditors	For	For
Mgmt	9	Designate Peter Zahn as Independent Proxy	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

Global Voting Record

ORSTED A/S

Meeting: Annual 3/5/24 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 Remuneration Report (Advisory Vote)	For	For
Mgmt	4	Approve Discharge of Management and Board	For	For
Mgmt	5	Approve Treatment of Net Loss	For	For
Mgmt	6.1	Determine Number of Members (6) and Deputy Members (0) of Board	For	For
Mgmt	6.2	Elect Lene Skole as Board Chairman	For	For
Mgmt	6.3	Elect Andrew Brown as Vice Chairman	For	For
Mgmt	6.4A	Reelect Peter Korsholm as Director	For	For
Mgmt	6.4B	Reelect Dieter Wemmer as Director	For	For
Mgmt	6.4C	Reelect Julia King as Director	For	For
Mgmt	6.4D	Reelect Annica Bresky as Director	For	For
Mgmt	7	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman DKK 800 000 for Deputy Chairman and DKK 400 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	8.1	Ratify PricewaterhouseCoopers as Auditor	For	For
Mgmt	8.2	Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor	For	For
Mgmt	9	Other Business		Non Voting

PUNJAB NATIONAL BANK

Meeting: Extraordinary Sh: 3/5/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Raising of Equity Capital through Qualified Institution Placement	For	For
Mgmt	2	Approve Appointment of Bibhu Prasad Mahapatra as Executive Director	For	For

DEMANT A/S

Meeting: Annual		3/6/24	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) 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 annual performance period under the company's long-term incentive plan.	For	Against	
Mgmt	5	Approve Remuneration of Directors; Approve Remuneration for Committee Work	For	For	
Mgmt	6.a	Reelect Niels B. Christiansen as Director Voter Rationale: A vote FOR candidates Sisse Fjelsted Rasmussen (Item 6.c) and Kristian Villumsen (Item 6.d) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN for candidates Niels Christiansen (Item 6.a) and Niels Jacobsen (Item 6.b) is warranted due to their non-independent status on a board with an insufficient level of overall independence. A vote ABSTAIN for candidates Niels Christiansen (Item 6.a) and Niels Jacobsen (Item 6.b) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote ABSTAIN for Niels Christiansen (Item 6.a) is warranted due to their position as the chairman of the nomination committee combined with a lack of gender diversity on the board.	For	Abstain	
Mgmt	6.b	Reelect Niels Jacobsen as Director Voter Rationale: A vote FOR candidates Sisse Fjelsted Rasmussen (Item 6.c) and Kristian Villumsen (Item 6.d) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN for candidates Niels Christiansen (Item 6.a) and Niels Jacobsen (Item 6.b) is warranted due to their non-independent status on a board with an insufficient level of overall independence. A vote ABSTAIN for candidates Niels Christiansen (Item 6.a) and Niels Jacobsen (Item 6.b) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. A vote ABSTAIN for Niels Christiansen (Item 6.a) is warranted due to their position as the chairman of the nomination committee combined with a lack of gender diversity on the board.	For	Abstain	
Mgmt	6.c	Reelect Sisse Fjelsted Rasmussen as Director	For	For	
Mgmt	6.d	Reelect Kristian Villumsen as Director	For	For	
Mgmt	7	Ratify PricewaterhouseCoopers as Auditors	For	For	
Mgmt	8.a	Amend Articles Re: Board-Related	For	For	
Mgmt	8.b	Approve DKK 569 929.60 Reduction in Share Capital via Share Cancellation for Transfer to Shareholders	For	For	
Mgmt	8.c	Authorize Share Repurchase Program	For	For	
Mgmt	8.d	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For	
Mgmt	9	Other Business		Non Voting	

HCL TECHNOLOGIES LIMITED

Meeting: Special		3/6/24	India		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Elect Bhavani Balasubramanian as Director	For	For	

APPLIED MATERIALS INC.

Meeting: **Annual** **3/7/24** **USA**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Rani Borkar	For	For
Mgmt	1b	Elect Director Judy Bruner	For	For
Mgmt	1c	Elect Director Xun (Eric) Chen	For	For
Mgmt	1d	Elect Director Aart J. de Geus	For	For
Mgmt	1e	Elect Director Gary E. Dickerson	For	For
Mgmt	1f	Elect Director Thomas J. Iannotti	For	For
Mgmt	1g	Elect Director Alexander A. Karsner	For	For
Mgmt	1h	Elect Director Kevin P. March	For	For
Mgmt	1i	Elect Director Yvonne McGill	For	For
Mgmt	1j	Elect Director Scott A. McGregor	For	For
Mgmt	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	3	Ratify KPMG LLP as Auditors	For	For
S/holder	4	Report on Lobbying Payments and Policy Voter Rationale: A vote against is warranted as the company provides sufficient disclosure for shareholders to evaluate its lobbying efforts.	Against	Against
S/holder	5	Report on Median and Adjusted Gender/Racial Pay Gaps Voter Rationale: A vote against is warranted as the company provides sufficient information.	Against	Against

CENTRE TESTING INTERNATIONAL GROUP CO. LTD.

Meeting: **Special** **3/8/24** **China**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Draft and Summary on Employee Share Purchase Plan	For	For
Mgmt	2	Approve Management Method of Employee Share Purchase Plan	For	For
Mgmt	3	Approve Authorization of the Board to Handle All Related Matters	For	For

NATIONAL FUEL GAS COMPANYMeeting: **Annual** **3/8/24** **USA**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director David H. Anderson	For	For
Mgmt	1.2	Elect Director David P. Bauer	For	For
Mgmt	1.3	Elect Director Barbara M. Baumann	For	For
Mgmt	1.4	Elect Director David C. Carroll	For	For
Mgmt	1.5	Elect Director Steven C. Finch	For	For
Mgmt	1.6	Elect Director Joseph N. Jaggars	For	For
Mgmt	1.7	Elect Director Rebecca Ranich	For	For
Mgmt	1.8	Elect Director Jeffrey W. Shaw	For	For
Mgmt	1.9	Elect Director Thomas E. Skains	For	For
Mgmt	1.10	Elect Director David F. Smith	For	For
Mgmt	1.11	Elect Director Ronald J. Tanski	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 PricewaterhouseCoopers LLP as Auditors	For	For

ARVIND LIMITEDMeeting: **Special** **3/9/24** **India**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Reelect Arpit Kantilal Patel as Director	For	For

TTK HEALTHCARE LIMITEDMeeting: **Special** **3/9/24** **India**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Reelect V Ranganathan as Director	For	For
Mgmt	2	Approve Reappointment and Remuneration of S Kalyanaraman as Wholtime Director Voter Rationale: A vote against is warranted due to concerns with the increases to the director's remuneration package.	For	Against

BANCO BRADESCO SAMeeting: **Annual** **3/11/24** **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	Fix Number of Directors at 11	For	For
Mgmt	4	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? Voter Rationale: Abstentions are warranted for Items 4, 6, and 7.1-7.11 in the absence of publicly-available information, disclosed in a timely manner, regarding a cumulative voting request presented by shareholders.	None	Abstain

Global Voting Record

Mgmt	5.1	Elect Luiz Carlos Trabuco Cappi as Director	For	For
Mgmt	5.2	Elect Alexandre da Silva Gluher as Director	For	For
Mgmt	5.3	Elect Denise Aguiar Alvarez as Director	For	For
Mgmt	5.4	Elect Milton Matsumoto as Director	For	For
Mgmt	5.5	Elect Mauricio Machado de Minas as Director	For	For
Mgmt	5.6	Elect Samuel Monteiro dos Santos Junior as Independent Director	For	For
Mgmt	5.7	Elect Walter Luis Bernardes Albertoni as Independent Director	For	For
Mgmt	5.8	Elect Paulo Roberto Simoes da Cunha as Independent Director	For	For
Mgmt	5.9	Elect Rubens Aguiar Alvarez as Director	For	For
Mgmt	5.10	Elect Denise Pauli Pavarina as Independent Director	For	For
Mgmt	5.11	Elect Octavio de Lazari Junior as Director	For	For
Mgmt	6	In Case Cumulative Voting Is Adopted Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	None	Abstain
Mgmt	7.1	Percentage of Votes to Be Assigned - Elect Luiz Carlos Trabuco Cappi as Director	None	Abstain
Mgmt	7.2	Percentage of Votes to Be Assigned - Elect Alexandre da Silva Gluher as Director	None	Abstain
Mgmt	7.3	Percentage of Votes to Be Assigned - Elect Denise Aguiar Alvarez as Director	None	Abstain
Mgmt	7.4	Percentage of Votes to Be Assigned - Elect Milton Matsumoto as Director	None	Abstain
Mgmt	7.5	Percentage of Votes to Be Assigned - Elect Mauricio Machado de Minas as Director	None	Abstain
Mgmt	7.6	Percentage of Votes to Be Assigned - Elect Samuel Monteiro dos Santos Junior as Independent Director	None	Abstain
Mgmt	7.7	Percentage of Votes to Be Assigned - Elect Walter Luis Bernardes Albertoni as Independent Director	None	Abstain
Mgmt	7.8	Percentage of Votes to Be Assigned - Elect Paulo Roberto Simoes da Cunha as Independent Director	None	Abstain
Mgmt	7.9	Percentage of Votes to Be Assigned - Elect Rubens Aguiar Alvarez as Director	None	Abstain
Mgmt	7.10	Percentage of Votes to Be Assigned - Elect Denise Pauli Pavarina as Independent Director	None	Abstain
Mgmt	7.11	Percentage of Votes to Be Assigned - Elect Octavio de Lazari Junior as Director	None	Abstain
Mgmt	8	Elect Fiscal Council Members Voter Rationale: An abstain vote 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 10 of this meeting agenda.	For	Abstain
Mgmt	9	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 the lack of timely disclosure prevents international institutional investors from making an informed voting decision.	None	Against
S/holder	10	Elect Monica Pires da Silva as Fiscal Council Member and Ludmila de Melo Souza as Alternate Appointed by Minority Shareholder	None	For
Mgmt	11	Approve Remuneration of Company's Management	For	For
Mgmt	12	Approve Remuneration of Fiscal Council Members	For	For

BANCO BRADESCO SAMeeting: **Extraordinary Sh: 3/11/24** **Brazil**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Agreement to Absorb BRAM - Bradesco Asset Management S.A. Distribuidora de Titulos e Valores Mobiliarios	For	For
Mgmt	2	Ratify KPMG Auditores Independentes as Independent Firm to Appraise Proposed Transaction	For	For
Mgmt	3	Approve Absorption of BRAM - Bradesco Asset Management S.A. Distribuidora de Titulos e Valores Mobiliarios	For	For
Mgmt	4	Amend Article 5 Re: Corporate Purpose	For	For
Mgmt	5	Amend Article 6 Re: Authorized Capital	For	For
Mgmt	6	Amend Article 7	For	For
Mgmt	7	Amend Article 8	For	For
Mgmt	8	Amend Article 9 Re: Letter "f"	For	For
Mgmt	9	Amend Article 9 Re: Letter "i"	For	For
Mgmt	10	Amend Article 9 Re: Add Letter "j"	For	For
Mgmt	11	Amend Article 9 Re: Remove Letter "m"	For	For
Mgmt	12	Amend Article 9 Re: Add Letter "t"	For	For
Mgmt	13	Amend Article 11	For	For
Mgmt	14	Amend Article 12	For	For
Mgmt	15	Amend Article 12 Re: Paragraph 1	For	For
Mgmt	16	Amend Article 12 Re: Remove Paragraph 2	For	For
Mgmt	17	Amend Article 12 Re: Add New Paragraph 2	For	For
Mgmt	18	Amend Article 13	For	For
Mgmt	19	Amend Article 13 Re: Remove Paragraph 4	For	For
Mgmt	20	Amend Article 14	For	For
Mgmt	21	Amend Article 15	For	For
Mgmt	22	Remove Articles 18 and 19	For	For
Mgmt	23	Amend Article 21	For	For
Mgmt	24	Amend Article 23	For	For

RIVER AND MERCANTILE UK MICRO CAP INVESTMENT COMPANY LIMITEDMeeting: **Annual** 3/11/24 **Guernsey**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Remuneration Report	For	For
Mgmt	3	Re-elect John Blowers as Director	For	For
Mgmt	4	Re-elect Charlotte Denton as Director	For	For
Mgmt	5	Re-elect Mark Hodgson as Director	For	For
Mgmt	6	Elect Ted Holmes as Director	For	For
Mgmt	7	Ratify Grant Thornton Channel Islands LLP as Auditors and Authorise Their Remuneration	For	For
Mgmt	8	Approve Company's Dividend Policy	For	For
Mgmt	9	Authorise Market Purchase of Ordinary Shares	For	For
Mgmt	10	Approve Continuation of Company as a Closed-Ended Investment Company	For	For
Mgmt	11	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	12	Adopt New Articles of Incorporation	For	For

ZHEJIANG CENTURY HUATONG GROUP CO. LTD.Meeting: **Special** 3/11/24 **China**

Proposal Type	Proposal	Description	MRec	Vote
S/holder	1.1	Elect Wang Ji as Director Voter Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.	For	For
S/holder	1.2	Elect Zhao Qi as Director Voter Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.	For	For
S/holder	1.3	Elect Qian Hao as Director Voter Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.	For	For
S/holder	1.4	Elect He Jiuru as Director Voter Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.	For	For
S/holder	1.5	Elect Li Nachuan as Director Voter Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.	For	For
S/holder	2.1	Elect Li Zhen as Director Voter Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.	For	For
S/holder	2.2	Elect Yao Chengxiang as Director Voter Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.	For	For
S/holder	2.3	Elect Zhang Xinrong as Director Voter Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.	For	For
Mgmt	3.1	Elect Wang Hui as Supervisor	For	For
Mgmt	3.2	Elect Li Bingjie as Supervisor	For	For
Mgmt	4	Approve Amendments to Articles of Association	For	For

D/S NORDEN A/S

Meeting: Annual		3/12/24	Denmark		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	A	Receive Report of Board		Non Voting	
Mgmt	B	Accept Financial Statements and Statutory Reports	For	For	
Mgmt	C	Approve Allocation of Income and Dividends of DKK 10.00 Per Share	For	For	
Mgmt	D.1	<p>Reelect Klaus Nyborg as Director</p> <p>Voter Rationale: A vote FOR candidates Johanne Riegels Oestergaard (item D.2), Robert Macleod (item D.4), Vibeke Bak Solok (item D.5), and Ian McIntosh (item D.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN for candidates Klaus Nyborg (item D.1) and Karsten Knudsen (item D.3) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence.</p>	For	Abstain	
Mgmt	D.2	<p>Reelect Johanne Riegels Ostergard as Director</p> <p>Reelect Karsten Knudsen as Director</p> <p>Voter Rationale: A vote FOR candidates Johanne Riegels Oestergaard (item D.2), Robert Macleod (item D.4), Vibeke Bak Solok (item D.5), and Ian McIntosh (item D.6) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN for candidates Klaus Nyborg (item D.1) and Karsten Knudsen (item D.3) is warranted due to their non-independent status on the audit committee with insufficient level of overall independence.</p>	For	For	
Mgmt	D.3	<p>Reelect Robert Hvide Macleod as Director</p> <p>Reelect Vibeke Bak Solok as Director</p> <p>Reelect Ian McIntosh as Director</p>	For	For	
Mgmt	D.4	Reelect Robert Hvide Macleod as Director	For	For	
Mgmt	D.5	Reelect Vibeke Bak Solok as Director	For	For	
Mgmt	D.6	Reelect Ian McIntosh as Director	For	For	
Mgmt	E	Ratify Ernst & Young as Auditor	For	For	
Mgmt	F.1	<p>Approve Remuneration Report (Advisory Vote)</p> <p>Voter Rationale: A vote AGAINST this item is warranted because: * Lack of disclosures regarding the company's STIP; * The STIP payout exceeding the annual cap; * The performance criteria not being disclosed for the LTIP; and * The performance period for the LTIP being only one year.</p>	For	Against	
Mgmt	F.2	<p>Authorize Share Repurchase Program</p> <p>Voter Rationale: A vote AGAINST this proposal to repurchase company shares is warranted because: * The company would be able to repurchase more than 10 percent of its share capital; and * The company has not disclosed a holding limit</p>	For	Against	
Mgmt	F.3	Amend Articles Re: Trading Name; Reduction in Share Capital; Sustainability Auditor; Electronic Communication	For	For	
Mgmt	F.4	<p>Amend Remuneration Policy</p> <p>Voter Rationale: A vote AGAINST this item is warranted because the remuneration policy allows for restricted stock units without any clearly defined performance criteria nor a three-year performance period. These concerns are exacerbated by the fact that these awards have been the main component of the company's LTIP in previous years.</p>	For	Against	
Mgmt	F.5	Approve Remuneration of Directors	For	For	
Mgmt	G	Other Business		Non Voting	

KLARNA HOLDING ABMeeting: **Extraordinary Sh: 3/12/24** **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	Designate Inspector(s) of Minutes of Meeting	For	For
Mgmt	5	Approve of Meeting Agenda	For	For
Mgmt	6	Acknowledge Proper Convening of Meeting	For	For
Mgmt	7	Elect Andrew Reed as New Director	For	For
Mgmt	8	Approve Remuneration of Directors	For	For
Mgmt	9	Approve Transfer of Warrants to Independent Board Members	For	For
Mgmt	10	Close Meeting		Non Voting

KOTAK MAHINDRA BANK LIMITEDMeeting: **Special** **3/12/24** **India**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Payment of Remuneration of C S Rajan as Non-Executive Part-time Chairman	For	For
Mgmt	2	Elect Cornelis Petrus Adrianus Joseph ("Eli") Leenaars as Director	For	For
Mgmt	3	Reelect Uday Shankar as Director	For	For
Mgmt	4	Approve Issuance of Unsecured Redeemable Non-Convertible Debentures / Bonds / Other Debt Securities on Private Placement Basis	For	For
Mgmt	5	Approve Material Related Party Transactions with Uday Suresh Kotak	For	For
Mgmt	6	Approve Material Related Party Transactions with Infina Finance Private Limited	For	For

TOLL BROTHERS INC.Meeting: **Annual** **3/12/24** **USA**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Douglas C. Yearley Jr.	For	For
Mgmt	1.2	Elect Director Stephen F. East	For	For
Mgmt	1.3	Elect Director Christine N. Garvey	For	For
Mgmt	1.4	Elect Director Karen H. Grimes	For	For
Mgmt	1.5	Elect Director Derek T. Kan	For	For
Mgmt	1.6	Elect Director John A. McLean	For	For
Mgmt	1.7	Elect Director Wendell E. Pritchett	For	For
Mgmt	1.8	Elect Director Judith A. Reinsdorf	For	For
Mgmt	1.9	Elect Director Katherine M. Sandstrom	For	For
Mgmt	1.10	Elect Director Paul E. Shapiro	For	For
Mgmt	1.11	Elect Director Scott D. Stowell	For	For
Mgmt	2	Ratify Ernst & Young LLP as Auditors	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For

Global Voting Record

BAJAJ CONSUMER CARE LIMITED

Meeting: Special 3/13/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Jagdish Acharya as Director	For	For
Mgmt	2	Elect Anupam Dutta as Director	For	For
Mgmt	3	Elect K.S. Narayanan as Director	For	For
Mgmt	4	Reelect Lilian Jessie Paul as Director	For	For
Mgmt	5	Elect Vimal Chandra Nagori as Director	For	For

ENGHOUSE SYSTEMS LIMITED

Meeting: Annual 3/13/24 Canada

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1A	Elect Director Stephen Sadler	For	For
Mgmt	1B	Elect Director Eric Demirian	For	For
Mgmt	1C	Elect Director Pierre Lassonde	For	For
Mgmt	1D	Elect Director Vivian Leung	For	For
Mgmt	1E	Elect Director Jane Mowat	For	For
Mgmt	1F	Elect Director Melissa Sonberg	For	For
Mgmt	1G	Elect Director Paul Stoyan	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

GENMAB A/S

Meeting: Annual		3/13/24	Denmark		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Receive Report of Board			Non Voting
Mgmt	2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	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.a	Reelect Deirdre P. Connelly as Director	For		For
Mgmt	5.b	Reelect Pernille Erenbjerg as Director	For		For
Mgmt	5.c	Reelect Rolf Hoffmann as Director	For		For
Mgmt	5.d	Reelect Elizabeth OFarrell as Director	For		For
Mgmt	5.e	Reelect Paolo Paoletti as Director	For		For
Mgmt	5.f	Reelect Anders Gersel Pedersen as Director	For		For
Mgmt	6	Ratify Deloitte as Auditors	For		For
Mgmt	7.a	Approve Remuneration of Directors in the Amount of DKK 3 Million for Chairman DKK 2.4 million for Vice Chairman and DKK 2.1 million for Other Directors; Approve Remuneration for Committee Work Voter Rationale: A vote AGAINST this item is warranted, as the proposed director fees can be considered excessive in relation to comparable domestic peers.	For		Against
Mgmt	7.b	Approve Director Indemnification	For		For
Mgmt	7.c	Amend Articles Re: Indemnification	For		For
Mgmt	7.d	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board Voter Rationale: A vote AGAINST this item is warranted because: * The LTIP cap of 600 percent of base salary is excessive and not aligned with European pay practices. * The sign-on bonus cap of 400 percent of base salary is excessive and not aligned with European pay practices. * The changes to the compensation framework to the board of directors greatly increases the already high pay levels. Nevertheless, some positive features are noted: * The company provides shareholders with very good disclosure and transparency into their pay practices, including explanatory rationales. * Several of the proposed amendments such as the shareholding requirement, build-up requirement, and post-service shareholding are positive changes.	For		Against
Mgmt	7.e	Approve Creation of DKK 6.6 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 6.6 Million Pool of Capital without Preemptive Rights	For		For
Mgmt	7.f	Approve Equity Plan Financing Through Issuance of Warrants up to a Nominal Value of DKK 750 000	For		For
Mgmt	7.g	Authorize Share Repurchase Program	For		For
Mgmt	8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For		For
Mgmt	9	Other Business			Non Voting

Global Voting Record

JOHNSON CONTROLS INTERNATIONAL PLC

Meeting: Annual 3/13/24 Ireland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Timothy Archer	For	For
Mgmt	1b	Elect Director Jean Blackwell	For	For
Mgmt	1c	Elect Director Pierre Cohade	For	For
Mgmt	1d	Elect Director W. Roy Dunbar	For	For
Mgmt	1e	Elect Director Gretchen R. Haggerty	For	For
Mgmt	1f	Elect Director Ayesha Khanna	For	For
Mgmt	1g	Elect Director Seetarama (Swamy) Kotagiri	For	For
Mgmt	1h	Elect Director Simone Menne	For	For
Mgmt	1i	Elect Director George R. Oliver	For	For
Mgmt	1j	Elect Director Jurgen Tinggren	For	For
Mgmt	1k	Elect Director Mark Vergnano	For	For
Mgmt	1l	Elect Director John D. Young	For	For
Mgmt	2a	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	2b	Authorize Board to Fix Remuneration of Auditors	For	For
Mgmt	3	Authorize Market Purchases of Company Shares	For	For
Mgmt	4	Determine Price Range for Reissuance of Treasury Shares	For	For
Mgmt	5	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	6	Approve the Directors' Authority to Allot Shares	For	For
Mgmt	7	Approve the Disapplication of Statutory Pre-Emption Rights	For	For

PROCTER & GAMBLE HYGIENE & HEALTH CARE LTD.

Meeting: Special 3/13/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Ashima Goyal as Director	For	For

TE CONNECTIVITY LTD.

Meeting: Annual 3/13/24 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1a	Elect Director Jean-Pierre Clamadiou	For	For
Mgmt	1b	Elect Director Terrence R. Curtin	For	For
Mgmt	1c	Elect Director Carol A. ("John") Davidson	For	For
Mgmt	1d	Elect Director Lynn A. Dugle	For	For
Mgmt	1e	Elect Director William A. Jeffrey	For	For
Mgmt	1f	Elect Director Syaru Shirley Lin	For	For
Mgmt	1g	Elect Director Heath A. Mitts	For	For
Mgmt	1h	Elect Director Abhijit Y. Talwalkar	For	For
Mgmt	1i	Elect Director Mark C. Trudeau	For	For
Mgmt	1j	Elect Director Dawn C. Willoughby	For	For
Mgmt	1k	Elect Director Laura H. Wright	For	For
Mgmt	2	Elect Board Chairman Carol A. ("John") Davidson	For	For
Mgmt	3a	Elect Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee	For	For
Mgmt	3b	Elect Mark C. Trudeau as Member of Management Development and Compensation Committee	For	For
Mgmt	3c	Elect Dawn C. Willoughby as Member of Management Development and Compensation Committee	For	For
Mgmt	4	Designate Proxy Voting Services GmbH as Independent Proxy	For	For
Mgmt	5.1	Accept Annual Report for Fiscal Year Ended September 29 2023	For	For
Mgmt	5.2	Accept Statutory Financial Statements for Fiscal Year Ended September 29 2023	For	For
Mgmt	5.3	Approve Consolidated Financial Statements for Fiscal Year Ended September 29 2023	For	For
Mgmt	6	Approve Discharge of Board and Senior Management	For	For
Mgmt	7.1	Ratify Deloitte & Touche LLP as Auditors	For	For
Mgmt	7.2	Ratify Deloitte AG as Swiss Registered Auditors	For	For
Mgmt	7.3	Ratify PricewaterhouseCoopers AG as Special Auditors	For	For
Mgmt	8	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	9	Approve Remuneration Report	For	For
Mgmt	10	Approve Remuneration of Executive Management in the Amount of USD 61.2 million	For	For
Mgmt	11	Approve Remuneration of Board of Directors in the Amount of USD 3.8 million	For	For
Mgmt	12	Approve Allocation of Available Earnings at September 29 2023	For	For
Mgmt	13	Approve Declaration of Dividend	For	For
Mgmt	14	Amend Articles to Reflect Changes in Capital	For	For
Mgmt	15	Approve Reduction in Share Capital via Cancellation of Shares	For	For
Mgmt	16.1	Amend Articles Re: General Meeting and Shareholders Matters	For	For
Mgmt	16.2	Approve Virtual-Only Shareholder Meetings	For	For
Mgmt	16.3	Amend Articles Re: Board of Directors Compensation and Mandates	For	For
Mgmt	17	Authorize Share Repurchase Program	For	For
Mgmt	18	Approve Omnibus Stock Plan	For	For

Global Voting Record

AGILENT TECHNOLOGIES INC.

Meeting: Annual 3/14/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Mala Anand	For	For
Mgmt	1.2	Elect Director Koh Boon Hwee	For	For
Mgmt	1.3	Elect Director Michael R. McMullen	For	For
Mgmt	1.4	Elect Director Daniel K. Podolsky	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	Adopt Simple Majority Vote Voter Rationale: A vote for is warranted as it enhances shareholder rights.	None	For

DECCAN GOLD MINES LIMITED

Meeting: Extraordinary Sh: 3/14/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Material Related Party Transactions for the Financial Year Ending on March 31 2024	For	For
Mgmt	2	Approve Material Related Party Transactions for the Financial Year Ending March 31 2025	For	For

Global Voting Record

DSV A/S

Meeting: Annual 3/14/24 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 7 Per Share	For	For
Mgmt	4	Approve Remuneration of Directors	For	For
Mgmt	5	Approve Remuneration Report Voter Rationale: An abstain vote is warranted as the peer group is not particularly good but the quantum is high.	For	Abstain
Mgmt	6.1	Reelect Thomas Plenborg as Director	For	For
Mgmt	6.2	Reelect Jorgen Moller as Director	For	For
Mgmt	6.3	Reelect Marie-Louise Aamund as Director	For	For
Mgmt	6.4	Reelect Beat Walti as Director	For	For
Mgmt	6.5	Reelect Niels Smedegaard as Director	For	For
Mgmt	6.6	Reelect Tarek Sultan Al-Essa as Director	For	For
Mgmt	6.7	Reelect Benedikte Leroy as Director	For	For
Mgmt	6.8	Reelect Helle Ostergaard Kristiansen as Director	For	For
Mgmt	7	Ratify PricewaterhouseCoopers as Auditor	For	For
Mgmt	8.1	Approve DKK 5 Million Reduction in Share Capital via Share Cancellation; Amend Articles	For	For
Mgmt	8.2	Authorize Share Repurchase Program	For	For
Mgmt	8.3.a	Approve Indemnification of Members of the Board of Directors and Executive Management	For	For
Mgmt	8.3.b	Amend Articles Re: Indemnification	For	For
S/holder	8.4	Report on Efforts and Risks Related to Human and Labor Rights Voter Rationale: Considering the benefit of enhanced reporting for shareholders and the board of directors' recommendation to support this shareholder proposal, support is considered warranted.	For	For
Mgmt	9	Other Business		Non Voting

PANDORA AS

Meeting: Annual 3/14/24 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 Remuneration Report (Advisory Vote)	For	For
Mgmt	4	Approve Remuneration of Directors	For	For
Mgmt	5	Approve Allocation of Income and Dividends of DKK 18.00 Per Share	For	For
Mgmt	6.1	Reelect Peter A. Ruzicka as Director	For	For
Mgmt	6.2	Reelect Christian Frigast as Director	For	For
Mgmt	6.3	Reelect Lilian Fossum Biner as Director	For	For
Mgmt	6.4	Reelect Birgitta Szymne Goransson as Director	For	For
Mgmt	6.5	Reelect Marianne Kirkegaard as Director	For	For
Mgmt	6.6	Reelect Catherine Spindler as Director	For	For
Mgmt	6.7	Reelect Jan Zijderveld as Director	For	For
Mgmt	7	Ratify Ernst & Young as Auditor	For	For
Mgmt	8	Approve Discharge of Management and Board	For	For
Mgmt	9.1	Approve DKK 7 Million Reduction in Share Capital via Share Cancellation; Amend Articles Accordingly	For	For
Mgmt	9.2	Amend Remuneration Policy (Indemnification Scheme)	For	For
Mgmt	9.3A	Amend Remuneration Policy (Specification of the Derogation Clause)	For	For
Mgmt	9.3B	Amend Remuneration Policy (Short-Term Incentive Plan)	For	For
Mgmt	9.3C	Amend Remuneration Policy (Travel Allowance for Board Members)	For	For
Mgmt	9.4	Authorize Share Repurchase Program	For	For
Mgmt	9.5	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For
Mgmt	10	Other Business		Non Voting

PT BANK CENTRAL ASIA TBK

Meeting: Annual 3/14/24 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 Remuneration and Tantiem of Directors and Commissioners	For	For
Mgmt	4	Approve KAP Tanudiredja Wibisana Rintis & Rekan as Auditors	For	For
Mgmt	5	Approve Payment of Interim Dividends	For	For
Mgmt	6	Approve Revised Recovery Plan	For	For

SCHOTT PHARMA AG & CO. KGAA

Meeting: **Annual** **3/14/24** **Germany**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports for Fiscal Year 2022/23	For	For
Mgmt	2	Approve Allocation of Income and Dividends of EUR 0.15 per Share	For	For
Mgmt	3	Approve Discharge of Personally Liable Partner for Fiscal Year 2022/23	For	For
Mgmt	4	Approve Discharge of Supervisory Board for Fiscal Year 2022/23	For	For
Mgmt	5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2023/24	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	Amend Articles Re: Proof of Entitlement	For	For

AMOREPACIFIC CORP.

Meeting: Annual 3/15/24 South Korea

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Allocation of Income	For	For
Mgmt	2	Amend Articles of Incorporation	For	For
Mgmt	3.1	Elect Seo Gyeong-bae as Inside Director	For	For
Mgmt	3.2	Elect Lee Ji-yeon as Inside Director	For	For
Mgmt	4	Elect Cho Seong-jin as Outside Director to Serve as an Audit Committee Member	For	For
Mgmt	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For

AMOREPACIFIC GROUP INC.

Meeting: Annual 3/15/24 South Korea

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Allocation of Income	For	For
Mgmt	2	Amend Articles of Incorporation	For	For
Mgmt	3	Elect Seo Gyeong-bae as Inside Director	For	For
Mgmt	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	For

CHRYSALIS INVESTMENTS LIMITED

Meeting: Annual 3/15/24 Guernsey

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Continuation of Company as a Closed-Ended Investment Company	For	For
Mgmt	2	Accept Financial Statements and Statutory Reports	For	For
Mgmt	3	Ratify KPMG Channel Islands Limited as Auditors	For	For
Mgmt	4	Authorise Board to Fix Remuneration of Auditors	For	For
Mgmt	5	Approve the Report of Remuneration & Nomination Committee	For	For
Mgmt	6	Re-elect Andrew Haining as Director	For	For
Mgmt	7	Re-elect Stephen Coe as Director	For	For
Mgmt	8	Re-elect Anne Ewing as Director	For	For
Mgmt	9	Re-elect Tim Cruttenden as Director	For	For
Mgmt	10	Re-elect Simon Holden as Director	For	For
Mgmt	11	Re-elect Margaret O'Connor as Director	For	For
Mgmt	12	Approve the Company's Dividend Policy	For	For
Mgmt	13	Authorise Issue of Equity without Pre-emptive Rights	For	For
Mgmt	14	Authorise Market Purchase of Ordinary Shares	For	For

CHRYSALIS INVESTMENTS LIMITEDMeeting: **Special** 3/15/24 **Guernsey**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve the Related Party Transaction	For	For

KIA CORP.Meeting: **Annual** 3/15/24 **South Korea**

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

KINDRED GROUP PLCMeeting: **Extraordinary Sh:** 3/15/24 **Malta**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2	Elect Chairman of Meeting		Non Voting
Mgmt	3	Approve List of Shareholders		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	Amend Articles of Association	For	For
Mgmt	8	Close Meeting		Non Voting

MAPFRE SA

Meeting: **Annual** **3/15/24** **Spain**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Approve Consolidated and Standalone Financial Statements	For	For
Mgmt	1.2	Approve Integrated Report for Fiscal Year 2023	For	For
Mgmt	1.3	Approve Non-Financial Information Statement	For	For
Mgmt	1.4	Approve Allocation of Income and Dividends	For	For
Mgmt	1.5	Approve Discharge of Board	For	For
Mgmt	2.1	Reelect Maria Leticia de Freitas Costa as Director	For	For
Mgmt	2.2	Reelect Rosa Maria Garcia Garcia as Director	For	For
Mgmt	2.3	Ratify Appointment of and Elect Eduardo Perez de Lema Holweg as Director	For	For
Mgmt	3.1	Renew Appointment of KPMG Auditores as Auditor for FY 2024	For	For
Mgmt	3.2	Appoint KPMG Auditores as Auditor of FY 2025 2026 and 2027	For	For
Mgmt	4.1	Update Maximum Number of Company Shares to be Granted to Executive Directors under the Medium-Term Incentives Plan 2022-2026 Voter Rationale: A vote against is warranted as the company continues to provide insufficient information on the plan.	For	Against
Mgmt	4.2	Advisory Vote on Remuneration Report Voter Rationale: A vote against is warranted due to excessive company contributions to executive directors' life insurance plans, insufficient performance outcome information regarding variable pay and unjustified discretionary payments to the former executive vice-chair Ignacio Baeza Gomez.	For	Against
Mgmt	5	Authorize Board to Delegate Powers Vested on it by the General Meeting in Favor of the Steering Committee or to Each Member of the Board	For	For
Mgmt	6	Authorize Chairman and Secretary of the Board to Ratify and Execute Approved Resolutions	For	For

MARUTI SUZUKI INDIA LIMITEDMeeting: **Special** 3/15/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Kazunari Yamaguchi as Director Voter Rationale: A vote AGAINST the following nominee is warranted because: * The board is chaired by a non-executive director and the board is not at least one-third independent and Kazunari Yamaguchi is a non-independent director nominee.	For	Against
Mgmt	2	Approve Appointment and Remuneration of Kazunari Yamaguchi as Whole-time Director Designated as Director (Production) Voter Rationale: A vote AGAINST the following nominee is warranted because: * The board is chaired by a non-executive director and the board is not at least one-third independent and Kazunari Yamaguchi is a non-independent director nominee.	For	Against

TATA TECHNOLOGIES LTD. (INDIA)Meeting: **Special** 3/15/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Ratify and Amend Tata Technologies Limited Share Based Long Term Incentive Scheme 2022	For	For
Mgmt	2	Approve Extension of the Benefits under Tata Technologies Limited Share Based Long Term Incentive Scheme 2022 to the Employees of Holding / Subsidiary Companies of the Company Voter Rationale: A vote against is warranted due to concerns with extending the incentive scheme to employees of the holding company.	For	Against
Mgmt	3	Approve Material Related Party Transactions between the Company and Tata Motors Limited	For	For
Mgmt	4	Approve Material Related Party Transactions between Tata Technologies Europe Limited (TTEL) and Jaguar Land Rover Limited	For	For

GRAVITA INDIA LTD.Meeting: **Special** 3/16/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Increase in Limit on Pledging of Assets for Debt	For	For

SUOFEIYA HOME COLLECTION CO. LTD.Meeting: **Special** 3/18/24 China

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Draft and Summary of Employee Share Purchase Plan	For	For
Mgmt	2	Approve Management Method of Employee Share Purchase Plan	For	For
Mgmt	3	Approve Authorization of Board to Handle All Related Matters	For	For

Global Voting Record

BAJAJ FINANCE LIMITED

Meeting: Special 3/19/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Increase in Borrowing Powers	For	For
Mgmt	2	Approve Pledging of Assets for Debt	For	For
Mgmt	3	Reelect Anami N Roy as Director	For	For
Mgmt	4	Reelect Naushad Darius Forbes as Director	For	For
Mgmt	5	Approve Re-designation of Anup Kumar Saha as Deputy Managing Director	For	For
Mgmt	6	Amend Employee Stock Option Scheme 2009	For	For
Mgmt	7	Approve Extension of Benefits and Grant of Options Under the Employee Stock Option Scheme 2009 to the Employees of Holding / Subsidiary Companies of the Company Voter Rationale: A vote against is warranted due to concerns regarding the extension of the scheme to employees of the holding company.	For	Against

D/S NORDEN A/S

Meeting: Extraordinary Sh: 3/19/24 Denmark

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Articles Re: Trading Name; Reduction in Share Capital; Sustainability Auditor; Electronic Communication	For	For

ITC LIMITED

Meeting: Special 3/19/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Atul Singh as Director	For	For
Mgmt	2	Elect Pushpa Subrahmanyam as Director	For	For

HINDALCO INDUSTRIES LIMITED

Meeting: Special 3/20/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Reappointment and Remuneration of Praveen Kumar Maheshwari as Whole-time Director Voter Rationale: A vote AGAINST this resolution is warranted because: * The board independence norms are not met (after reclassification) and Praveen Kumar Maheshwari is a non-independent director nominee.	For	Against
Mgmt	2	Elect Arun Adhikari as Director	For	For
Mgmt	3	Elect Sushil Agarwal as Director Voter Rationale: Item 2 and 4: A vote FOR the nominees is warranted given the absence of any known issues concerning the nominees. Item 3: Elect Sushil Agarwal as Director A vote AGAINST the following nominee is warranted because: * The board independence norms are not met (based on reclassification), and Sushil Agarwal is a non-independent director nominee.	For	Against
Mgmt	4	Reelect Vikas Balia as Director	For	For
Mgmt	5	Approve Reappointment and Remuneration of Satish Pai as Managing Director Voter Rationale: A vote AGAINST this resolution is warranted as: * There is no disclosure or clarity on the quantum of stock options the executive is entitled to receive as part of his total pay. * Significant increase in the compensation is being proposed under the revised remuneration structure. At the upper end of the disclosed range, the estimated remuneration is deemed to be aggressively positioned against market peers.	For	Against

H. LUNDBECK A/S

Meeting: Annual		3/20/24	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 0.70 Per Share	For	For	
Mgmt	4	Approve Remuneration Report (Advisory Vote)	For	For	
Mgmt	5.1	<p>Reelect Lars Soren Rasmussen as Director</p> <p>Voter Rationale: A vote FOR candidates Lene Skole-Soerensen (Item 5.2), Jeffrey (Jeff) Berkowitz (item 5.4) Ilse Dorothea Wenzel (item 5.5), Santiago Arroyo (item 5.6), and Jakob Riis (Item 5.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN for Lars Rasmussen (item 5.1) is warranted due to their position as the chairman of the nomination committee combined with a lack of gender diversity on the board. A vote ABSTAIN for candidate Lars Holmqvist (item 5.3) is warranted due to him being considered overboarded.</p>	For	Abstain	
Mgmt	5.2	<p>Reelect Lene Skole-Sorensen as Director</p> <p>Reelect Lars Erik Holmqvist as Director</p> <p>Voter Rationale: A vote FOR candidates Lene Skole-Soerensen (Item 5.2), Jeffrey (Jeff) Berkowitz (item 5.4) Ilse Dorothea Wenzel (item 5.5), Santiago Arroyo (item 5.6), and Jakob Riis (Item 5.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN for Lars Rasmussen (item 5.1) is warranted due to their position as the chairman of the nomination committee combined with a lack of gender diversity on the board. A vote ABSTAIN for candidate Lars Holmqvist (item 5.3) is warranted due to him being considered overboarded.</p>	For	For	
Mgmt	5.3	<p>Reelect Lars Erik Holmqvist as Director</p> <p>Voter Rationale: A vote FOR candidates Lene Skole-Soerensen (Item 5.2), Jeffrey (Jeff) Berkowitz (item 5.4) Ilse Dorothea Wenzel (item 5.5), Santiago Arroyo (item 5.6), and Jakob Riis (Item 5.7) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN for Lars Rasmussen (item 5.1) is warranted due to their position as the chairman of the nomination committee combined with a lack of gender diversity on the board. A vote ABSTAIN for candidate Lars Holmqvist (item 5.3) is warranted due to him being considered overboarded.</p>	For	Abstain	
Mgmt	5.4	Reelect Jeffrey Berkowitz as Director	For	For	
Mgmt	5.5	Reelect Dorothea Wenzel as Director	For	For	
Mgmt	5.6	Reelect Santiago Arroyo as Director	For	For	
Mgmt	5.7	Reelect Jakob Riis as Director	For	For	
Mgmt	6	Approve Remuneration of Directors in the Amount of DKK 1.2 million for Chairman DKK 800 000 for Vice Chairman and DKK 400 000 for Other Directors; Approve Fees for Committee Work	For	For	
Mgmt	7	Ratify PricewaterhouseCoopers as Auditors	For	For	
Mgmt	8.1	Authorize Share Repurchase Program	For	For	
Mgmt	8.2	Approve Director Indemnification	For	For	
Mgmt	8.2.1	Amend Articles Re: Indemnification	For	For	
Mgmt	8.2.2	Amend Remuneration Policy	For	For	
S/holder	8.3	<p>Treat Equally Shareholders Attending the General Meeting in Person With Regards to Meals After the General Meeting</p> <p>Voter Rationale: vote AGAINST this proposal is warranted as the shareholder has not given a rationale for the proposal and because these sort of decisions are best left to management.</p>	Against	Against	
Mgmt	8.4	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For	
Mgmt	9	Other Business		Non Voting	

HYUNDAI MOBIS CO. LTD.

Meeting: Annual		3/20/24	South Korea		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Approve Financial Statements	For	For	
Mgmt	2	Approve Appropriation of Income	For	For	
Mgmt	3.1	Elect Keith Witek as Outside Director Voter Rationale: Votes AGAINST item 3.1 and 3.2 are warranted as Keith Witek (Item 3.1) and Gi-tae Park (Item 3.2) are not independent; the company is a large company, and the board is not majority independent. A vote FOR remaining director nominee is warranted.	For	Against	
Mgmt	3.2	Elect Park Gi-tae as Inside Director Voter Rationale: Votes AGAINST item 3.1 and 3.2 are warranted as Keith Witek (Item 3.1) and Gi-tae Park (Item 3.2) are not independent; the company is a large company, and the board is not majority independent. A vote FOR remaining director nominee is warranted.	For	Against	
Mgmt	4	Elect Keith Witek as a Member of Audit Committee Voter Rationale: A vote AGAINST this resolution is warranted because the company is a large company with asset over KRW 2 trillion, and Keith Witek (Item 4) is not independent.	For	Against	
Mgmt	5	Elect Kang Jin-ah as Outside Director to Serve as an Audit Committee Member	For	For	
Mgmt	6	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Mgmt	7	Amend Articles of Incorporation	For	For	

SAMSUNG ELECTRONICS CO. LTD.

Meeting: Annual		3/20/24	South Korea		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Approve Financial Statements and Allocation of Income	For	For	
Mgmt	2	Elect Shin Je-yoon as Outside Director	For	For	
Mgmt	3	Elect Cho Hye-gyeong as Outside Director to Serve as an Audit Committee Member	For	For	
Mgmt	4	Elect Yoo Myeong-hui as a Member of Audit Committee	For	For	
Mgmt	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Mgmt	6	Amend Articles of Incorporation	For	For	

SAMSUNG FIRE & MARINE INSURANCE CO. LTD.

Meeting: Annual		3/20/24	South Korea		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Approve Financial Statements and Allocation of Income	For	For	
Mgmt	2.1.1	Elect Seong Young-hun as Outside Director	For	For	
Mgmt	2.2.1	Elect Lee Moon-hwa as Inside Director	For	For	
Mgmt	2.2.2	Elect Hong Seong-woo as Inside Director	For	For	
Mgmt	3	Elect Seong Young-hun as a Member of Audit Committee	For	For	
Mgmt	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	

SAMSUNG SDI CO. LTD.

Meeting: Annual 3/20/24 South Korea

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Allocation of Income	For	For
Mgmt	2.1	Elect Kim Jong-seong as Inside Director	For	For
Mgmt	2.2	Elect Park Jin as Inside Director	For	For
Mgmt	3	Approve Total Remuneration of Inside Directors and Outside Directors	For	For

SVENSKA HANDELSBANKEN AB

Meeting: Annual 3/20/24 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 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 13.00 Per Share	For	For
Mgmt	10	Approve Remuneration Report	For	For
Mgmt	11	Approve Discharge of Board and President	For	For
Mgmt	12	Authorize Repurchase of up to 120 Million Class A and/or B Shares and Reissuance of Repurchased Shares	For	For
Mgmt	13	Authorize Share Repurchase Program	For	For
Mgmt	14	Approve Issuance of Convertible Capital Instruments Corresponding to a Maximum of 198 Million Shares without Preemptive Rights	For	For
Mgmt	15	Amend Articles Re: Chairman of Shareholders Meetings	For	For
Mgmt	16	Determine Number of Directors (9)	For	For
Mgmt	17	Determine Number of Auditors (2)	For	For
Mgmt	18	Approve Remuneration of Directors in the Amount of SEK 3.9 Million for Chair SEK 1.1 Million for Vice Chair and SEK 795 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	19.1	Reelect Jon Fredrik Baksaa as Director Voter Rationale: A vote against is warranted due to concerns with lack of independence of Board members and over-boarding.	For	Against
Mgmt	19.2	Reelect Helene Barnekow as Director	For	For
Mgmt	19.3	Reelect Stina Bergfors as Director	For	For
Mgmt	19.4	Reelect Hans Biorck as Director	For	For
Mgmt	19.5	Reelect Par Boman as Director	For	For
Mgmt	19.6	Reelect Kerstin Hessius as Director	For	For
Mgmt	19.7	Elect Louise Lindh as New Director	For	For
Mgmt	19.8	Reelect Fredrik Lundberg as Director Voter Rationale: A vote against is warranted due to concerns with lack of independence of Board members and over-boarding.	For	Against

Global Voting Record

Mgmt	19.9	Reelect Ulf Riese as Director Voter Rationale: A vote against is warranted due to concerns with lack of independence of Board members and over-boarding.	For	Against
Mgmt	20	Reelect Par Boman as Board Chairman	For	For
Mgmt	21	Ratify PricewaterhouseCoopers and Deloitte as Auditors	For	For
Mgmt	22	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
Mgmt	23	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	For	For
S/holder	24	Amend Bank's Mainframe Computers Software Voter Rationale: A vote against is warranted due to concerns with micromanaging.	None	Against
Mgmt	25	Close Meeting		Non Voting

ABB LTD.

Meeting: Annual 3/21/24 Switzerland

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Remuneration Report (Non-Binding)	For	For
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 0.87 per Share	For	For
Mgmt	6.1	Approve Remuneration of Directors in the Amount of CHF 4.4 Million	For	For
Mgmt	6.2	Approve Remuneration of Executive Committee in the Amount of CHF 45.9 Million	For	For
Mgmt	7.1	Reelect David Constable as Director	For	For
Mgmt	7.2	Reelect Frederico Curado as Director	For	For
Mgmt	7.3	Reelect Lars Foerberg as Director	For	For
Mgmt	7.4	Elect Johan Forssell as Director	For	For
Mgmt	7.5	Reelect Denise Johnson as Director	For	For
Mgmt	7.6	Reelect Jennifer Xin-Zhe Li as Director	For	For
Mgmt	7.7	Reelect Geraldine Matchett as Director	For	For
Mgmt	7.8	Reelect David Meline as Director	For	For
Mgmt	7.9	Elect Mats Rahmstrom as Director	For	For
Mgmt	7.10	Reelect Peter Voser as Director and Board Chair	For	For
Mgmt	8.1	Reappoint David Constable as Member of the Compensation Committee	For	For
Mgmt	8.2	Reappoint Frederico Curado as Member of the Compensation Committee	For	For
Mgmt	8.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	For	For
Mgmt	9	Designate Zehnder Bolliger & Partner 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

ARCA CONTINENTAL SAB DE CV

Meeting: Annual 3/21/24 Mexico

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve CEO's Report on Results and Operations of Company Auditor's Report and Board's Opinion; Approve Board's Report on Activities; Approve Report of Audit and Corporate Practices Committee; Receive Report on Adherence to Fiscal Obligations	For	For
Mgmt	2	Approve Allocation of Income and Cash Dividends of MXN 3.80 Per Share	For	For
Mgmt	3	Set Maximum Amount of Share Repurchase Reserve	For	For
Mgmt	4	Authorize Reduction in Variable Portion of Capital via Cancellation of Repurchased Shares	For	For
Mgmt	5	Elect Directors Verify their Independence Classification Approve their Remuneration and Elect Secretaries Voter Rationale: A vote against is warranted because the proposed board's level of independence fails to meet the growing expectations of institutional shareholders and the company has bundled the election of directors under a single item, preventing shareholders from voting individually on each nominee.	For	Against
Mgmt	6	Elect Chairman of Audit and Corporate Practices Committee; Approve Remuneration of Board Committee Members	For	For
Mgmt	7	Appoint Legal Representatives	For	For
Mgmt	8	Approve Minutes of Meeting	For	For

ARCA CONTINENTAL SAB DE CV

Meeting: Extraordinary Sh: 3/21/24 Mexico

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Articles 11 19 23 27 30 32 35 and 39	For	For
Mgmt	2	Appoint Legal Representatives	For	For
Mgmt	3	Approve Minutes of Meeting	For	For

BANCO SANTANDER SA

Meeting: Annual 3/21/24 Spain

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.A	Approve Consolidated and Standalone Financial Statements	For	For
Mgmt	1.B	Approve Non-Financial Information Statement	For	For
Mgmt	1.C	Approve Discharge of Board	For	For
Mgmt	2	Approve Allocation of Income and Dividends	For	For
Mgmt	3.A	Fix Number of Directors at 15	For	For
Mgmt	3.B	Elect Juan Carlos Barrabes Consul as Director	For	For
Mgmt	3.C	Elect Antonio Francesco Weiss as Director	For	For
Mgmt	3.D	Reelect Javier Botin-Sanz de Sautuola y O'Shea as Director	For	For
Mgmt	3.E	Reelect German de la Fuente Escamilla as Director	For	For
Mgmt	3.F	Reelect Henrique de Castro as Director	For	For
Mgmt	3.G	Reelect Jose Antonio Alvarez Alvarez as Director	For	For
Mgmt	3.H	Reelect Belen Romana Garcia as Director	For	For
Mgmt	4	Renew Appointment of PricewaterhouseCoopers as Auditor	For	For
Mgmt	5.A	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	5.B	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	For
Mgmt	5.C	Approve Reduction in Share Capital via Amortization of Treasury Shares	For	For
Mgmt	6.A	Approve Remuneration Policy Voter Rationale: A vote AGAINST Item 6.A is warranted because the increase in the chair pay package will likely exacerbate existing pay-for-performance concerns. Item 6.D warrants a qualified vote FOR because the company's variable remuneration scheme is overall in line with acceptable market standards. This is not without highlighting that: * The long-term portion of variable pay accounts for 36 percent of the total variable remuneration, which makes performance-based pay insufficiently long-term oriented. * Vesting of relative TSR may occur (marginally) below peer group median. * The incentive system allows for compensatory effects between long-term objectives.	For	Against
Mgmt	6.B	Approve Remuneration of Directors	For	For
Mgmt	6.C	Fix Maximum Variable Compensation Ratio	For	For
Mgmt	6.D	Approve Deferred Multiyear Objectives Variable Remuneration Plan	For	For
Mgmt	6.E	Approve Buy-out Policy	For	For
Mgmt	6.F	Advisory Vote on Remuneration Report	For	For
Mgmt	7	Authorize Board to Ratify and Execute Approved Resolutions	For	For

Global Voting Record

DLF LIMITED

Meeting: Special 3/21/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Reelect Priya Paul as Director	For	For

ESCORTS KUBOTA LIMITED

Meeting: Special 3/21/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Nobushige Ichikawa as Director	For	For
Mgmt	2	Elect Shingo Hanada as Director	For	For

ESSITY AB

Meeting: Annual 3/21/24 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	Designate Inspector(s) of Minutes of Meeting		Non Voting
Mgmt	4	Acknowledge Proper Convening of Meeting	For	For
Mgmt	5	Approve Agenda of Meeting	For	For
Mgmt	6	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	7	Receive President Chairmen and Auditor Review		Non Voting
Mgmt	8.a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	8.b	Approve Allocation of Income and Dividends of SEK 7.75 Per Share	For	For
Mgmt	8.c1	Approve Discharge of Ewa Bjorling	For	For
Mgmt	8.c2	Approve Discharge of Par Boman	For	For
Mgmt	8.c3	Approve Discharge of Maria Carell	For	For
Mgmt	8.c4	Approve Discharge of Annemarie Gardshol	For	For
Mgmt	8.c5	Approve Discharge of Magnus Groth	For	For
Mgmt	8.c6	Approve Discharge of Bjorn Gulden	For	For
Mgmt	8.c7	Approve Discharge of Jan Gurander	For	For
Mgmt	8.c8	Approve Discharge of Torbjorn Loof	For	For
Mgmt	8.c9	Approve Discharge of Barbara Milian Thoralfsson	For	For
Mgmt	8.c10	Approve Discharge of Bert Nordberg	For	For
Mgmt	8.c11	Approve Discharge of Lars Rebien Sorensen	For	For
Mgmt	8.c12	Approve Discharge of Louise Svanberg	For	For
Mgmt	8.c13	Approve Discharge of Susanna Lind	For	For
Mgmt	8.c14	Approve Discharge of Orjan Svensson	For	For
Mgmt	8.c15	Approve Discharge of Niclas Thulin	For	For
Mgmt	8.c16	Approve Discharge of Magnus Groth	For	For
Mgmt	9	Determine Number of Members (9) and Deputy Members (0) of Board	For	For
Mgmt	10	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For

Global Voting Record

Mgmt	11.a	Approve Remuneration of Directors in the Amount of SEK 2.73 Million for Chairman and SEK 910 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	11.b	Approve Remuneration of Auditors	For	For
Mgmt	12.a	Reelect Ewa Bjorling as Director	For	For
Mgmt	12.b	Reelect Maria Carell as Director	For	For
Mgmt	12.c	Reelect Annemarie Gardshol as Director	For	For
Mgmt	12.d	Reelect Magnus Groth as Director	For	For
Mgmt	12.e	Reelect Jan Gurander as Director	For	For
Mgmt	12.f	Reelect Torbjorn Loof as Director	For	For
Mgmt	12.g	Reelect Bert Nordberg as Director	For	For
Mgmt	12.h	Reelect Barbara Milian Thoralfsson as Director	For	For
Mgmt	12.i	Elect Karl Aberg as New Director Voter Rationale: A vote against is warranted due to concerns with both the level of independence and the level of shareholder representation for Industrivardenâ€™s, which feels disproportionately high with both Karl Aberg and the Chairman being connected.	For	Against
Mgmt	13	Elect Jan Gurander as Board Chair	For	For
Mgmt	14	Ratify Ernst & Young as Auditor	For	For
Mgmt	15	Approve Remuneration Report	For	For
Mgmt	16	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For
Mgmt	17	Approve Cash-Based Incentive Program (Program 2024-2026) for Key Employees	For	For
Mgmt	18.a	Authorize Share Repurchase Program	For	For
Mgmt	18.b	Authorize Reissuance of Repurchased Shares	For	For

ETHOS LTD.

Meeting: **Special** **3/21/24** **India**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Yogen Khosla as Director	For	For
Mgmt	2	Elect Manoj Subramanian as Director	For	For
Mgmt	3	Elect Pranav Shankar Saboo as Director	For	For
Mgmt	4	Elect Yogen Khosla as Independent Director	For	For
Mgmt	5	Approve Appointment and Remuneration of Manoj Subramanian as Whole time Director designated as Executive Director	For	For
Mgmt	6	Approve Appointment and Remuneration of Pranav Shankar Saboo as Managing Director and Chief Executive Officer	For	For
Mgmt	7	Approve Variation in Terms of the Objects of Issue of Initial Public Offering	For	For
Mgmt	8	Approve Giving Loans Making Investments and Giving Guarantees under Section 185 of the Companies Act 2013	For	For

HYUNDAI MOTOR CO. LTD.

Meeting: Annual 3/21/24 South Korea

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

INDIAN BANK

Meeting: Extraordinary Sh: 3/21/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	2	Approve Appointment of Ashutosh Choudhury as Executive Director	For	For
Mgmt	3	Elect K. Nikhila as Director	For	For
Mgmt	4	Approve Appointment of Shiv Bajrang Singh as Executive Director	For	For

KOREAN AIR LINES CO. LTD.

Meeting: Annual 3/21/24 South Korea

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Allocation of Income	For	For
Mgmt	2.1	Elect Cho Won-tae as Inside Director	For	For
Mgmt	2.2	Elect Pyo In-su as Outside Director	For	For
Mgmt	2.3	Elect Heo Yoon as Outside Director Voter Rationale: A vote AGAINST Yoon Heo (Item 2.3) is warranted, as his record of inaction as his past inaction to appropriately remove a director with material governance concern, is indicative of material failure of fiduciary responsibilities. A vote FOR the remaining nominee (s) is warranted.	For	Against
Mgmt	3.1	Elect Pyo In-su as a Member of Audit Committee	For	For
Mgmt	3.2	Elect Heo Yoon as a Member of Audit Committee Voter Rationale: For the same concern raised in the director election section of this report, we recommend to vote AGAINST Yoon Heo (Item 3.2), as he has not acted in the best interest of shareholders while serving on the board. A vote FOR the remaining director nominee is warranted.	For	Against
Mgmt	4	Elect Hong Young-pyo as Outside Director to Serve as an Audit Committee Member	For	For
Mgmt	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For

MUNTERS GROUP AB

Meeting: Annual 3/21/24 Sweden

Proposal Type	Proposal	Description	MRec	Vote
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Global Voting Record

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	Acknowledge Proper Convening of Meeting	For	For
Mgmt	6	Designate Inspector(s) of Minutes of Meeting		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 Allocation of Income and Dividends of SEK 1.30 Per Share	For	For
Mgmt	10.a	Approve Discharge of Hakan Buskhe	For	For
Mgmt	10.b	Approve Discharge of Helen Fasth Gillstedt	For	For
Mgmt	10.c	Approve Discharge of CEO Klas Forsstrom	For	For
Mgmt	10.d	Approve Discharge of Simon Henriksson	For	For
Mgmt	10.e	Approve Discharge of Maria Hakansson	For	For
Mgmt	10.f	Approve Discharge of Tor Jansson	For	For
Mgmt	10.g	Approve Discharge of Anders Lindqvist	For	For
Mgmt	10.h	Approve Discharge of Linus Morell	For	For
Mgmt	10.i	Approve Discharge of Magnus Nicolin	For	For
Mgmt	10.j	Approve Discharge of Kristian Sildeby	For	For
Mgmt	10.k	Approve Discharge of Sabine Simeon-Aissaoui	For	For
Mgmt	10.l	Approve Discharge of Robert Wahlgren	For	For
Mgmt	10.m	Approve Discharge of Anna Westerberg	For	For
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 1.3 Million for Chair and SEK 495 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	13.a	Reelect Helen Fasth Gillstedt as Director	For	For
Mgmt	13.b	Reelect Maria Hakansson as Director	For	For
Mgmt	13.c	Reelect Anders Lindqvist as Director	For	For
Mgmt	13.d	Reelect Magnus Nicolin as Director Voter Rationale: A vote FOR candidates Helen Fasth Gillstedt, Maria Haakansson, Anders Lindqvist, Elizabeth Nugent and Sabine Simeon-Aissaoui (Items 13.a, 13.b, 13.c, 13.f and 13.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Magnus Nicolin and Kristian Sildeby (Items 13.d and 13.e) is warranted due to their non-independent status on the remuneration committee which has an insufficient level of overall independence.	For	Against
Mgmt	13.e	Reelect Kristian Sildeby as Director Voter Rationale: A vote FOR candidates Helen Fasth Gillstedt, Maria Haakansson, Anders Lindqvist, Elizabeth Nugent and Sabine Simeon-Aissaoui (Items 13.a, 13.b, 13.c, 13.f and 13.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote AGAINST candidates Magnus Nicolin and Kristian Sildeby (Items 13.d and 13.e) is warranted due to their non-independent status on the remuneration committee which has an insufficient level of overall independence.	For	Against
Mgmt	13.f	Reelect Sabine Simeon-Aissaoui as Director	For	For
Mgmt	13.g	Elect Elizabeth Nugent as New Director	For	For
Mgmt	14.a	Reelect Magnus Nicolin 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.	For	Against
Mgmt	15	Approve Remuneration of Auditors	For	For

Global Voting Record

Mgmt	16	Approve Remuneration Policy And Other Terms of Employment For Executive Management Voter Rationale: A vote AGAINST this item is warranted as the proposed remuneration policy allows for cash-based LTIPs with insufficient performance and vesting periods.	For	Against
Mgmt	17	Approve Remuneration Report Voter Rationale: A vote AGAINST this item is warranted because the cash-based long-term incentive plan has annual performance and vesting periods.	For	Against
Mgmt	18	Approve Issuance of Up to 10 Percent of Issued Shares without Preemptive Rights	For	For
Mgmt	19	Authorize Reissuance of Repurchased Shares	For	For
Mgmt	20	Close Meeting		Non Voting

NILFISK HOLDING A/S

Meeting: Annual 3/21/24 Denmark

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Report of Board		Non Voting
Mgmt	2	Receive Financial Statements and Statutory Reports		Non Voting
Mgmt	3	Accept Financial Statements and Statutory Reports	For	For
Mgmt	4	Approve Allocation of Income and Omission of Dividends	For	For
Mgmt	5	Approve Discharge of Management and Board	For	For
Mgmt	6	Approve Remuneration Report	For	For
Mgmt	7	Approve Remuneration of Directors	For	For
Mgmt	8.a	Reelect Peter Nilsson as Director Voter Rationale: A vote FOR candidates Bengt Thorsson (item 8.b), Rene Svendsen Tune (item 8.c), Are Dragesund (item 8.d), Franck Falezan (item 8.e), Viveka Ekberg (item 8.f), and Ole Kristian Jodahl (item 8.g) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN on Peter Nilsson (item 8.a) is warranted due to his position as the chairman of the nomination committee combined with a lack of gender diversity on the board.	For	Abstain
Mgmt	8.b	Reelect Bengt Thorsson as Director	For	For
Mgmt	8.c	Reelect Rene Svendsen Tune as Director	For	For
Mgmt	8.d	Reelect Are Dragesund as Director	For	For
Mgmt	8.e	Reelect Franck Falezan as Director	For	For
Mgmt	8.f	Reelect Viveka Ekberg as Director	For	For
Mgmt	8.g	Reelect Ole Kristian Jodahl as Director	For	For
Mgmt	9	Ratify Deloitte as Auditors	For	For
Mgmt	10.a	Ratify Deloitte AB as Authorized Sustainability Auditors	For	For
Mgmt	11	Other Business		Non Voting

NOVO NORDISK A/S

Meeting: Annual 3/21/24 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 6.40 Per Share	For	For
Mgmt	4	Approve Remuneration Report (Advisory Vote)	For	For
Mgmt	5.1	Approve Remuneration of Directors in the Amount of DKK 3.4 Million for the Chairman DKK 1.7 Million for the Vice Chairman and DKK 840 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	5.2a	Approve Indemnification of Board of Directors	For	For
Mgmt	5.2b	Approve Indemnification of Executive Management	For	For
Mgmt	5.2c	Amend Articles Re: Indemnification Scheme	For	For
Mgmt	5.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	For	For
Mgmt	6.1	Reelect Helge Lund (Chair) as Director	For	For
Mgmt	6.2	Reelect Henrik Poulsen (Vice Chair) as Director	For	For
Mgmt	6.3a	Reelect Laurence Debroux as Director	For	For
Mgmt	6.3b	Reelect Andreas Fibig as Director	For	For
Mgmt	6.3c	Reelect Sylvie Gregoire as Director	For	For
Mgmt	6.3d	Reelect Kasim Kutay as Director	For	For
Mgmt	6.3e	Reelect Christina Law as Director	For	For
Mgmt	6.3f	Reelect Martin Mackay as Director	For	For
Mgmt	7	Ratify Deloitte as Auditor	For	For
Mgmt	8.1	Approve DKK 4.5 Million Reduction in Share Capital via Share Cancellation of B Shares	For	For
Mgmt	8.2	Authorize Share Repurchase Program	For	For
Mgmt	8.3	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	For	For
Mgmt	9	Other Business		Non Voting

SAMSUNG ENGINEERING CO. LTD.

Meeting: Annual 3/21/24 South Korea				
Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Allocation of Income	For	For
Mgmt	2	Elect Kim Dae-won as Inside Director	For	For
Mgmt	3	Elect Shin Gyeong-taek as Outside Director to Serve as an Audit Committee Member	For	For
Mgmt	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	For
Mgmt	5	Amend Articles of Incorporation	For	For

SICHUAN ROAD & BRIDGE CO. LTD.Meeting: **Special** **3/21/24** **China**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Huang Wei as Supervisor	For	For

TRYG A/SMeeting: **Annual** **3/21/24** **Denmark**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Receive Report of Board		Non Voting
Mgmt	2.a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	2.b	Approve Discharge of Management and Board	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 1.35 Million for Chairman DKK 900 000 for Vice Chairman and DKK 450 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	6.a	Approve DKK 92 Million Reduction in Share Capital via Share Cancellation	For	For
Mgmt	6.b	Approve Creation of DKK 308 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 308 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 30.8 Million	For	For
Mgmt	6.c	Authorize Share Repurchase Program	For	For
Mgmt	6.d	Amend Indemnification of Members of the Board of Directors and Executive Management; Amend Remuneration Policy	For	For
Mgmt	6.e	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	For	For
Mgmt	7.1	Reelect Jukka Pertola as Member of Board	For	For
Mgmt	7.2	Reelect Carl-Viggo Ostlund as Member of Board	For	For
Mgmt	7.3	Reelect Mengmeng Du as Member of Board	For	For
Mgmt	7.4	Reelect Thomas Hofman-Bang as Director	For	For
Mgmt	7.5	Reelect Steffen Kragh as Director	For	For
Mgmt	7.6	Elect Benedicte Bakke Agerup as New Director	For	For
Mgmt	7.7	Elect Jorn Rise Andersen as New Director	For	For
Mgmt	7.8	Elect Claus Wistof as New Director	For	For
Mgmt	7.9	Elect Anne Kaltoft as New Director	For	For
Mgmt	8	Ratify PricewaterhouseCoopers as Auditors and Authorized Sustainability Auditors	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

AKBANK TAS

Meeting: Annual 3/22/24 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	Ratify Director Appointment Voter Rationale: A vote AGAINST this item is warranted as the company has failed to comply with the board and the audit committee independence requirements.	For	Against
Mgmt	6	Approve Discharge of Board	For	For
Mgmt	7	Approve Allocation of Income	For	For
Mgmt	8	Approve Accounting Transfers due to Revaluation	For	For
Mgmt	9	Elect Directors Voter Rationale: A vote AGAINST this item is warranted, as the board and the audit committee do not meet the independence requirements.	For	Against
Mgmt	10	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	11	Ratify External Auditors	For	For
Mgmt	12	Receive Information on Donations Made in 2023		Non Voting
Mgmt	13	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	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	Receive Information on Remuneration Policy		Non Voting
Mgmt	16	Receive Information on Diversity Policy		Non Voting
Mgmt	17	Receive Information on Share Repurchase Program		Non Voting

BAIC MOTOR CORP. LTD.Meeting: **Extraordinary Sh: 3/22/24** **China**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Chen Wei as Director	For	For
Mgmt	1.2	Elect Hu Hanjun as Director	For	For
Mgmt	1.3	Elect Chen Hongliang as Director	For	For
Mgmt	1.4	Elect Song Wei as Director	For	For
Mgmt	1.5	Elect Liu Guanqiao as Director	For	For
Mgmt	1.6	Elect Ye Qian as Director	For	For
Mgmt	1.7	Elect Paul Gao as Director	For	For
Mgmt	1.8	Elect Kevin Walter Binder as Director	For	For
Mgmt	1.9	Elect Gu Tiemin as Director	For	For
Mgmt	1.10	Elect Sun Li as Director	For	For
Mgmt	1.11	Elect Yin Yuanping as Director	For	For
Mgmt	1.12	Elect Xu Xiangyang as Director	For	For
Mgmt	1.13	Elect Tang Jun as Director	For	For
Mgmt	1.14	Elect Edmund Sit as Director	For	For
Mgmt	1.15	Elect Ji Xuehong as Director	For	For
Mgmt	2	Approve Remuneration of Independent Non-Executive Directors	For	For
Mgmt	3.1	Elect Jiao Feng as Supervisor	For	For
Mgmt	3.2	Elect Zhu Yan as Supervisor	For	For
Mgmt	3.3	Elect Deng Yishuai as Supervisor	For	For
Mgmt	4	Amend Articles of Association Voter Rationale: A vote AGAINST is warranted because the proposed articles amendments are not considered to adequately provide for accountability and transparency to shareholders.	For	Against

CEMEX SAB DE CVMeeting: **Annual** **3/22/24** **Mexico**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Statutory Reports	For	For
Mgmt	2	Approve Allocation of Income and Cash Dividends of USD 120 Millions	For	For
Mgmt	3	Set Maximum Amount of Share Repurchase Reserve	For	For
Mgmt	4	Approve Five Year Extension of Current Restricted Stock Incentive Plan for Executives Officers and Employees Voter Rationale: A vote AGAINST this proposal is recommended because a lack of disclosure regarding key terms of such plans prevents international institutional shareholders from an informed voting regarding this bundled resolution.	For	Against
Mgmt	5.a	Elect Rogelio Zambrano Lozano as Board Chairman	For	For
Mgmt	5.b	Elect Fernando Angel Gonzalez Olivieri as Director	For	For
Mgmt	5.c	Elect Marcelo Zambrano Lozano as Director	For	For
Mgmt	5.d	Elect Armando J. Garcia Segovia as Director	For	For
Mgmt	5.e	Elect Francisco Javier Fernandez Carbajal as Director	For	For
Mgmt	5.f	Elect Rodolfo Garcia Muriel as Director	For	For

Global Voting Record

Mgmt	5.g	Elect Armando Garza Sada as Director Voter Rationale: A vote AGAINST Armando Garza Sada (Item 5.g) is warranted because the director serves on more than five (5) public company boards and is, therefore, considered overboarded under ISS policy guidelines. A vote FOR the remaining nominees is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.	For	Against
Mgmt	5.h	Elect David Martinez Guzman as Director	For	For
Mgmt	5.i	Elect Everardo Elizondo Almaguer as Director	For	For
Mgmt	5.j	Elect Ramiro Gerardo Villarreal Morales as Director	For	For
Mgmt	5.k	Elect Gabriel Jaramillo Sanint as Director	For	For
Mgmt	5.l	Elect Isabel Maria Aguilera Navarro as Director	For	For
Mgmt	5.m	Elect Maria de Lourdes Melgar Palacios as Director	For	For
Mgmt	5.n	Elect Roger Saldana Madero as Board Secretary	For	For
Mgmt	5.o	Elect Rene Delgadillo Galvan as Deputy Secretary	For	For
Mgmt	6.a	Elect Everardo Elizondo Almaguer as Chairman of Audit Committee	For	For
Mgmt	6.b	Elect Francisco Javier Fernandez Carbajal as Member of Audit Committee	For	For
Mgmt	6.c	Elect Gabriel Jaramillo Sanint as Member of Audit Committee	For	For
Mgmt	6.d	Elect Roger Saldana Madero as Secretary of Audit Committee	For	For
Mgmt	6.e	Elect Rene Delgadillo Galvan as Deputy Secretary of Audit Committee	For	For
Mgmt	7.a	Elect Francisco Javier Fernandez Carbajal as Chairman of Corporate Practices and Finance Committee	For	For
Mgmt	7.b	Elect Rodolfo Garcia Muriel as Member of Corporate Practices and Finance Committee	For	For
Mgmt	7.c	Elect Ramiro Gerardo Villareal Morales as Member of Corporate Practices and Finance Committee	For	For
Mgmt	7.d	Elect Roger Saldana Madero as Secretary of Corporate Practices and Finance Committee	For	For
Mgmt	7.e	Elect Rene Delgadillo Galvan as Deputy Secretary of Corporate Practices and Finance Committee	For	For
Mgmt	8.a	Elect Armando J. Garcia Segovia as Chairman of Sustainability Climate Action Social Impact and Diversity Committee	For	For
Mgmt	8.b	Elect Marcelo Zambrano Lozano as Member of Sustainability Climate Action Social Impact and Diversity Committee	For	For
Mgmt	8.c	Elect Isabel Maria Aguilera Navarro as Member of Sustainability Climate Action Social Impact and Diversity Committee	For	For
Mgmt	8.d	Elect Maria de Lourdes Melgar Palacios as Member of Sustainability Climate Action Social Impact and Diversity Committee	For	For
Mgmt	8.e	Elect Roger Saldana Madero as Secretary of Sustainability Climate Action Social Impact and Diversity Committee	For	For
Mgmt	8.f	Elect Rene Delgadillo Galvan as Deputy Secretary of Sustainability Climate Action Social Impact and Diversity Committee	For	For
Mgmt	9	Approve Remuneration of Directors and Members of Audit Corporate Practices and Finance Sustainability Climate Action Social Impact and Diversity Committees	For	For
Mgmt	10	Authorize Board to Ratify and Execute Approved Resolutions	For	For

DB INSURANCE CO. LTD.

Meeting: Annual 3/22/24 South Korea

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Allocation of Income	For	For
Mgmt	2.1	Amend Articles of Incorporation (Number of Directors)	For	For
Mgmt	2.2	Amend Articles of Incorporation (Directors' Term of Office) Voter Rationale: A vote AGAINST item 2.2 is warranted because extending the office terms for directors would reduce board accountability and is contrary to shareholders' interests. A vote FOR item 2.1 is warranted as none of the proposed amendments is contentious or problematic in nature.	For	Against
Mgmt	3.1	Elect Choi Jeong-ho as Inside Director	For	For
Mgmt	3.2	Elect Jeon Seon-ae as Outside Director	For	For
Mgmt	3.3	Elect Yoon Yong-roh as Outside Director	For	For
Mgmt	3.4	Elect Kim Cheol-ho as Outside Director	For	For
Mgmt	3.5	Elect Kim Jeong-nam as Inside Director	For	For
Mgmt	3.6	Elect Jeong Jong-pyo as Inside Director	For	For
Mgmt	3.7	Elect Park Gi-hyeon as Inside Director	For	For
Mgmt	4	Elect Jeong Chae-woong as Outside Director to Serve as an Audit Committee Member	For	For
Mgmt	5.1	Elect Choi Jeong-ho as a Member of Audit Committee	For	For
Mgmt	5.2	Elect Jeon Seon-ae as a Member of Audit Committee	For	For
Mgmt	6	Approve Total Remuneration of Inside Directors and Outside Directors	For	For

DIRECT MARKETING MIX INC.

Meeting: Annual 3/22/24 Japan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Articles to Amend Business Lines	For	For
Mgmt	2.1	Elect Director Kobayashi Yuki	For	For
Mgmt	2.2	Elect Director Uehara Daisuke	For	For
Mgmt	2.3	Elect Director Doi Motoyoshi	For	For
Mgmt	2.4	Elect Director Ikeda Atsuhō	For	For
Mgmt	2.5	Elect Director Mizutani Kensaku Voter Rationale: A vote against is warranted due to a lack of independence.	For	Against
Mgmt	2.6	Elect Director Mishima Masami	For	For
Mgmt	2.7	Elect Director Miyake Toshio	For	For
Mgmt	2.8	Elect Director Maeda Kenjiro	For	For
Mgmt	2.9	Elect Director Matsubara Yuka	For	For
Mgmt	2.10	Elect Director Yoneda Emi	For	For
Mgmt	2.11	Elect Director Ito Kanako	For	For
Mgmt	3	Appoint Avantia GP as New External Audit Firm	For	For

EFG INTERNATIONAL AG

Meeting: Annual		3/22/24	Switzerland		
Proposal Type	Proposal	Description	MRec	Vote	
Mgmt	1	Accept Financial Statements and Statutory Reports	For	For	
Mgmt	2	Approve Remuneration Report (Non-Binding) Voter Rationale: A vote against is warranted due to an overall insufficient level of disclosure.	For	Against	
Mgmt	3	Approve Sustainability Report	For	For	
Mgmt	4.1	Approve Treatment of Net Loss	For	For	
Mgmt	4.2	Approve Dividends of CHF 0.55 per Share from Capital Contribution Reserves	For	For	
Mgmt	5	Approve Discharge of Board and Senior Management	For	For	
Mgmt	6.1	Approve Fixed Remuneration of Directors in the Amount of CHF 4.6 Million	For	For	
Mgmt	6.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 9.5 Million Voter Rationale: A vote against items 6.2 and 6.3 is warranted because there are insufficient ex-post disclosures.	For	Against	
Mgmt	6.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 8.8 Million	For	Against	
Mgmt	7.1.a	Reelect Emmanuel Bussetil as Director	For	For	
Mgmt	7.1.b	Reelect Alexander Classen as Director	For	For	
Mgmt	7.1.c	Reelect Boris Collardi as Director	For	For	
Mgmt	7.1.d	Reelect Roberto Isolani as Director	For	For	
Mgmt	7.1.e	Reelect John Latsis as Director	For	For	
Mgmt	7.1.f	Reelect Maria Leistner as Director	For	For	
Mgmt	7.1.g	Reelect Philip Lofts as Director	For	For	
Mgmt	7.1.h	Reelect Carlo Lombardini as Director	For	For	
Mgmt	7.1.i	Reelect Pericles Petalas as Director	For	For	
Mgmt	7.1.j	Reelect Stuart Robertson as Director	For	For	
Mgmt	7.1.k	Reelect Yok Tak Amy Yip as Director	For	For	
Mgmt	7.1.l	Elect Prasanna Gopalakrishnan as Director	For	For	
Mgmt	7.2	Reelect Alexander Classen as Board Chair	For	For	
Mgmt	8.1	Reappoint Emmanuel Bussetil as Member of the Compensation and Nomination Committee Voter Rationale: A vote against items 8.1-8.4 is warranted as the board is insufficiently gender diverse and independent.	For	Against	
Mgmt	8.2	Reappoint Alexander Classen as Member of the Compensation and Nomination Committee	For	Against	
Mgmt	8.3	Reappoint Boris Collardi as Member of the Compensation and Nomination Committee	For	Against	
Mgmt	8.4	Reappoint Roberto Isolani as Member of the Compensation and Nomination Committee	For	Against	
Mgmt	8.5	Appoint Philip Lofts as Member of the Compensation and Nomination Committee	For	For	
Mgmt	9	Designate ADROIT Anwaelte as Independent Proxy	For	For	
Mgmt	10	Ratify PricewaterhouseCoopers SA as Auditors	For	For	
Mgmt	11	Transact Other Business (Voting) Voter Rationale: A vote against is warranted because the 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.	For	Against	

HANA FINANCIAL GROUP INC.

Meeting: Annual 3/22/24 South Korea

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Allocation of Income	For	For
Mgmt	2.1	Elect Park Dong-moon as Outside Director Voter Rationale: A vote against is warranted due to concerns with the standards of corporate governance being maintained at the company.	For	Against
Mgmt	2.2	Elect Lee Gang-won as Outside Director Voter Rationale: A vote against is warranted due to concerns with the standards of corporate governance being maintained at the company.	For	Against
Mgmt	2.3	Elect Ju Young-seop as Outside Director	For	For
Mgmt	2.4	Elect Yoon Sim as Outside Director	For	For
Mgmt	2.5	Elect Lee Jae-min as Outside Director	For	For
Mgmt	2.6	Elect Lee Seung-yeol as Inside Director Voter Rationale: A vote against is warranted due to concerns with the standards of corporate governance being maintained at the company.	For	Against
Mgmt	2.7	Elect Kang Seong-muk as Inside Director	For	For
Mgmt	3.1	Elect Lee Jeong-won as Outside Director to Serve as an Audit Committee Member Voter Rationale: A vote against is warranted due to concerns with the standards of corporate governance being maintained at the company.	For	Against
Mgmt	3.2	Elect Lee Jae-sul as Outside Director to Serve as an Audit Committee Member	For	For
Mgmt	4.1	Elect Won Suk-yeon as a Member of Audit Committee Voter Rationale: A vote against is warranted due to concerns with the standards of corporate governance being maintained at the company.	For	Against
Mgmt	4.2	Elect Lee Jae-min as a Member of Audit Committee	For	For
Mgmt	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For

KAO CORP.

Meeting: Annual 3/22/24 Japan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Allocation of Income with a Final Dividend of JPY 75	For	For
Mgmt	2.1	Elect Director Hasebe Yoshihiro	For	For
Mgmt	2.2	Elect Director Negoro Masakazu	For	For
Mgmt	2.3	Elect Director Nishiguchi Toru	For	For
Mgmt	2.4	Elect Director David J. Muenz	For	For
Mgmt	2.5	Elect Director Shinobe Osamu	For	For
Mgmt	2.6	Elect Director Sakurai Eriko	For	For
Mgmt	2.7	Elect Director Nishii Takaaki	For	For
Mgmt	2.8	Elect Director Takashima Makoto	For	For
Mgmt	3	Appoint Statutory Auditor Arai Saeko	For	For
Mgmt	4	Approve Trust-Type Equity Compensation Plan	For	For
Mgmt	5	Approve Compensation Ceiling for Statutory Auditors	For	For

KB FINANCIAL GROUP INC.Meeting: **Annual** **3/22/24** **South Korea**

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

MAX FINANCIAL SERVICES LIMITEDMeeting: **Special** **3/22/24** **India**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Payment of Remuneration to Aman Mehta as Director	For	For
Mgmt	2	Approve Payment of Remuneration to D K Mittal as Director	For	For
Mgmt	3	Approve Payment of Remuneration to Jai Arya as Director	For	For
Mgmt	4	Approve Payment of Remuneration to Richard Charles Stagg as Director	For	For
Mgmt	5	Approve Payment of Remuneration to K Narasimha Murthy as Director	For	For
Mgmt	6	Approve Payment of Remuneration to Gauri Padmanabhan as Director	For	For

Global Voting Record

NONGSHIM CO. LTD.

Meeting: Annual 3/22/24 South Korea

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Allocation of Income	For	For
Mgmt	2.1	Elect Shin Dong-won as Inside Director	For	For
Mgmt	2.2	Elect Yeo In-hong as Outside Director	For	For
Mgmt	2.3	Elect Kim Ji-yeon as Outside Director	For	For
Mgmt	3.1	Elect Yeo In-hong as a Member of Audit Committee	For	For
Mgmt	3.2	Elect Kim Ji-yeon as a Member of Audit Committee	For	For
Mgmt	4	Elect Byeon Dong-geol as Outside Director to Serve as an Audit Committee Member	For	For
Mgmt	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For

TSUBAKI NAKASHIMA CO. LTD

Meeting: Annual 3/22/24 Japan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Hirota Koji	For	For
Mgmt	1.2	Elect Director Tate Hisashi	For	For
Mgmt	1.3	Elect Director Evelise Faro	For	For
Mgmt	1.4	Elect Director Kono Ken	For	For
Mgmt	1.5	Elect Director Tannawa Keizo	For	For
Mgmt	1.6	Elect Director Yamamoto Noboru	For	For
Mgmt	1.7	Elect Director Kato Tadatomo	For	For

HORIBA LTD.

Meeting: Annual 3/23/24 Japan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Horiba Atsushi	For	For
Mgmt	1.2	Elect Director Saito Juichi	For	For
Mgmt	1.3	Elect Director Adachi Masayuki	For	For
Mgmt	1.4	Elect Director Jai Hakhu	For	For
Mgmt	1.5	Elect Director Koishi Hideyuki	For	For
Mgmt	1.6	Elect Director Toyama Haruyuki	For	For
Mgmt	1.7	Elect Director Matsuda Fumihiko	For	For
Mgmt	1.8	Elect Director Tanabe Tomoko	For	For
Mgmt	2.1	Appoint Statutory Auditor Motokawa Hitoshi	For	For
Mgmt	2.2	Appoint Statutory Auditor Yamada Keiji	For	For
Mgmt	2.3	Appoint Statutory Auditor Kawamoto Sayoko	For	For
Mgmt	3.1	Appoint Alternate Statutory Auditor Yoshida Kazumasa	For	For
Mgmt	3.2	Appoint Alternate Statutory Auditor Tajika Junichi	For	For

AL RAJHI BANK

Meeting: Annual 3/24/24 Saudi Arabia

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Review and Discuss Board Report on Company Operations for FY 2023	For	For
Mgmt	2	Review and Discuss Financial Statements and Statutory Reports for FY 2023	For	For
Mgmt	3	Approve Auditors' Report on Company Financial Statements for FY 2023	For	For
Mgmt	4	Approve Discharge of Directors for FY 2023	For	For
Mgmt	5	Approve Interim Dividends of SAR 1.15 Per Share for the Second Half of FY 2023 to Bring the Total Dividends for FY 2023 to SAR 2.30 Per Share	For	For
Mgmt	6	Approve Interim Dividends Semi Annually or Quarterly for FY 2024	For	For
Mgmt	7	Ratify Auditors and Fix Their Remuneration for Q2 Q3 and Annual Statement of FY 2024 and Q1 of FY 2025	For	For
Mgmt	8	Approve Remuneration of Directors of SAR 5 225 000 for FY 2023	For	For
Mgmt	9	Approve Remuneration of Audit Committee Members of SAR 900 000 for FY 2023	For	For
Mgmt	10	Amend Audit Committee Charter Voter Rationale: A vote against is warranted as the proposed deletion of Art. 4.6 raises concerns.	For	Against
Mgmt	11	Amend Remuneration Policy of Board Members Committees Audit Committee and Executive Management	For	For
Mgmt	12	Amend Board Nomination and Membership Policy Voter Rationale: A vote against is warranted as the proposed deletion of Art. 3.2 raises concerns.	For	Against
Mgmt	13	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	For	For
Mgmt	14	Amend Articles of Bylaws According to the New Companies' Law Rearranging and Renumbering of Articles of Bylaws in Accordance to the Proposed Amendments Voter Rationale: A vote against is warranted as the negative provisions in these new articles outweigh any positive and neutral ones.	For	Against
Mgmt	15	Approve Related Party Transactions With Al Rajhi Company for Cooperative Insurance Re: Contract of Micro and Small Business Motor Insurance	For	For
Mgmt	16	Approve Related Party Transactions With Al Rajhi Company for Cooperative Insurance Re: Contract of Banker's Blanket Bond and Professional Indemnity Insurance Agreement	For	For
Mgmt	17	Approve Related Party Transactions With Al Rajhi Company for Cooperative Insurance Re: Contract of Directors and Officers Insurance	For	For
Mgmt	18	Approve Related Party Transactions With Al Rajhi Company for Cooperative Insurance Re: Contract of Properties All Risk Policy	For	For
Mgmt	19	Approve Related Party Transactions With Al Rajhi Company for Cooperative Insurance Re: Contract of Fire and Allied Perils Mortgage Insurance Agreement	For	For
Mgmt	20	Approve Related Party Transactions With Al Rajhi Company for Cooperative Insurance Re: Contract of Bancassurance Agreement	For	For
Mgmt	21	Approve Related Party Transactions With Al Rajhi Company for Cooperative Insurance Re: Contract of Motor Insurance Agreement	For	For
Mgmt	22	Approve Related Party Transactions With Al Rajhi Company for Cooperative Insurance Re: Contract of Marine Cargo Open Cover Insurance Agreement	For	For

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ROYAL ORCHID HOTELS LIMITED

Meeting: **Special** 3/24/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Reelect Leena S Pirgal as Director	For	For

STERLING & WILSON RENEWABLE ENERGY LTD.

Meeting: **Special** 3/24/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Reelect Rukhshana Mistry as Director	For	For

BELIMO HOLDING AG

Meeting: Annual 3/25/24 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 8.50 per Share	For	For
Mgmt	3	Approve Non-Financial Report	For	For
Mgmt	4	Approve Remuneration Report	For	For
Mgmt	5	Approve Discharge of Board of Directors	For	For
Mgmt	6.1	Amend Articles Re: General Meetings	For	For
Mgmt	6.2	Amend Articles Re: Board Composition; Term of Office and External Mandates for Members of the Board of Directors and Executive Committee	For	For
Mgmt	6.3	Amend Articles Re: Remuneration of Board and Senior Management	For	For
Mgmt	6.4	Amend Articles of Association	For	For
Mgmt	7.1	Approve Remuneration of Directors in the Amount of CHF 350 000 for the Period from Jan 1 2024 until 2024 AGM if Item 6.3 is Approved	For	For
Mgmt	7.2	Approve Remuneration of Directors in the Amount of CHF 1.4 Million for the Period from 2024 AGM until 2025 AGM if Item 6.3 is Approved	For	For
Mgmt	7.3	Approve Remuneration of Directors in the Amount of CHF 1.4 Million for Fiscal Year 2024 if Item 6.3 is Rejected	For	For
Mgmt	8.1	Approve Remuneration of Executive Committee in the Amount of CHF 7.3 Million for Fiscal Year 2024	For	For
Mgmt	8.2	Approve Remuneration of Executive Committee in the Amount of CHF 7.5 Million for Fiscal Year 2025 if Item 6.3 is Approved	For	For
Mgmt	9.1.1	Reelect Adrian Altenburger as Director	For	For
Mgmt	9.1.2	Reelect Patrick Burkhalter as Director	For	For
Mgmt	9.1.3	Reelect Sandra Emme as Director	For	For
Mgmt	9.1.4	Reelect Urban Linsi as Director	For	For
Mgmt	9.1.5	Reelect Ines Poeschel as Director	For	For
Mgmt	9.1.6	Reelect Stefan Ranstrand as Director	For	For
Mgmt	9.1.7	Reelect Martin Zwyssig as Director	For	For
Mgmt	9.2.1	Reelect Patrick Burkhalter as Board Chair	For	For
Mgmt	9.2.2	Reelect Martin Zwyssig as Deputy Chair	For	For
Mgmt	9.3.1	Reappoint Sandra Emme as Member of the Nomination and Compensation Committee	For	For
Mgmt	9.3.2	Reappoint Urban Linsi as Member of the Nomination and Compensation Committee	For	For
Mgmt	9.3.3	Reappoint Ines Poeschel as Member of the Nomination and Compensation Committee	For	For
Mgmt	9.3.4	Reappoint Stefan Ranstrand as Member of the Nomination and Compensation Committee	For	For
Mgmt	9.4	Designate Proxy Voting Services GmbH as Independent Proxy	For	For
Mgmt	9.5	Ratify Ernst & Young AG as Auditors	For	For
Mgmt	10	Transact Other Business (Voting) Voter Rationale: A vote against is warranted due to limited information being disclosed by the company.	For	Against

DIGITAL 9 INFRASTRUCTURE PLCMeeting: **Special** **3/25/24** **Jersey**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Adopt the Proposed Investment Objective and Investment Policy	For	For

DOOSAN BOBCAT INC.Meeting: **Annual** **3/25/24** **South Korea**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Allocation of Income	For	For
Mgmt	2	Elect Cho Deok-je as Inside Director	For	For
Mgmt	3	Elect Lee Du-hui as Outside Director to Serve as an Audit Committee Member	For	For
Mgmt	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	For

HD HYUNDAI INFRACORE CO. LTD.Meeting: **Annual** **3/25/24** **South Korea**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Allocation of Income	For	For
Mgmt	2	Elect Oh Seung-hyeon as Inside Director	For	For
Mgmt	3	Elect Seong Yoon-mo as Outside Director to Serve as an Audit Committee Member	For	For
Mgmt	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	For

RAVEN PROPERTY GROUP LIMITEDMeeting: **Special** **3/25/24** **Guernsey**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	4	Accept Financial Statements and Statutory Reports	For	For

AUROBINDO PHARMA LIMITEDMeeting: **Special** **3/26/24** **India**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Deepali Pant Joshi as Director	For	For

BRIDGESTONE CORP.Meeting: **Annual** **3/26/24** **Japan**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Allocation of Income with a Final Dividend of JPY 100	For	For
Mgmt	2.1	Elect Director Ishibashi Shuichi	For	For
Mgmt	2.2	Elect Director Higashi Masahiro	For	For
Mgmt	2.3	Elect Director Scott Trevor Davis	For	For
Mgmt	2.4	Elect Director Okina Yuri	For	For
Mgmt	2.5	Elect Director Masuda Kenichi	For	For
Mgmt	2.6	Elect Director Yamamoto Kenzo	For	For
Mgmt	2.7	Elect Director Shiba Yojiro	For	For
Mgmt	2.8	Elect Director Suzuki Yoko	For	For
Mgmt	2.9	Elect Director Kobayashi Yukari	For	For
Mgmt	2.10	Elect Director Nakajima Yasuhiro	For	For
Mgmt	2.11	Elect Director Matsuda Akira	For	For
Mgmt	2.12	Elect Director Yoshimi Tsuyoshi	For	For

HYUNDAI STEEL CO.Meeting: **Annual** **3/26/24** **South Korea**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Allocation of Income	For	For
Mgmt	2.1	Elect Kim Gwang-pyeong as Inside Director	For	For
Mgmt	2.2	Elect Lee Seong-su as Inside Director	For	For
Mgmt	2.3	Elect Yoo Jeong-han as Outside Director	For	For
Mgmt	2.4	Elect Cho Seung-ah as Outside Director	For	For
Mgmt	3	Elect Yoo Jeong-han as a Member of Audit Committee	For	For
Mgmt	4	Elect Jang Geum-ju as Outside Director to Serve as an Audit Committee Member	For	For
Mgmt	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For

IMPLENIA AG

Meeting: Annual 3/26/24 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 Allocation of Income and Dividends of CHF 0.60 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 1.6 Million	For	For
Mgmt	4.2	Approve Remuneration of Executive Committee in the Amount of CHF 13 Million	For	For
Mgmt	4.3	Approve Remuneration Report (Non-Binding)	For	For
Mgmt	5.1.1	Reelect Hans Meister as Director and Board Chair	For	For
Mgmt	5.1.2	Reelect Henner Mahlstedt as Director	For	For
Mgmt	5.1.3	Reelect Kyrre Johansen as Director	For	For
Mgmt	5.1.4	Reelect Martin Fischer as Director	For	For
Mgmt	5.1.5	Reelect Barbara Lambert as Director	For	For
Mgmt	5.1.6	Reelect Judith Bischof as Director	For	For
Mgmt	5.1.7	Reelect Raymond Cron as Director	For	For
		Reappoint Kyrre Johansen as Member of the Compensation Committee		
		Voter Rationale: Board elections (Items 5.1.1 â€” 5.1.7) Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.		
Mgmt	5.2.1	Nomination and compensation committee elections (Items 5.2.1 â€” 5.2.3) A vote AGAINST Kyrre Johansen, the current chair of the nomination and compensation committee, 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.	For	Against
Mgmt	5.2.2	Reappoint Martin Fischer as Member of the Compensation Committee	For	For
Mgmt	5.2.3	Reappoint Raymond Cron 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	Approve Cancellation of Conditional Capital Authorization	For	For
Mgmt	7	Approve Creation of Capital Band within the Upper Limit of CHF 26.4 Million and the Lower Limit of CHF 18.8 Million with Preemptive Rights	For	For
		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.		
Mgmt	8		For	Against

INPEX CORP.

Meeting: Annual 3/26/24 Japan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Allocation of Income with a Final Dividend of JPY 14 800 for Class Ko Shares and JPY 37 for Ordinary Shares	For	For
Mgmt	2.1	Elect Director Ueda Takayuki	For	For
Mgmt	2.2	Elect Director Kawano Kenji	For	For
Mgmt	2.3	Elect Director Okawa Hitoshi	For	For
Mgmt	2.4	Elect Director Yamada Daisuke	For	For
Mgmt	2.5	Elect Director Takimoto Toshiaki	For	For
Mgmt	2.6	Elect Director Yanai Jun	For	For
Mgmt	2.7	Elect Director Iio Norinao	For	For
Mgmt	2.8	Elect Director Nishimura Atsuko	For	For
Mgmt	2.9	Elect Director Nishikawa Tomo	For	For
Mgmt	2.10	Elect Director Morimoto Hideka	For	For

KH NEOCHEM CO. LTD.

Meeting: Annual 3/26/24 Japan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Allocation of Income with a Final Dividend of JPY 45	For	For
Mgmt	2	Amend Articles to Adopt Board Structure with Audit Committee - Allow Sales of Supplementary Shares to Odd-Lot Holders - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	For	For
Mgmt	3.1	Elect Director Takahashi Michio	For	For
Mgmt	3.2	Elect Director Niiya Tatsuro	For	For
Mgmt	3.3	Elect Director Hamamoto Masaya	For	For
Mgmt	3.4	Elect Director Miyairi Sayoko	For	For
Mgmt	3.5	Elect Director Tsuchiya Jun	For	For
Mgmt	3.6	Elect Director Kikuchi Yuji	For	For
Mgmt	4.1	Elect Director and Audit Committee Member Takahashi Isao	For	For
Mgmt	4.2	Elect Director and Audit Committee Member Kawai Kazuhiro Voter Rationale: This member's lack of independence is not a concern at this time but will be kept under review.	For	For
Mgmt	4.3	Elect Director and Audit Committee Member Tamura Keiko	For	For
Mgmt	5.1	Elect Alternate Director and Audit Committee Member Imura Junko	For	For
Mgmt	5.2	Elect Alternate Director and Audit Committee Member Mori Masao	For	For
Mgmt	6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	For
Mgmt	7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	For	For
Mgmt	8	Approve Trust-Type Equity Compensation Plan	For	For

LEENO INDUSTRIAL INC.

Meeting: Annual 3/26/24 South Korea

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Appropriation of Income	For	For
Mgmt	2	Elect Lee Chae-yoon as Inside Director	For	For
Mgmt	3	Approve Total Remuneration of Inside Directors and Outside Directors	For	For
Mgmt	4	Authorize Board to Fix Remuneration of Internal Auditor(s)	For	For

LG H&H CO. LTD.

Meeting: Annual 3/26/24 South Korea

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Allocation of Income	For	For
Mgmt	2	Amend Articles of Incorporation	For	For
Mgmt	3.1	Elect Lee Myeong-seok as Inside Director	For	For
Mgmt	3.2	Elect Ha Beom-jong as Non-Independent Non-Executive Director	For	For
Mgmt	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	For

LOTTE SHOPPING CO. LTD.

Meeting: Annual 3/26/24 South Korea

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Allocation of Income	For	For
Mgmt	2	Amend Articles of Incorporation	For	For
Mgmt	3.1	Elect Kim Samuel Sang-hyeon as Inside Director	For	For
Mgmt	3.2	Elect Jeong Jun-ho as Inside Director	For	For
Mgmt	3.3	Elect Jang Ho-ju as Inside Director	For	For
Mgmt	3.4	Elect Sim Su-ock as Outside Director	For	For
Mgmt	3.5	Elect Cho Sang-cheol as Outside Director	For	For
Mgmt	3.6	Elect Han Jae-yeon as Outside Director	For	For
Mgmt	4.1	Elect Sim Su-ock as a Member of Audit Committee	For	For
Mgmt	4.2	Elect Han Jae-yeon as a Member of Audit Committee	For	For
Mgmt	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For

NATCO PHARMA LIMITEDMeeting: **Special** 3/26/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect A.D.M. Chavali as Director	For	For
Mgmt	2	Elect D. Vijaya Bhaskar as Director	For	For
Mgmt	3	Approve Appointment and Remuneration of V.C. Nannapaneni as Chairman and Managing Director	For	For
Mgmt	4	Approve Appointment and Remuneration of Rajeev Nannapaneni as Vice Chairman and Chief Executive Officer	For	For
Mgmt	5	Approve Reappointment and Remuneration of P.S.R.K Prasad as Director and Executive Vice President	For	For
Mgmt	6	Approve Reappointment and Remuneration of D. Linga Rao as Director and President	For	For
Mgmt	7	Approve Reappointment and Remuneration of Pavan Ganapati Bhat as Director and Executive Vice President	For	For

NOBIA ABMeeting: **Extraordinary Sh:** 3/26/24 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.a	Amend Articles Re: Set Minimum (SEK 160 Million) and Maximum (SEK 640 Million) Share Capital; Set Minimum (480 Million) and Maximum (1.9 Billion) Number of Shares	For	For
Mgmt	7.b	Approve Creation of SEK 1.25 Billion Pool of Capital with Preemptive Rights	For	For
Mgmt	8	Close Meeting		Non Voting

OIL INDIA LIMITEDMeeting: **Special** 3/26/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Material Related Party Transactions with respect to Area-1 Offshore Mozambique Project - Debt Service Undertaking	For	For

RENESAS ELECTRONICS CORP.

Meeting: Annual 3/26/24 Japan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Allocation of Income with a Final Dividend of JPY 28	For	For
Mgmt	2	Amend Articles to Authorize Board to Determine Income Allocation - Establish Record Dates for Quarterly Dividends	For	For
Mgmt	3	Amend Articles to Adopt Board Structure with Three Committees - Clarify Director Authority on Shareholder Meetings	For	For
Mgmt	4.1	Elect Director Shibata Hidetoshi	For	For
Mgmt	4.2	Elect Director Iwasaki Jiro	For	For
Mgmt	4.3	Elect Director Selena Loh Lacroix	For	For
Mgmt	4.4	Elect Director Yamamoto Noboru	For	For
Mgmt	4.5	Elect Director Hirano Takuya	For	For
Mgmt	4.6	Elect Director Mizuno Tomoko	For	For

ROLAND CORP.

Meeting: Annual 3/26/24 Japan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Allocation of Income with a Final Dividend of JPY 85	For	For
Mgmt	2.1	Elect Director Gordon Raison	For	For
Mgmt	2.2	Elect Director Minowa Masahiro	For	For
Mgmt	2.3	Elect Director Suzuki Yasunobu	For	For
Mgmt	2.4	Elect Director Oinuma Toshihiko	For	For
Mgmt	2.5	Elect Director Brian K. Heywood	For	For
Mgmt	2.6	Elect Director Katayama Mikio	For	For
Mgmt	2.7	Elect Director Yamamoto Hiroshi	For	For
Mgmt	3.1	Appoint Statutory Auditor Ishihara Kazuhiro	For	For
Mgmt	3.2	Appoint Statutory Auditor Morizumi Yoji	For	For
Mgmt	4	Appoint Alternate Statutory Auditor Honda Noriyuki	For	For

SARTORIUS STEDIM BIOTECH SA

Meeting: Annual/Special 3/26/24 France

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Discharge Directors	For	For
Mgmt	2	Approve Consolidated Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Allocation of Income and Dividends of EUR 0.69 per Share	For	For
Mgmt	4	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 600 000	For	For
Mgmt	5	Approve Compensation Report of Corporate Officers Voter Rationale: A vote against is warranted as the Company has not responded to last year's compensation related concerns, the board fees are higher and the company has failed to present the amended 2023 policies for the new chairman and the new CEO.	For	Against
Mgmt	6	Approve Compensation of Joachim Kreuzburg Chairman and CEO from January 1 2023 to March 27 2023	For	For
Mgmt	7	Approve Compensation of Rene Faber Vice-CEO from January 1 2023 to March 27 2023	For	For

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Mgmt	8	Approve Compensation of Joachim Kreuzburg Chairman of the Board from March 28 2023 to December 31 2023	For	For
Mgmt	9	Approve Compensation of Rene Faber CEO from March 28 2023 to December 31 2023 Voter Rationale: A vote against is warranted as the compensation is based on a policy that was not approved by shareholders and there is a lack of disclosure surrounding the amount of LTI granted to the CEO and the achievement levels for LTI.	For	Against
Mgmt	10	Approve Remuneration Policy of Chairman of the Board	For	For
Mgmt	11	Approve Remuneration Policy of CEO Voter Rationale: A vote against is warranted due to a lack of rationale and cap.	For	Against
Mgmt	12	Reelect Susan Dexter as Director	For	For
Mgmt	13	Reelect Anne-Marie Graffin as Director Voter Rationale: A vote against the re-election of the Remuneration Committee Chair is warranted given several compensation policy issues for board members and the CEO.	For	Against
Mgmt	14	Appoint PricewaterhouseCoopers Audit as Auditor	For	For
Mgmt	15	Appoint PricewaterhouseCoopers Audit as Sustainability Auditor	For	For
Mgmt	16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For
Mgmt	17	Amend Articles 17 and 22 of Bylaws Re: General Meetings	For	For
Mgmt	18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million Voter Rationale: A vote against items 18-21 is warranted because they do not respect the recommended 10 percent guidelines for issuances without preemptive rights.	For	Against
Mgmt	19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	For	Against
Mgmt	20	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors up to Aggregate Nominal Amount of EUR 6 Million	For	Against
Mgmt	21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 to 19	For	Against
Mgmt	22	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind Voter Rationale: A vote against is warranted as the possibility of use during a takeover period is not excluded.	For	Against
Mgmt	23	Authorize Capitalization of Reserves of Up to EUR 6 Million for Bonus Issue or Increase in Par Value	For	For
Mgmt	24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Voter Rationale: A vote against is warranted as the proposed volume exceed recommended guideline.	For	Against
Mgmt	25	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans Voter Rationale: A vote against is warranted due to lack of information.	For	Against
Mgmt	26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For

SIKA AG

Meeting: Annual 3/26/24 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 3.30 per Share	For	For
Mgmt	3	Approve Discharge of Board of Directors	For	For
Mgmt	4.1.1	Reelect Viktor Balli as Director	For	For
Mgmt	4.1.2	Reelect Lucrece Foufopoulos-De Ridder as Director	For	For
Mgmt	4.1.3	Reelect Justin Howell as Director	For	For
Mgmt	4.1.4	Reelect Gordana Landen as Director	For	For
Mgmt	4.1.5	Reelect Monika Ribar as Director	For	For
Mgmt	4.1.6	Reelect Paul Schuler as Director	For	For
Mgmt	4.1.7	Reelect Thierry Vanlancker as Director	For	For
Mgmt	4.2	Elect Thomas Aebischer as Director	For	For
Mgmt	4.3	Elect Thierry Vanlancker as Board Chair	For	For
Mgmt	4.4.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	For	For
Mgmt	4.4.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	For	For
Mgmt	4.4.3	Appoint Paul Schuler as Member of the Nomination and Compensation Committee	For	For
Mgmt	4.5	Ratify KPMG AG as Auditors	For	For
Mgmt	4.6	Designate Jost Windlin as Independent Proxy	For	For
Mgmt	5	Approve Sustainability Report	For	For
Mgmt	6.1	Approve Remuneration Report	For	For
Mgmt	6.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	For	For
Mgmt	6.3	Approve Remuneration of Executive Committee in the Amount of CHF 23 Million	For	For
Mgmt	7	Transact Other Business (Voting) Voter Rationale: A vote against is warranted due to concerns regarding the limited disclosure of information.	For	Against

SKF AB

Meeting: Annual 3/26/24 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 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	Approve Allocation of Income and Dividends of SEK 7.50 Per Share	For	For

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Mgmt	11.1	Approve Discharge of Board Member Hans Straberg	For	For
Mgmt	11.2	Approve Discharge of Board Member Hock Goh	For	For
Mgmt	11.3	Approve Discharge of Board Member Geert Follens	For	For
Mgmt	11.4	Approve Discharge of Board Member Hakan Buskhe	For	For
Mgmt	11.5	Approve Discharge of Board Member Susanna Schmeerberg	For	For
Mgmt	11.6	Approve Discharge of Board Member Rickard Gustafson	For	For
Mgmt	11.7	Approve Discharge of Board Member Beth Ferreira	For	For
Mgmt	11.8	Approve Discharge of Board Member Therese Friberg	For	For
Mgmt	11.9	Approve Discharge of Board Member Richard Nilsson	For	For
Mgmt	11.10	Approve Discharge of Board Member Niko Pakalen	For	For
Mgmt	11.11	Approve Discharge of Board Member Jonny Hillber	For	For
Mgmt	11.12	Approve Discharge of Board Member Zarko Djurovic	For	For
Mgmt	11.13	Approve Discharge of Deputy Board Member Thomas Eliasson	For	For
Mgmt	11.14	Approve Discharge of Deputy Board Member Steve Norrman	For	For
Mgmt	11.15	Approve Discharge of President Rickard Gustafsson	For	For
Mgmt	12	Determine Number of Members (10) and Deputy Members (0) of Board	For	For
Mgmt	13	Approve Remuneration of Directors in the Amount of SEK 2.8 Million for Chair SEK 1.4 Million for Vice Chair and SEK 900 000 for Other Directors; Approve Remuneration for Committee Work	For	For
Mgmt	14.1	Reelect Hans Straberg as Director	For	For
Mgmt	14.2	Reelect Hock Goh as Director	For	For
Mgmt	14.3	Reelect Geert Follens as Director	For	For
Mgmt	14.4	Reelect Hakan Buskhe as Director	For	For
Mgmt	14.5	Reelect Susanna Schneeberger as Director	For	For
Mgmt	14.6	Reelect Rickard Gustafson as Director	For	For
Mgmt	14.7	Reelect Beth Ferreira as Director	For	For
Mgmt	14.8	Reelect Therese Friberg as Director	For	For
Mgmt	14.9	Reelect Richard Nilsson as Director	For	For
Mgmt	14.10	Reelect Niko Pakalen as Director	For	For
Mgmt	15	Reelect Hans Straberg as Board Chair	For	For
Mgmt	16	Approve Remuneration Report	For	For
Mgmt	17	Approve 2024 Performance Share Program	For	For

SUN ART RETAIL GROUP LTD.

Meeting: Extraordinary Sh: 3/26/24 Hong Kong

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve 2024 Delivery Services Master Purchase Agreements Proposed Annual Caps and Related Transactions	For	For
Mgmt	2	Approve 2024 Joint Marketing Services Master Supply Agreement Proposed Annual Caps and Related Transactions	For	For
Mgmt	3	Approve 2024 Platform Services Master Purchase Agreements Proposed Annual Caps and Related Transactions	For	For

VOLVO CAR AB

Meeting: Annual 3/26/24 Sweden

Proposal Type	Proposal	Description	MRec	Vote
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Global Voting Record

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 Inspectors 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	9.a	Accept Financial Statements and Statutory Reports	For	For
Mgmt	9.b	Approve Allocation of Income and Omission of Dividends	For	For
Mgmt	9.c1	Approve Discharge of Eric Li (Li Shufu) as Chair	For	For
Mgmt	9.c2	Approve Discharge of Lone Fonss Schroder as Vice Chair	For	For
Mgmt	9.c3	Approve Discharge of Thomas Johnstone	For	For
Mgmt	9.c4	Approve Discharge of Daniel Li (Li Donghui)	For	For
Mgmt	9.c5	Approve Discharge of Anna Mossberg	For	For
Mgmt	9.c6	Approve Discharge of Diarmuid O'Connell	For	For
Mgmt	9.c7	Approve Discharge of Jim Rowan	For	For
Mgmt	9.c8	Approve Discharge of Jonas Samuelson	For	For
Mgmt	9.c9	Approve Discharge of Lila Tretikov	For	For
Mgmt	9.c10	Approve Discharge of Winfried Vahland	For	For
Mgmt	9.c11	Approve Discharge of Ruby Lu	For	For
Mgmt	9.c12	Approve Discharge of Adrian Avdullahu	For	For
Mgmt	9.c13	Approve Discharge of Bjorn Olsson	For	For
Mgmt	9.c14	Approve Discharge of Jorgen Olsson	For	For
Mgmt	9.c15	Approve Discharge of Anna Margitin	For	For
Mgmt	9.c16	Approve Discharge of Marie Stenqvist	For	For
Mgmt	9.c17	Approve Discharge of Jim Rowan as CEO	For	For
Mgmt	10.a	Determine Number of Members (9) and Deputy Members of Board (0)	For	For
Mgmt	10.b	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For
Mgmt	11.a	Approve Remuneration of Directors in the Amount of SEK 2.84 Million to Chairman and SEK 1.2 Million to Other Directors; Approve Remuneration for Committee Work	For	Against
Mgmt	11.b	Approve Remuneration of Auditors	For	For
Mgmt	12.a	Reelect Eric Li (Li Shufu) as Director	For	For
Mgmt	12.b	Reelect Lone Fonss Schroder as Director	For	Against
Mgmt	12.c	Reelect Daniel Li (Li Donghui) as Director	For	Against
Mgmt	12.d	Reelect Anna Mossberg as Director	For	For
Mgmt	12.e	Reelect Diarmuid O'Connell as Director	For	For
Mgmt	12.f	Reelect Jim Rowan as Director	For	For
Mgmt	12.g	Reelect Jonas Samuelson as Director	For	For
Mgmt	12.h	Reelect Lila Tretikov as Director	For	For
Mgmt	12.i	Reelect Ruby Lu as Director	For	For
Mgmt	12.j	Reelect Eric Li (Li Shufu) as Board Chair	For	For
Mgmt	12.k	Reelect Lone Fonss Schroder as Vice Chair	For	Against
Mgmt	13	Ratify Deloitte AB as Auditors	For	For

Global Voting Record

Mgmt	14	Approve Remuneration Report	For	Against
Mgmt	15.A2	Approve Performance Share Plan 2024 for Key Employees	For	For
Mgmt	15.A3	Approve Share Matching Plan 2024 for Key Employees	For	For
Mgmt	15.B1	Approve Equity Plan Financing	For	For
Mgmt	15.B2	Approve Alternative Equity Plan Financing	For	For
Mgmt	16.B	Amend Performance Share Plan 2022 and 2023 for Key Employees	For	For
Mgmt	16.C1	Approve Equity Plan Financing	For	For
Mgmt	16.C2	Approve Alternative Equity Plan Financing	For	For
Mgmt	17	Approve Equity Plan Financing	For	For
Mgmt	18	Approve Creation of Pool of Capital without Preemptive Rights	For	For
Mgmt	19	Approve 2:1 Stock Split; Approve SEK 30.5 Million Reduction in Share Capital; Approve SEK 30 Million Increase in Share Capital through a Bonus Issue	For	For
Mgmt	20	Close Meeting		Non Voting

WEALTHNAVI INC.

Meeting: Annual 3/26/24 Japan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Articles to Change Location of Head Office	For	For
Mgmt	2.1	Elect Director Shibayama Kazuhisa	For	For
Mgmt	2.2	Elect Director Hirose Gaku	For	For
Mgmt	2.3	Elect Director Ota Takuya	For	For
Mgmt	2.4	Elect Director Togo Sumito	For	For
Mgmt	2.5	Elect Director Ogawa Maki	For	For
Mgmt	2.6	Elect Director Ito Hideto	For	For
Mgmt	3.1	Elect Director and Audit Committee Member Enomoto Akira	For	For
Mgmt	3.2	Elect Director and Audit Committee Member Matsuno Eriko	For	For
Mgmt	3.3	Elect Director and Audit Committee Member Fujimoto Sachihiko	For	For
Mgmt	4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	For
Mgmt	5	Approve Restricted Stock Plan	For	For

BHARAT PETROLEUM CORPORATION LIMITED

Meeting: Special 3/27/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Object Clause of Memorandum of Association	For	For
Mgmt	2	Approve Material Related Party Transaction(s) with Falcon Oil and Gas B.V.	For	For
Mgmt	3	Approve Material Related Party Transaction(s) with Indraprastha Gas Limited	For	For
Mgmt	4	Approve Material Related Party Transaction(s) with Petronet LNG Limited	For	For
Mgmt	5	Approve Material Related Party Transaction(s) with Sabarmati Gas Limited	For	For
Mgmt	6	Approve Material Related Party Transaction(s) to be Entered into for Transfer of Relevant Golfinho-Atum Project Assets held by BPRL Venture Mozambique BV a Step Down Wholly Owned Subsidiary of BPCL to Moz LNG1 AssetCo Limitada	For	For

Global Voting Record

ICICI BANK LIMITED

Meeting: Court 3/27/24 India

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

KURARAY CO. LTD.

Meeting: Annual 3/27/24 Japan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Allocation of Income with a Final Dividend of JPY 25	For	For
Mgmt	2.1	Elect Director Kawahara Hitoshi	For	For
Mgmt	2.2	Elect Director Taga Keiji	For	For
Mgmt	2.3	Elect Director Ito Masaaki	For	For
Mgmt	2.4	Elect Director Sano Yoshimasa	For	For
Mgmt	2.5	Elect Director Matthias Gutweiler	For	For
Mgmt	2.6	Elect Director Takai Nobuhiko	For	For
Mgmt	2.7	Elect Director Watanabe Tomoyuki	For	For
Mgmt	2.8	Elect Director Murata Keiko	For	For
Mgmt	2.9	Elect Director Tanaka Satoshi	For	For
Mgmt	2.10	Elect Director Ido Kiyoto	For	For
Mgmt	2.11	Elect Director Mikami Naoko	For	For
Mgmt	3	Appoint Statutory Auditor Hayase Hiroaya	For	For

LG CORP.

Meeting: Annual 3/27/24 South Korea

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Allocation of Income	For	For
Mgmt	2	Amend Articles of Incorporation	For	For
Mgmt	3	Elect Koo Gwang-mo as Inside Director	For	For
Mgmt	4	Elect Lee Su-young as Outside Director to Serve as an Audit Committee Member	For	For
Mgmt	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For

NEXON CO. LTD.Meeting: **Annual** **3/27/24** **Japan**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Junghun Lee	For	Against
Mgmt	1.2	Elect Director Uemura Shiro	For	Against
Mgmt	1.3	Elect Director Patrick Soderlund	For	For
Mgmt	1.4	Elect Director Owen Mahoney	For	For
Mgmt	1.5	Elect Director Mitchell Lasky	For	For
Mgmt	2.1	Elect Director and Audit Committee Member Alexander Iosilevich	For	Against
Mgmt	2.2	Elect Director and Audit Committee Member Honda Satoshi	For	For
Mgmt	2.3	Elect Director and Audit Committee Member Kuniya Shiro	For	For
Mgmt	3	Approve Deep Discount Stock Option Plan	For	Against

SHIMANO INC.Meeting: **Annual** **3/27/24** **Japan**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Allocation of Income with a Final Dividend of JPY 142.5	For	For
Mgmt	2.1	Elect Director Shimano Yozo	For	For
Mgmt	2.2	Elect Director Shimano Taizo	For	For
Mgmt	2.3	Elect Director Toyoshima Takashi	For	For
Mgmt	2.4	Elect Director Tsuzaki Masahiro	For	For
Mgmt	3	Appoint Statutory Auditor Yoshimoto Masayoshi	For	For
Mgmt	4	Appoint Alternate Statutory Auditor Kondo Yukihiko	For	For

SK HYNIX INC.Meeting: **Annual** **3/27/24** **South Korea**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Allocation of Income	For	For
Mgmt	2	Amend Articles of Incorporation	For	For
Mgmt	3	Elect Ahn Hyeon as Inside Director	For	For
Mgmt	4	Elect Son Hyeon-cheol as Outside Director	For	For
Mgmt	5	Elect Jang Yong-ho as Non-Independent Non-Executive Director	For	For
		Elect Yang Dong-hun as Outside Director to Serve as an Audit Committee Member		
Mgmt	6	Voter Rationale: A vote against is warranted due to inaction to remove a director who has demonstrated a material failure of governance from the board raises concern on the directors ability to act in the best of interest of the shareholders.	For	Against
Mgmt	7	Approve Total Remuneration of Inside Directors and Outside Directors	For	For
Mgmt	8	Approve Terms of Retirement Pay	For	For

SK NETWORKS CO. LTD.

Meeting: Annual 3/27/24 South Korea

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Appropriation of Income	For	For
Mgmt	2	Amend Articles of Incorporation	For	For
Mgmt	3	Elect Jang Hwa-jin as Outside Director	For	For
Mgmt	4	Elect Lee Moon-young as Outside Director to Serve as an Audit Committee Member Voter Rationale: A vote AGAINST director nominee Moon-young Lee (Item 4) is warranted, as her inaction to remove a director who has demonstrated a material failure of governance from the board is indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominee is warranted.	For	Against
Mgmt	5	Elect Jang Hwa-jin as a Member of Audit Committee	For	For
Mgmt	6	Approve Total Remuneration of Inside Directors and Outside Directors	For	For
Mgmt	7	Approve Terms of Retirement Pay	For	For

TADANO LTD.

Meeting: Annual 3/27/24 Japan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Allocation of Income with a Final Dividend of JPY 15	For	For
Mgmt	2.1	Elect Director Tadano Koichi Voter Rationale: A vote against items 2.1 and 2.2 is warranted because management is responsible for the company's unfavorable ROE performance.	For	Against
Mgmt	2.2	Elect Director Ujiie Toshiaki	For	Against
Mgmt	2.3	Elect Director Goda Hiroyuki	For	For
Mgmt	2.4	Elect Director Yashiro Noriaki	For	For
Mgmt	2.5	Elect Director Ishizuka Tatsuro	For	For
Mgmt	2.6	Elect Director Otsuka Akiko	For	For
Mgmt	2.7	Elect Director Kaneko Junichi	For	For
Mgmt	2.8	Elect Director Tadenuma Koichi	For	For
Mgmt	2.9	Elect Director Murayama Shosaku	For	For
Mgmt	3.1	Appoint Statutory Auditor Ikeura Masahiko	For	For
Mgmt	3.2	Appoint Statutory Auditor Kato Mami	For	For
Mgmt	3.3	Appoint Statutory Auditor Suzuki Hisakazu	For	For

TOYO TIRE CORP.Meeting: **Annual** **3/27/24** **Japan**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Allocation of Income with a Final Dividend of JPY 80	For	For
Mgmt	2.1	Elect Director Yamada Yasuhiro	For	For
Mgmt	2.2	Elect Director Shimizu Takashi	For	For
Mgmt	2.3	Elect Director Mitsuhashi Tatsuo	For	For
Mgmt	2.4	Elect Director Moriya Satoru	For	For
Mgmt	2.5	Elect Director Morita Ken	For	For
Mgmt	2.6	Elect Director Takeda Atsushi	For	For
Mgmt	2.7	Elect Director Yoneda Michio	For	For
Mgmt	2.8	Elect Director Araki Yukiko	For	For
Mgmt	3.1	Appoint Statutory Auditor Takashina Satoshi	For	For
Mgmt	3.2	Appoint Statutory Auditor Takahashi Tsukasa	For	For

VOLVO ABMeeting: **Annual** **3/27/24** **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 President'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 Dividends of SEK 7.50 Per Share and an Extra Dividend of SEK 10.50 Per Share	For	For
Mgmt	11.1	Approve Discharge of Matti Alahuhta	For	For
Mgmt	11.2	Approve Discharge of Bo Annvik	For	For
Mgmt	11.3	Approve Discharge of Jan Carlson	For	For
Mgmt	11.4	Approve Discharge of Eric Elzvik	For	For
Mgmt	11.5	Approve Discharge of Martha Finn Brooks	For	For
Mgmt	11.6	Approve Discharge of Kurt Jofs	For	For
Mgmt	11.7	Approve Discharge of Martin Lundstedt (Board Member)	For	For
Mgmt	11.8	Approve Discharge of Kathryn V. Marinello	For	For
Mgmt	11.9	Approve Discharge of Martina Merz	For	For
Mgmt	11.10	Approve Discharge of Hanne de Mora	For	For
Mgmt	11.11	Approve Discharge of Helena Stjernholm	For	For
Mgmt	11.12	Approve Discharge of Carl-Henric Svanberg	For	For
Mgmt	11.13	Approve Discharge of Lars Ask (Employee Representative)	For	For
Mgmt	11.14	Approve Discharge of Mats Henning (Employee Representative)	For	For

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Mgmt	11.15	Approve Discharge of Mari Larsson (Employee Representative)	For	For
Mgmt	11.16	Approve Discharge of Urban Spannar (Employee Representative)	For	For
Mgmt	11.17	Approve Discharge of Danny Bilger (Deputy Employee Representative)	For	For
Mgmt	11.18	Approve Discharge of Camilla Johansson (Deputy Employee Representative)	For	For
Mgmt	11.19	Approve Discharge of Erik Svensson (Deputy Employee Representative)	For	For
Mgmt	11.20	Approve Discharge of Martin Lundstedt (as CEO)	For	For
Mgmt	12.1	Determine Number of Members (11) of Board of Directors	For	For
Mgmt	12.2	Determine Number Deputy Members (0) of Board of Directors	For	For
Mgmt	13	Approve Remuneration of Directors in the Amount of SEK 4.1 Million for Chairman and SEK 1.23 Million for Other Directors except CEO; Approve Remuneration for Committee Work	For	For
Mgmt	14.1	Reelect Matti Alahuhta as Director	For	For
Mgmt	14.2	Reelect Bo Annvik as Director	For	For
Mgmt	14.3	Elect Par Boman as New Director Voter Rationale: A vote FOR candidates Matti Alahuhta (Item 14.1), Bo Annvik (Item 14.2), Jan Carlson (Item 14.4), Eric Elzvik (Item 14.5), Martha Brooks (Item 14.6), Kurt Jofs (Item 14.7), Martin Lundstedt (Item 14.8), Kathryn Marinello (Item 14.9), Martina Merz (Item 14.10) is warranted due to a lack of concern regarding the suitability of these individuals. A vote AGAINST candidates Par Boman (Item 14.3) and Helena Stjernholm (Item 14.11) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent a beneficiary of the superior voting rights.	For	Against
Mgmt	14.4	Reelect Jan Carlson as Director	For	For
Mgmt	14.5	Reelect Eric Elzvik as Director	For	For
Mgmt	14.6	Reelect Martha Finn Brooks as Director	For	For
Mgmt	14.7	Reelect Kurt Jofs as Director	For	For
Mgmt	14.8	Reelect Martin Lundstedt as Director	For	For
Mgmt	14.9	Reelect Kathryn V. Marinello as Director	For	For
Mgmt	14.10	Reelect Martina Merz as Director	For	For
Mgmt	14.11	Reelect Helena Stjernholm as Director Voter Rationale: A vote FOR candidates Matti Alahuhta (Item 14.1), Bo Annvik (Item 14.2), Jan Carlson (Item 14.4), Eric Elzvik (Item 14.5), Martha Brooks (Item 14.6), Kurt Jofs (Item 14.7), Martin Lundstedt (Item 14.8), Kathryn Marinello (Item 14.9), Martina Merz (Item 14.10) is warranted due to a lack of concern regarding the suitability of these individuals. A vote AGAINST candidates Par Boman (Item 14.3) and Helena Stjernholm (Item 14.11) is warranted because the company maintains a share structure with unequal voting rights, and the candidates represent a beneficiary of the superior voting rights.	For	Against
Mgmt	15	Elect Par Boman 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. In addition, if he is elected as chairman he will become overboarded (refer to the overboarded directors analysis under the director election).	For	Against
Mgmt	16	Approve Remuneration of Auditors	For	For
Mgmt	17	Ratify Deloitte AB as Auditors	For	For
Mgmt	18.1	Elect Fredrik Persson to Serve on Nominating Committee	For	For
Mgmt	18.2	Elect Anders Oscarsson to Serve on Nominating Committee	For	For
Mgmt	18.3	Elect Carina Silberg to Serve on Nominating Committee	For	For
Mgmt	18.4	Elect Anders Algotsson to Serve on Nominating Committee	For	For
Mgmt	18.5	Elect Chairman of the Board to Serve on Nominating Committee	For	For

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Mgmt	19	Approve Remuneration Report	For	For
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X5 RETAIL GROUP NV

Meeting: Extraordinary Sh: 3/27/24 Netherlands

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting		Non Voting
Mgmt	2A	Elect Julia Solovieva to Supervisory Board	For	For
Mgmt	2B	Elect Azer Talybov to Supervisory Board	For	Against
Mgmt	2C	Elect Alexey Kornya to Supervisory Board	For	Against
Mgmt	3	Amend Remuneration Policy of Management Board	For	Against
Mgmt	4	Any Other Business and Conclusion		Non Voting

ABRDN SICAV I EUROPE EX UK SUSTAINABLE EQUITY FUND

Meeting: Annual 3/28/24 Luxembourg

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Audited Annual Report for the Fund	For	For
Mgmt	2	Approve Allocation of Income	For	For
Mgmt	3	Approve Discharge of Directors	For	For
Mgmt	4	Approve Remuneration of Directors	For	For
Mgmt	5	Re-Elect Susanne van Dootingh as Director	For	For
Mgmt	6	Re-Elect Ian Boyland as Director	For	For
Mgmt	7	Re-Elect Andrey Berzins as Director	For	For
Mgmt	8	Re-Elect Nadya Wells as Director	For	For
Mgmt	9	Re-Elect Stephen Bird as Director	For	For
Mgmt	10	Elect Xavier Meyer as Director	For	For
Mgmt	11	Renew Appointment of KPMG as Auditor	For	For

AIR CANADA

Meeting: **Annual** **3/28/24** **Canada**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Ameer Chande	For	For
Mgmt	1.2	Elect Director Christie J.B. Clark	For	For
Mgmt	1.3	Elect Director Gary A. Doer	For	For
Mgmt	1.4	Elect Director Rob Fyfe	For	For
Mgmt	1.5	Elect Director Michael M. Green	For	For
Mgmt	1.6	Elect Director Jean Marc Huot	For	For
Mgmt	1.7	Elect Director Claudette McGowan	For	For
Mgmt	1.8	Elect Director Madeleine Paquin	For	For
Mgmt	1.9	Elect Director Michael Rousseau	For	For
Mgmt	1.10	Elect Director Vagn Sorensen	For	For
Mgmt	1.11	Elect Director Kathleen Taylor	For	For
Mgmt	1.12	Elect Director Annette Verschuren	For	For
Mgmt	1.13	Elect Director Michael M. Wilson	For	For
Mgmt	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
Mgmt	3	Amend Long-Term Incentive Plan	For	For
Mgmt	4	Advisory Vote on Executive Compensation Approach	For	For
S/holder	5	SP 1: Approve Incentive Compensation Relating to ESG Goals - *Withdrawn Resolution*		Non Voting
S/holder	6	SP 2: Hold Annual Meetings of the Company in Person with Virtual Meetings as Complements Voter Rationale: A vote FOR this proposal is warranted as in addition to attending virtual annual meetings the shareholder should be able to attend in person meetings as well.	None	For
S/holder	7	SP 3: Disclosure of Languages Mastered by Executives - *Withdrawn Resolution*		Non Voting
S/holder	8	SP 4: Disclosure of Languages Mastered by Directors - *Withdrawn Resolution*		Non Voting
S/holder	9	SP 5: Auditor Rotation Voter Rationale: A vote AGAINST this proposal is warranted. There does not appear to be any publicly disclosed audit related controversy at the company that may raise concerns with respect to the rigor and veracity of the company's annual audit. The audit firms are not only subject to rigorous regulations but also to significant ethical codes. Given the conclusions presented by the IWG review, and regulations surrounding the audit firms, support is not warranted for this shareholder proposal.	Against	Against
Mgmt	A	The Undersigned Certifies The Shares Represented by this Proxy Are Owned And Controlled By: FOR = Canadian AGT = Non-Canadian Holder Authorized To Provide Air Service ABN = Non-Canadian Who Is Not A Non-Canadian Holder Authorized To Provide Air Service. Voter Rationale: Non-Canadian Who Is Not A Non-Canadian Holder Authorized To Provide Air Service.	None	Abstain
Mgmt	B	Vote FOR if Undersigned Certifies that Shares Owned and Controlled by Undersigned Including Shares Held by Persons in Affiliation with the Undersigned Represent 10% or More of Company's IOS. Vote AGAINST if Shares Owned and Controlled is Less Than 10%. Voter Rationale: Shares Owned and Controlled is Less Than 10 percent.	None	Against

DBS GROUP HOLDINGS LTD.Meeting: **Annual** **3/28/24** **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	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For
Mgmt	5	Elect Piyush Gupta as Director	For	For
Mgmt	6	Elect Chng Kai Fong as Director	For	For
Mgmt	7	Elect Judy Lee as Director	For	For
Mgmt	8	Elect David Ho Hing-Yuen as Director	For	For
Mgmt	9	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For	For
Mgmt	10	Approve Issuance of Shares Pursuant to the DBSH Scrip Dividend Scheme	For	For
Mgmt	11	Authorize Share Repurchase Program	For	For

DENTSU GROUP INC.Meeting: **Annual** **3/28/24** **Japan**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Timothy Andree	For	For
Mgmt	1.2	Elect Director Igarashi Hiroshi	For	Against
Mgmt	1.3	Elect Director Soga Arinobu	For	For
Mgmt	1.4	Elect Director Matsui Gan	For	For
Mgmt	1.5	Elect Director Paul Candland	For	For
Mgmt	1.6	Elect Director Andrew House	For	For
Mgmt	1.7	Elect Director Sagawa Keiichi	For	Against
Mgmt	1.8	Elect Director Sogabe Mihoko	For	Against
Mgmt	1.9	Elect Director Matsuda Yuka	For	For

FILA HOLDINGS CORP.

Meeting: Annual 3/28/24 South Korea

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Allocation of Income	For	For
Mgmt	2.1	Amend Articles of Incorporation(Electronic Securities Registration System)	For	For
Mgmt	2.2	Amend Articles of Incorporation(Improvement of Dividend Procedure)	For	For
Mgmt	2.3	Amend Articles of Incorporation(Allowance of Electronic Shareholder's Meeting)	For	For
Mgmt	2.4	Amend Articles of Incorporation(Revised Commercial Act)	For	For
Mgmt	3.1	Elect Yoon Myeong-jin as Inside Director	For	For
Mgmt	3.2	Elect Kim Hae-seong as Outside Director	For	For
Mgmt	3.3	Elect Yoon Young-mi as Outside Director	For	For
Mgmt	4	Appoint Jeong Jae-jun as Internal Auditor	For	For
Mgmt	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For
Mgmt	6	Authorize Board to Fix Remuneration of Internal Auditor(s)	For	For
Mgmt	7	Amend Executive Payment Terms	For	For

GUNGHO ONLINE ENTERTAINMENT INC.

Meeting: Annual 3/28/24 Japan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Morishita Kazuki	For	For
Mgmt	1.2	Elect Director Sakai Kazuya	For	For
Mgmt	1.3	Elect Director Kitamura Yoshinori	For	For
Mgmt	1.4	Elect Director Yoshida Koji	For	For
Mgmt	1.5	Elect Director Ichikawa Akihiko	For	For
Mgmt	1.6	Elect Director Oba Norikazu	For	For
Mgmt	1.7	Elect Director Onishi Hidetsugu	For	For
Mgmt	1.8	Elect Director Miyakawa Keiji	For	For
Mgmt	1.9	Elect Director Tanaka Susumu	For	For
Mgmt	1.10	Elect Director Hara Etsuko	For	For

HANKOOK TIRE & TECHNOLOGY CO. LTD.

Meeting: Annual 3/28/24 South Korea

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Allocation of Income	For	For
Mgmt	2	Amend Articles of Incorporation	For	For
Mgmt	3.1.1	Elect Lee Su-il as Inside Director	For	For

Mgmt	3.1.3	<p>Elect Park Jong-ho as Inside Director Voter Rationale: We recommend to vote AGAINST Hyeon-beom Cho (Hyun-beom Cho) (Item 3.1.2), as he has demonstrated a material failure of governance. We also recommend to vote AGAINST Jong-ho Park (Item 3.1.3), Hyeon-myeong Pyo (Hyun-myung Pyo) (Item 3.2.1), Jong-gap Kim (Item 3.2.2), and Young-jae Kang (Item 3.2.3) is warranted, as their record of inaction to remove a director who has demonstrated a significant governance failure from the board raises concern on their ability to act in the best of interest of the shareholders. Despite concerns raised around director accountability, a vote FOR Su-il Lee (Soo-il Lee) (Item 3.1.1) is warranted at this time, as removing the company's CEOs may be detrimental to the company's operation, as well as shareholder value. A vote FOR the remaining nominee(s) is warranted.</p>	For	Against
Mgmt	3.2.1	<p>Elect Pyo Hyeon-myeong as Outside Director Voter Rationale: We recommend to vote AGAINST Hyeon-beom Cho (Hyun-beom Cho) (Item 3.1.2), as he has demonstrated a material failure of governance. We also recommend to vote AGAINST Jong-ho Park (Item 3.1.3), Hyeon-myeong Pyo (Hyun-myung Pyo) (Item 3.2.1), Jong-gap Kim (Item 3.2.2), and Young-jae Kang (Item 3.2.3) is warranted, as their record of inaction to remove a director who has demonstrated a significant governance failure from the board raises concern on their ability to act in the best of interest of the shareholders. Despite concerns raised around director accountability, a vote FOR Su-il Lee (Soo-il Lee) (Item 3.1.1) is warranted at this time, as removing the company's CEOs may be detrimental to the company's operation, as well as shareholder value. A vote FOR the remaining nominee(s) is warranted.</p>	For	Against
Mgmt	3.2.2	<p>Elect Kim Jong-gap as Outside Director Voter Rationale: We recommend to vote AGAINST Hyeon-beom Cho (Hyun-beom Cho) (Item 3.1.2), as he has demonstrated a material failure of governance. We also recommend to vote AGAINST Jong-ho Park (Item 3.1.3), Hyeon-myeong Pyo (Hyun-myung Pyo) (Item 3.2.1), Jong-gap Kim (Item 3.2.2), and Young-jae Kang (Item 3.2.3) is warranted, as their record of inaction to remove a director who has demonstrated a significant governance failure from the board raises concern on their ability to act in the best of interest of the shareholders. Despite concerns raised around director accountability, a vote FOR Su-il Lee (Soo-il Lee) (Item 3.1.1) is warranted at this time, as removing the company's CEOs may be detrimental to the company's operation, as well as shareholder value. A vote FOR the remaining nominee(s) is warranted.</p>	For	Against
Mgmt	3.2.3	<p>Elect Kang Young-jae as Outside Director Voter Rationale: We recommend to vote AGAINST Hyeon-beom Cho (Hyun-beom Cho) (Item 3.1.2), as he has demonstrated a material failure of governance. We also recommend to vote AGAINST Jong-ho Park (Item 3.1.3), Hyeon-myeong Pyo (Hyun-myung Pyo) (Item 3.2.1), Jong-gap Kim (Item 3.2.2), and Young-jae Kang (Item 3.2.3) is warranted, as their record of inaction to remove a director who has demonstrated a significant governance failure from the board raises concern on their ability to act in the best of interest of the shareholders. Despite concerns raised around director accountability, a vote FOR Su-il Lee (Soo-il Lee) (Item 3.1.1) is warranted at this time, as removing the company's CEOs may be detrimental to the company's operation, as well as shareholder value. A vote FOR the remaining nominee(s) is warranted.</p>	For	Against
Mgmt	3.2.4	Elect Kim Jeong-yeon as Outside Director	For	For
Mgmt	3.2.5	Elect Han Seong-gwon as Outside Director	For	For
Mgmt	4	Elect Moon Du-cheol as Outside Director to Serve as an Audit Committee Member	For	For
Mgmt	5.1	Elect Kim Jeong-yeon as a Member of Audit Committee	For	For
Mgmt	5.2	Elect Han Seong-gwon as a Member of Audit Committee	For	For

Global Voting Record

Mgmt	6	Approve Total Remuneration of Inside Directors and Outside Directors Voter Rationale: VOTE RECOMMENDATION A vote AGAINST this item is warranted because: * The proposed remuneration limit is high relative to that of the market norm; and * The company is proposing an increase without providing any reasonable justification.	For	Against
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HYUNDAI WIA CORP.

Meeting: Annual 3/28/24 South Korea

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Appropriation of Income	For	For
Mgmt	2.1	Elect Jeong Jae-wook as Inside Director	For	For
Mgmt	2.2	Elect Lee Jong-bu as Inside Director	For	For
Mgmt	3	Approve Total Remuneration of Inside Directors and Outside Directors	For	For

KAKAObANK CORP.

Meeting: Annual 3/28/24 South Korea

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Allocation of Income	For	For
Mgmt	2	Amend Articles of Incorporation	For	For
Mgmt	3.1	Elect Kim Gwang-ock as Inside Director	For	For
Mgmt	3.2	Elect Jin Woong-seop as Outside Director	For	For
Mgmt	3.3	Elect Kim Ryun-hui as Outside Director	For	For
Mgmt	3.4	Elect Kwon Dae-yeol as Non-Independent Non-Executive Director	For	For
Mgmt	4.1	Elect Choi Su-yeol as Outside Director to Serve as an Audit Committee Member	For	For
Mgmt	4.2	Elect Hwang In-san as Outside Director to Serve as an Audit Committee Member	For	For
Mgmt	4.3	Elect Kim Bu-eun as Outside Director to Serve as an Audit Committee Member	For	For
Mgmt	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For

Global Voting Record

KITZ CORP.

Meeting: Annual 3/28/24 Japan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Articles to Amend Business Lines - Adopt Board Structure with Three Committees - Clarify Director Authority on Shareholder Meetings - Amend Provisions on Number of Directors - Remove Provisions to Indemnify Audit Firm	For	For
Mgmt	2.1	Elect Director Hotta Yasuyuki	For	For
Mgmt	2.2	Elect Director Kono Makoto	For	For
Mgmt	2.3	Elect Director Murasawa Toshiyuki	For	For
Mgmt	2.4	Elect Director Amo Minoru	For	For
Mgmt	2.5	Elect Director Fujiwara Yutaka	For	For
Mgmt	2.6	Elect Director Kikuma Yukino	For	For
Mgmt	2.7	Elect Director Sakuno Shuhei	For	For
Mgmt	2.8	Elect Director Kobayashi Ayako	For	For
Mgmt	2.9	Elect Director Maeda Toichi	For	For
Mgmt	2.10	Elect Director Suzuki Yasunobu	For	For

KT&G CORP.

Meeting: Annual 3/28/24 South Korea

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Allocation of Income	For	For
Mgmt	2.1	Amend Articles of Incorporation (Business Objective)	For	For
Mgmt	2.2	Amend Articles of Incorporation (Amendments Relating to Changes in Legislation)	For	For
Mgmt	2.3	Amend Articles of Incorporation (Appointment of Inside Directors)	For	For
Mgmt	2.4	Amend Articles of Incorporation (CEO Nomination Committee)	For	For
Mgmt	2.5	Amend Articles of Incorporation (Board Committee)	For	For
Mgmt	2.6	Amend Articles of Incorporation (Record Date for Dividends)	For	For
Mgmt	3.1	Elect Bang Gyeong-man as Inside Director Voter Rationale: A vote against the CEO is warranted due to governance concerns and record surrounding capital allocation.	For	Against
Mgmt	3.2	Elect Lim Min-gyu as Outside Director Voter Rationale: A vote against the Chair is warranted due to governance concerns and record surrounding capital allocation.	For	Against
S/holder	3.3	Elect Son Dong-hwan as Outside Director (Shareholder Proposal) Voter Rationale: A vote in favour of the dissident nominee is warranted as it strengthens board independence and is regarded as a positive step in restoring trust given concerns over corporate governance.	Against	For
Mgmt	4	Elect Gwak Sang-wook as Outside Director to Serve as an Audit Committee Member Voter Rationale: A vote against the management nominee is warranted given our support for the dissident.	For	Against
Mgmt	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For

MICRONICS JAPAN CO. LTD.

Meeting: Annual 3/28/24 Japan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Allocation of Income with a Final Dividend of JPY 33	For	For
Mgmt	2.1	Elect Director Hasegawa Masayoshi	For	For
Mgmt	2.2	Elect Director Abe Yuichi	For	For
Mgmt	2.3	Elect Director Sotokawa Ko	For	For
Mgmt	2.4	Elect Director Ki Sang Kang	For	For
Mgmt	2.5	Elect Director Katayama Yuki	For	For
Mgmt	2.6	Elect Director Tanabe Eitatsu	For	For
Mgmt	2.7	Elect Director Ueda Yasuhiro	For	For
Mgmt	2.8	Elect Director Hiramoto Kazuo	For	For

NAKANISHI INC.

Meeting: Annual 3/28/24 Japan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Allocation of Income with a Final Dividend of JPY 26	For	For
Mgmt	2.1	Elect Director Nakanishi Eiichi	For	For
Mgmt	2.2	Elect Director Nakanishi Kensuke	For	For
Mgmt	2.3	Elect Director Suzuki Masataka	For	For
Mgmt	2.4	Elect Director Nonagase Yuji	For	For
Mgmt	2.5	Elect Director Araki Yukiko	For	For
Mgmt	2.6	Elect Director Shiomi Chika	For	For
Mgmt	3	Appoint Statutory Auditor Maki Yoshihiro	For	For

NISSHINBO HOLDINGS INC.

Meeting: Annual 3/28/24 Japan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Murakami Masahiro Voter Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.	For	Against
Mgmt	1.2	Elect Director Koarai Takeshi	For	For
Mgmt	1.3	Elect Director Taji Satoru	For	For
Mgmt	1.4	Elect Director Ishii Yasuji	For	For
Mgmt	1.5	Elect Director Tsukatani Shuji	For	For
Mgmt	1.6	Elect Director Taga Keiji	For	For
Mgmt	1.7	Elect Director Yagi Hiroaki	For	For
Mgmt	1.8	Elect Director Tani Naoko	For	For
Mgmt	1.9	Elect Director Richard Dyck	For	For
Mgmt	1.10	Elect Director Ikuno Yuki	For	For
Mgmt	2	Appoint Statutory Auditor Baba Kazunori	For	For
Mgmt	3	Appoint Alternate Statutory Auditor Nagaya Fumihiko	For	For

OPKO HEALTH INC.

Meeting: Annual 3/28/24 USA

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Phillip Frost Voter Rationale: A vote AGAINST non-independent director nominees Phillip Frost, Jane Hsiao, Gary Nabel, John Paganelli, Steven (Steve) Rubin, and Elias Zerhouni is warranted for failing to establish a board on which a majority of the directors are independent. A vote AGAINST John Paganelli is warranted for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.	For	Against
Mgmt	1.2	Elect Director Jane H. Hsiao Voter Rationale: A vote AGAINST non-independent director nominees Phillip Frost, Jane Hsiao, Gary Nabel, John Paganelli, Steven (Steve) Rubin, and Elias Zerhouni is warranted for failing to establish a board on which a majority of the directors are independent. A vote AGAINST John Paganelli is warranted for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.	For	Against
Mgmt	1.3	Elect Director Elias A. Zerhouni Voter Rationale: A vote AGAINST non-independent director nominees Phillip Frost, Jane Hsiao, Gary Nabel, John Paganelli, Steven (Steve) Rubin, and Elias Zerhouni is warranted for failing to establish a board on which a majority of the directors are independent. A vote AGAINST John Paganelli is warranted for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.	For	Against
Mgmt	1.4	Elect Director Steven D. Rubin Voter Rationale: A vote AGAINST non-independent director nominees Phillip Frost, Jane Hsiao, Gary Nabel, John Paganelli, Steven (Steve) Rubin, and Elias Zerhouni is warranted for failing to establish a board on which a majority of the directors are independent. A vote AGAINST John Paganelli is warranted for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.	For	Against
Mgmt	1.5	Elect Director Gary J. Nabel Voter Rationale: A vote AGAINST non-independent director nominees Phillip Frost, Jane Hsiao, Gary Nabel, John Paganelli, Steven (Steve) Rubin, and Elias Zerhouni is warranted for failing to establish a board on which a majority of the directors are independent. A vote AGAINST John Paganelli is warranted for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.	For	Against
Mgmt	1.6	Elect Director Richard M. Krasno	For	For
Mgmt	1.7	Elect Director Prem A. Lachman	For	For
Mgmt	1.8	Elect Director Roger J. Medel	For	For
Mgmt	1.9	Elect Director John A. Paganelli Voter Rationale: A vote AGAINST non-independent director nominees Phillip Frost, Jane Hsiao, Gary Nabel, John Paganelli, Steven (Steve) Rubin, and Elias Zerhouni is warranted for failing to establish a board on which a majority of the directors are independent. A vote AGAINST John Paganelli is warranted for serving as a non-independent member of certain key board committees. A vote FOR the remaining director nominees is warranted.	For	Against
Mgmt	1.10	Elect Director Richard C. Pfenniger Jr.	For	For
Mgmt	1.11	Elect Director Alice Lin-Tsing Yu	For	For
Mgmt	2	Increase Authorized Common Stock	For	For
Mgmt	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
Mgmt	4	Ratify Ernst & Young LLP as Auditors	For	For

SK SQUARE CO. LTD.

Meeting: Annual 3/28/24 South Korea

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Allocation of Income	For	For
Mgmt	2	Amend Articles of Incorporation	For	For
Mgmt	3.1	Elect Kang Ho-in as Outside Director	For	For
Mgmt	3.2	Elect Park Seung-gu as Outside Director	For	For
Mgmt	3.3	Elect Kim Mu-hwan as Non-Independent Non-Executive Director	For	For
Mgmt	4	Elect Gi Eun-seon as Outside Director to Serve as an Audit Committee Member	For	For
Mgmt	5.1	Elect Kang Ho-in as a Member of Audit Committee	For	For
Mgmt	5.2	Elect Park Seung-gu as a Member of Audit Committee	For	For
Mgmt	6	Approve Total Remuneration of Inside Directors and Outside Directors	For	For
Mgmt	7	Approve Terms of Retirement Pay	For	For

STAR MICRONICS CO. LTD.

Meeting: Annual 3/28/24 Japan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Elect Director Sato Mamoru	For	For
Mgmt	1.2	Elect Director Sasai Yasunao	For	For
Mgmt	1.3	Elect Director Sato Seigo	For	For
Mgmt	1.4	Elect Director Iwasaki Seigo	For	For
Mgmt	2.1	Elect Director and Audit Committee Member Nishikawa Seiichi	For	For
Mgmt	2.2	Elect Director and Audit Committee Member Sugimoto Motoki	For	For
Mgmt	2.3	Elect Director and Audit Committee Member Miyata Itsue	For	For

Global Voting Record

SUMITOMO RUBBER INDUSTRIES LTD.

Meeting: Annual 3/28/24 Japan

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Allocation of Income with a Final Dividend of JPY 53	For	For
Mgmt	2.1	Elect Director Yamamoto Satoru	For	For
Mgmt	2.2	Elect Director Nishiguchi Hidekazu	For	For
Mgmt	2.3	Elect Director Muraoka Kiyoshige	For	For
Mgmt	2.4	Elect Director Nishino Masatsugu	For	For
Mgmt	2.5	Elect Director Okawa Naoki	For	For
Mgmt	2.6	Elect Director Kuniyasu Yasuaki	For	For
Mgmt	2.7	Elect Director Kawamatsu Hideaki	For	For
Mgmt	2.8	Elect Director Kosaka Keizo	For	For
Mgmt	2.9	Elect Director Sonoda Mari	For	For
Mgmt	2.10	Elect Director Tanisho Takasi	For	For
Mgmt	2.11	Elect Director Fudaba Misao	For	For
Mgmt	2.12	Elect Director Motojima Naomi	For	For
Mgmt	3.1	Appoint Statutory Auditor Yasuhara Hirofumi	For	For
Mgmt	3.2	Appoint Statutory Auditor Tagawa Toshikazu	For	For

TASTY BITE EATABLES LTD.

Meeting: Special 3/28/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Material Related Party Transactions	For	For

TOAGOSEI CO. LTD.Meeting: **Annual** **3/28/24** **Japan**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Allocation of Income with a Final Dividend of JPY 33	For	For
Mgmt	2.1	Elect Director Takamura Mikishi	For	For
Mgmt	2.2	Elect Director Kobuchi Hidenori	For	For
Mgmt	2.3	Elect Director Serita Taizo	For	For
Mgmt	2.4	Elect Director Mori Yuichiro	For	For
Mgmt	2.5	Elect Director Kato Takashi	For	For
Mgmt	2.6	Elect Director Marumoto Etsuzo	For	For
Mgmt	2.7	Elect Director Takayama Shoji	For	For
Mgmt	2.8	Elect Director Ito Masahiko	For	For
Mgmt	3.1	Elect Director and Audit Committee Member Takano Nobuhiko	For	For
Mgmt	3.2	Elect Director and Audit Committee Member Takahashi Yoshihito	For	For
Mgmt	3.3	Elect Director and Audit Committee Member Teramoto Toshiyuki	For	For

YAMABIKO CORP.Meeting: **Annual** **3/28/24** **Japan**

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Amend Articles to Amend Business Lines - Clarify Director Authority on Shareholder Meetings - Amend Provisions on Director Titles - Clarify Provisions on Alternate Statutory Auditors	For	For
Mgmt	2.1	Elect Director Kubo Hiroshi	For	For
Mgmt	2.2	Elect Director Kitamura Yoshiki	For	For
Mgmt	2.3	Elect Director Yoshizaki Takuo	For	For
Mgmt	2.4	Elect Director Nishi Masanobu	For	For
Mgmt	2.5	Elect Director Sano Koji	For	For
Mgmt	2.6	Elect Director Nogami Yoshiyuki	For	For
Mgmt	2.7	Elect Director Kameyama Harunobu	For	For
Mgmt	2.8	Elect Director Otaka Miki	For	For
Mgmt	3.1	Appoint Statutory Auditor Inkyo Yoshihiro	For	For
Mgmt	3.2	Appoint Statutory Auditor Kimura Masayuki	For	For
Mgmt	3.3	Appoint Statutory Auditor Ando Etsuya	For	For
Mgmt	3.4	Appoint Statutory Auditor Suzuki Hisashi	For	For
Mgmt	4	Appoint Alternate Statutory Auditor Kaimori Hiroshi	For	For

Global Voting Record

HDFC BANK LTD.

Meeting: Special 3/29/24 India

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

MEDY-TOX INC.

Meeting: Annual 3/29/24 South Korea

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Financial Statements and Allocation of Income	For	For
Mgmt	2	Amend Articles of Incorporation	For	For
Mgmt	3	Approve Total Remuneration of Inside Directors and Outside Directors Voter Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.	For	Against
Mgmt	4	Authorize Board to Fix Remuneration of Internal Auditor(s)	For	For

OCI HOLDINGS CO. LTD.

Meeting: Annual 3/29/24 South Korea

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1.1	Approve Financial Statements	For	For
Mgmt	1.2	Approve Appropriation of Income	For	For
Mgmt	2.1	Elect Lee Woo-hyeon as Inside Director	For	For
Mgmt	2.2	Elect Lim Ju-hyeon as Inside Director	For	For
Mgmt	2.3	Elect Kim Nam-gyu as Inside Director	For	For
Mgmt	2.4	Elect Lee Hyeon-seung as Outside Director	For	For
Mgmt	2.5	Elect Jang Charles Yoon-sik as Outside Director	For	For
Mgmt	3.1	Elect Lee Hyeon-seung as a Member of Audit Committee	For	For
Mgmt	3.2	Elect Jang Charles Yoon-sik as a Member of Audit Committee	For	For
Mgmt	4	Elect Kim Ock-jin as Outside Director to Serve as an Audit Committee Member	For	For
Mgmt	5	Approve Terms of Retirement Pay	For	For
Mgmt	6	Approve Reduction in Capital	For	For
Mgmt	7	Approve Total Remuneration of Inside Directors and Outside Directors	For	For

TURKIYE IS BANKASI AS

Meeting: Annual 3/29/24 Turkey

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting and Elect Presiding Council of Meeting	For	For
Mgmt	2	Accept Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Discharge of Board	For	For
Mgmt	4	Approve Allocation of Income	For	For
Mgmt	5	Approve Accounting Transfers due to Revaluation	For	For
Mgmt	6	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	7	Ratify External Auditors	For	For
Mgmt	8	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	For	For
Mgmt	9	Ratify Director Appointment Voter Rationale: A vote AGAINST this item is warranted as the company has failed to comply with the board independence requirement.	For	Against
Mgmt	10	Receive Information on Donations Made in 2023		Non Voting
Mgmt	11	Receive Information in Accordance with Article 1.3.6 of Capital Market Board Corporate Governance Principles		Non Voting
Mgmt	12	Receive Information on Decarbonization Plan		Non Voting

YAPI VE KREDİ BANKASI AŞ

Meeting: Annual 3/29/24 Turkey

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Open Meeting and Elect Presiding Council of Meeting	For	For
Mgmt	2	Accept Financial Statements and Statutory Reports	For	For
Mgmt	3	Approve Discharge of Board	For	For
Mgmt	4	Approve Sale of Receivables	For	For
Mgmt	5	Amend Company Articles 6 and 4 Voter Rationale: A vote AGAINST this proposal is warranted because the board would be able to issue shares up to 77.6 percent of the issued share capital without pre-emptive rights.	For	Against
Mgmt	6	Elect Directors Voter Rationale: A vote AGAINST this item is warranted because: * The board does not meet the one-third board independence requirement. * The company's audit committee includes two non-independent directors who are up for re-election.	For	Against
Mgmt	7	Approve Remuneration Policy and Director Remuneration Paid in 2023	For	For
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	Approve Allocation of Income	For	For
Mgmt	10	Approve Accounting Transfers due to Revaluation	For	For
Mgmt	11	Receive Information on Share Repurchase Program		Non Voting
Mgmt	12	Ratify External Auditors	For	For
Mgmt	13	Approve Upper Limit of Donations 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	14	Receive Information on Activities Conducted in 2023 Regarding the Low Carbon Emission Policy		Non Voting
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

FORTIS HEALTHCARE LIMITEDMeeting: **Special** 3/30/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Approve Transfer of Fortis Mohali Hospital and Transactions in Relation Thereto to be Entered into by Escorts Heart and Super Specialty Hospital Limited	For	For
Mgmt	2	Approve Transfer of Land Parcel Adjacent to Fortis Mohali Hospital to the Company and Transactions in Relation Thereto Entered into by IHL	For	For
Mgmt	3	Approve Issuance of Optionally Convertible Redeemable Non-cumulative Preference Shares in lieu of Cancellation of Optionally Convertible Debentures	For	For

SBI LIFE INSURANCE COMPANY LIMITEDMeeting: **Special** 3/30/24 India

Proposal Type	Proposal	Description	MRec	Vote
Mgmt	1	Elect Ashwini Kumar Tewari as Director	For	For
Mgmt	2	Approve Material Related Party Transaction for Purchase and/or Sale of Investments	For	For
Mgmt	3	Approve Material Related Party Transaction with State Bank of India	For	For

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