

## VOTE SUMMARY REPORT

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

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION  
ACCOUNTS

### Power Construction Corporation of China, Ltd.

**Meeting Date:** 01/02/2024      **Country:** China      **Ticker:** 601669  
**Record Date:** 12/25/2023      **Meeting Type:** Special  
**Primary Security ID:** Y7999Z103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Liu Yi as Non-independent Director	SH	For	For	For

### Zscaler, Inc.

**Meeting Date:** 01/05/2024      **Country:** USA      **Ticker:** ZS  
**Record Date:** 11/13/2023      **Meeting Type:** Annual  
**Primary Security ID:** 98980G102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Director Jagtar (Jay) Chaudhry	Mgmt	For	Withhold	Withhold
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

### Adani Ports & Special Economic Zone Limited

**Meeting Date:** 01/06/2024      **Country:** India      **Ticker:** 532921  
**Record Date:** 12/30/2023      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** Y00130107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Rajkumar Beniwal as Director	Mgmt	For	Against	Against
2	Approve Material Related Party Transaction(s) with Colombo West International (Private) Limited	Mgmt	For	Against	Against
3	Approve Material Related Party Transaction(s) with Mediterranean International Ports A.D.G.D Limited	Mgmt	For	Against	Against

## Adani Ports & Special Economic Zone Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Issuance of Non-Convertible, Redeemable Preference Shares on Private Placement Basis	Mgmt	For	For	For

## HDFC Bank Ltd.

**Meeting Date:** 01/09/2024      **Country:** India      **Ticker:** 500180  
**Record Date:** 12/01/2023      **Meeting Type:** Special  
**Primary Security ID:** Y3119P190

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Approve Reappointment and Remuneration of M.D. Ranganath as Independent Director	Mgmt	For	For	For
2	Approve Reappointment and Remuneration of Sandeep Parekh as Independent Director	Mgmt	For	For	For
3	Approve Reappointment and Remuneration of Sashidhar Jagdishan as Managing Director and Chief Executive Officer	Mgmt	For	For	For
4	Approve Appointment and Remuneration of V. Srinivasa Rangan as Executive Director	Mgmt	For	For	For

## Tongling Nonferrous Metals Group Co., Ltd.

**Meeting Date:** 01/15/2024      **Country:** China      **Ticker:** 000630  
**Record Date:** 01/08/2024      **Meeting Type:** Special  
**Primary Security ID:** Y8883H118

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles of Association	Mgmt	For		
2	Amend Rules and Procedures Regarding Meetings of Board of Directors	Mgmt	For		
3	Amend Rules and Procedures Regarding General Meetings of Shareholders	Mgmt	For		
4	Amend Management System for Raised Funds	Mgmt	For		
5	Approve Daily Related Party Transactions	Mgmt	For		

## D.R. Horton, Inc.

Meeting Date: 01/17/2024

Country: USA

Ticker: DHI

Record Date: 11/30/2023

Meeting Type: Annual

Primary Security ID: 23331A109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald R. Horton	Mgmt	For	For	For
1b	Elect Director Barbara K. Allen	Mgmt	For	For	For
1c	Elect Director Brad S. Anderson	Mgmt	For	For	For
1d	Elect Director David V. Auld	Mgmt	For	For	For
1e	Elect Director Michael R. Buchanan	Mgmt	For	For	For
1f	Elect Director Benjamin S. Carson, Sr.	Mgmt	For	For	For
1g	Elect Director Maribess L. Miller	Mgmt	For	For	For
1h	Elect Director Paul J. Romanowski	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

## Costco Wholesale Corporation

Meeting Date: 01/18/2024

Country: USA

Ticker: COST

Record Date: 11/10/2023

Meeting Type: Annual

Primary Security ID: 22160K105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan L. Decker	Mgmt	For	For	For
1b	Elect Director Kenneth D. Denman	Mgmt	For	For	For
1c	Elect Director Helena B. Foulkes	Mgmt	For	For	For
1d	Elect Director Richard A. Galanti	Mgmt	For	For	For
1e	Elect Director Hamilton E. James	Mgmt	For	For	For
1f	Elect Director W. Craig Jelinek	Mgmt	For	For	For
1g	Elect Director Sally Jewell	Mgmt	For	For	For
1h	Elect Director Jeffrey S. Raikes	Mgmt	For	For	For
1i	Elect Director John W. Stanton	Mgmt	For	For	For
1j	Elect Director Ron M. Vachris	Mgmt	For	For	For

## Costco Wholesale Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Mary Agnes (Maggie) Wilderotter	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Issue Audited Report on Fiduciary Relevance of Decarbonization Goal	SH	Against	Against	Against

## Intuit Inc.

**Meeting Date:** 01/18/2024      **Country:** USA      **Ticker:** INTU  
**Record Date:** 11/20/2023      **Meeting Type:** Annual  
**Primary Security ID:** 461202103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eve Burton	Mgmt	For	For	For
1b	Elect Director Scott D. Cook	Mgmt	For	For	For
1c	Elect Director Richard L. Dalzell	Mgmt	For	For	For
1d	Elect Director Sasan K. Goodarzi	Mgmt	For	For	For
1e	Elect Director Deborah Liu	Mgmt	For	For	For
1f	Elect Director Tekedra Mawakana	Mgmt	For	For	For
1g	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
1h	Elect Director Ryan Roslansky	Mgmt	For	For	For
1i	Elect Director Thomas Szkutak	Mgmt	For	For	For
1j	Elect Director Raul Vazquez	Mgmt	For	For	For
1k	Elect Director Eric S. Yuan	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Report on Climate Risk in Retirement Plan Options	SH	Against	For	For

## Micron Technology, Inc.

**Meeting Date:** 01/18/2024      **Country:** USA      **Ticker:** MU  
**Record Date:** 11/20/2023      **Meeting Type:** Annual  
**Primary Security ID:** 595112103

## Micron Technology, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard M. Beyer	Mgmt	For	For	For
1b	Elect Director Lynn A. Dugle	Mgmt	For	For	For
1c	Elect Director Steven J. Gomo	Mgmt	For	For	For
1d	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
1e	Elect Director Mary Pat McCarthy	Mgmt	For	For	For
1f	Elect Director Sanjay Mehrotra	Mgmt	For	For	For
1g	Elect Director Robert E. Switz	Mgmt	For	For	For
1h	Elect Director MaryAnn Wright	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

## Becton, Dickinson and Company

Meeting Date: 01/23/2024

Country: USA

Ticker: BDX

Record Date: 12/04/2023

Meeting Type: Annual

Primary Security ID: 075887109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William M. Brown	Mgmt	For	For	For
1.2	Elect Director Catherine M. Burzik	Mgmt	For	For	For
1.3	Elect Director Carrie L. Byington	Mgmt	For	For	For
1.4	Elect Director R. Andrew Eckert	Mgmt	For	For	For
1.5	Elect Director Claire M. Fraser	Mgmt	For	For	For
1.6	Elect Director Jeffrey W. Henderson	Mgmt	For	For	For
1.7	Elect Director Christopher Jones	Mgmt	For	For	For
1.8	Elect Director Thomas E. Polen	Mgmt	For	For	For
1.9	Elect Director Timothy M. Ring	Mgmt	For	For	For
1.10	Elect Director Bertram L. Scott	Mgmt	For	For	For
1.11	Elect Director Joanne Waldstreicher	Mgmt	For	For	For

## Becton, Dickinson and Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Visa Inc.

**Meeting Date:** 01/23/2024      **Country:** USA      **Ticker:** V  
**Record Date:** 11/24/2023      **Meeting Type:** Annual  
**Primary Security ID:** 92826C839

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For	For	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	For	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For	For
1d	Elect Director Ramon Laguarta	Mgmt	For	For	For
1e	Elect Director Teri L. List	Mgmt	For	For	For
1f	Elect Director John F. Lundgren	Mgmt	For	For	For
1g	Elect Director Ryan McInerney	Mgmt	For	For	For
1h	Elect Director Denise M. Morrison	Mgmt	For	For	For
1i	Elect Director Pamela Murphy	Mgmt	For	For	For
1j	Elect Director Linda J. Rendle	Mgmt	For	For	For
1k	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Approve Class B Exchange Offer Program Certificate Amendments	Mgmt	For	For	For
5	Adjourn Meeting	Mgmt	For	For	For
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Against	Against

## Hangzhou First Applied Material Co., Ltd.

**Meeting Date:** 01/24/2024      **Country:** China      **Ticker:** 603806  
**Record Date:** 01/16/2024      **Meeting Type:** Special  
**Primary Security ID:** Y29846105

## Hangzhou First Applied Material Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Amend Articles of Association	Mgmt	For		
2	Amend Rules and Procedures Regarding Meetings of Board of Directors	Mgmt	For		
3	Amend Working System for Independent Directors	Mgmt	For		
4	Amend Related Party Transaction Management System	Mgmt	For		
5	Amend Raised Funds Management System	Mgmt	For		
6	Amend External Guarantee Management System	Mgmt	For		

## Hormel Foods Corporation

**Meeting Date:** 01/30/2024      **Country:** USA      **Ticker:** HRL  
**Record Date:** 12/01/2023      **Meeting Type:** Annual  
**Primary Security ID:** 440452100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Prama Bhatt	Mgmt	For	For	For
1b	Elect Director Gary C. Bhojwani	Mgmt	For	For	For
1c	Elect Director Stephen M. Lacy	Mgmt	For	For	For
1d	Elect Director Elsa A. Murano	Mgmt	For	For	For
1e	Elect Director William A. Newlands	Mgmt	For	For	For
1f	Elect Director Christopher J. Policinski	Mgmt	For	For	For
1g	Elect Director Jose Luis Prado	Mgmt	For	For	For
1h	Elect Director Sally J. Smith	Mgmt	For	For	For
1i	Elect Director James P. Snee	Mgmt	For	For	For
1j	Elect Director Steven A. White	Mgmt	For	For	For
1k	Elect Director Raymond G. Young	Mgmt	For	For	For
1l	Elect Director Michael P. Zechmeister	Mgmt	For	For	For
2	Amend Certificate of Incorporation to Permit the Exculpation of Officers	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

## Accenture plc

Meeting Date: 01/31/2024

Country: Ireland

Ticker: ACN

Record Date: 12/04/2023

Meeting Type: Annual

Primary Security ID: G1151C101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For	For
1b	Elect Director Martin Bruder Muller	Mgmt	For	For	For
1c	Elect Director Alan Jope	Mgmt	For	For	For
1d	Elect Director Nancy McKinstry	Mgmt	For	For	For
1e	Elect Director Beth E. Mooney	Mgmt	For	For	For
1f	Elect Director Gilles C. Pelisson	Mgmt	For	For	For
1g	Elect Director Paula A. Price	Mgmt	For	For	For
1h	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For	For
1i	Elect Director Arun Sarin	Mgmt	For	For	For
1j	Elect Director Julie Sweet	Mgmt	For	For	For
1k	Elect Director Tracey T. Travis	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
6	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
7	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For	For
8	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

## Hoshine Silicon Industry Co., Ltd.

Meeting Date: 02/07/2024

Country: China

Ticker: 603260

Record Date: 02/01/2024

Meeting Type: Special

Primary Security ID: Y3125P101



Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Application for Registration of Non-financial Corporate Debt Financing Instrument	Mgmt	For		
2	Approve Company's Eligibility for Corporate Bond Issuance	Mgmt	For		
	APPROVE PLAN ON ISSUANCE OF CORPORATE BONDS	Mgmt			
3.1	Approve Issue Size and Bond Type	Mgmt	For		
3.2	Approve Issuance Period	Mgmt	For		
3.3	Approve Use of Proceeds	Mgmt	For		
3.4	Approve Par Value and Interest Rate	Mgmt	For		
3.5	Approve Issue Manner	Mgmt	For		
3.6	Approve Target Subscribers	Mgmt	For		
3.7	Approve Placing Arrangement for Shareholders	Mgmt	For		
3.8	Approve Listing Exchange	Mgmt	For		
3.9	Approve Guarantee Matters	Mgmt	For		
3.10	Approve Safeguard Measures of Debts Repayment	Mgmt	For		
3.11	Approve Resolution Validity Period	Mgmt	For		
4	Approve Authorization of Board to Handle All Related Matters	Mgmt	For		
5	Approve Provision of Guarantee	Mgmt	For		
6	Approve Related Party Transaction	Mgmt	For		
7	Approve Amendments to Articles of Association and Some Company System	Mgmt	For		
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
8.1	Elect Luo Ligu as Director	Mgmt	For		
8.2	Elect Luo Yi as Director	Mgmt	For		
8.3	Elect Luo Yedong as Director	Mgmt	For		
8.4	Elect Hao Han as Director	Mgmt	For		
8.5	Elect Zhang Yacong as Director	Mgmt	For		
8.6	Elect Wang Haokun as Director	Mgmt	For		
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt			
9.1	Elect Cheng Ying as Director	Mgmt	For		
9.2	Elect Zou Manli as Director	Mgmt	For		

## Hoshine Silicon Industry Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.3	Elect Zhao Jiasheng as Director	Mgmt	For		
	ELECT SUPERVISORS VIA CUMULATIVE VOTING	Mgmt			
10.1	Elect Zhu Lianqing as Supervisor	Mgmt	For		
10.2	Elect Wang Gongle as Supervisor	Mgmt	For		

## Compass Group Plc

**Meeting Date:** 02/08/2024      **Country:** United Kingdom      **Ticker:** CPG  
**Record Date:** 02/06/2024      **Meeting Type:** Annual  
**Primary Security ID:** G23296208

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Petros Parras as Director	Mgmt	For	For	For
5	Elect Leanne Wood as Director	Mgmt	For	For	For
6	Re-elect Ian Meakins as Director	Mgmt	For	For	For
7	Re-elect Dominic Blakemore as Director	Mgmt	For	For	For
8	Re-elect Palmer Brown as Director	Mgmt	For	For	For
9	Re-elect Stefan Bomhard as Director	Mgmt	For	For	For
10	Re-elect John Bryant as Director	Mgmt	For	For	For
11	Re-elect Arlene Isaacs-Lowe as Director	Mgmt	For	For	For
12	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	For	For
13	Re-elect Sundar Raman as Director	Mgmt	For	For	For
14	Re-elect Nelson Silva as Director	Mgmt	For	For	For
15	Re-elect Ireena Vittal as Director	Mgmt	For	For	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

## Compass Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with 14 Clear Days' Notice	Mgmt	For	For	For

## Siemens AG

**Meeting Date:** 02/08/2024      **Country:** Germany      **Ticker:** SIE  
**Record Date:** 02/01/2024      **Meeting Type:** Annual  
**Primary Security ID:** D69671218

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 4.70 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2022/23	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2022/23	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2022/23	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2022/23	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2022/23	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2022/23	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2022/23	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2022/23	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2022/23	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Regina Dugan (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2022/23	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2022/23	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Oliver Hartmann (from Sep. 14, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Keryn Lee James (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2022/23	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2022/23	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Martina Merz (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Christian Pfeiffer (from Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2022/23	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2022/23	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Norbert Reithofer (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2022/23	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Nemat Shafik (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022/23	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Michael Sigmund (until Aug. 31, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2022/23	Mgmt	For	For	For

## Siemens AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.23	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2022/23	Mgmt	For	For	For
4.24	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2022/23	Mgmt	For	For	For
4.25	Approve Discharge of Supervisory Board Member Gunnar Zukunft (until Feb. 9, 2023) for Fiscal Year 2022/23	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023/24	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Approve Creation of EUR 480 Million Pool of Capital with Partial Exclusion of Preemptive Rights	Mgmt	For	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Billion; Approve Creation of EUR 210 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For

## Tyson Foods, Inc.

**Meeting Date:** 02/08/2024

**Country:** USA

**Ticker:** TSN

**Record Date:** 12/11/2023

**Meeting Type:** Annual

**Primary Security ID:** 902494103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John H. Tyson	Mgmt	For	Against	Against
1b	Elect Director Les R. Baledge	Mgmt	For	Against	Against
1c	Elect Director Mike Beebe	Mgmt	For	Against	Against
1d	Elect Director Maria Claudia Borrás	Mgmt	For	For	For
1e	Elect Director David J. Bronczek	Mgmt	For	Against	Against
1f	Elect Director Mikel A. Durham	Mgmt	For	For	For
1g	Elect Director Donnie King	Mgmt	For	For	For
1h	Elect Director Jonathan D. Mariner	Mgmt	For	For	For
1i	Elect Director Kevin M. McNamara	Mgmt	For	For	For
1j	Elect Director Cheryl S. Miller	Mgmt	For	For	For
1k	Elect Director Kate B. Quinn	Mgmt	For	For	For
1l	Elect Director Jeffrey K. Schomburger	Mgmt	For	For	For

## Tyson Foods, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1m	Elect Director Barbara A. Tyson	Mgmt	For	Against	Against
1n	Elect Director Noel White	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Report on Climate Lobbying	SH	Against	For	For
4	Commission Third-Party Audit Assessing Use of Child Labor in Company's Value Chain	SH	Against	For	For
5	Accelerate Efforts to Eliminate Deforestation from Company's Supply Chains	SH	Against	For	For
6	Report on Opportunities to Support Circular Economy for Packaging	SH	Against	For	For

## Powszechny Zaklad Ubezpieczen SA

**Meeting Date:** 02/15/2024      **Country:** Poland      **Ticker:** PZU  
**Record Date:** 01/30/2024      **Meeting Type:** Special  
**Primary Security ID:** X6919T107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Open Meeting	Mgmt			
2	Elect Meeting Chairman	Mgmt	For	For	For
3	Acknowledge Proper Convening of Meeting	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
	Shareholder Proposals	Mgmt			
5.1	Recall Supervisory Board Member	SH	None	Against	Against
5.2	Elect Supervisory Board Member	SH	None	Against	Against
6	Approve Collective Suitability of Supervisory Board Members	SH	None	Against	Against
7	Approve Decision on Covering Costs of Convocation of EGM	SH	None	Against	Against
	Management Proposal	Mgmt			
8	Close Meeting	Mgmt			

## Aristocrat Leisure Limited

**Meeting Date:** 02/22/2024      **Country:** Australia      **Ticker:** ALL  
**Record Date:** 02/20/2024      **Meeting Type:** Annual  
**Primary Security ID:** Q0521T108

## Aristocrat Leisure Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Neil Chatfield as Director	Mgmt	For	For	For
2	***Withdrawn Resolution*** Elect Jennifer Aument as Director	Mgmt			
3	Approve Grant of Performance Share Rights to Trevor Croker under the Long-Term Incentive Program	Mgmt	For	Against	Against
4	Approve Non-Executive Director Rights Plan	Mgmt	None	For	For
5	Approve Remuneration Report	Mgmt	For	For	For

## Siemens Energy AG

Meeting Date: 02/26/2024

Country: Germany

Ticker: ENR

Record Date: 02/19/2024

Meeting Type: Annual

Primary Security ID: D6T47E106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Christian Bruch for Fiscal Year 2022/23	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Maria Ferraro for Fiscal Year 2022/23	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Karim Amin for Fiscal Year 2022/23	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Tim Holt for Fiscal Year 2022/23	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Anne-Laure Parrical de Chamard (from Nov. 1, 2022) for Fiscal Year 2022/23	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Vinod Philip (from Oct. 1, 2022) for Fiscal Year 2022/23	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2022/23	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.2	Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal Year 2022/23	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Hubert Lienhard for Fiscal Year 2022/23	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Guenter Augustat for Fiscal Year 2022/23	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Manfred Baereis for Fiscal Year 2022/23	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Manuel Bloemers for Fiscal Year 2022/23	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Christine Bortenlaenger for Fiscal Year 2022/23	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2022/23	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Andreas Feldmueller for Fiscal Year 2022/23	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Nadine Florian for Fiscal Year 2022/23	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2022/23	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Horst Hakelberg for Fiscal Year 2022/23	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2022/23	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Hildegard Mueller for Fiscal Year 2022/23	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Laurence Mulliez for Fiscal Year 2022/23	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Thomas Pfann for Fiscal Year 2022/23	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Matthias Rebellius for Fiscal Year 2022/23	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2022/23	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Geisha Williams for Fiscal Year 2022/23	Mgmt	For	For	For



## Siemens Energy AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.20	Approve Discharge of Supervisory Board Member Randy Zwirn for Fiscal Year 2022/23	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2023/24	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Veronika Grimm to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Simone Menne to the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
9	Approve Creation of EUR 399.7 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
10	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Billion; Approve Creation of EUR 79.9 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

## Wen's Foodstuff Group Co., Ltd.

**Meeting Date:** 02/27/2024      **Country:** China      **Ticker:** 300498  
**Record Date:** 02/20/2024      **Meeting Type:** Special  
**Primary Security ID:** Y2R30P108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	APPROVE CHANGE IN REGISTERED CAPITAL AND AMEND ARTICLES OF ASSOCIATION	Mgmt			
1.1	Amend Articles of Association	Mgmt	For	For	For
1.2	Amend Rules and Procedures Regarding General Meetings of Shareholders	Mgmt	For	For	For
1.3	Amend Rules and Procedures Regarding Meetings of Board of Directors	Mgmt	For	For	For
1.4	Amend Working System for Independent Directors	Mgmt	For	For	For
1.5	Amend Related-Party Transaction Management System	Mgmt	For	For	For

## Wen's Foodstuff Group Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Amend Information Disclosure Management System	Mgmt	For	For	For
1.7	Amend Management System of Raised Funds	Mgmt	For	For	For
2	Approve Terminating Investment Projects with Partial Raised Funds	Mgmt	For	For	For
3	Approve Provision of Guarantee	Mgmt	For	Against	Against

## Apple Inc.

Meeting Date: 02/28/2024

Country: USA

Ticker: AAPL

Record Date: 01/02/2024

Meeting Type: Annual

Primary Security ID: 037833100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda Austin	Mgmt	For	For	For
1b	Elect Director Tim Cook	Mgmt	For	For	For
1c	Elect Director Alex Gorsky	Mgmt	For	For	For
1d	Elect Director Andrea Jung	Mgmt	For	For	For
1e	Elect Director Art Levinson	Mgmt	For	For	For
1f	Elect Director Monica Lozano	Mgmt	For	For	For
1g	Elect Director Ron Sugar	Mgmt	For	For	For
1h	Elect Director Sue Wagner	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
5	Report on Standards and Procedures to Curate App Content	SH	Against	Against	Against
6	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
7	Report on Use of Artificial Intelligence	SH	Against	For	For
8	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against	Against

# Deere & Company

Meeting Date: 02/28/2024

Country: USA

Ticker: DE

Record Date: 01/02/2024

Meeting Type: Annual

Primary Security ID: 244199105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	Mgmt	For	For	For
1b	Elect Director Tamra A. Erwin	Mgmt	For	For	For
1c	Elect Director Alan C. Heuberger	Mgmt	For	For	For
1d	Elect Director L. Neil Hunn	Mgmt	For	For	For
1e	Elect Director Michael O. Johanns	Mgmt	For	For	For
1f	Elect Director Clayton M. Jones	Mgmt	For	For	For
1g	Elect Director John C. May	Mgmt	For	For	For
1h	Elect Director Gregory R. Page	Mgmt	For	For	For
1i	Elect Director Sherry M. Smith	Mgmt	For	For	For
1j	Elect Director Dmitri L. Stockton	Mgmt	For	For	For
1k	Elect Director Sheila G. Talton	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on GHG Reduction Policies and Their Impact on Revenue Generation	SH	Against	Against	Against
5	Civil Rights and Non-Discrimination Audit Proposal	SH	Against	Against	Against
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For

# Novartis AG

Meeting Date: 03/05/2024

Country: Switzerland

Ticker: NOVN

Record Date:

Meeting Type: Annual

Primary Security ID: H5820Q150

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
3	Approve Allocation of Income and Dividends of CHF 3.30 per Share	Mgmt	For	For	For
4	Approve CHF 42.9 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 8.8 Million	Mgmt	For	For	For
5.2	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 95 Million	Mgmt	For	For	For
5.3	Approve Remuneration Report	Mgmt	For	Refer	Against
6.1	Reelect Joerg Reinhardt as Director and Board Chair	Mgmt	For	For	For
6.2	Reelect Nancy Andrews as Director	Mgmt	For	For	For
6.3	Reelect Ton Buechner as Director	Mgmt	For	For	For
6.4	Reelect Patrice Bula as Director	Mgmt	For	Against	Against
6.5	Reelect Elizabeth Doherty as Director	Mgmt	For	For	For
6.6	Reelect Bridgette Heller as Director	Mgmt	For	For	For
6.7	Reelect Daniel Hochstrasser as Director	Mgmt	For	For	For
6.8	Reelect Frans van Houten as Director	Mgmt	For	For	For
6.9	Reelect Simon Moroney as Director	Mgmt	For	For	For
6.10	Reelect Ana de Pro Gonzalo as Director	Mgmt	For	For	For
6.11	Reelect Charles Sawyers as Director	Mgmt	For	For	For
6.12	Reelect William Winters as Director	Mgmt	For	For	For
6.13	Reelect John Young as Director	Mgmt	For	For	For
7.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	Against	Against
7.2	Reappoint Bridgette Heller as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Reappoint Simon Moroney as Member of the Compensation Committee	Mgmt	For	For	For
7.4	Reappoint William Winters as Member of the Compensation Committee	Mgmt	For	For	For
8	Ratify KPMG AG as Auditors	Mgmt	For	For	For
9	Designate Peter Zahn as Independent Proxy	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

**QUALCOMM Incorporated**

**Meeting Date:** 03/05/2024

**Country:** USA

**Ticker:** QCOM

**Record Date:** 01/08/2024

**Meeting Type:** Annual

**Primary Security ID:** 747525103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sylvia Acevedo	Mgmt	For	For	For
1b	Elect Director Cristiano R. Amon	Mgmt	For	For	For
1c	Elect Director Mark Fields	Mgmt	For	For	For
1d	Elect Director Jeffrey W. Henderson	Mgmt	For	For	For
1e	Elect Director Gregory N. Johnson	Mgmt	For	For	For
1f	Elect Director Ann M. Livermore	Mgmt	For	For	For
1g	Elect Director Mark D. McLaughlin	Mgmt	For	For	For
1h	Elect Director Jamie S. Miller	Mgmt	For	For	For
1i	Elect Director Irene B. Rosenfeld	Mgmt	For	For	For
1j	Elect Director Kornelis (Neil) Smit	Mgmt	For	For	For
1k	Elect Director Jean-Pascal Tricoire	Mgmt	For	For	For
1l	Elect Director Anthony J. Vinciquerra	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For
6	Amend Bylaws to Add Federal Forum Selection Provision	Mgmt	For	For	For

**Applied Materials, Inc.**

**Meeting Date:** 03/07/2024      **Country:** USA      **Ticker:** AMAT  
**Record Date:** 01/10/2024      **Meeting Type:** Annual  
**Primary Security ID:** 038222105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	For	For
1b	Elect Director Judy Bruner	Mgmt	For	For	For
1c	Elect Director Xun (Eric) Chen	Mgmt	For	For	For
1d	Elect Director Aart J. de Geus	Mgmt	For	For	For
1e	Elect Director Gary E. Dickerson	Mgmt	For	For	For
1f	Elect Director Thomas J. Iannotti	Mgmt	For	For	For

## Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Alexander A. Karsner	Mgmt	For	For	For
1h	Elect Director Kevin P. March	Mgmt	For	For	For
1i	Elect Director Yvonne McGill	Mgmt	For	For	For
1j	Elect Director Scott A. McGregor	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	For	For
5	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	For

## Cencora, Inc.

**Meeting Date:** 03/12/2024      **Country:** USA      **Ticker:** COR  
**Record Date:** 01/16/2024      **Meeting Type:** Annual  
**Primary Security ID:** 03073E105

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

## Analog Devices, Inc.

Meeting Date: 03/13/2024

Country: USA

Ticker: ADI

Record Date: 01/09/2024

Meeting Type: Annual

Primary Security ID: 032654105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vincent Roche	Mgmt	For	For	For
1b	Elect Director Stephen M. Jennings	Mgmt	For	For	For
1c	Elect Director Andre Andonian	Mgmt	For	For	For
1d	Elect Director James A. Champy	Mgmt	For	For	For
1e	Elect Director Edward H. Frank	Mgmt	For	For	For
1f	Elect Director Laurie H. Glimcher	Mgmt	For	For	For
1g	Elect Director Karen M. Golz	Mgmt	For	For	For
1h	Elect Director Peter B. Henry	Mgmt	For	For	For
1i	Elect Director Mercedes Johnson	Mgmt	For	For	For
1j	Elect Director Ray Stata	Mgmt	For	For	For
1k	Elect Director Susie Wee	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	Against	For	For

## Starbucks Corporation

Meeting Date: 03/13/2024

Country: USA

Ticker: SBUX

Record Date: 01/05/2024

Meeting Type: Annual

Primary Security ID: 855244109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ritch Allison	Mgmt	For	For	
1b	Elect Director Andy Campion	Mgmt	For	For	
1c	Elect Director Beth Ford	Mgmt	For	For	
1d	Elect Director Melody Hobson	Mgmt	For	Withhold	
1e	Elect Director Jorgen Vig Knudstorp	Mgmt	For	For	
1f	Elect Director Neal Mohan	Mgmt	For	For	
1g	Elect Director Satya Nadella	Mgmt	For	For	
1h	Elect Director Laxman Narasimhan	Mgmt	For	For	

## Starbucks Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Daniel Servitje	Mgmt	For	For	
1j	Elect Director Mike Sievert	Mgmt	For	For	
1k	Elect Director Wei Zhang	Mgmt	For	For	
1l	Elect Dissident Nominee Director Maria Echaveste	SH			
1m	Elect Dissident Nominee Director Joshua Gotbaum	SH			
1n	Elect Dissident Nominee Director Wilma B. Liebman	SH			
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	
4	Report on Plant-Based Milk Pricing	SH	Against	Against	
5	Conduct Audit and Report on Systemic Discrimination	SH	Against	Against	
6	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	SH	Against	Against	

## TE Connectivity Ltd.

**Meeting Date:** 03/13/2024      **Country:** Switzerland      **Ticker:** TEL  
**Record Date:** 02/22/2024      **Meeting Type:** Annual  
**Primary Security ID:** H84989104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean-Pierre Clamadieu	Mgmt	For	For	For
1b	Elect Director Terrence R. Curtin	Mgmt	For	For	For
1c	Elect Director Carol A. ("John") Davidson	Mgmt	For	For	For
1d	Elect Director Lynn A. Dugle	Mgmt	For	For	For
1e	Elect Director William A. Jeffrey	Mgmt	For	For	For
1f	Elect Director Syaru Shirley Lin	Mgmt	For	For	For
1g	Elect Director Heath A. Mitts	Mgmt	For	For	For
1h	Elect Director Abhijit Y. Talwalkar	Mgmt	For	For	For
1i	Elect Director Mark C. Trudeau	Mgmt	For	For	For
1j	Elect Director Dawn C. Willoughby	Mgmt	For	For	For
1k	Elect Director Laura H. Wright	Mgmt	For	For	For
2	Elect Board Chairman Carol A. ("John") Davidson	Mgmt	For	For	For



# TE Connectivity Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3a	Elect Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee	Mgmt	For	For	For
3b	Elect Mark C. Trudeau as Member of Management Development and Compensation Committee	Mgmt	For	For	For
3c	Elect Dawn C. Willoughby as Member of Management Development and Compensation Committee	Mgmt	For	For	For
4	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
5.1	Accept Annual Report for Fiscal Year Ended September 29,2023	Mgmt	For	For	For
5.2	Accept Statutory Financial Statements for Fiscal Year Ended September 29,2023	Mgmt	For	For	For
5.3	Approve Consolidated Financial Statements for Fiscal Year Ended September 29,2023	Mgmt	For	For	For
6	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
7.1	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
7.2	Ratify Deloitte AG as Swiss Registered Auditors	Mgmt	For	For	For
7.3	Ratify PricewaterhouseCoopers AG as Special Auditors	Mgmt	For	For	For
8	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
9	Approve Remuneration Report	Mgmt	For	Refer	Against
10	Approve Remuneration of Executive Management in the Amount of USD 61.2 million	Mgmt	For	Refer	Against
11	Approve Remuneration of Board of Directors in the Amount of USD 3.8 million	Mgmt	For	For	For
12	Approve Allocation of Available Earnings at September 29, 2023	Mgmt	For	For	For
13	Approve Declaration of Dividend	Mgmt	For	For	For
14	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For
15	Approve Reduction in Share Capital via Cancellation of Shares	Mgmt	For	For	For
16.1	Amend Articles Re: General Meeting and Shareholders Matters	Mgmt	For	For	For
16.2	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
16.3	Amend Articles Re: Board of Directors, Compensation and Mandates	Mgmt	For	For	For
17	Authorize Share Repurchase Program	Mgmt	For	For	For

## TE Connectivity Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Approve Omnibus Stock Plan	Mgmt	For	For	For

## A.P. Moller-Maersk A/S

**Meeting Date:** 03/14/2024      **Country:** Denmark      **Ticker:** MAERSK.B  
**Record Date:** 03/07/2024      **Meeting Type:** Annual  
**Primary Security ID:** K0514G101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Discharge of Management and Board	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of DKK 515 Per Share	Mgmt	For	For	For
5	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
6.1	Reelect Robert Maersk Ugglas as Director	Mgmt	For	Abstain	Abstain
6.2	Reelect Marika Frederiksson as Director	Mgmt	For	For	For
6.3	Reelect Thomas Lindegaard Madsen as Director	Mgmt	For	For	For
6.4	Reelect Julija Voitiekute as Director	Mgmt	For	For	For
6.5	Elect Allan Thygesen as New Director	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
8.1	Authorize Board to Declare Extraordinary Dividend	Mgmt	For	For	For
8.2	Approve DKK 1.7 Billion Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
8.3	Approve Indemnification of Members of the Board of Directors	Mgmt	For	For	For
8.4	Amend Articles Re: Indemnification Scheme	Mgmt	For	For	For
	Shareholder Proposals Submitted by AkademikerPension and LD Fonde	Mgmt			
8.5	Report on Efforts and Risks Related to Human Rights	SH	Against	For	For
	Shareholder Proposals Submitted by Lotta Aho	Mgmt			
8.6	Approve Enforcement of the Supplier Code of Conduct	SH	For	For	For

# Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 03/14/2024

Country: Spain

Ticker: BBVA

Record Date: 03/08/2024

Meeting Type: Annual

Primary Security ID: E11805103

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

# F5, Inc.

Meeting Date: 03/14/2024

Country: USA

Ticker: FFIV

Record Date: 01/08/2024

Meeting Type: Annual

Primary Security ID: 315616102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marianne N. Budnik	Mgmt	For	For	For
1b	Elect Director Elizabeth L. Buse	Mgmt	For	For	For
1c	Elect Director Michel Combes	Mgmt	For	For	For

## F5, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Michael L. Dreyer	Mgmt	For	For	For
1e	Elect Director Tami Erwin	Mgmt	For	For	For
1f	Elect Director Alan J. Higginson	Mgmt	For	For	For
1g	Elect Director Peter S. Klein	Mgmt	For	For	For
1h	Elect Director Francois Locoh-Donou	Mgmt	For	For	For
1i	Elect Director Nikhil Mehta	Mgmt	For	For	For
1j	Elect Director Michael F. Montoya	Mgmt	For	For	For
1k	Elect Director Sripada Shivananda	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

## Pandora AS

**Meeting Date:** 03/14/2024

**Country:** Denmark

**Ticker:** PNDORA

**Record Date:** 03/07/2024

**Meeting Type:** Annual

**Primary Security ID:** K7681L102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
4	Approve Remuneration of Directors	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of DKK 18.00 Per Share	Mgmt	For	For	For
6.1	Reelect Peter A. Ruzicka as Director	Mgmt	For	For	For
6.2	Reelect Christian Frigast as Director	Mgmt	For	For	For
6.3	Reelect Lilian Fossum Biner as Director	Mgmt	For	For	For
6.4	Reelect Birgitta Stymne Goransson as Director	Mgmt	For	For	For
6.5	Reelect Marianne Kirkegaard as Director	Mgmt	For	For	For
6.6	Reelect Catherine Spindler as Director	Mgmt	For	For	For
6.7	Reelect Jan Zijdeveld as Director	Mgmt	For	For	For
7	Ratify Ernst & Young as Auditor	Mgmt	For	For	For
8	Approve Discharge of Management and Board	Mgmt	For	For	For

## Pandora AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.1	Approve DKK 7 Million Reduction in Share Capital via Share Cancellation; Amend Articles Accordingly	Mgmt	For	For	For
9.2	Amend Remuneration Policy (Indemnification Scheme)	Mgmt	For	For	For
9.3A	Amend Remuneration Policy (Specification of the Derogation Clause)	Mgmt	For	For	For
9.3B	Amend Remuneration Policy (Short-Term Incentive Plan)	Mgmt	For	For	For
9.3C	Amend Remuneration Policy (Travel Allowance for Board Members)	Mgmt	For	For	For
9.4	Authorize Share Repurchase Program	Mgmt	For	For	For
9.5	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
10	Other Business	Mgmt			

## Kia Corp.

**Meeting Date:** 03/15/2024

**Country:** South Korea

**Ticker:** 000270

**Record Date:** 12/31/2023

**Meeting Type:** Annual

**Primary Security ID:** Y47601102

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

## SAMSUNG BIOLOGICS Co., Ltd.

**Meeting Date:** 03/15/2024

**Country:** South Korea

**Ticker:** 207940

**Record Date:** 12/31/2023

**Meeting Type:** Annual

**Primary Security ID:** Y7T7DY103

## SAMSUNG BIOLOGICS Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2	Elect Seo Seung-hwan as Outside Director	Mgmt	For	For	For
3	Elect Seo Seung-hwan as a Member of Audit Committee	Mgmt	For	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

## Samsung C&T Corp.

Meeting Date: 03/15/2024

Country: South Korea

Ticker: 028260

Record Date: 12/31/2023

Meeting Type: Annual

Primary Security ID: Y7T71K106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Financial Statements	Mgmt	For	For	For
1.2.1	Approve Appropriation of Income (KRW 2,550 per Common Share and KRW 2,600 per Preferred Share)	Mgmt	For	Against	Against
1.2.2	Approve Appropriation of Income (KRW 4,500 per Common Share and KRW 4,550 per Preferred Share) (Shareholder Proposal)	SH	Against	For	For
2	Approve Cancellation of Treasury Shares	Mgmt	For	For	For
3	Approve Acquisition of Treasury Shares (Shareholder Proposal)	SH	Against	For	For
4.1.1	Elect Choi Jung-gyeong as Outside Director	Mgmt	For	Against	Against
4.1.2	Elect Kim Gyeong-su as Outside Director	Mgmt	For	For	For
4.2.1	Elect Oh Se-cheol as Inside Director	Mgmt	For	For	For
4.2.2	Elect Lee Jun-seo as Inside Director	Mgmt	For	For	For
4.2.3	Elect Lee Jae-eon as Inside Director	Mgmt	For	For	For
5	Elect Choi Jung-gyeong as Audit Committee Member	Mgmt	For	Against	Against
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

## Oil & Natural Gas Corporation Limited

Meeting Date: 03/16/2024

Country: India

Ticker: 500312

Record Date: 02/09/2024

Meeting Type: Special

Primary Security ID: Y64606133

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Approve Material Related Party Transactions with respect to Area-1 Offshore Mozambique Project - AssetCo Structure	Mgmt	For	For	For
2	Approve Material Related Party Transactions with respect to Area-1 Offshore Mozambique Project - Debt Service Undertaking	Mgmt	For	For	For

## Guangdong Haid Group Co., Ltd.

Meeting Date: 03/20/2024

Country: China

Ticker: 002311

Record Date: 03/14/2024

Meeting Type: Special

Primary Security ID: Y29255109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Provision of Guarantee for Subsidiaries	Mgmt	For	For	For
2	Approve Provision of External Guarantee	Mgmt	For	For	For
3	Approve Application of Credit Lines	Mgmt	For	For	For
4	Approve Hedging Business	Mgmt	For	For	For
5	Approve Draft and Summary on Stock Option Incentive Plan	Mgmt	For	Against	Against
6	Approve Stock Option Incentive Plan Implementation Assessment and Management Measures	Mgmt	For	Against	Against
7	Approve Authorization of the Board to Handle All Matters Related to the Stock Option Incentive Plan	Mgmt	For	Against	Against
8	Approve Draft and Summary on Employee Share Purchase Plan	Mgmt	For	For	For
9	Approve Management Method of Employee Share Purchase Plan	Mgmt	For	For	For
10	Approve Authorization of the Board to Handle All Matters Related to the Employee Share Purchase Plan	Mgmt	For	For	For

## Guangdong Haid Group Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Proposal on Selecting Mr. Yang Jiantao, a Relative of the Chairman, as the Target of the 2024 Stock Option Incentive Plan and the 2024 Employee Share Purchase Plan	Mgmt	For	Against	Against

## Samsung Electronics Co., Ltd.

**Meeting Date:** 03/20/2024      **Country:** South Korea      **Ticker:** 005930  
**Record Date:** 12/31/2023      **Meeting Type:** Annual  
**Primary Security ID:** Y74718100

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

## Danske Bank A/S

**Meeting Date:** 03/21/2024      **Country:** Denmark      **Ticker:** DANSKE  
**Record Date:** 03/14/2024      **Meeting Type:** Annual  
**Primary Security ID:** K22272114

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 7.50 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For



# Danske Bank A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Determine Number of Members and Deputy Members of Board	Mgmt	For	For	For
6.a	Reelect Martin Blessing as Director	Mgmt	For	Abstain	Abstain
6.b	Reelect Lars-Erik Brenoe Director	Mgmt	For	For	For
6.c	Reelect Jacob Dahl as Director	Mgmt	For	For	For
6.d	Reelect Raija-Leena Hankonen-Nybom as Director	Mgmt	For	For	For
6.e	Reelect Allan Polack as Director	Mgmt	For	For	For
6.f	Reelect Helle Valentin as Director	Mgmt	For	Abstain	Abstain
6.g	Elect Lieve Mostrey as New Director	Mgmt	For	For	For
6.h	Elect Martin Norkaer Larsen as New Director	Mgmt	For	For	For
7	Ratify Deloitte as Auditors	Mgmt	For	For	For
8	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	For	For
9	Authorize Share Repurchase Program	Mgmt	For	For	For
10	Approve Remuneration of Directors in the Amount of DKK 2.6 Million for Chairman, DKK 1.3 Million for Vice Chair and DKK 790,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
11	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	For
	Shareholder Proposals Submitted by Thomas Kudsk Larsen	Mgmt			
12.a	Approve Banking Benefits for Shareholders	SH	Against	Against	Against
	Shareholder Proposals Submitted by ActionAid Denmark	Mgmt			
12.b1	Streamlining Climate Policy and Approach to Fossil Companies	SH	Against	Against	Against
12.b2	Exclusion of Shares in Companies within Exploration and Production of Oil and Gas	SH	Against	Against	Against
	Management Proposals	Mgmt			
13	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
14	Other Business	Mgmt			

## Hyundai Motor Co., Ltd.

**Meeting Date:** 03/21/2024

**Country:** South Korea

**Ticker:** 005380

**Record Date:** 12/31/2023

**Meeting Type:** Annual

**Primary Security ID:** Y38472109

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

## Nordea Bank Abp

**Meeting Date:** 03/21/2024

**Country:** Finland

**Ticker:** NDA.SE

**Record Date:** 03/11/2024

**Meeting Type:** Annual

**Primary Security ID:** X5S8VL105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports; Receive President Review	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.92 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For

# Nordea Bank Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Amount of EUR 365,000 for Chairman, EUR 171,000 for Vice Chairman and EUR 109,000 for Other Directors; Approve Legal and Administrative Fees; Approve Travel Expenses; Approve Remuneration for Committee Work	Mgmt	For	For	For
13	Determine Number of Members (10) and Deputy Members (1) of Board	Mgmt	For	For	For
14a	Reelect Sir Stephen Hester as Director (Chair)	Mgmt	For	For	For
14b	Reelect Petra van Hoeken as Director	Mgmt	For	For	For
14c	Reelect John Maltby as Director	Mgmt	For	For	For
14d	Reelect Risto Murto as Director	Mgmt	For	For	For
14e	Reelect Lene Skole as Director	Mgmt	For	For	For
14f	Reelect Per Stromberg as Director	Mgmt	For	For	For
14g	Reelect Jonas Synnergren as Director	Mgmt	For	For	For
14h	Reelect Arja Talma as Director	Mgmt	For	For	For
14i	Reelect Kjersti Wiklund as Director	Mgmt	For	For	For
14j	Elect Lars Rohde as new Director	Mgmt	For	For	For
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
17	Approve Remuneration of Authorized Sustainability Auditors	Mgmt	For	For	For
18	Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor	Mgmt	For	For	For
19	Approve Issuance of Convertible Instruments without Preemptive Rights	Mgmt	For	For	For
20	Authorize Share Repurchase Program in the Securities Trading Business	Mgmt	For	For	For
21	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
22	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
23	Approve Issuance of up to 30 Million Shares without Preemptive Rights	Mgmt	For	For	For
	Shareholder Proposals Submitted by Greenpeace Nordic, the Swedish Society for Nature Conservation and Mellefolkeligt Samvirke / Action Aid Denmark	Mgmt			

## Nordea Bank Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
24	Approve Business Activities in Line with the Paris Agreement	SH	Against	Against	Against
25	Close Meeting	Mgmt			

## Novo Nordisk A/S

**Meeting Date:** 03/21/2024      **Country:** Denmark      **Ticker:** NOVO.B  
**Record Date:** 03/14/2024      **Meeting Type:** Annual  
**Primary Security ID:** K72807140

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 6.40 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of DKK 3.4 Million for the Chairman, DKK 1.7 Million for the Vice Chairman and DKK 840,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
5.2a	Approve Indemnification of Board of Directors	Mgmt	For	For	For
5.2b	Approve Indemnification of Executive Management	Mgmt	For	For	For
5.2c	Amend Articles Re: Indemnification Scheme	Mgmt	For	For	For
5.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For
6.1	Reelect Helge Lund (Chair) as Director	Mgmt	For	Abstain	Abstain
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	For	Abstain	Abstain
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	For	For
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For	For
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	For	For
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	Abstain	Abstain
6.3e	Reelect Christina Law as Director	Mgmt	For	For	For
6.3f	Reelect Martin Mackay as Director	Mgmt	For	For	For
7	Ratify Deloitte as Auditor	Mgmt	For	For	For

## Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.1	Approve DKK 4.5 Million Reduction in Share Capital via Share Cancellation of B Shares	Mgmt	For	For	For
8.2	Authorize Share Repurchase Program	Mgmt	For	For	For
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	Mgmt	For	For	For
9	Other Business	Mgmt			

## POSCO Holdings Inc.

**Meeting Date:** 03/21/2024

**Country:** South Korea

**Ticker:** 005490

**Record Date:** 12/31/2023

**Meeting Type:** Annual

**Primary Security ID:** Y70750115

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2	Amend Articles of Incorporation	Mgmt	For	For	For
3.1	Elect Jang In-hwa as Inside Director	Mgmt	For	Against	Against
3.2	Elect Jeong Gi-seop as Inside Director	Mgmt	For	Against	Against
3.3	Elect Kim Jun-hyeong as Inside Director	Mgmt	For	For	For
3.4	Elect Kim Gi-su as Inside Director	Mgmt	For	For	For
4.1	Elect Yoo Young-suk as Outside Director	Mgmt	For	Against	Against
4.2	Elect Kwon Tae-gyun as Outside Director	Mgmt	For	For	For
5	Elect Park Seong-wook as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

## CEMEX SAB de CV

**Meeting Date:** 03/22/2024

**Country:** Mexico

**Ticker:** CEMEXCPO

**Record Date:** 03/08/2024

**Meeting Type:** Annual

**Primary Security ID:** P2253T133

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
	Meeting for Holders of CPOs of Mexican Nationality Can Exercise Their Voting Rights with Respect to Series A and B Shares, While Those of Foreign Nationality Can Only Do so for Series B Shares	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Cash Dividends of USD 120 Millions	Mgmt	For	For	For
3	Set Maximum Amount of Share Repurchase Reserve	Mgmt	For	For	For
4	Approve Five Year Extension of Current Restricted Stock Incentive Plan for Executives, Officers and Employees	Mgmt	For	Against	Against
5.a	Elect Rogelio Zambrano Lozano as Board Chairman	Mgmt	For	For	For
5.b	Elect Fernando Angel Gonzalez Olivieri as Director	Mgmt	For	For	For
5.c	Elect Marcelo Zambrano Lozano as Director	Mgmt	For	For	For
5.d	Elect Armando J. Garcia Segovia as Director	Mgmt	For	For	For
5.e	Elect Francisco Javier Fernandez Carbajal as Director	Mgmt	For	For	For
5.f	Elect Rodolfo Garcia Muriel as Director	Mgmt	For	For	For
5.g	Elect Armando Garza Sada as Director	Mgmt	For	Against	Against
5.h	Elect David Martinez Guzman as Director	Mgmt	For	For	For
5.i	Elect Everardo Elizondo Almaguer as Director	Mgmt	For	For	For
5.j	Elect Ramiro Gerardo Villarreal Morales as Director	Mgmt	For	For	For
5.k	Elect Gabriel Jaramillo Sanint as Director	Mgmt	For	For	For
5.l	Elect Isabel Maria Aguilera Navarro as Director	Mgmt	For	For	For
5.m	Elect Maria de Lourdes Melgar Palacios as Director	Mgmt	For	For	For
5.n	Elect Roger Saldana Madero as Board Secretary	Mgmt	For	For	For
5.o	Elect Rene Delgadillo Galvan as Deputy Secretary	Mgmt	For	For	For
6.a	Elect Everardo Elizondo Almaguer as Chairman of Audit Committee	Mgmt	For	For	For
6.b	Elect Francisco Javier Fernandez Carbajal as Member of Audit Committee	Mgmt	For	For	For

## CEMEX SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.c	Elect Gabriel Jaramillo Sanint as Member of Audit Committee	Mgmt	For	For	For
6.d	Elect Roger Saldana Madero as Secretary of Audit Committee	Mgmt	For	For	For
6.e	Elect Rene Delgadillo Galvan as Deputy Secretary of Audit Committee	Mgmt	For	For	For
7.a	Elect Francisco Javier Fernandez Carbajal as Chairman of Corporate Practices and Finance Committee	Mgmt	For	For	For
7.b	Elect Rodolfo Garcia Muriel as Member of Corporate Practices and Finance Committee	Mgmt	For	For	For
7.c	Elect Ramiro Gerardo Villareal Morales as Member of Corporate Practices and Finance Committee	Mgmt	For	For	For
7.d	Elect Roger Saldana Madero as Secretary of Corporate Practices and Finance Committee	Mgmt	For	For	For
7.e	Elect Rene Delgadillo Galvan as Deputy Secretary of Corporate Practices and Finance Committee	Mgmt	For	For	For
8.a	Elect Armando J. Garcia Segovia as Chairman of Sustainability, Climate Action, Social Impact and Diversity Committee	Mgmt	For	For	For
8.b	Elect Marcelo Zambrano Lozano as Member of Sustainability, Climate Action, Social Impact and Diversity Committee	Mgmt	For	For	For
8.c	Elect Isabel Maria Aguilera Navarro as Member of Sustainability, Climate Action, Social Impact and Diversity Committee	Mgmt	For	For	For
8.d	Elect Maria de Lourdes Melgar Palacios as Member of Sustainability, Climate Action, Social Impact and Diversity Committee	Mgmt	For	For	For
8.e	Elect Roger Saldana Madero as Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee	Mgmt	For	For	For
8.f	Elect Rene Delgadillo Galvan as Deputy Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee	Mgmt	For	For	For
9	Approve Remuneration of Directors and Members of Audit, Corporate Practices and Finance, Sustainability, Climate Action, Social Impact and Diversity Committees	Mgmt	For	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

## COWAY Co., Ltd.

**Meeting Date:** 03/22/2024

**Country:** South Korea

**Ticker:** 021240

**Record Date:** 12/31/2023

**Meeting Type:** Annual

**Primary Security ID:** Y1786S109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

## COWAY Co., Ltd.

**Meeting Date:** 03/22/2024

**Country:** South Korea

**Ticker:** 021240

**Record Date:** 02/22/2024

**Meeting Type:** Special

**Primary Security ID:** Y1786S109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Split-Off Agreement	Mgmt	For	For	For

## Hana Financial Group, Inc.

**Meeting Date:** 03/22/2024

**Country:** South Korea

**Ticker:** 086790

**Record Date:** 12/31/2023

**Meeting Type:** Annual

**Primary Security ID:** Y29975102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2.1	Elect Park Dong-moon as Outside Director	Mgmt	For	Against	Against
2.2	Elect Lee Gang-won as Outside Director	Mgmt	For	Against	Against
2.3	Elect Ju Young-seop as Outside Director	Mgmt	For	For	For
2.4	Elect Yoon Sim as Outside Director	Mgmt	For	For	For
2.5	Elect Lee Jae-min as Outside Director	Mgmt	For	For	For
2.6	Elect Lee Seung-yeol as Inside Director	Mgmt	For	Against	Against
2.7	Elect Kang Seong-muk as Inside Director	Mgmt	For	For	For



## Hana Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Elect Lee Jeong-won as Outside Director to Serve as an Audit Committee Member	Mgmt	For	Against	Against
3.2	Elect Lee Jae-sul as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For
4.1	Elect Won Suk-yeon as a Member of Audit Committee	Mgmt	For	Against	Against
4.2	Elect Lee Jae-min as a Member of Audit Committee	Mgmt	For	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

## Fortum Oyj

**Meeting Date:** 03/25/2024

**Country:** Finland

**Ticker:** FORTUM

**Record Date:** 03/13/2024

**Meeting Type:** Annual

**Primary Security ID:** X2978Z118

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.15 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
12	Approve Remuneration of Directors in the Amount of EUR 128,200 for Chair, EUR 79,400 for Deputy Chair and EUR 56,800 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For

## Fortum Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Fix Number of Directors at Nine	Mgmt	For	For	For
14	Reelect Ralf Christian, Luisa Delgado, Jonas Gustavsson, Essimari Kairisto (Vice-Chair), Marita Niemela, Teppo Paavola, Mikael Silvennoinen (Chair), Johan Soderstram and Vesa-Pekka Takala as Directors	Mgmt	For	Against	Against
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Ratify Deloitte as Auditors	Mgmt	For	For	For
17	Approve Remuneration of Authorized Sustainability Auditors	Mgmt	For	For	For
18	Ratify Deloitte as Authorized Sustainability Auditors	Mgmt	For	For	For
19	Amend Articles Re: Auditor	Mgmt	For	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For	For
21	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
22	Approve Charitable Donations	Mgmt	For	For	For
23	Approve the Revised Charter of the Shareholders Nomination Board	Mgmt	For	For	For
24	Close Meeting	Mgmt			

## Bridgestone Corp.

**Meeting Date:** 03/26/2024

**Country:** Japan

**Ticker:** 5108

**Record Date:** 12/31/2023

**Meeting Type:** Annual

**Primary Security ID:** J04578126

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 100	Mgmt	For	For	For
2.1	Elect Director Ishibashi, Shuichi	Mgmt	For	For	For
2.2	Elect Director Higashi, Masahiro	Mgmt	For	For	For
2.3	Elect Director Scott Trevor Davis	Mgmt	For	For	For
2.4	Elect Director Okina, Yuri	Mgmt	For	For	For
2.5	Elect Director Masuda, Kenichi	Mgmt	For	For	For
2.6	Elect Director Yamamoto, Kenzo	Mgmt	For	For	For
2.7	Elect Director Shiba, Yojiro	Mgmt	For	For	For
2.8	Elect Director Suzuki, Yoko	Mgmt	For	For	For
2.9	Elect Director Kobayashi, Yukari	Mgmt	For	For	For

## Bridgestone Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.10	Elect Director Nakajima, Yasuhiro	Mgmt	For	For	For
2.11	Elect Director Matsuda, Akira	Mgmt	For	For	For
2.12	Elect Director Yoshimi, Tsuyoshi	Mgmt	For	For	For

## INPEX Corp.

**Meeting Date:** 03/26/2024      **Country:** Japan      **Ticker:** 1605  
**Record Date:** 12/31/2023      **Meeting Type:** Annual  
**Primary Security ID:** J2467E101

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

## Shiseido Co., Ltd.

**Meeting Date:** 03/26/2024      **Country:** Japan      **Ticker:** 4911  
**Record Date:** 12/31/2023      **Meeting Type:** Annual  
**Primary Security ID:** J74358144

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For	For

## Shiseido Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Amend Articles to Adopt Board Structure with Three Committees - Clarify Director Authority on Shareholder Meetings - Amend Provisions on Number of Directors - Clarify Director Authority on Board Meetings - Indemnify Directors	Mgmt	For	For	For
3.1	Elect Director Uotani, Masahiko	Mgmt	For	For	For
3.2	Elect Director Fujiwara, Kentaro	Mgmt	For	For	For
3.3	Elect Director Anno, Hiromi	Mgmt	For	For	For
3.4	Elect Director Yoshida, Takeshi	Mgmt	For	For	For
3.5	Elect Director Oishi, Kanoko	Mgmt	For	For	For
3.6	Elect Director Iwahara, Shinsaku	Mgmt	For	For	For
3.7	Elect Director Tokuno, Mariko	Mgmt	For	For	For
3.8	Elect Director Hatanaka, Yoshihiko	Mgmt	For	For	For
3.9	Elect Director Ozu, Hiroshi	Mgmt	For	For	For
3.10	Elect Director Goto, Yasuko	Mgmt	For	For	For
3.11	Elect Director Nonomiya, Ritsuko	Mgmt	For	For	For

## ICICI Bank Limited

**Meeting Date:** 03/27/2024      **Country:** India      **Ticker:** 532174  
**Record Date:** 03/20/2024      **Meeting Type:** Court  
**Primary Security ID:** Y3860Z132

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Court-Ordered Meeting for Equity Shareholders	Mgmt			
1	Approve Scheme of Arrangement	Mgmt	For	For	For

## Neste Corp.

**Meeting Date:** 03/27/2024      **Country:** Finland      **Ticker:** NESTE  
**Record Date:** 03/15/2024      **Meeting Type:** Annual  
**Primary Security ID:** X5688A109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.20 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against
12	Approve Remuneration of Directors in the Amount of EUR 135,000 for Chairman, EUR 75,000 for Vice Chairman, and EUR 60,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
13	Fix Number of Directors at Ten	Mgmt	For	For	For
14	Reelect Matti Kahkonen (Chair), John Abbott, Nick Elmslie, Just Jansz, Heikki Malinen, Eeva Sipilä (Vice Chair) and Johanna Soderstrom; Elect Conrad Keijzer, Pasi Laine and Sari Mannonen as New Directors	Mgmt	For	Against	Against
15	Approve Remuneration of Auditors	Mgmt	For	For	For
16	Ratify KPMG as Auditor	Mgmt	For	For	For
17	Approve Authorized Sustainability Remuneration of Auditors	Mgmt	For	For	For
18	Ratify KPMG as Authorized Sustainability Auditors	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Approve Issuance of up to 23 Million Shares without Preemptive Rights	Mgmt	For	For	For
21	Amend Articles Re: Sustainability Reporting Assurer; Annual General Meetings	Mgmt	For	For	For
22	Amend Charter for the Shareholders Nomination Board	Mgmt	For	For	For
23	Close Meeting	Mgmt			

## SK hynix, Inc.

**Meeting Date:** 03/27/2024

**Country:** South Korea

**Ticker:** 000660

**Record Date:** 12/31/2023

**Meeting Type:** Annual

**Primary Security ID:** Y8085F100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2	Amend Articles of Incorporation	Mgmt	For	For	For
3	Elect Ahn Hyeon as Inside Director	Mgmt	For	For	For
4	Elect Son Hyeon-cheol as Outside Director	Mgmt	For	For	For
5	Elect Jang Yong-ho as Non-Independent Non-Executive Director	Mgmt	For	For	For
6	Elect Yang Dong-hun as Outside Director to Serve as an Audit Committee Member	Mgmt	For	Against	Against
7	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For
8	Approve Terms of Retirement Pay	Mgmt	For	For	For

## Volvo AB

**Meeting Date:** 03/27/2024

**Country:** Sweden

**Ticker:** VOLV.B

**Record Date:** 03/19/2024

**Meeting Type:** Annual

**Primary Security ID:** 928856301

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	For
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	For
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
7	Receive President's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Allocation of Income and Dividends of SEK 7.50 Per Share and an Extra Dividend of SEK 10.50 Per Share	Mgmt	For	For	For
11.1	Approve Discharge of Matti Alahuhta	Mgmt	For	For	For
11.2	Approve Discharge of Bo Annvik	Mgmt	For	For	For
11.3	Approve Discharge of Jan Carlson	Mgmt	For	For	For
11.4	Approve Discharge of Eric Elzvik	Mgmt	For	For	For
11.5	Approve Discharge of Martha Finn Brooks	Mgmt	For	For	For
11.6	Approve Discharge of Kurt Jofs	Mgmt	For	For	For
11.7	Approve Discharge of Martin Lundstedt (Board Member)	Mgmt	For	For	For
11.8	Approve Discharge of Kathryn V. Marinello	Mgmt	For	For	For
11.9	Approve Discharge of Martina Merz	Mgmt	For	For	For
11.10	Approve Discharge of Hanne de Mora	Mgmt	For	For	For
11.11	Approve Discharge of Helena Stjernholm	Mgmt	For	For	For
11.12	Approve Discharge of Carl-Henric Svanberg	Mgmt	For	For	For
11.13	Approve Discharge of Lars Ask (Employee Representative)	Mgmt	For	For	For
11.14	Approve Discharge of Mats Henning (Employee Representative)	Mgmt	For	For	For
11.15	Approve Discharge of Mari Larsson (Employee Representative)	Mgmt	For	For	For
11.16	Approve Discharge of Urban Spannär (Employee Representative)	Mgmt	For	For	For
11.17	Approve Discharge of Danny Bilger (Deputy Employee Representative)	Mgmt	For	For	For
11.18	Approve Discharge of Camilla Johansson (Deputy Employee Representative)	Mgmt	For	For	For
11.19	Approve Discharge of Erik Svensson (Deputy Employee Representative)	Mgmt	For	For	For
11.20	Approve Discharge of Martin Lundstedt (as CEO)	Mgmt	For	For	For
12.1	Determine Number of Members (11) of Board of Directors	Mgmt	For	For	For
12.2	Determine Number Deputy Members (0) of Board of Directors	Mgmt	For	For	For
13	Approve Remuneration of Directors in the Amount of SEK 4.1 Million for Chairman and SEK 1.23 Million for Other Directors except CEO; Approve Remuneration for Committee Work	Mgmt	For	For	For
14.1	Reelect Matti Alahuhta as Director	Mgmt	For	Against	Against

## Volvo AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14.2	Reelect Bo Annvik as Director	Mgmt	For	For	For
14.3	Elect Par Boman as New Director	Mgmt	For	Against	Against
14.4	Reelect Jan Carlson as Director	Mgmt	For	Against	Against
14.5	Reelect Eric Elzvik as Director	Mgmt	For	Against	Against
14.6	Reelect Martha Finn Brooks as Director	Mgmt	For	Against	Against
14.7	Reelect Kurt Jofs as Director	Mgmt	For	Against	Against
14.8	Reelect Martin Lundstedt as Director	Mgmt	For	Against	Against
14.9	Reelect Kathryn V. Marinello as Director	Mgmt	For	Against	Against
14.10	Reelect Martina Merz as Director	Mgmt	For	Against	Against
14.11	Reelect Helena Stjernholm as Director	Mgmt	For	Against	Against
15	Elect Par Boman as Board Chair	Mgmt	For	Against	Against
16	Approve Remuneration of Auditors	Mgmt	For	For	For
17	Ratify Deloitte AB as Auditors	Mgmt	For	For	For
18.1	Elect Fredrik Persson to Serve on Nominating Committee	Mgmt	For	For	For
18.2	Elect Anders Oscarsson to Serve on Nominating Committee	Mgmt	For	For	For
18.3	Elect Carina Silberg to Serve on Nominating Committee	Mgmt	For	For	For
18.4	Elect Anders Algotsson to Serve on Nominating Committee	Mgmt	For	For	For
18.5	Elect Chairman of the Board to Serve on Nominating Committee	Mgmt	For	For	For
19	Approve Remuneration Report	Mgmt	For	For	For

## DBS Group Holdings Ltd.

**Meeting Date:** 03/28/2024

**Country:** Singapore

**Ticker:** D05

**Record Date:** 03/26/2024

**Meeting Type:** Annual

**Primary Security ID:** Y20246107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Directors' Fees	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For



## DBS Group Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Elect Piyush Gupta as Director	Mgmt	For	For	For
6	Elect Chng Kai Fong as Director	Mgmt	For	For	For
7	Elect Judy Lee as Director	Mgmt	For	For	For
8	Elect David Ho Hing-Yuen as Director	Mgmt	For	For	For
9	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	Mgmt	For	For	For
10	Approve Issuance of Shares Pursuant to the DBSH Scrip Dividend Scheme	Mgmt	For	For	For
11	Authorize Share Repurchase Program	Mgmt	For	For	For

## NCsoft Corp.

**Meeting Date:** 03/28/2024      **Country:** South Korea      **Ticker:** 036570  
**Record Date:** 12/31/2023      **Meeting Type:** Annual  
**Primary Security ID:** Y6258Y104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2.1	Amend Articles of Incorporation (Dividend)	Mgmt	For	For	For
2.2	Amend Articles of Incorporation (Miscellaneous)	Mgmt	For	For	For
3.1	Elect Kim Taek-jin as Inside Director	Mgmt	For	For	For
3.2	Elect Park Byeong-mu as Inside Director	Mgmt	For	For	For
4	Elect Lee Jae-ho as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

## SK Innovation Co., Ltd.

**Meeting Date:** 03/28/2024      **Country:** South Korea      **Ticker:** 096770  
**Record Date:** 12/31/2023      **Meeting Type:** Annual  
**Primary Security ID:** Y8063L103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For

## SK Innovation Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Amend Articles of Incorporation	Mgmt	For	For	For
3.1	Elect Park Sang-gyu as Inside Director	Mgmt	For	Against	Against
3.2	Elect Kang Dong-su as Inside Director	Mgmt	For	For	For
3.3	Elect Jang Yong-ho as Non-Independent Non-Executive Director	Mgmt	For	For	For
3.4	Elect Lee Ji-eun as Outside Director	Mgmt	For	For	For
4	Elect Baek Bok-hyeon as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For
5	Elect Lee Ji-eun as a Member of Audit Committee	Mgmt	For	For	For
6	Approve Terms of Retirement Pay	Mgmt	For	For	For
7	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

## UPL Limited

**Meeting Date:** 03/28/2024      **Country:** India      **Ticker:** 512070  
**Record Date:** 03/21/2024      **Meeting Type:** Extraordinary Shareholders  
**Primary Security ID:** Y9305P100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Material Related Party Transactions of Sale/Purchase of Material and Functional Support Services	Mgmt	For	For	For
2	Approve Material Related Party Transactions fro Financial Support	Mgmt	For	For	For

## HDFC Bank Ltd.

**Meeting Date:** 03/29/2024      **Country:** India      **Ticker:** 500180  
**Record Date:** 02/23/2024      **Meeting Type:** Special  
**Primary Security ID:** Y3119P190

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Postal Ballot Approve Revision of Remuneration of Non-Executive Directors (Including Independent Directors) Except for Part Time Independent Chairman	Mgmt	For	For	For

## HDFC Bank Ltd.

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Voting Policy Rec</b>	<b>Vote Instruction</b>
2	Elect Harsh Kumar Bhanwala as Director	Mgmt	For	For	For
3	Approve Material Related Party Transactions with HDB Financial Services Limited	Mgmt	For	For	For
4	Approve Material Related Party Transactions with HDFC Securities Limited	Mgmt	For	For	For
5	Approve Material Related Party Transactions with HDFC Life Insurance Company Limited	Mgmt	For	For	For
6	Approve Material Related Party Transactions with HDFC ERGO General Insurance Company Limited	Mgmt	For	For	For
7	Approve Material Related Party Transactions with with HDFC Credila Financial Services Limited	Mgmt	For	For	For
8	Approve Material Related Party Transactions with HCL Technologies Limited	Mgmt	For	For	For