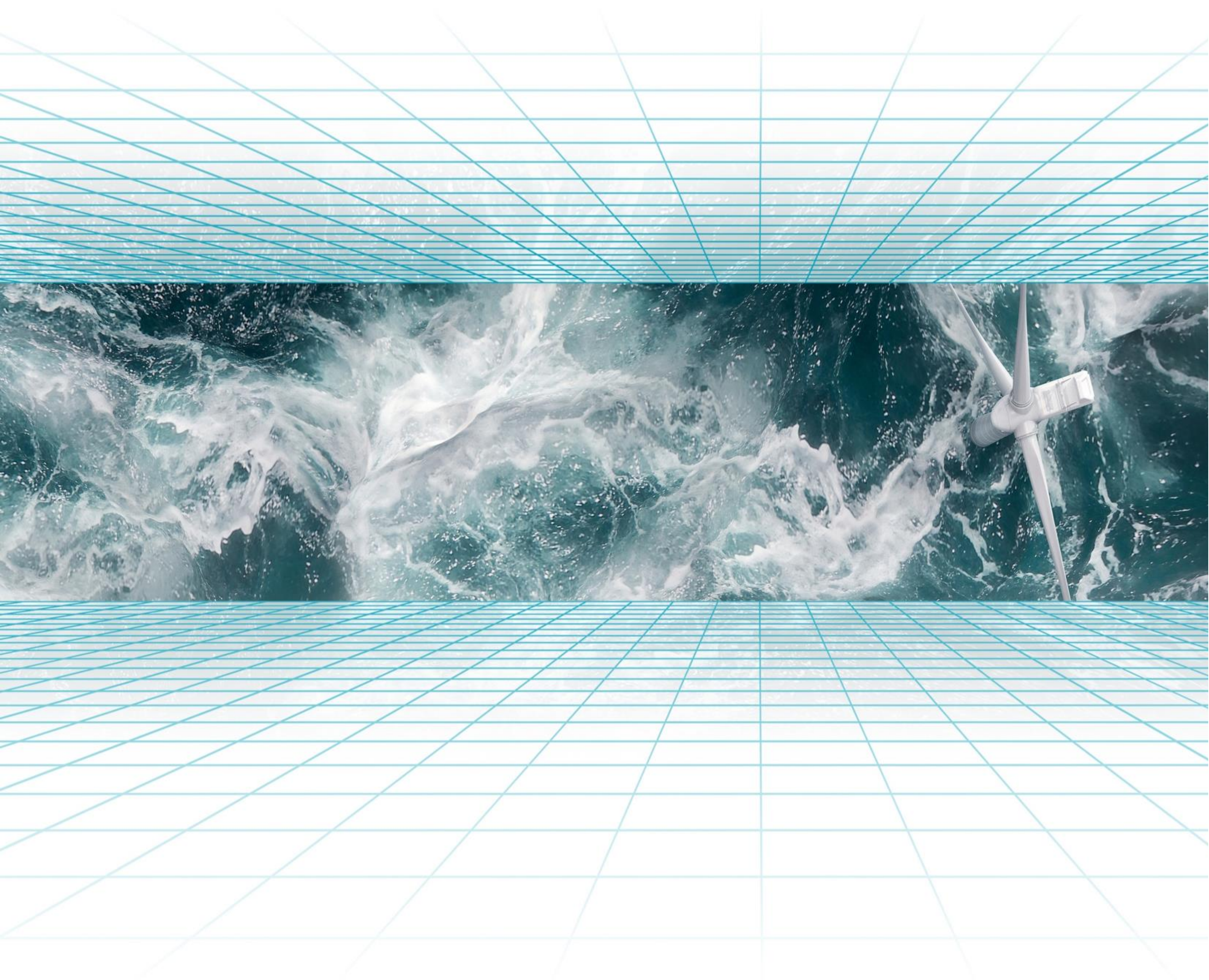
Stichting Bedrijfstakpensioenfonds Zorgverzekeraars



PROXY VOTING REPORT

Full Details

Robeco | 01.01.2024 - 31.12.2024

Jiangxi Copper Co. Ltd		Meeting Date: 04.01.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Consolidated Supply and Services Agreement I	Management	For	For	
2	Consolidated Supply and Services Agreement II	Management	For	For	
3	Land Use Rights Leasing Agreement	Management	For	For	

ZJMI Environmental Energy Co Ltd		Meeting Date: 04.01.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to the Company's Rules of Procedure Governing the Board Meetings	Management	For	For	
2	AMENDMENTS TO THE WORK SYSTEM FOR INDEPENDENT DIRECTORS	Management	For	For	
3	2023 Continuing Connected Transaction Results and 2024 Estimated Continuing Connected Transactions	Management	For	For	

Gansu Energy Chemical Co. Ltd.		Meeting Date: 08.01.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Extension of the Deadline to Fulfill Commitments by Controlling Shareholder and Undertake another Commitment	Management	For	For	

Shanghai Electric Group Co		Meeting Date: 09.01.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect WU Lei	Management	For	For	

MLS Co.Ltd		Meeting Date: 11.01.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 ESTIMATED CONTINUING CONNECTED TRANSACTIONS	Management	For	For	
2	2024 APPLICATION FOR EXPOSURE COMPREHENSIVE CREDIT LINE TO BANKS AND RELEVANT AUTHORIZATION	Management	For	For	
3	2024 PROVISION OF GUARANTEE QUOTA FOR SUBSIDIARIES	Management	For	Against	Guarantees exceed net assets
4	Connected Transactions Regarding Controlling Shareholders Provision of Guarantee for the Bank Credit Line Applied for by the Company	Management	For	For	
5	Amendments to the Company's Articles of Association	Management	For	For	
6	Amendments to the Company's Rules of Procedure Governing Shareholders General Meetings	Management	For	For	
7	Amendments to the Company's Rules of Procedure Governing the Board Meetings	Management	For	For	
8	Amendments to the Work Rules for Independent Directors	Management	For	For	
9	Amendments to the Connected Transaction Decision-Making System	Management	For	For	
10	Amendments to the External Guarantee Decision-Making Management System	Management	For	For	
11	Amendments to the System for Audit Firm Appointment	Management	For	For	
12	Amendments to the Company's Rules of Procedure Governing the Supervisory Committee Meetings	Management	For	For	

Bank of Jiangsu		Meeting Date: 12.01.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles	Management	For	For	
2	Authority to Issue Financial Bonds	Management	For	For	
3	Authority to Issue Perpetual Capital Bonds	Management	For	For	

Himile Mechanical Science And Technology (Shandong		Meeting Date: 12.01.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Estimated Routine Related Transaction	Management	For	For	
2	Application for Comprehensive Credit Limit from Banks	Management	For	For	
3	Amendments to Articles	Management	For	For	
4	Amendments to Procedural Rules: Board Meetings	Management	For	For	
5	Amendments to Management System for Related Party Capital Flows	Management	For	For	
6	Amendments to Work System for Independent Directors	Management	For	For	

Aisino Corporation		Meeting Date: 15.01.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Estimated Related Party Transactions in 2024	Management	For	Against	Deposit services with a member of the group

D.R. Horton Inc.		Meeting Date: 17.01.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Donald R. Horton	Management	For	Against	Board is not sufficiently independent
2	Elect Barbara K. Allen	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices
3	Elect Brad S. Anderson	Management	For	For	
4	Elect David V. Auld	Management	For	For	
5	Elect Michael R. Buchanan	Management	For	For	
6	Elect Benjamin S. Carson, Sr.	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
7	Elect Maribess L. Miller	Management	For	For	
8	Elect Paul J. Romanowski	Management	For	For	
9	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when remuneration is deemed excessive and bears a significant cost for shareholders.
10	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	
11	Approval of the 2024 Stock Incentive Plan	Management	For	For	
12	Ratification of Auditor	Management	For	For	

Intuit Inc		Meeting Date: 18.01.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Eve Burton	Management	For	For	
2	Elect Scott D. Cook	Management	For	For	
3	Elect Richard L. Dalzell	Management	For	For	
4	Elect Sasan Goodarzi	Management	For	For	
5	Elect Deborah Liu	Management	For	For	
6	Elect Tekedra Mawakana	Management	For	For	
7	Elect Suzanne Nora Johnson	Management	For	For	
8	Elect Ryan Roslansky	Management	For	For	
9	Elect Thomas J. Szkutak	Management	For	For	
10	Elect Raul Vazquez	Management	For	For	
11	Elect Eric Yuan	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when remuneration is deemed excessive and bears a significant cost for shareholders.
13	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	
14	Ratification of Auditor	Management	For	For	
15	Amendment to the 2005 Equity Incentive Plan	Management	For	For	
16	Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Options	Shareholder	Against	Against	The spirit of the proposal is supportive. However, we consider the company's retirement plan options to fall outside the shareholders' remit.

Becton Dickinson & Co.		Meeting Date: 23.01.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect William M. Brown	Management	For	For	
2	Elect Catherine M. Burzik	Management	For	For	
3	Elect Carrie L. Byington	Management	For	For	
4	Elect R. Andrew Eckert	Management	For	For	
5	Elect Claire M. Fraser	Management	For	For	
6	Elect Jeffrey W. Henderson	Management	For	For	
7	Elect Christopher Jones	Management	For	For	
8	Elect Thomas E. Polen	Management	For	For	
9	Elect Timothy M. Ring	Management	For	For	
10	Elect Bertram L. Scott	Management	For	For	
11	Elect Joanne Waldstreicher	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	

Visa Inc		Meeting Date: 23.01.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Lloyd A. Carney	Management	For	For	
2	Elect Kermit R. Crawford	Management	For	For	
3	Elect Francisco Javier Fernández Carbajal	Management	For	For	
4	Elect Ramon L. Laguarta	Management	For	For	
5	Elect Teri L. List	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Elect John F. Lundgren	Management	For	For	
7	Elect Ryan McInerney	Management	For	For	
8	Elect Denise M. Morrison	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
9	Elect Pamela Murphy	Management	For	For	
10	Elect Linda J. Rendle	Management	For	For	
11	Elect Maynard G. Webb, Jr.	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
13	Ratification of Auditor	Management	For	For	
14	Exchange Offer Amendments	Management	For	For	
15	Right to Adjourn Meeting	Management	For	For	
16	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests that the company seeks shareholder approval prior to entering severance agreements which provide substantial benefits.

Agricultural Bank of China — Meeting Date: 30.01.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect GU Shu	Management	For	For	
2	Elect ZHOU Ji	Management	For	For	

Accenture plc — Meeting Date: 31.01.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jaime Ardila	Management	For	For	
2	Elect Martin Brudermüller	Management	For	For	
3	Elect Alan Jope	Management	For	For	
4	Elect Nancy McKinstry	Management	For	Against	Serves on too many boards; Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices
5	Elect Beth E. Mooney	Management	For	For	
6	Elect Gilles Pélisson	Management	For	For	
7	Elect Paula A. Price	Management	For	For	
8	Elect Venkata Renduchintala	Management	For	For	
9	Elect Arun Sarin	Management	For	For	
10	Elect Julie Sweet	Management	For	For	
11	Elect Tracey T. Travis	Management	For	Against	Serves on too many boards
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when remuneration is deemed excessive and bears a significant cost for shareholders.
13	Amendment to the 2010 Share Incentive Plan	Management	For	For	
14	Amendment to the 2010 Employee Stock Purchase Plan	Management	For	For	
15	Appointment of Auditor and Authority to Set Fees	Management	For	For	
16	Authority to Issue Shares	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
18	Authorize the Price Range at which the Company can Re-allot Treasury Shares	Management	For	For	

Bank Of Chengdu Co Ltd — Meeting Date: 31.01.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	CAPITAL MANAGEMENT PLAN FROM 2024 TO 2026	Management	For	Against	Vote Against when the company has not provided sufficient information.
2	2024 ISSUANCE OF CAPITAL INSTRUMENTS	Management	For	For	
3	ISSUANCE OF FINANCIAL BONDS	Management	For	For	

CGI Inc — Meeting Date: 31.01.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Sophie Brochu	Management	For	For	
2	Elect George A. Cope	Management	For	For	
3	Elect Jacynthe Côté	Management	For	For	
4	Elect Julie Godin	Management	For	For	
5	Elect Serge Godin	Management	For	For	
6	Elect André Imbeau	Management	For	For	
7	Elect Gilles Labbé	Management	For	For	
8	Elect Michael B. Pedersen	Management	For	For	
9	Elect Stephen S. Poloz	Management	For	For	
10	Elect Mary G. Powell	Management	For	For	
11	Elect Alison C. Reed	Management	For	For	
12	Elect Michael E. Roach	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
13	Elect George D. Schindler	Management	For	For	
14	Elect Kathy N. Waller	Management	For	For	
15	Elect Frank Witter	Management	For	Withhold	Less than 75% Attendance
16	Appointment of Auditor and Authority to Set Fees	Management	For	For	
17	Shareholder Proposal Regarding Linking Employee Compensation to ESG Performance	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive.
18	Shareholder Proposal Regarding In-Person Shareholder Meetings	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.

China Overseas Land & Investment Ltd. | Meeting Date: 31.01.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Cooperation Agreement	Management	For	For	

Harmony Gold Mining Co Ltd | Meeting Date: 31.01.2024 | Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Issue the ESOP Trust Shares	Management	For	For	
2	Authority to Issue the Harmony Community Trust Subscription Shares and Conversion Shares	Management	For	For	
3	Waiver of Pre-emptive Rights	Management	For	For	
4	Authorisation of Legal Formalities	Management	For	For	
5	Authority to Create Preferred Shares	Management	For	For	
6	Amendments to Articles	Management	For	For	
7	Authorisation for the Ability to Issue 30% or more of the Preference Shares to the Harmony Community Trust	Management	For	For	
8	Authority to Repurchase Shares from the Harmony Community Trust Repurchase Shares	Management	For	For	
9	Approval of Financial Assistance	Management	For	For	

Amdocs Ltd | Meeting Date: 02.02.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Eli Gelman	Management	For	For	
2	Elect Robert A. Minicucci	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
3	Elect Adrian Gardner	Management	For	For	
4	Elect Richard T.C. LeFave	Management	For	For	
5	Elect Ralph de la Vega	Management	For	For	
6	Elect John A. MacDonald	Management	For	For	
7	Elect Yvette Kanouff	Management	For	For	
8	Elect Sarah Ruth Davis	Management	For	For	
9	Elect Amos Genish	Management	For	For	
10	Elect Shuky Sheffer	Management	For	For	
11	Amendment to the 1998 Stock Option and Incentive Plan	Management	For	For	
12	Increase Quarterly Dividend	Management	For	For	
13	Accounts and Reports	Management	For	For	
14	Appointment of Auditor and Authority to Set Fees	Management	For	For	

Banco Do Brasil S.A. | Meeting Date: 02.02.2024 | Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Stock Split	Management	For	For	
2	Amendments to Articles	Management	For	For	
3	Instructions if Meeting is Held on Second Call	Management	N/A	Against	Vote Against if the proposal would allow the voting instructions to be considered in the event of a second call.

Guangshen Railway Co. Ltd. | Meeting Date: 06.02.2024 | Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect LI Songqing as Supervisor	Management	For	Against	Supervisors are not sufficiently independent
2	Elect WEI Hao	Management	For	For	
3	Elect LUO Jinglun	Management	For	Against	Board is not sufficiently independent

Jiangling Motors Corporation Ltd. | Meeting Date: 06.02.2024 | Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	FINANCIAL AID TO A CONTROLLED SUBSIDIARY	Management	For	For	
2	2024 Framework Plan for Continuing Connected Transactions With Jiangling Motors Group Finance Co., Ltd.	Management	For	Against	Deposit services with a member of the group

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
3	2024 Framework Plan for Continuing Connected Transactions With Jiangxi Jiangling Motors Import and Export Co., Ltd. And Its Controlled Subsidiaries	Management	For	For	
4	2024 Framework Plan for Continuing Connected Transactions With Jiangling Motors Corporation Group And Its Controlled Subsidiaries	Management	For	For	
5	2024 Framework Plan for Continuing Connected Transactions With Ford Motor Company And Its Controlled Subsidiaries	Management	For	For	
6	2024 Framework Plan for Continuing Connected Transactions With Magna PT Powertrain (Jiangxi) Co., Ltd.	Management	For	For	
7	2024 Framework Plan for Continuing Connected Transactions With Nanchang Jianglin Huaxiang Automobile Parts Co., Ltd.	Management	For	For	
8	2024 Framework Plan for Continuing Connected Transactions With Nanchang Baojiang Steel Processing and Distribution Co., Ltd.	Management	For	For	
9	2024 Framework Plan for Continuing Connected Transactions With China South Industries Group Corporation And Its Controlled Subsidiaries	Management	For	For	
10	2024 Framework Plan for Continuing Connected Transactions With Jiangxi Jiangling Lear Interior System Co., Ltd.	Management	For	For	
11	2024 Framework Plan for Continuing Connected Transactions With Faurecia Emissions Control Technologies (Nanchang) Co., Ltd.	Management	For	For	

Israel Discount Bank Ltd. — Meeting Date: 07.02.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Employment Agreement of New Chair	Management	For	For	

Siemens AG — Meeting Date: 08.02.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratify Roland Busch	Management	For	For	
3	Ratify Cedrik Neike	Management	For	For	
4	Ratify Matthias Rebellius	Management	For	For	
5	Ratify Ralf P. Thomas	Management	For	For	
6	Ratify Judith Wiese	Management	For	For	
7	Ratify Jim Hagemann Snabe	Management	For	For	
8	Ratify Birgit Steinborn	Management	For	For	
9	Ratify Werner Brandt	Management	For	For	
10	Ratify Tobias Bäumler	Management	For	For	
11	Ratify Michael Diekmann	Management	For	For	
12	Ratify Regina E. Dugan	Management	For	For	
13	Ratify Andrea Fehrmann	Management	For	For	
14	Ratify Bettina Haller	Management	For	For	
15	Ratify Oliver Hartmann	Management	For	For	
16	Ratify Keryn Lee James	Management	For	For	
17	Ratify Harald Kern	Management	For	For	
18	Ratify Jürgen Kerner	Management	For	For	
19	Ratify Martina Merz	Management	For	For	
20	Ratify Christian Pfeiffer	Management	For	For	
21	Ratify Benoît Potier	Management	For	For	
22	Ratify Hagen Reimer	Management	For	For	
23	Ratify Norbert Reithofer	Management	For	For	
24	Ratify Kasper Rørsted	Management	For	For	
25	Ratify Baroness Nemat Shafik	Management	For	For	
26	Ratify Nathalie von Siemens	Management	For	For	
27	Ratify Michael Sigmund	Management	For	For	
28	Ratify Dorothea Simon	Management	For	For	
29	Ratify Grazia Vittadini	Management	For	For	
30	Ratify Matthias Zachert	Management	For	For	
31	Ratify Gunnar Zukunft	Management	For	For	
32	Appointment of Auditor	Management	For	For	
33	Management Board Remuneration Policy	Management	For	For	
34	Remuneration Report	Management	For	For	
35	Increase in Authorised Capital	Management	For	For	
36	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For	For	

Tyson Foods, Inc. — Meeting Date: 08.02.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect John H. Tyson	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Elect Les R. Baledge	Management	For	For	
3	Elect Mike D. Beebe	Management	For	For	
4	Elect Maria Claudia Borras	Management	For	For	
5	Elect David J. Bronczek	Management	For	Against	Board - Vote Against when the company does not take adequate steps to mitigate their human rights impacts and is linked to social controversies.
6	Elect Mikel A. Durham	Management	For	Against	Affiliate/Insider on audit committee
7	Elect Donnie King	Management	For	For	
8	Elect Jonathan D. Mariner	Management	For	For	
9	Elect Kevin M. McNamara	Management	For	For	
10	Elect Cheryl S. Miller	Management	For	For	
11	Elect Kate B. Quinn	Management	For	For	
12	Elect Jeffrey K. Schomburger	Management	For	For	
13	Elect Barbara A. Tyson	Management	For	For	
14	Elect Noel White	Management	For	For	
15	Ratification of Auditor	Management	For	For	
16	Shareholder Proposal Regarding Lobbying Activity Alignment with Science-based Targets and Net Zero Emissions Ambitions	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders
17	Shareholder Proposal Regarding Audit of Policies Preventing Child Labor	Shareholder	Against	For	SHP - Vote For when shareholder proposal aims to increase transparency on material ESG issues
18	Shareholder Proposal Regarding Deforestation-Free Supply Chains	Shareholder	Against	For	SHP Environment - Vote For when reasonable shareholder proposals requests companies to prepare and plan for mitigating environmental risks
19	Shareholder Proposal Regarding Report on Circular Economy for Packaging	Shareholder	Against	For	SHP Environment - Vote For when proposal requests sustainability or environmental reports

Apple Inc — Meeting Date: 28.02.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Wanda M. Austin	Management	For	For	
2	Elect Timothy D. Cook	Management	For	For	
3	Elect Alex Gorsky	Management	For	For	
4	Elect Andrea Jung	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
5	Elect Arthur D. Levinson	Management	For	For	
6	Elect Monica C. Lozano	Management	For	For	
7	Elect Ronald D. Sugar	Management	For	For	
8	Elect Susan L. Wagner	Management	For	Against	Board - Vote Against when the board fails to address the negative impact of long tenure on the level of board and/or committee independence.
9	Ratification of Auditor	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration – Vote Against when the remuneration assessment framework shows a lack of adequate structure.
11	Shareholder Proposal Regarding EEO Policy Risk Report	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the company's ESG efforts.
12	Shareholder Proposal Regarding Curating and Managing Disputes Concerning App Content	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the company's ESG efforts.
13	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	Against	For	SHP Remuneration - Vote For when proposal request company to increase disclosure & transparency on compensation practices.
14	Shareholder Proposal Regarding Report on Use of Artificial Intelligence	Shareholder	Against	For	SHP - Vote For when shareholder proposal aims to increase transparency on material ESG issues.
15	Shareholder Proposal Regarding Congruency Report on Privacy and Human Rights Policies	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the company's ESG efforts.

Bank of Communications Co., Ltd. — Meeting Date: 28.02.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to the Authorisation to the Board by the General Meeting	Management	For	For	
2	Issuance Quota of Financial Bonds	Management	For	For	
3	Remuneration Plan of Directors for 2022	Management	For	For	
4	Remuneration Plan of Supervisors for 2022	Management	For	For	

Industrial & Commercial Bank of China Ltd. — Meeting Date: 29.02.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect ZHANG Wenwu	Management	For	For	
2	Elect Murray Horn	Management	For	For	
3	Authority to Issue Total Loss-Absorbing Capacity Non-Capital Debt Instruments	Management	For	For	
4	2024 Fixed Asset Investment Budget	Management	For	For	

Transdigm Group Incorporated		Meeting Date: 07.03.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect David A. Barr	Management	For	Withhold	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices
2	Elect Jane Cronin	Management	For	For	
3	Elect Michael Graff	Management	For	For	
4	Elect Sean P. Hennessy	Management	For	For	
5	Elect W. Nicholas Howley	Management	For	For	
6	Elect Gary E. McCullough	Management	For	Withhold	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity. Board - Vote Against when the board fails to address the negative impact of long tenure on the level of board and/or committee independence.
7	Elect Michele Santana	Management	For	For	
8	Elect Robert J. Small	Management	For	For	
9	Elect Kevin Stein	Management	For	For	
10	Elect Jorge L. Valladares III	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration – Vote Against when the remuneration assessment framework shows a lack of adequate structure.

Cencora Inc.		Meeting Date: 12.03.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Ornella Barra	Management	For	For	
2	Elect Werner Baumann	Management	For	For	
3	Elect Steven H. Collis	Management	For	For	
4	Elect D. Mark Durcan	Management	For	For	
5	Elect Richard W. Gochnauer	Management	For	For	
6	Elect Lon R. Greenberg	Management	For	Against	Board - Vote Against when the board fails to address the negative impact of long tenure on the level of board and/or committee independence.
7	Elect Kathleen W. Hyle	Management	For	For	
8	Elect Lorence H. Kim	Management	For	For	
9	Elect Redonda G. Miller	Management	For	For	
10	Elect Dennis M. Nally	Management	For	For	
11	Elect Lauren M. Tyler	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Amendment Regarding Officer Exculpation	Management	For	For	
15	Miscellaneous Amendments to Certificate of Incorporation	Management	For	For	
16	Shareholder Proposal Regarding Plurality Voting in Contested Elections	Shareholder	Against	Against	SHP - Vote Against when the company sufficiently addresses the concerns raised by the topic of the proposal.

Toll Brothers Inc.		Meeting Date: 12.03.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Douglas C. Yearley, Jr.	Management	For	For	
2	Elect Stephen F. East	Management	For	For	
3	Elect Christine N. Garvey	Management	For	For	
4	Elect Karen H. Grimes	Management	For	For	
5	Elect Derek T. Kan	Management	For	For	
6	Elect John A. McLean	Management	For	For	
7	Elect Wendell E. Pritchett	Management	For	For	
8	Elect Judith A. Reinsdorf	Management	For	For	
9	Elect Katherine M. Sandstrom	Management	For	For	
10	Elect Paul E. Shapiro	Management	For	Against	Board - Vote Against when the board fails to address the negative impact of long tenure on the level of board and/or committee independence.
11	Elect Scott D. Stowell	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration – Vote Against when the remuneration assessment framework shows a lack of adequate structure.

Starbucks Corp.		Meeting Date: 13.03.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Management Nominee Richard E. Allison, Jr.	Management	For	For	
2	Elect Management Nominee Andrew Campion	Management	For	For	
3	Elect Management Nominee Beth E. Ford	Management	For	For	
4	Elect Management Nominee Mellody Hobson	Management	For	For	
5	Elect Management Nominee Jørgen Vig Knudstorp	Management	For	Withhold	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity
6	Elect Management Nominee Neal Mohan	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Elect Management Nominee Satya Nadella	Management	For	For	
8	Elect Management Nominee Laxman Narasimhan	Management	For	For	
9	Elect Management Nominee Daniel Servitje Montull	Management	For	For	
10	Elect Management Nominee Mike Sievert	Management	For	For	
11	Elect Management Nominee Wei Zhang	Management	For	For	
12	Elect Dissident Nominee Maria Echaveste	Shareholder	Do Not Vote	Withhold	
13	Elect Dissident Nominee Hon. Joshua Gotbaum	Shareholder	Do Not Vote	Withhold	
14	Elect Dissident Nominee Wilma B. Liebman	Shareholder	Do Not Vote	Withhold	
15	Advisory Vote on Executive Compensation	Management	For	For	
16	Ratification of Auditor	Management	For	For	
17	Shareholder Proposal Regarding Report On Plant-based Milk Pricing	Shareholder	Against	For	SHP – Vote For when sensible shareholder resolutions request company to report or enhance reporting on social and environmental topics that are material for their business
18	Shareholder Proposal Regarding Non-Discrimination Audit	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companies ESG efforts.
19	Shareholder Proposal Regarding Congruency Report on Human Rights Policies	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companies ESG efforts.

TE Connectivity Ltd — Meeting Date: 13.03.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jean-Pierre Clamadieu	Management	For	For	
2	Elect Terrence R. Curtin	Management	For	For	
3	Elect Carol Anthony Davidson	Management	For	For	
4	Elect Lynn A. Dugle	Management	For	For	
5	Elect William A. Jeffrey	Management	For	For	
6	Elect Shirley LIN Syaru	Management	For	For	
7	Elect Heath A. Mitts	Management	For	For	
8	Elect Abhijit Y. Talwalkar	Management	For	For	
9	Elect Mark C. Trudeau	Management	For	For	
10	Elect Dawn C. Willoughby	Management	For	For	
11	Elect Laura H. Wright	Management	For	For	
12	Elect Carol Anthony Davidson as Board Chair	Management	For	For	
13	Elect Abhijit Y. Talwalkar as Management Development and Compensation Committee Member	Management	For	For	
14	Elect Mark C. Trudeau as Management Development and Compensation Committee Member	Management	For	For	
15	Elect Dawn C. Willoughby as Management Development and Compensation Committee Member	Management	For	For	
16	Appointment of Independent Proxy	Management	For	For	
17	Approval of Annual Report	Management	For	For	
18	Approval of Statutory Financial Statements	Management	For	For	
19	Approval of Consolidated Financial Statements	Management	For	For	
20	Ratification of Board and Management Acts	Management	For	For	
21	Appointment of Auditor	Management	For	For	
22	Appointment of Swiss Registered Auditor	Management	For	For	
23	Appointment of Special Auditor	Management	For	For	
24	Advisory Vote on Executive Compensation	Management	For	For	
25	Approval of Swiss Statutory Compensation Report	Management	For	For	
26	Executive Compensation (Total)	Management	For	For	
27	Board Compensation	Management	For	For	
28	Allocation of Profits	Management	For	For	
29	Dividend from Reserves	Management	For	For	
30	Approval of Capital Band	Management	For	For	
31	Cancellation of Shares and Reduction in Share Capital	Management	For	For	
32	Amendments to Articles Regarding Shareholder Rights and General Meetings	Management	For	For	
33	Amendments to Articles Regarding Virtual and Hybrid Meetings	Management	For	Against	Changes to Company Statues - Vote Against when the Company has requested the right to hold a virtual-only meeting.
34	Amendments to Articles Regarding Board and Compensation Matters	Management	For	For	
35	Authority to Repurchase Shares	Management	For	For	
36	Approval of the 2024 Stock and Incentive Plan	Management	For	For	

Banco Bilbao Vizcaya Argentaria. — Meeting Date: 14.03.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Report on Non-Financial Information	Management	For	For	
3	Allocation of Dividends	Management	For	For	
4	Ratification of Board Acts	Management	For	For	
5	Elect José Miguel Andrés Torrecillas	Management	For	For	
6	Elect Jaime Félix Caruana Lacorte	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Elect Belén Garijo López	Management	For	For	
8	Elect Ana Cristina Peralta Moreno	Management	For	For	
9	Elect Jan Verplancke	Management	For	For	
10	Elect Enrique Casanueva Nárdiz	Management	For	For	
11	Elect Cristina de Parias Halcón	Management	For	For	
12	Authority to Cancel Treasury Shares and Reduce Capital	Management	For	For	
13	Maximum Variable Pay Ratio	Management	For	For	
14	Authorisation of Legal Formalities	Management	For	For	
15	Remuneration Report	Management	For	For	

Ningbo Sanxing Medical Electric Co Ltd. Meeting Date: 15.03.2024 Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 CORE TEAM STOCK OWNERSHIP PLAN (DRAFT) AND ITS SUMMARY	Management	For	Against	NEDs may participate in executive plan; Potential conflict of interests
2	MANAGEMENT MEASURES FOR THE 2024 CORE TEAM STOCK OWNERSHIP PLAN	Management	For	Against	Not in shareholders'' best interests
3	Authorization to the Board to Handle Matters Regarding the 2024 Core Team Stock Ownership Plan	Management	For	Against	Not in shareholders'' best interests

Bank Of Beijing Co. Ltd. Meeting Date: 18.03.2024 Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect QIAN Huajie	Management	For	For	

Cooper Companies, Inc. Meeting Date: 19.03.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Colleen E. Jay	Management	For	For	
2	Elect William A. Kozy	Management	For	For	
3	Elect Lawrence E. Kurzius	Management	For	For	
4	Elect Cynthia L. Lucchese	Management	For	For	
5	Elect Teresa S. Madden	Management	For	For	
6	Elect Maria Rivas	Management	For	For	
7	Elect Robert S. Weiss	Management	For	For	
8	Elect Albert G. White III	Management	For	For	
9	Ratification of Auditor	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure

Samsung Electronics Meeting Date: 20.03.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	For	
2	Elect SHIN Je Yoon	Management	For	For	
3	Election of Independent Director to Be Appointed as Audit Committee Member: CHO Hye Kyung	Management	For	For	
4	Election of Audit Committee Member: YOO Myung Hee	Management	For	For	
5	Directors' Fees	Management	For	For	
6	Amendments to Articles	Management	For	For	

Banco Santander S.A. Meeting Date: 21.03.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Report on Non-Financial Information	Management	For	For	
3	Ratification of Board Acts	Management	For	For	
4	Allocation of Dividends	Management	For	For	
5	Board Size	Management	For	For	
6	Elect Juan Carlos Barrabés Cónsul	Management	For	For	
7	Elect Antonio Francesco Weiss	Management	For	For	
8	Elect Francisco Javier Botín-Sanz de Sautuola y O'Shea	Management	For	For	
9	Elect Germán de la Fuente Escamilla	Management	For	For	
10	Elect Henrique de Castro	Management	For	For	
11	Elect José Antonio Álvarez Álvarez	Management	For	For	
12	Elect Belén Romana García	Management	For	For	
13	Appointment of Auditor	Management	For	For	
14	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
15	Authority to Cancel Treasury Shares (Buy-Back Programme)	Management	For	For	
16	Authority to Cancel Treasury Shares	Management	For	For	
17	Remuneration Policy	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
18	Directors' Fees	Management	For	For	
19	Maximum Variable Pay Ratio	Management	For	For	
20	Deferred Multiyear Objectives Variable Remuneration Plan	Management	For	For	
21	Buy-Out Policy	Management	For	For	
22	Remuneration Report	Management	For	For	
23	Authorisation of Legal Formalities	Management	For	For	

Cheil Worldwide Inc. | Meeting Date: 21.03.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	Board - Vote Against the approval of accounts if there are concerns regarding the reliability of accounts or followed procedures
2	Elect JANG Seung Hwa	Management	For	For	
3	Elect KIM John Jonghyun	Management	For	For	
4	Elect KIM Tai Hai	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
5	Election of Corporate Auditor	Management	For	For	
6	Directors' Fees	Management	For	For	
7	Corporate Auditors' Fees	Management	For	For	

DL E&C Co. Ltd. | Meeting Date: 21.03.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	Board - Vote Against the approval of accounts if there are concerns regarding the reliability of accounts or followed procedures
2	Elect MA Chang Min	Management	For	Against	Insufficient compensation committee independence requirement; Insider on nominating committee
3	Elect YOON Hyun Sik	Management	For	For	
4	Elect NOH Hwan Yong	Management	For	For	
5	Elect IN So Young	Management	For	For	
6	Elect NAMGUNG Ju Hyun	Management	For	For	
7	Election of Audit Committee Member: IN So Young	Management	For	For	
8	Election of Audit Committee Member: NAMGUNG Ju Hyun	Management	For	For	
9	Directors' Fees	Management	For	For	

Hyundai Motor | Meeting Date: 21.03.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	For	
2	Elect SHIM Dal Hoon	Management	For	For	
3	Elect CHANG Jae Hoon	Management	For	For	
4	Elect LEE Dong Seok	Management	For	For	
5	Elect LEE Seung Jo	Management	For	For	
6	Election of Independent Director to Be Appointed as Audit Committee Member: LEE Ji Yun	Management	For	For	
7	Election of Audit Committee Member: SHIM Dal Hoon	Management	For	For	
8	Directors' Fees	Management	For	For	

LG Uplus | Meeting Date: 21.03.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	Board - Vote Against the approval of accounts if there are concerns regarding the reliability of accounts or followed procedures
2	Amendments to Articles	Management	For	For	
3	Elect HWANG Hyeon Sik	Management	For	For	
4	Election of Independent Director to Be Appointed as Audit Committee Member: KIM Jong Woo	Management	For	Against	Audit/Financials - Vote Against audit committee members if there are concerns on reliability of accounts or followed procedures for 2 consecutive years
5	Directors' Fees	Management	For	For	

Nordea Bank Abp | Meeting Date: 21.03.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Ratification of Board and CEO Acts	Management	For	For	
4	Remuneration Report	Management	For	For	
5	Remuneration Policy	Management	For	For	
6	Directors' Fees	Management	For	For	
7	Board Size	Management	For	For	
8	Elect Stephen Hester	Management	For	For	
9	Elect Petra van Hoeken	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
10	Elect John Maltby	Management	For	For	
11	Elect Risto Murto	Management	For	For	
12	Elect Lene Skole	Management	For	For	
13	Elect Per Strömberg	Management	For	For	
14	Elect Jonas Synnergren	Management	For	For	
15	Elect Arja Talma	Management	For	For	
16	Elect Kjersti Wiklund	Management	For	For	
17	Elect Lars Rohde	Management	For	For	
18	Authority to Set Auditor's Fees	Management	For	For	
19	Appointment of Auditor	Management	For	For	
20	Authority to Set Sustainability Reporting Auditor's Fees	Management	For	For	
21	Appointment of Auditor for Sustainability Reporting	Management	For	For	
22	Authority to Issue Contingent Convertible Securities w/ or w/o Preemptive Rights	Management	For	For	
23	Authority to Trade in Company Stock (Repurchase)	Management	For	For	
24	Authority to Trade in Company Stock (Transfer)	Management	For	For	
25	Authority to Repurchase Shares	Management	For	For	
26	Issuance of Treasury Shares	Management	For	For	
27	Shareholder Proposal Regarding Aligning Business Strategy to the Paris Agreement	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive.

Novo Nordisk — Meeting Date: 21.03.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Remuneration Report	Management	For	For	
4	Directors' Fees	Management	For	For	
5	Indemnification of the Board of Directors	Management	For	For	
6	Indemnification of the Executive Management	Management	For	For	
7	Amendments to Articles	Management	For	For	
8	Remuneration Policy	Management	For	For	
9	Election of Helge Lund as Chair	Management	For	For	
10	Election of Henrik Poulsen as Vice Chair	Management	For	Against	Board - Vote Against when the chair of the remuneration committee is not independent.
11	Elect Laurence Debroux	Management	For	For	
12	Elect Andreas Fibig	Management	For	For	
13	Elect Sylvie Grégoire	Management	For	For	
14	Elect Kasim Kutay	Management	For	For	
15	Elect Christina Choi Lai Law	Management	For	For	
16	Elect Martin Mackay	Management	For	Abstain	Potential overcommitment
17	Appointment of Auditor	Management	For	Against	Audit/Financials - Vote Against when issues regarding the tenure, fees, independence of the audit are not in line with market best practice.
18	Cancellation of Shares	Management	For	For	
19	Authority to Repurchase Shares	Management	For	For	
20	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	

Samsung Securities Co. — Meeting Date: 21.03.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	Board - Vote Against the approval of accounts if there are concerns regarding the reliability of accounts or followed procedures
2	Elect HWANG Lee Seok	Management	For	For	
3	Elect PARK Won Ju	Management	For	For	
4	Elect PARK Jong Moon	Management	For	For	
5	Elect PARK Jun Gyu	Management	For	For	
6	Election of Audit Committee Member: HWANG Lee Seok	Management	For	For	
7	Directors' Fees	Management	For	For	

Shinsegae Co — Meeting Date: 21.03.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	Board - Vote Against the approval of accounts if there are concerns regarding the reliability of accounts or followed procedures
2	Amendments to Articles	Management	For	For	
3	Elect PARK Ju Hyeong	Management	For	Against	Board is not sufficiently independent
4	Elect HEO Byung Hoon	Management	For	For	
5	Elect CHOI Nan Seol Heon	Management	For	Against	Audit/Financials - Vote Against audit committee members if there are concerns on reliability of accounts or followed procedures for 2 consecutive years
6	Election of Audit Committee Member: CHOI Nan Seol Heon	Management	For	Against	Audit/Financials - Vote Against audit committee members if there are concerns on reliability of accounts or followed procedures for 2 consecutive years

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Directors' Fees	Management	For	For	

Xinxing Ductile Iron Pipes Co. Ltd. — Meeting Date: 21.03.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Repurchase and Cancel Some Restricted Shares	Management	For	For	
2	Amendments to Articles	Management	For	For	
3	Elect HE Qishu	Management	For	For	
4	Elect ZHANG Huamin	Management	For	For	
5	Elect YANG Shufeng	Management	For	For	
6	Elect LIU Tao	Management	For	For	
7	Elect WANG Zhongcheng	Management	For	For	
8	Elect WEN Ping	Management	For	For	
9	Elect LI Yuanhui	Management	For	For	
10	Elect LIU Anqiang	Management	For	For	
11	Elect ZHOU Yadong	Management	For	Against	Supervisors are not sufficiently independent

BNK Financial Group Inc — Meeting Date: 22.03.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	Audit/Financials - Vote Against the approval of accounts if there are concerns on reliability of accounts or followed procedures
2	Amendments to Articles	Management	For	For	
3	Elect CHOI Kyung Soo	Management	For	Against	Audit/Financials - Vote Against audit committee members if there are concerns on reliability of accounts or followed procedures for 2 consecutive years
4	Elect KIM Nam Gul	Management	For	For	
5	Elect OH Myung Sook	Management	For	For	
6	Election of Independent Director to Be Appointed as Audit Committee Member: SEO Soo Duk	Management	For	For	
7	Election of Audit Committee Member: CHEONG Yeong Seok	Management	For	For	
8	Election of Audit Committee Member: OH Myung Sook	Management	For	For	
9	Directors' Fees	Management	For	For	

DB Insurance — Meeting Date: 22.03.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	For	
2	Article 24	Management	For	For	
3	Article 26	Management	For	Against	Not in shareholders'' best interests
4	Elect CHOI Jeong Ho	Management	For	For	
5	Elect JEON Sun Ae	Management	For	For	
6	Elect YOON Yong Ro	Management	For	For	
7	Elect KIM Chul Ho	Management	For	For	
8	Elect KIM Jung Nam	Management	For	For	
9	Elect JEONG Jong Pyo	Management	For	For	
10	Elect PARK Ki Hyun	Management	For	For	
11	Election of Independent Director to Be Appointed as Audit Committee Member: JEONG Chae Woong	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the chair of the audit committee is not independent.
12	Election of Audit Committee Member: CHOI Jeong Ho	Management	For	For	
13	Election of Audit Committee Member: JEON Sun Ae	Management	For	For	
14	Directors' Fees	Management	For	For	

Hana Financial Group Inc. — Meeting Date: 22.03.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	For	
2	Elect PARK Dong Moon	Management	For	For	
3	Elect LEE Kang Won	Management	For	For	
4	Elect JOO Yung Sup	Management	For	For	
5	Elect YOON Shim	Management	For	For	
6	Elect LEE Jae Min	Management	For	For	
7	Elect LEE Seung Lyul	Management	For	For	
8	Elect KANG Sung Muk	Management	For	For	
9	Election of Independent Director to Be Appointed as Audit Committee Member: LEE Jung Won	Management	For	For	
10	Election of Independent Director to Be Appointed as Audit Committee Member: LEE Jae Sool	Management	For	For	
11	Election of Audit Committee Member: WON Sook Yeon	Management	For	For	
12	Election of Audit Committee Member: LEE Jae Min	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
13	Directors' Fees	Management	For	For	

Woori Financial Group Inc — Meeting Date: 22.03.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	Board - Vote Against the approval of accounts if there are concerns regarding the reliability of accounts or followed procedures
2	Elect CHUNG Chan Hyoung	Management	For	Against	Audit/Financials - Vote Against audit committee members if there are concerns on reliability of accounts or followed procedures for 2 consecutive years
3	Elect YOON In Sub	Management	For	For	
4	Elect SHIN Yo Hwan	Management	For	For	
5	Elect LEE Eun Ju	Management	For	For	
6	Elect PARK Sun Young	Management	For	For	
7	Election of Audit Committee Member: CHUNG Chan Hyoung	Management	For	Against	Audit/Financials - Vote Against audit committee members if there are concerns on reliability of accounts or followed procedures for 2 consecutive years
8	Election of Audit Committee Member: SHIN Yo Hwan	Management	For	For	
9	Directors' Fees	Management	For	For	

LX Holdings — Meeting Date: 25.03.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	Board - Vote Against the approval of accounts if there are concerns regarding the reliability of accounts or followed procedures
2	Amendments to Articles	Management	For	For	
3	Elect KOO Bon Joon	Management	For	For	
4	Elect KIM Kyong Suk	Management	For	Against	Audit/Financials - Vote Against audit committee members if there are concerns on reliability of accounts or followed procedures for 2 consecutive years
5	Elect LEE Ji Soon	Management	For	For	
6	Elect KANG Dae Hyung	Management	For	For	
7	Election of Audit Committee Member: KIM Kyong Suk	Management	For	Against	Audit/Financials - Vote Against audit committee members if there are concerns on reliability of accounts or followed procedures for 2 consecutive years
8	Election of Audit Committee Member: LEE Ji Soon	Management	For	For	
9	Election of Independent Director to Be Appointed as Audit Committee Member: CHUNG Soon Won	Management	For	For	
10	Directors' Fees	Management	For	Against	Excessive compensation

Hyundai Department Store GF — Meeting Date: 26.03.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	Board - Vote Against the approval of accounts if there are concerns regarding the reliability of accounts or followed procedures
2	Article 22	Management	For	For	
3	Article 50 and 51	Management	For	For	
4	Elect CHUNG Ji Sun	Management	For	For	
5	Elect JANG Ho Jin	Management	For	For	
6	Elect MIN Wang Il	Management	For	For	
7	Elect KWON Young Ok	Management	For	For	
8	Elect PARK Ju Young	Management	For	Against	Audit/Financials - Vote Against audit committee members if there are concerns on reliability of accounts or followed procedures for 2 consecutive years
9	Elect YUN Seok Hwa	Management	For	For	
10	Election of Audit Committee Member: PARK Ju Young	Management	For	Against	Audit/Financials - Vote Against audit committee members if there are concerns on reliability of accounts or followed procedures for 2 consecutive years
11	Election of Audit Committee Member: YUN Seok Hwa	Management	For	For	
12	Directors' Fees	Management	For	For	

Inpex Corporation — Meeting Date: 26.03.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Takayuki Ueda	Management	For	For	
3	Elect Kenji Kawano	Management	For	For	
4	Elect Hitoshi Okawa	Management	For	For	
5	Elect Daisuke Yamada	Management	For	For	
6	Elect Toshiaki Takimoto	Management	For	For	
7	Elect Jun Yanai	Management	For	For	
8	Elect Norinao Iio	Management	For	For	
9	Elect Atsuko Nishimura	Management	For	For	
10	Elect Tomoo Nishikawa	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Elect Hideka Morimoto	Management	For	For	

LG Electronics Inc

Meeting Date: 26.03.2024 **Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	Board - Vote Against the approval of accounts if there are concerns regarding the reliability of accounts or followed procedures
2	Amendments to Articles	Management	For	For	
3	Elect KIM Chang Tae	Management	For	For	
4	Election of Independent Director to Be Appointed as Audit Committee Member: KANG Soo Jin	Management	For	Against	Audit/Financials - Vote Against audit committee members if there are concerns on reliability of accounts or followed procedures for 2 consecutive years
5	Directors' Fees	Management	For	For	

Lotte Chemical Corporation

Meeting Date: 26.03.2024 **Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	Board - Vote Against the approval of accounts if there are concerns regarding the reliability of accounts or followed procedures
2	Amendments to Articles	Management	For	For	
3	Elect LEE Hun Ki	Management	For	For	
4	Elect LEE Young Jun	Management	For	Against	Other governance issue
5	Elect SEONG Nak Sun	Management	For	For	
6	Elect CHO Woon Haeng	Management	For	Against	Other governance issue; Insufficient board gender diversity. Audit/Financials - Vote Against audit committee members if there are concerns on reliability of accounts or followed procedures for 2 consecutive years.
7	Elect OH Yoon	Management	For	For	
8	Elect SOHN Byeong Hyeok	Management	For	For	
9	Elect PARK Ji Soon	Management	For	For	
10	Election of Audit Committee Member: CHO Woon Haeng	Management	For	Against	Other governance issue; Insufficient board gender diversity. Audit/Financials - Vote Against audit committee members if there are concerns on reliability of accounts or followed procedures for 2 consecutive years.
11	Election of Audit Committee Member: OH Yoon	Management	For	For	
12	Directors' Fees	Management	For	For	

Randstad NV

Meeting Date: 26.03.2024 **Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Allocation of Dividends	Management	For	For	
4	Allocation of Special Dividend	Management	For	For	
5	Ratification of Management Board Acts	Management	For	For	
6	Ratification of Supervisory Board Acts	Management	For	For	
7	Elect Dimitra Manis to the Supervisory Board	Management	For	For	
8	Elect Philippe Vimard to the Supervisory Board	Management	For	For	
9	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
10	Authority to Repurchase Shares	Management	For	For	
11	Cancellation of Shares	Management	For	For	

Shinhan Financial Group Co. Ltd.

Meeting Date: 26.03.2024 **Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	Board - Vote Against the approval of accounts if there are concerns regarding the reliability of accounts or followed procedures
2	Elect KIM Jo Seol	Management	For	For	
3	Elect BAE Hoon	Management	For	For	
4	Elect YOON Jae Won	Management	For	Against	Audit/Financials - Vote Against audit committee members if there are concerns on reliability of accounts or followed procedures for 2 consecutive years
5	Elect LEE Yong Guk	Management	For	For	
6	Elect JIN Hyun Duk	Management	For	For	
7	Elect CHOI Jae Boong	Management	For	For	
8	Elect SONG Seong Joo	Management	For	For	
9	Elect CHOI Young Gwon	Management	For	For	
10	Election of Independent Director to Be Appointed as Audit Committee Member: KWAK Su Keun	Management	For	For	
11	Election of Audit Committee Member: BAE Hoon	Management	For	For	
12	Election of Audit Committee Member: YOON Jae Won	Management	For	Against	Audit/Financials - Vote Against audit committee members if there are concerns on reliability of accounts or followed procedures for 2 consecutive years
13	Directors' Fees	Management	For	For	

Fukuda Corp.		Meeting Date: 27.03.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Katsuyuki Fukuda	Management	For	For	
2	Elect Masanori Araaki	Management	For	For	
3	Elect Yutaka Yamaga	Management	For	For	
4	Elect Hideaki Saito	Management	For	For	
5	Elect Shinichi Otsuka	Management	For	For	
6	Elect Shuichi Sunada	Management	For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards.
7	Elect Toshio Omi	Management	For	For	
8	Elect Jumatsu Eizuka	Management	For	For	
9	Elect Sayuri Uehara	Management	For	For	

LG Corp		Meeting Date: 27.03.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	Board - Vote Against the approval of accounts if there are concerns regarding the reliability of accounts or followed procedures
2	Amendments to Articles	Management	For	For	
3	Elect KOO Kwang Mo	Management	For	For	
4	Election of Independent Director to Be Appointed as Audit Committee Member: Soo Young	Management	For	Against	Audit/Financials - Vote Against audit committee members if there are concerns on reliability of accounts or followed procedures for 2 consecutive years
5	Directors' Fees	Management	For	Against	Excessive compensation

Sakata Inx Corporation		Meeting Date: 27.03.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Amendments to Articles	Management	For	For	
3	Elect Yoshiaki Ueno	Management	For	For	
4	Elect Hitoshi Nakamura	Management	For	For	
5	Elect Toshihiko Fukunaga	Management	For	For	
6	Elect Hiroshi Morita	Management	For	For	
7	Elect Minoru Tateiri	Management	For	For	
8	Elect Yoshio Sato	Management	For	For	
9	Elect Yukiko Tsujimoto @ Yukiko Okamoto	Management	For	For	
10	Elect Kazuko Otsuki @ Kazuko Imaoka	Management	For	For	
11	Elect Eri Nakada as Statutory Auditor	Management	For	For	

TPV Technology Co. Ltd.		Meeting Date: 27.03.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Expected Routine Related Party Transactions	Management	For	For	
2	Approval of Extended Borrowing and Related Party Transactions with Controlling Shareholders and Ultimate Controlling Parties	Management	For	For	
3	Elect KONG Xueping	Management	For	For	

GS Holdings		Meeting Date: 28.03.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	Audit/Financials - Vote Against the approval of accounts if there are concerns on reliability of accounts or followed procedures
2	Amendments to Articles	Management	For	For	
3	Elect HAN Jin Hyun	Management	For	Against	Board - Vote Against when the audit committee is not sufficiently independent; Board - Vote Against when the board is not sufficiently independent according to local standards
4	Election of Independent Director to Be Appointed as Audit Committee Member: LEE Chang Jae	Management	For	Against	Board - Vote Against when the audit committee is not sufficiently independent
5	Election of Audit Committee Member: MOON Hyo Eun	Management	For	For	
6	Directors' Fees	Management	For	For	

Hankook & Company		Meeting Date: 28.03.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	Against	Board - Vote Against the approval of accounts if there are concerns regarding the reliability of accounts or followed procedures
2	Amendments to Articles	Management	For	For	
3	Elect LEE Ho Young	Management	For	For	
4	Elect LEE Sang Hoon	Management	For	For	
5	Election of Audit Committee Member: LEE Ho Young	Management	For	For	
6	Election of Audit Committee Member: LEE Sang Hoon	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Directors' Fees	Management	For	For	

KT Corporation — Meeting Date: 28.03.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Article 49 and 49-2 - Introduction of Quarterly Dividends	Management	For	For	
3	Article 49 - Change of Record Date for Dividend Payment	Management	For	For	
4	Article 34 and Supplementary Provision - Clarification of Terminology	Management	For	For	
5	Directors' Fees	Management	For	For	

PHA Co. Ltd. — Meeting Date: 28.03.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	For	
2	Directors' Fees	Management	For	For	

Sumco Corp. — Meeting Date: 28.03.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Mayuki Hashimoto	Management	For	For	
2	Elect Toshihiro Awa	Management	For	For	
3	Elect Jiro Ryuta	Management	For	For	
4	Elect Shinichi Kubozoe	Management	For	For	
5	Elect Takeo Kato	Management	For	For	
6	Elect Akane Kato	Management	For	For	
7	Elect Atsuro Fujii	Management	For	Against	Board - Vote Against when the chair of the audit committee is not independent.
8	Elect Hitoshi Tanaka	Management	For	For	
9	Elect Masahiro Mitomi	Management	For	For	
10	Elect Shinichiro Ota	Management	For	For	
11	Elect Masahiko Sue	Management	For	For	
12	Elect Amy Shigemi Hatta	Management	For	For	

Turkiye Sinai Kalkinma Bankasi A.S. — Meeting Date: 28.03.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Opening; Election of Presiding Chair; Minutes	Management	For	For	
2	Presentation of Directors' and Auditors' Reports	Management	For	For	
3	Financial Statements	Management	For	Against	Auditor issued a qualified opinion
4	Ratification of Boards Acts	Management	For	Against	Auditor issued a qualified opinion
5	Allocation of Profits/Dividends	Management	For	For	
6	Election of Directors	Management	For	Against	Vote Against when the company has not provided sufficient information. Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the chair of the remuneration is not independent. Board - Vote against when the audit committee is not sufficiently independent.
7	Directors' Fees	Management	For	Against	Vote Against when the company has not provided sufficient information.
8	Appointment of Auditor	Management	For	For	
9	Election of Interest-free Banking Advisory Committee	Management	For	For	
10	Charitable Donations	Management	For	Against	Vote Against when the company has not provided sufficient information.
11	Authority to Carry out Competing Activities or Related Party Transactions	Management	For	For	
12	Presentation of Report on Competing Activities	Management	For	For	
13	Presentation of Report on Climate Risk Management Activities	Management	For	For	

Korean Reinsurance — Meeting Date: 29.03.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends	Management	For	For	
2	Elect WON Jong Ik	Management	For	For	
3	Elect WON Jong Gyu	Management	For	For	
4	Elect KIM So Hee	Management	For	Against	Fewer than three members on compensation committee
5	Elect KOO Han Seo	Management	For	For	
6	Elect HWANG Sung Sik	Management	For	For	
7	Elect JUNG Ji Won	Management	For	For	
8	Directors' Fees	Management	For	For	

Yapi ve Kredi Bankasi A.S.		Meeting Date: 29.03.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Opening; Election of Presiding Chair	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Ratification of Board Acts	Management	For	For	
4	Ratification of Liquidation of Receivables	Management	For	For	
5	Amendments to Articles 4 and 6	Management	For	Against	Potential dilution exceeds recommended threshold
6	Election of Directors; Board Size; Board Term Length	Management	For	Against	Board - Vote against when the audit committee is not sufficiently independent; Board - Vote Against when the chair of the audit committee is not independent; Board - Vote Against when the remuneration committee is not sufficiently independent; Board - Vote Against when the nomination committee is not sufficiently independent; Board – Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices
7	Compensation Policy	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability.
8	Directors' Fees	Management	For	Against	Vote Against when the company has not provided sufficient information.
9	Allocation of Profits/Dividends	Management	For	Against	Vote Against when the company has not provided sufficient information.
10	Approval of Allocation of a Special Fund	Management	For	For	
11	Presentation of Report on Repurchase of Shares	Management	For	For	
12	Appointment of Auditor	Management	For	For	
13	Charitable Donations	Management	For	For	
14	Presentation of Report on Transition to Low-Carbon Economy	Management	For	For	
15	Authority to Carry out Competing Activities or Related Party Transactions	Management	For	For	
16	Wishes	Management	For	For	

Nokia Corp		Meeting Date: 03.04.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Ratification of Board and CEO Acts	Management	For	For	
4	Remuneration Report	Management	For	For	
5	Remuneration Policy	Management	For	For	
6	Directors' Fees	Management	For	For	
7	Board Size	Management	For	For	
8	Elect Timo Ahopelto	Management	For	For	
9	Elect Sari Baldauf	Management	For	For	
10	Elect Elizabeth Crain	Management	For	For	
11	Elect Thomas Dannenfeldt	Management	For	For	
12	Elect Lisa Hook	Management	For	For	
13	Elect Michael E. McNamara	Management	For	For	
14	Elect Thomas Saueressig	Management	For	For	
15	Elect Søren Skou	Management	For	For	
16	Elect Carla Smits-Nusteling	Management	For	For	
17	Elect Kai Öistämö	Management	For	For	
18	Authority to Set Auditor's Fees	Management	For	For	
19	Appointment of Auditor	Management	For	For	
20	Authority to Set Sustainability Reporting Auditor's Fees	Management	For	For	
21	Appointment of Auditor for Sustainability Reporting	Management	For	For	
22	Authority to Repurchase Shares	Management	For	For	
23	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
24	Amendments to Articles Regarding Company Object	Management	For	Against	Changes to Company Statues - Vote Against when the Company has requested the right to hold a virtual-only meeting.
25	Amendments to Articles Regarding Auditor	Management	For	For	
26	Amendments to Articles Regarding Virtual Only Meetings	Management	For	Against	Changes to Company Statues - Vote Against when the Company has requested the right to hold a virtual-only meeting.
27	Amendments to Articles Regarding Matters at the AGM	Management	For	For	Changes to Company Statues - Vote Against when the Company has requested the right to hold a virtual-only meeting.

Schlumberger Ltd.		Meeting Date: 03.04.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Peter J. Coleman	Management	For	For	
2	Elect Patrick de La Chevardière	Management	For	For	
3	Elect Miguel M. Galuccio	Management	For	Against	Related party transactions
4	Elect Jim Hackett	Management	For	For	
5	Elect Olivier Le Peuch	Management	For	For	
6	Elect Samuel Georg Friedrich Leupold	Management	For	For	
7	Elect Tatiana A. Mitrova	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Elect Maria Moræus Hanssen	Management	For	For	
9	Elect Vanitha Narayanan	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
10	Elect Jeffrey W. Sheets	Management	For	For	
11	Elect Ulrich Spiesshofer	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Accounts and Reports; Approval of Dividend	Management	For	For	
14	Ratification of Auditor	Management	For	For	

ZJMI Environmental Energy Co Ltd — Meeting Date: 03.04.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles	Management	For	For	

Krung Thai Bank Public Co. Ltd. — Meeting Date: 05.04.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Annual Report	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Directors' Fees	Management	For	Against	Excessive bonus
5	Elect Krairit Euchukanonchai	Management	For	Against	Board is not sufficiently independent
6	Elect Teerapong Wongsiwawilas	Management	For	Against	Insufficient nomination and remuneration committee independence requirement; Board is not sufficiently independent
7	Elect Thanwa Laohasiriwong	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the nomination committee is not sufficiently independent. Board - Vote against when the audit committee is not sufficiently independent. Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote Against when the chair of the remuneration committee is not independent.
8	Elect Nimit Suwannarat	Management	For	Against	Board is not sufficiently independent
9	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Audit/Financials - Vote Against when issues regarding the tenure, fees, independence of the audit are not in line with market best practice.
10	Transaction of Other Business	Management	For	Against	Granting unfettered discretion is unwise

Bank Of New York Mellon Corp — Meeting Date: 09.04.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Linda Z. Cook	Management	For	For	
2	Elect Joseph J. Echevarria	Management	For	For	
3	Elect M. Amy Gilliland	Management	For	For	
4	Elect Jeffrey A. Goldstein	Management	For	For	
5	Elect K. Guru Gowrappan	Management	For	For	
6	Elect Ralph Izzo	Management	For	For	
7	Elect Sandie O'Connor	Management	For	For	
8	Elect Elizabeth E. Robinson	Management	For	For	
9	Elect Rakefet Russak-Aminoach	Management	For	For	
10	Elect Robin A. Vince	Management	For	For	
11	Elect Alfred W. Zollar	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders
15	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companiess ESG efforts.

Hewlett Packard Enterprise Co — Meeting Date: 10.04.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Pamela L. Carter	Management	For	For	
2	Elect Frank A. D'Amelio	Management	For	For	
3	Elect Regina E. Dugan	Management	For	For	
4	Elect Jean M. Hobby	Management	For	For	
5	Elect Raymond J. Lane	Management	For	For	
6	Elect Ann M. Livermore	Management	For	For	
7	Elect Bethany J. Mayer	Management	For	For	
8	Elect Antonio F. Neri	Management	For	For	
9	Elect Charles H. Noski	Management	For	For	
10	Elect Raymond E. Ozzie	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Elect Gary M. Reiner	Management	For	Against	Adopted forum selection clause in past year without shareholder approval
12	Elect Patricia F. Russo	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Amendment to the 2021 Stock Incentive Plan	Management	For	For	
15	Advisory Vote on Executive Compensation	Management	For	For	
16	Amendment to Articles to Limit the Liability of Certain Officers	Management	For	For	

Lennar Corp. | Meeting Date: 10.04.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Amy L. Banse	Management	For	Against	Did not implement SHP passed by a majority of unaffiliated shareholders
2	Elect Theron I. Gilliam	Management	For	For	
3	Elect Sherrill W. Hudson	Management	For	For	
4	Elect Jonathan M. Jaffe	Management	For	For	
5	Elect Sidney Lapidus	Management	For	For	
6	Elect Teri P. McClure	Management	For	Against	Did not implement SHP passed by a majority of unaffiliated shareholders. Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
7	Elect Stuart A. Miller	Management	For	For	
8	Elect Armando J. Olivera	Management	For	Against	Did not implement SHP passed by a majority of unaffiliated shareholders
9	Elect Dacona Smith	Management	For	For	
10	Elect Jeffrey Sonnenfeld	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
11	Elect Serena Wolfe	Management	For	Against	Serves on too many boards
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on structure and a critical factor.
13	Ratification of Auditor	Management	For	For	
14	Amendment to Articles to Limit the Liability of Certain Officers	Management	For	Against	Amendment is not in best interests of shareholders
15	Shareholder Proposal Regarding Political Contributions and Expenditures Report	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders
16	Shareholder Proposal Regarding Report on LGBTQ Equity and Inclusion Efforts	Shareholder	Against	For	SHP - Vote For when sensible shareholder resolutions request company to report or enhance reporting on social and environmental topics that are material for their business
17	Shareholder Proposal Regarding Report on Aligning GHG Reductions with Paris Agreement	Shareholder	Against	For	SHP Environment - Vote For when proposal requests sustainability or environmental reports

Dow Inc | Meeting Date: 11.04.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Samuel R. Allen	Management	For	For	
2	Elect Gaurdie E. Banister Jr.	Management	For	For	
3	Elect Wesley G. Bush	Management	For	For	
4	Elect Richard K. Davis	Management	For	For	
5	Elect Jerri L. DeVard	Management	For	For	
6	Elect Debra L. Dial	Management	For	For	
7	Elect Jeff M. Fettig	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
8	Elect James R. Fitterling	Management	For	For	
9	Elect Jacqueline C. Hinman	Management	For	For	
10	Elect Luis Alberto Moreno	Management	For	For	
11	Elect Jill S. Wyant	Management	For	For	
12	Elect Daniel W. Yohannes	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria.
14	Ratification of Auditor	Management	For	For	
15	Shareholder Proposal Regarding Right to Act by Written Consent	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.
16	Shareholder Proposal Regarding Virgin Plastic Demand	Shareholder	Against	For	SHP Environment - Vote For when proposal requests sustainability or environmental reports.

Jiangling Motors Corporation Ltd. | Meeting Date: 11.04.2024 | Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	REAPPOINTMENT OF EXTERNAL AND INTERNAL CONTROL AUDIT FIRM	Management	For	For	
2	Elect ZHONG Junhua	Management	For	For	

Kasikornbank Public Co. Ltd		Meeting Date: 11.04.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Elect Kobkarn Wattanavrangkul	Management	For	For	
5	Elect Sujitpan Lamsam	Management	For	For	
6	Elect Suroj Lamsam	Management	For	Against	Serves on too many boards
7	Elect Pipit Aneaknithi	Management	For	For	
8	Elect Pipatpong Poshyanonda	Management	For	For	
9	Elect Piyaporn Phanachet	Management	For	Against	Serves on too many boards
10	Amendment of Authorized Signatories	Management	For	For	
11	Directors' Fees	Management	For	For	
12	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Audit/Financials - Vote Against when issues regarding the tenure, fees, independence of the audit are not in line with market best practice.
13	Amendments to Articles	Management	For	For	
14	Transaction of Other Business	Management	For	Against	Granting unfettered discretion is unwise

Unicredit Spa		Meeting Date: 12.04.2024			Meeting Type: Mix
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Dividends	Management	For	For	
3	Elimination of Negative Reserves	Management	For	For	
4	Authority to Repurchase Shares	Management	For	For	
5	Board Size	Management	For	For	
6	List Presented by Board of Directors	Management	For	For	
7	List Presented by Group of Institutional Investors Representing 1.41% of Share Capital	Management	N/A	Do Not Vote	
8	Directors' Fees	Management	For	For	
9	Remuneration Policy	Management	For	For	
10	Remuneration Report	Management	For	Against	Excessive compensation.
11	2024 GROUP INCENTIVE SYSTEM	Management	For	For	
12	Approval of the Employee Share Ownership Plan	Management	For	For	
13	Authority to Issue Shares to Implement 2022 Group Incentive System	Management	For	For	
14	Authority to Issue Shares to Implement 2023 Group Incentive System	Management	For	For	
15	Authority to Issue Shares to Implement 2020-2023 Long-Term Incentive Plan	Management	For	For	
16	Cancellation of Shares	Management	For	For	

Moody`s Corp.		Meeting Date: 16.04.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jorge A. Bermudez	Management	For	For	
2	Elect Thérèse Esperdy	Management	For	For	
3	Elect Robert Fauber	Management	For	For	
4	Elect Vincent A. Forlenza	Management	For	For	
5	Elect Kathryn M. Hill	Management	For	For	
6	Elect Lloyd W. Howell, Jr.	Management	For	For	
7	Elect Jose M. Minaya	Management	For	For	
8	Elect Leslie Seidman	Management	For	For	
9	Elect Zig Serafin	Management	For	For	
10	Elect Bruce Van Saun	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Adoption of Right to Call a Special Meeting	Management	For	Abstain	A 15% threshold for calling a special meeting is appropriate
14	Shareholder Proposal Regarding Right to Call Special Meetings	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.

Stellantis N.V		Meeting Date: 16.04.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report	Management	For	Against	Remuneration - Vote Against when remuneration is deemed excessive and bears a significant cost
2	Accounts and Reports	Management	For	For	
3	Allocation of Dividends	Management	For	For	
4	Ratification of Board Acts	Management	For	For	
5	Elect Claudia Parzani to the Board of Directors	Management	For	For	
6	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
7	Authority to Suppress Preemptive Rights	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Authority to Repurchase Shares	Management	For	For	
9	Cancellation of Shares (Ordinary Shares)	Management	For	For	
10	Cancellation of Shares (Special Voting Shares)	Management	For	For	

Adobe Inc — Meeting Date: 17.04.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Cristiano R. Amon	Management	For	For	
2	Elect Amy L. Banse	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
3	Elect Brett Biggs	Management	For	For	
4	Elect Melanie Boulden	Management	For	For	
5	Elect Frank A. Calderoni	Management	For	For	
6	Elect Laura B. Desmond	Management	For	For	
7	Elect Shantanu Narayen	Management	For	For	
8	Elect Spencer Neumann	Management	For	For	
9	Elect Kathleen Oberg	Management	For	For	
10	Elect Dheeraj Pandey	Management	For	For	
11	Elect David A. Ricks	Management	For	For	
12	Elect Daniel Rosensweig	Management	For	For	
13	Amendment to the 2019 Equity Incentive Plan	Management	For	For	
14	Ratification of Auditor	Management	For	For	
15	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when remuneration is deemed excessive and bears a significant cost.
16	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.
17	Shareholder Proposal Regarding Report on Hiring Practices for People with Arrest Records	Shareholder	Against	Against	SHP - Vote Against when the company sufficiently addresses the concerns raised by the topic of the proposal.

Geberit AG — Meeting Date: 17.04.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Dividends	Management	For	For	
3	Report on Non-Financial Matters	Management	For	For	
4	Ratification of Board Acts	Management	For	For	
5	Elect Albert M. Baehny as Board Chair	Management	For	For	
6	Elect Thomas Bachmann	Management	For	For	
7	Elect Felix R. Ehrat	Management	For	For	
8	Elect Werner Karlen	Management	For	For	
9	Elect Bernadette Koch	Management	For	For	
10	Elect Eunice Zehnder-Lai	Management	For	For	
11	Elect Eunice Zehnder-Lai as Nominating and Compensation Committee Member	Management	For	For	
12	Elect Thomas Bachmann as Nominating and Compensation Committee Member	Management	For	For	
13	Elect Werner Karlen as Nominating and Compensation Committee Member	Management	For	For	
14	Appointment of Independent Proxy	Management	For	For	
15	Appointment of Auditor	Management	For	For	
16	Compensation Report	Management	For	For	
17	Board Compensation	Management	For	For	
18	Executive Compensation (Total)	Management	For	For	
19	Transaction of Other Business	Management	N/A	Against	Granting unfettered discretion is unwise

Sherwin-Williams Co. — Meeting Date: 17.04.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Kerrii B. Anderson	Management	For	For	
2	Elect Arthur F. Anton	Management	For	For	
3	Elect Jeff M. Fettig	Management	For	For	
4	Elect John G. Morikis	Management	For	For	
5	Elect Heidi G. Petz	Management	For	For	
6	Elect Christine A. Poon	Management	For	For	
7	Elect Aaron M. Powell	Management	For	For	
8	Elect Marta R. Stewart	Management	For	For	
9	Elect Michael H. Thaman	Management	For	For	
10	Elect Matthew Thornton III	Management	For	For	
11	Elect Thomas L. Williams	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on critical factor.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
13	Ratification of Auditor	Management	For	For	
14	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Against	For	Supermajority vote requirements can impede shareholders'' ability to approve ballot items that are in their interests

TRI Pointe Homes Inc — Meeting Date: 17.04.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Douglas F. Bauer	Management	For	For	
2	Elect Lawrence B. Burrows	Management	For	For	
3	Elect Steven J. Gilbert	Management	For	For	
4	Elect R. Kent Grahl	Management	For	For	
5	Elect Vicki D. McWilliams	Management	For	For	
6	Elect Constance B. Moore	Management	For	For	
7	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria.
8	Ratification of Auditor	Management	For	For	

Carrier Global Corp — Meeting Date: 18.04.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jean-Pierre Garnier	Management	For	For	
2	Elect David L. Gitlin	Management	For	For	
3	Elect John J. Greisch	Management	For	For	
4	Elect Charles M. Holley, Jr.	Management	For	For	
5	Elect Michael M. McNamara	Management	For	For	
6	Elect Susan N. Story	Management	For	For	
7	Elect Michael A. Todman	Management	For	For	
8	Elect Maximilian Viessmann	Management	For	For	
9	Elect Virginia M. Wilson	Management	For	For	
10	Elect Beth A. Wozniak	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria
12	Ratification of Auditor	Management	For	For	
13	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company’s sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders

Lvmh Moet Hennessy Louis Vuitton SE — Meeting Date: 18.04.2024 — Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Special Auditors Report on Regulated Agreements	Management	For	Against	Insufficient response to shareholder dissent; Poor disclosure
5	Elect Antoine Arnault	Management	For	For	
6	Elect Henri de Castries	Management	For	For	
7	Elect Alexandre Arnault	Management	For	For	
8	Elect Frédéric Arnault	Management	For	For	
9	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For	For	
10	2023 Remuneration Report	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability; Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP.
11	2023 Remuneration of Bernard Arnault, Chair and CEO	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability; Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP.
12	2023 Remuneration of Antonio Belloni, Deputy CEO	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability; Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP.
13	2024 Remuneration Policy (Board of Directors)	Management	For	For	
14	2024 Remuneration Policy (Chair and CEO)	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability; Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP.
15	2024 Remuneration Policy (Deputy CEO)	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability; Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
16	Authority to Repurchase and Reissue Shares	Management	For	For	
17	Authority to Cancel Shares and Reduce Capital	Management	For	For	
18	Authority to Issue Performance Shares	Management	For	Against	Short vesting period
19	Employee Stock Purchase Plan	Management	For	For	
20	Stock Purchase Plan for Overseas Employees	Management	For	For	

Nestle SA — Meeting Date: 18.04.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Compensation Report	Management	For	Against	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP.
3	Report on Non-Financial Matters	Management	For	For	
4	Ratification of Board and Management Acts	Management	For	For	
5	Allocation of Dividends	Management	For	For	
6	Elect Paul Bulcke	Management	For	For	
7	Elect Mark Schneider	Management	For	For	
8	Elect Renato Fassbind	Management	For	For	
9	Elect Pablo Isla Álvarez de Tejera	Management	For	For	
10	Elect Patrick Aebischer	Management	For	For	
11	Elect Dick Boer	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
12	Elect Dinesh C. Paliwal	Management	For	For	
13	Elect Hanne Jimenez de Mora	Management	For	For	
14	Elect Lindiwe Majele Sibanda	Management	For	For	
15	Elect Chris Leong	Management	For	For	
16	Elect Luca Maestri	Management	For	For	
17	Elect Rainer M. Blair	Management	For	For	
18	Elect Marie-Gabrielle Ineichen-Fleisch	Management	For	For	
19	Elect Geraldine Matchett	Management	For	For	
20	Elect Dick Boer as Compensation Committee Member	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
21	Elect Patrick Aebischer as Compensation Committee Member	Management	For	For	
22	Elect Pablo Isla Álvarez de Tejera as Compensation Committee Member	Management	For	For	
23	Elect Dinesh C. Paliwal as Compensation Committee Member	Management	For	For	
24	Appointment of Auditor	Management	For	For	
25	Appointment of Independent Proxy	Management	For	For	
26	Board Compensation	Management	For	For	
27	Executive Compensation (Total)	Management	For	For	
28	Cancellation of Shares and Reduction in Share Capital	Management	For	For	
29	Shareholder Proposal Regarding Sales of Healthier and Less Healthy Foods	Shareholder	Against	For	SHP - Vote For when shareholder proposal aims to increase transparency on material ESG issues
30	Additional or Amended Shareholder Proposals	Shareholder	N/A	Against	Details not disclosed in advance of meeting

Midea Group Co. Ltd — Meeting Date: 19.04.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Directors' Report	Management	For	For	
2	2023 Supervisors' Report	Management	For	For	
3	2023 Accounts and Reports	Management	For	For	
4	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
5	Allocation of 2023 Profits/Dividends	Management	For	For	
6	Approval of the 2024 Employee Stock Ownership Plan	Management	For	For	
7	Constitution of Procedural Rules for Management System of 2024 Employee Stock Ownership Plan	Management	For	For	
8	Board Authorization to Handle 2024 Employee Stock Ownership Plan	Management	For	For	
9	Authority to Give Guarantees to Controlled Subsidiaries for FY2024	Management	For	For	
10	Approval to Engage in Business Investment of Foreign Exchange Fund Derivatives in FY2024	Management	For	For	
11	Appointment of PwC Zhong Tian as External Auditor for FY2024	Management	For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision
12	Amendments to Articles [Bundled]	Management	For	For	

Tian di Science & Technology — Meeting Date: 19.04.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Directors' Report	Management	For	For	
2	2023 Supervisors' Report	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
3	2023 Annual Accounts	Management	For	For	
4	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
5	2023 Profit Distribution Plan	Management	For	For	
6	2024 Estimates of Daily Related Party Transactions	Management	For	Against	Deposit services with a member of the group
7	Amendments to Articles	Management	For	Against	Not in shareholders'' best interests
8	Amendments to Procedural Rules: Shareholder Meetings	Management	For	For	
9	Amendments to Procedural Rules: Board Meetings	Management	For	For	
10	Elect WU Ping	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
11	Elect ZHOU Huaqun	Management	For	Against	Supervisors are not sufficiently independent

Hisense Visual Technology Co Ltd — Meeting Date: 22.04.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Procedural Rules: Board Meetings	Management	For	For	
2	Amendments to Work System for Independent Directors	Management	For	For	
3	Employee Stock Ownership Plan	Management	For	Against	Non-executive participation; Third party asset management company not disclosed; Purchase Price with Substantial Discount Rate
4	Management Measures for the Employee Stock Ownership Plan	Management	For	Against	Not in shareholders'' best interests
5	Authorization to the Board to Handle Matters Regarding the Employee Stock Ownership Plan	Management	For	Against	Not in shareholders'' best interests
6	Amendments to Articles	Management	For	For	

HP Inc — Meeting Date: 22.04.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Aida M. Alvarez	Management	For	For	
2	Elect Robert R. Bennett	Management	For	For	
3	Elect Charles Chip V. Bergh	Management	For	For	
4	Elect Bruce D. Broussard	Management	For	For	
5	Elect Stacy Brown-Philpot	Management	For	For	
6	Elect Stephanie A. Burns	Management	For	For	
7	Elect Mary Anne Citrino	Management	For	For	
8	Elect Richard L. Clemmer	Management	For	For	
9	Elect Enrique Lores	Management	For	For	
10	Elect David Meline	Management	For	For	
11	Elect Judith A. Miscik	Management	For	For	
12	Elect Kim K.W. Rucker	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	For	
15	Amendment to the 2004 Stock Incentive Plan	Management	For	For	
16	Amendment to Articles to Limit the Liability of Certain Officers	Management	For	For	
17	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests that the company seeks shareholder approval prior to entering severance agreements which provide substantial benefits

ING Groep N.V. — Meeting Date: 22.04.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Allocation of Dividends	Management	For	For	
4	Ratification of Management Board Acts	Management	For	For	
5	Ratification of Supervisory Board Acts	Management	For	For	
6	Appointment of Auditor	Management	For	For	
7	Elect Juan Colombás to the Supervisory Board	Management	For	For	
8	Elect Herman Hulst to the Supervisory Board	Management	For	For	
9	Elect Harold Naus to the Supervisory Board	Management	For	For	
10	Authority to Issue Shares w/ Preemptive Rights (Rights Issue)	Management	For	For	
11	Cancellation of Shares/Authorities to Issue Shares	Management	For	For	
12	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
13	Authority to Repurchase Shares	Management	For	For	
14	Management Board Remuneration Policy	Management	For	For	
15	Supervisory Board Remuneration Policy	Management	For	For	

Assicurazioni Generali SPA — Meeting Date: 23.04.2024 — Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Repurchase Shares to Service Long-Term Incentive Plan	Management	For	For	
2	Accounts and Reports	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
3	Allocation of Dividends	Management	For	For	
4	Authority to Repurchase Shares	Management	For	For	
5	Cancellation of Shares	Management	For	For	
6	Amendments to Article 7.2 (Digital Storage of Corporate Books)	Management	For	For	
7	Amendments to Article 9.1 (Share Capital)	Management	For	For	
8	Amendments to Article 16.1 (Registration to General Meetings)	Management	For	For	
9	Amendments to Article 18 (Chairing of General Meetings)	Management	For	For	
10	Amendments to Article 19.1 (Competences of General Meetings)	Management	For	For	
11	Amendments to Articles (Board and Board of Statutory Auditors Requirements)	Management	For	For	
12	Amendments to Article 28.4 (Slate Requirements)	Management	For	For	
13	Amendments to Article 29.4 (Powers of Chair of Board)	Management	For	For	
14	Amendments to Article 30 (Vice Chair of Board)	Management	For	For	
15	Amendments to Article 32.2 (Powers of Board of Directors)	Management	For	Against	Changes to Company Statutes - Vote Against when the proposed amendments are not in the best interests of minority shareholders
16	Amendments to Article 33 (Board Meetings)	Management	For	For	
17	Amendments to Article 34.1 (Board Committees)	Management	For	For	
18	Remuneration Policy	Management	For	For	
19	Remuneration Report	Management	For	For	
20	2024-2026 Long-Term Incentive Plan	Management	For	For	

Charter Communications Inc. — Meeting Date: 23.04.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Eric L. Zinterhofer	Management	For	For	
2	Elect W. Lance Conn	Management	For	For	
3	Elect Kim C. Goodman	Management	For	For	
4	Elect Gregory B. Maffei	Management	For	Against	Board - Vote Against when there are concerns that the nominee lacks sufficient time to effectively carry out their role in light of their external commitments
5	Elect John D. Markley, Jr.	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
6	Elect David C. Merritt	Management	For	For	
7	Elect James E. Meyer	Management	For	For	
8	Elect Steven A. Miron	Management	For	For	
9	Elect Balan Nair	Management	For	Against	Board - Vote Against when there are concerns that the nominee lacks sufficient time to effectively carry out their role in light of their external commitments
10	Elect Michael A. Newhouse	Management	For	For	
11	Elect Mauricio Ramos	Management	For	For	
12	Elect Carolyn J. Slaski	Management	For	For	
13	Elect Christopher L. Winfrey	Management	For	For	
14	Amendment to the 2019 Stock Incentive Plan	Management	For	For	
15	Amendment Regarding Officer Exculpation	Management	For	For	
16	Ratification of Auditor	Management	For	For	
17	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders
18	Shareholder Proposal Regarding Political Expenditures Report	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders

MSCI Inc — Meeting Date: 23.04.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Shareholder Proposal Regarding Report on Chinese Military-Industry Companies in Indices	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the company's ESG efforts.
2	Elect Henry A. Fernandez	Management	For	For	
3	Elect Robert G. Ashe	Management	For	For	
4	Elect Chirantan J. Desai	Management	For	For	
5	Elect Wayne Edmunds	Management	For	For	
6	Elect Robin L. Matlock	Management	For	For	
7	Elect Jacques P. Perold	Management	For	For	
8	Elect C.D. Baer Pettit	Management	For	For	
9	Elect Sandy C. Rattray	Management	For	For	
10	Elect Linda H. Riefler	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
11	Elect Marcus L. Smith	Management	For	For	
12	Elect Rajat Taneja	Management	For	For	
13	Elect Paula Volent	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
14	Advisory Vote on Executive Compensation	Management	For	For	
15	Ratification of Auditor	Management	For	For	

NatWest Group Plc — Meeting Date: 23.04.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report	Management	For	For	
2	Final Dividend	Management	For	For	
3	Elect Richard Haythornthwaite	Management	For	For	
4	Elect Paul Thwaite	Management	For	For	
5	Accounts and Reports	Management	For	For	
6	Authority to Repurchase Preference Shares	Management	For	For	
7	Approval of the Employee Share Plan	Management	For	For	
8	Elect Katie Murray	Management	For	For	
9	Elect Frank E. Dangeard	Management	For	For	
10	Elect Roisin Donnelly	Management	For	For	
11	Elect Patrick Flynn	Management	For	For	
12	Elect Yasmin Jetha	Management	For	For	
13	Elect Stuart Lewis	Management	For	For	
14	Elect Mark Seligman	Management	For	For	
15	Elect Lena Wilson	Management	For	For	
16	Appointment of Auditor	Management	For	For	
17	Authority to Set Auditor's Fees	Management	For	For	
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
21	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	
22	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	
23	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
24	Authorisation of Political Donations	Management	For	For	
25	Authority to Repurchase Shares	Management	For	For	
26	Amendment to Authority to Repurchase Shares from HM Treasury	Management	For	For	
27	Authority to Repurchase Shares from HM Treasury	Management	For	For	
28	Scrip Dividend	Management	For	For	

Universal Scientific Industrial (Shanghai) Co. Ltd — Meeting Date: 23.04.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 WORK REPORT OF THE BOARD OF DIRECTORS	Management	For	For	
2	2023 Work Report of the Supervisory Board	Management	For	For	
3	2023 Annual Accounts	Management	For	For	
4	2023 Profit Distribution Plan	Management	For	For	
5	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
6	2023 Continuing Connected Transaction Results and 2024 Estimated Continuing Connected Transactions	Management	For	For	
7	APPLICATION FOR BANK CREDIT LINE	Management	For	For	
8	Financial Derivative Transaction Quota	Management	For	For	
9	MUTUAL GUARANTEE AMONG CONTROLLED SUBSIDIARIES	Management	For	For	
10	Amendments to Articles	Management	For	For	
11	Amendments to Procedural Rules: Board Meetings	Management	For	Against	Vote Against when the company has not provided sufficient information.
12	Amendments to Work System for Independent Directors	Management	For	Against	Vote Against when the company has not provided sufficient information.
13	Amendments to Decision-Making System for Connected Transactions	Management	For	Against	Vote Against when the company has not provided sufficient information.
14	Amendments to Management System for External Guarantees	Management	For	Against	Vote Against when the company has not provided sufficient information.
15	Amendments to Management System for External Financial Aid	Management	For	Against	Vote Against when the company has not provided sufficient information.
16	Establishment of the System for Audit Firm Appointment	Management	For	Against	Vote Against when the company has not provided sufficient information.
17	REAPPOINTMENT OF FINANCIAL AUDIT FIRM	Management	For	For	
18	REAPPOINTMENT OF 2024 INTERNAL CONTROL AUDIT FIRM	Management	For	For	
19	Elect Andrew Robert TANG	Management	For	For	
20	Elect ZHANG Li	Management	For	For	
21	Confirmation of 2023 Remuneration for Directors and the 2024 Remuneration Plan	Management	For	For	
22	Purchase of Liability Insurance for Directors, Supervisors and Senior Managers	Management	For	For	

West Pharmaceutical Services, Inc.		Meeting Date: 23.04.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Thomas W. Hofmann	Management	For	For	
2	Elect Molly E. Joseph	Management	For	For	
3	Elect Deborah L. V. Keller	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
4	Elect Myla P. Lai-Goldman	Management	For	For	
5	Elect Stephen H. Lockhart	Management	For	For	
6	Elect Douglas A. Michels	Management	For	For	
7	Elect Paolo Pucci	Management	For	For	
8	Advisory Vote on Executive Compensation	Management	For	For	
9	Elimination of Supermajority Transaction Requirement	Management	For	For	
10	Elimination of Supermajority Amendment Requirement	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.
13	Elect Mark A. Buthman	Management	For	For	
14	Elect William F. Feehery	Management	For	For	
15	Elect Robert F. Friel	Management	For	For	
16	Elect Eric M. Green	Management	For	For	

ASML Holding NV		Meeting Date: 24.04.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report	Management	For	For	
2	Ratification of Management Board Acts	Management	For	For	
3	Ratification of Supervisory Board Acts	Management	For	For	
4	Long-term Incentive Plan; Authority to Issue Shares	Management	For	For	
5	Elect Annet P. Aris to the Supervisory Board	Management	For	For	
6	Elect D. Mark Durcan to the Supervisory Board	Management	For	For	
7	Elect Warren A. East to the Supervisory Board	Management	For	For	
8	Authority to Issue Shares w/ Preemptive Rights (5% for General Purposes; 5% for M&A Purposes)	Management	For	For	
9	Authority to Suppress Preemptive Rights (5% for General Purposes; 5% for M&A Purposes)	Management	For	For	
10	Authority to Repurchase Shares	Management	For	For	
11	Cancellation of Shares	Management	For	For	
12	Accounts and Reports	Management	For	For	
13	Allocation of Dividends	Management	For	For	

Bank Of America Corp.		Meeting Date: 24.04.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Sharon L. Allen	Management	For	For	
2	Elect José E. Almeida	Management	For	For	
3	Elect Pierre J. P. de Weck	Management	For	For	
3	Shareholder Proposal Regarding Including Pay Ratio in Executive Compensation	Shareholder	Against	For	SHP Remuneration - Vote For when proposal requests company to adjust executive pay program to reflect overall employee experience e.g. during layoffs
4	Shareholder Proposal Regarding Clean Energy Supply Financing Ratio	Shareholder	Against	For	SHP Environment - vote for when proposal requests company to provide information on matters that might have a present or future impact on companies' value drivers, shareholder value creation and on the society and environment as a whole
7	Elect Brian T. Moynihan	Management	For	For	
7	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companies ESG efforts.
8	Elect Lionel L. Nowell, III	Management	For	For	
8	Shareholder Proposal Regarding Lobbying Activity Alignment with Net Zero Emissions Commitment	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders
9	Elect Denise L. Ramos	Management	For	For	
10	Elect Clayton S. Rose	Management	For	For	
13	Elect Arnold W. Donald	Management	For	For	
14	Elect Linda P. Hudson	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Transparency & Accountability; Remuneration - Vote Against when substantial one-off payments are made without performance criteria
15	Elect Monica C. Lozano	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
15	Ratification of Auditor	Management	For	For	
16	Amendment to the Bank of America Corporation Equity Plan	Management	For	For	
20	Elect Michael D. White	Management	For	Against	Board - Vote Against if the company has insufficient management of climate-related risks and opportunities.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
20	Shareholder Proposal Regarding Right to Act by Written Consent	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights
21	Elect Thomas D. Woods	Management	For	For	
21	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	SHP Governance - Vote For when proposal requests independent Board Chairman/Separation of Chair and CEO
22	Elect Maria T. Zuber	Management	For	Against	Affiliate/Insider on nominating/governance committee

Cigna Group (The) — Meeting Date: 24.04.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	Against	For	SHP - Vote For when shareholder proposal aims to increase transparency on material ESG issues.
2	Elect William J. DeLaney	Management	For	For	
3	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when remuneration is deemed excessive and bears a significant cost ; Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
4	Ratification of Auditor	Management	For	For	
5	Elect Neesha Hathi	Management	For	For	
5	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.
7	Elect Kathleen M. Mazzarella	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
8	Elect Mark B. McClellan	Management	For	For	
8	Elect Kimberly A. Ross	Management	For	For	
9	Elect Philip O. Ozuah	Management	For	For	
9	Elect Eric C. Wiseman	Management	For	For	
11	Elect Eric J. Foss	Management	For	For	
12	Elect George Kurian	Management	For	For	
12	Elect Donna F. Zarcone	Management	For	For	
14	Elect Elder Granger	Management	For	For	
16	Elect David M. Cordani	Management	For	For	

Eaton Corporation plc — Meeting Date: 24.04.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
2	Authority to Repurchase Shares	Management	For	For	
3	Elect Gregory R. Page	Management	For	For	
4	Elect Sandra Pianalto	Management	For	For	
5	Elect Darryl L. Wilson	Management	For	For	
6	Appointment of Auditor and Authority to Set Fees	Management	For	For	
7	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Structure factor.
8	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
9	Elect Robert V. Pragada	Management	For	For	
10	Elect Lori J. Ryerkerk	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
11	Elect Gerald B. Smith	Management	For	For	
12	Elect Dorothy C. Thompson	Management	For	For	
13	Elect Craig Arnold	Management	For	For	
14	Elect Silvio Napoli	Management	For	For	

Empresas Copec S.A. — Meeting Date: 24.04.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Election of Directors	Management	For	Against	Vote Against when the company has not provided sufficient information. Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote against when the audit committee is not sufficiently independent.
3	Related Party Transactions	Management	For	For	
4	Directors' Fees	Management	For	For	
5	Directors' Committee Fees and Budget	Management	For	For	
6	Appointment of Auditor	Management	For	For	
7	Appointment of Risk Rating Agency	Management	For	For	
8	Transaction of Other Business	Management	N/A	Against	Granting unfettered discretion is unwise

Empresas Copec S.A. — Meeting Date: 24.04.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Article 1 (Company Name)	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Amendments to Article 1 (Company Name)	Management	For	For	
3	Amendments to Article 4 (Corporate Purpose)	Management	For	For	
4	Amendments to Article 15 (Board of Directors)	Management	For	For	
5	Amendments to Article 20 (Board of Directors Meetings)	Management	For	For	
6	Amendment to Articles; Consolidation of Articles	Management	For	For	

Intesa Sanpaolo Spa — Meeting Date: 24.04.2024 — Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Dividends	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Remuneration Report	Management	For	For	
5	2024 Annual Incentive Plan	Management	For	For	
6	Authority to Repurchase Shares	Management	For	For	
7	Authority to Repurchase and Reissue Shares to Service Incentive Plans	Management	For	For	
8	Authority to Repurchase and Reissue Shares	Management	For	For	
9	Cancellation of Shares	Management	For	For	

Newmont Corp — Meeting Date: 24.04.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Maura J. Clark	Management	For	For	
2	Elect Emma Fitzgerald	Management	For	For	
3	Elect Sally-Anne Layman	Management	For	For	
4	Elect José Manuel Madero Garza	Management	For	For	
5	Elect Thomas Palmer	Management	For	For	
6	Elect Julio M. Quintana	Management	For	For	
7	Elect Philip Aiken	Management	For	For	
8	Elect Gregory H. Boyce	Management	For	For	
9	Elect Bruce R. Brook	Management	For	For	
10	Elect René Medori	Management	For	For	
11	Elect Jane Nelson	Management	For	For	
12	Elect Susan N. Story	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	
14	Ratification of Auditor	Management	For	For	

PNC Financial Services Group Inc — Meeting Date: 24.04.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Andrew T. Feldstein	Management	For	For	
2	Elect Richard J. Harshman	Management	For	For	
3	Elect Daniel R. Hesse	Management	For	For	
4	Elect Renu Khator	Management	For	For	
5	Elect Linda R. Medler	Management	For	For	
6	Elect Robert A. Niblock	Management	For	For	
7	Ratification of Auditor	Management	For	For	
8	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Critical, Transparency & Accountability and Structure factors.
9	Approval of the 2025 Employee Stock Purchase Plan	Management	For	For	
10	Shareholder Proposal Regarding Report on Human Rights Due Diligence in Project Financing	Shareholder	Against	For	SHP Social - Vote For when shareholder proposal requests Reporting on Company's Compliance with International Human Rights Standards
11	Elect Martin Pfinsgraff	Management	For	For	
12	Elect Bryan S. Salesky	Management	For	For	
13	Elect Marjorie Rodgers Cheshire	Management	For	For	
14	Elect William S. Demchak	Management	For	For	
15	Elect Joseph Alvarado	Management	For	For	
16	Elect Debra A. Cafaro	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.

Serco Group plc — Meeting Date: 24.04.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Kirsty Bashforth	Management	For	For	
2	Elect Krupali Desai	Management	For	For	
3	Elect Mark Irwin	Management	For	For	
4	Elect Nigel Crossley	Management	For	For	
5	Accounts and Reports	Management	For	For	
6	Remuneration Report	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Remuneration Policy	Management	For	For	
8	Final Dividend	Management	For	For	
9	Elect John Rishton	Management	For	For	
10	Elect Ian El-Mokadem	Management	For	For	
11	Elect Tim Lodge	Management	For	For	
12	Elect Dame Susan Owen	Management	For	For	
13	Elect Lynne Peacock	Management	For	For	
14	Appointment of Auditor	Management	For	For	
15	Authority to Set Auditor's Fees	Management	For	For	
16	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
19	Authority to Repurchase Shares	Management	For	For	
20	Authorisation of Political Donations	Management	For	For	
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

UBS Group AG — Meeting Date: 24.04.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Transaction of Other Business	Management	N/A	Against	Granting unfettered discretion is unwise
2	Accounts and Reports	Management	For	For	
2	Compensation Report	Management	For	For	
4	Report on Non-Financial Matters	Management	For	For	
4	Executive Compensation (Variable)	Management	For	For	
5	Executive Compensation (Fixed)	Management	For	For	
6	Introduction of Capital Pool for Conversion of AT1 Instruments	Management	For	For	
6	Appointment of Independent Proxy	Management	For	For	
7	Ratification of Board and Management Acts (Excluding Credit Suisse Group AG's Board and Management until June 12, 2023)	Management	For	For	
7	Appointment of Auditor	Management	For	For	
8	Elect Thomas Colm Kelleher as Board Chair	Management	For	For	
8	Appointment of Special Auditor	Management	For	For	
10	Elect Jeremy Anderson	Management	For	For	
10	Board Compensation (Retrospective Increase)	Management	For	For	
11	Elect Claudia Böckstiegel	Management	For	For	
12	Elect Jeanette Wong as Compensation Committee Member	Management	For	For	
13	Elect Patrick Firmenich	Management	For	For	
14	Elect Fred HU Zuliu	Management	For	For	
14	Elect Gail P. Kelly	Management	For	For	
16	Elect Nathalie Rachou	Management	For	For	
17	Elect Julie G. Richardson	Management	For	For	
17	Elect Jeanette Wong	Management	For	For	
18	Allocation of Profits; Dividend from Reserves	Management	For	For	
20	Elect Julie G. Richardson as Compensation Committee Member	Management	For	For	
22	Elect Lukas Gähwiler	Management	For	For	
22	Elect Fred HU Zuliu as Compensation Committee Member	Management	For	For	
24	Board Compensation (2024-2025 AGM)	Management	For	For	
25	Elect William C. Dudley	Management	For	For	
28	Elect Mark Hughes	Management	For	For	

UFP Industries Inc — Meeting Date: 24.04.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Matthew J. Missad	Management	For	For	
2	Elect Thomas W. Rhodes	Management	For	For	
3	Elect Brian C. Walker	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
4	Increase in Authorized Common Stock	Management	For	Against	Sufficient shares available
5	Ratification of Auditor	Management	For	For	
6	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.

Unipol Gruppo S.p.A. — Meeting Date: 24.04.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Dividends	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Remuneration Report	Management	For	For	
5	Authority to Repurchase and Reissue Shares	Management	For	For	

Basf SE		Meeting Date: 25.04.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratification of Supervisory Board Acts	Management	For	For	
3	Ratification of Management Board Acts	Management	For	For	
4	Appointment of Auditor	Management	For	For	
5	Elect Stefan Asenkerschbaumer	Management	For	For	
6	Elect Kurt Bock	Management	For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
7	Elect Thomas Carell	Management	For	For	
8	Elect Liming Chen	Management	For	For	
9	Elect Alessandra Genco	Management	For	For	
10	Elect Tamara Weinert	Management	For	For	
11	Increase in Authorised Capital	Management	For	For	
12	Management Board Remuneration Policy	Management	For	For	
13	Supervisory Board Remuneration Policy	Management	For	For	
14	Remuneration Report	Management	For	Against	Remuneration - Vote Against when severance packages are awarded that exceed market best practice.

BP plc		Meeting Date: 25.04.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
4	Elect Murray Auchincloss	Management	For	For	
5	Elect Katherine Anne Thomson	Management	For	For	
6	Elect Melody B. Meyer	Management	For	For	
7	Elect Helge Lund	Management	For	For	
7	Elect Tushar Morzaria	Management	For	For	
8	Elect Amanda J. Blanc	Management	For	For	
10	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
11	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
12	Elect Karen A. Richardson	Management	For	For	
12	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
13	Renewal of Scrip Dividend	Management	For	For	
15	Authority to Set Auditor's Fees	Management	For	For	
16	Authorisation of Political Donations	Management	For	For	
17	Elect Johannes Teyssen	Management	For	For	
18	Appointment of Auditor	Management	For	For	
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
19	Elect Satish Pai	Management	For	For	
21	Elect Pamela Daley	Management	For	For	
21	Authority to Repurchase Shares	Management	For	For	
22	Elect Hina Nagarajan	Management	For	For	

CRH Plc		Meeting Date: 25.04.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Richard Boucher	Management	For	For	
2	Elect Caroline Dowling	Management	For	For	
3	Elect Christina Verchere	Management	For	For	
4	Advisory Vote on Executive Compensation	Management	For	For	
5	Appointment of Auditor	Management	For	For	
6	Authority to Set Auditor's Fees	Management	For	For	
7	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
8	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
9	Authority to Repurchase Shares	Management	For	For	
10	Authority to Set Price Range for Reissuance of Treasury Shares	Management	For	For	
11	Elect Richard H. Fearon	Management	For	For	
12	Elect Johan Karlström	Management	For	For	
13	Elect Shaun Kelly	Management	For	For	
14	Elect Badar Khan	Management	For	For	
15	Elect H. Lamar McKay	Management	For	For	
16	Elect Albert Manifold	Management	For	For	
17	Elect Jim Mintern	Management	For	For	
18	Elect Gillian L. Platt	Management	For	For	
19	Elect Mary K. Rhinehart	Management	For	For	
20	Elect Siobhán Talbot	Management	For	For	

Edison International | Meeting Date: 25.04.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jeanne Beliveau-Dunn	Management	For	For	
2	Elect Michael C. Camuñez	Management	For	For	
3	Elect Vanessa C.L. Chang	Management	For	For	
4	Elect James T. Morris	Management	For	For	
5	Elect Timothy T. O'Toole	Management	For	For	
6	Elect Pedro J. Pizarro	Management	For	For	
7	Elect Marcy L. Reed	Management	For	For	
8	Elect Carey A. Smith	Management	For	For	
9	Elect Linda G. Stuntz	Management	For	For	
10	Elect Peter J. Taylor	Management	For	For	
11	Elect Keith Trent	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	
14	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company’s sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.

Halyk Bank of Kazakhstan JSC | Meeting Date: 25.04.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Agenda	Management	For	For	
2	Financial Statements	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Presentation of Performance Report	Management	For	For	
5	Amendments to Methodology for Valuation of Shares	Management	For	For	
6	Presentation of Information on Directors and Management's Fees	Management	For	For	
7	Presentation of Information on Shareholders' Appeal	Management	For	For	

Jiangsu Jiangyin Rural Commercial Bank Co. Ltd. | Meeting Date: 25.04.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Change of the Company's Registered Capital and Amendments to Articles	Management	For	For	
2	Amendments to Work System for Independent Directors	Management	For	For	
3	Amendments to Equity Management Measures	Management	For	Against	Vote Against when the company has not provided sufficient information.
4	Amendments to Procedural Rules: Board Meetings	Management	For	For	
5	Shareholder Returns Plan from 2023 to 2025	Management	For	For	
6	FORMULATION OF THE REMUNERATIONS AND FEES MANAGEMENT MEASURES FOR DIRECTORS	Management	For	For	
7	FORMULATION OF THE REMUNERATIONS AND FEES MANAGEMENT MEASURES FOR SUPERVISORS	Management	For	For	
8	Elect LU Qingxi as Directors	Management	For	For	
9	Jiangyin Urban Development Group Co., Ltd. and its affiliated companies	Management	For	For	
10	Jiangyin Public Utilities Group Co., Ltd. and its affiliates	Management	For	For	
11	Jiangsu Shuangliang Technology Co., Ltd. and its affiliated companies	Management	For	For	
12	Jiangyin State-owned Capital Holding (Group) Co., Ltd. and its affiliated companies	Management	For	For	
13	2023 Profit Distribution Plan	Management	For	For	
14	2023 CONTINUING CONNECTED TRANSACTION RESULTS	Management	For	For	
15	Jiangyin Changda Iron and Steel Co., Ltd. and its affiliated companies	Management	For	For	
16	Jiangyin Zhenhong Printing and Dyeing Co., Ltd. and its affiliated companies	Management	For	For	
17	2023 Directors' Report	Management	For	For	
18	2023 Supervisors' Report	Management	For	For	
19	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
20	2023 Annual Accounts and 2024 Financial Budget Reports	Management	For	For	
21	REAPPOINTMENT OF 2024 EXTERNAL AUDIT FIRM	Management	For	Against	Audit/Financials - Vote Against when issues regarding the tenure, fees, independence of the audit are not in line with market best practice.
22	Amendments to Articles	Management	For	For	
23	Related legal persons (financial management)	Management	For	For	
24	Related natural persons (financial management)	Management	For	For	
25	2023 Evaluation Report of the Supervisory Committee on Performance of Directors and Senior Management	Management	For	For	
26	2023 Evaluation Report of the Supervisory Committee on Performance of Supervisors	Management	For	For	
27	Jiangsu Jiangyan Rural Commercial Bank Co., Ltd.	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
28	Related natural persons (loans, credit card overdraft lines, etc.)	Management	For	For	
29	Related legal persons (deposit type)	Management	For	For	
30	Related natural persons (deposit type)	Management	For	For	
31	Jiangyin Huaya Plastic Manufacturing Co., Ltd.	Management	For	For	
32	Jiangyin Dahong Machinery Manufacturing Co., Ltd.	Management	For	For	
33	Jiangyin Shuangma Clothing Co., Ltd. and its affiliated companies	Management	For	For	
34	Jiangyin Weifeng Printing Co., Ltd. and its affiliated companies	Management	For	For	
35	Jiangsu Jiangnan Water Co., Ltd. and its affiliated companies	Management	For	For	
36	Jingjiang Park and its affiliated companies	Management	For	For	
37	Jiangyin Fuxiang Machinery Co., Ltd.	Management	For	For	
38	Jiangyin Jialong Die Casting Co., Ltd.	Management	For	For	
39	Jiangyin Yifei Clothing Co., Ltd.	Management	For	For	
40	Jiangyin Yueda Printing and Dyeing Co., Ltd.	Management	For	For	
41	Jiangyin Yuanbo Knitted Clothing Co., Ltd.	Management	For	For	
42	Industrial Bank Co., Ltd.	Management	For	For	
43	Xuzhou Rural Commercial Bank Co., Ltd.	Management	For	For	
44	Jiangsu Jingjiang Rural Commercial Bank Co., Ltd.	Management	For	For	
45	Elect ZHU Nanjun as Independent Directors	Management	For	For	

Johnson & Johnson — Meeting Date: 25.04.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Darius Adamczyk	Management	For	For	
2	Elect Mary C. Beckerle	Management	For	For	
3	Elect D. Scott Davis	Management	For	For	
4	Elect Jennifer A. Doudna	Management	For	For	
5	Elect Joaquin Duato	Management	For	For	
6	Elect Marillyn A. Hewson	Management	For	For	
7	Elect Paula A. Johnson	Management	For	For	
8	Elect Anne M. Mulcahy	Management	For	For	
9	Elect Mark A. Weinberger	Management	For	For	
10	Elect Nadja Y. West	Management	For	For	
11	Elect Eugene A. Woods	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Shareholder Proposal Regarding Report on Compensation and Health Benefit Gaps	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the company's ESG efforts
15	Shareholder Proposal Regarding Patent Exclusivities	Shareholder	Against	Abstain	Proposal withdrawn
16	Elect Hubert Joly	Management	For	For	
17	Elect Mark B. McClellan	Management	For	For	

Petroleo Brasileiro S.A. Petrobras — Meeting Date: 25.04.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
1	Elect Aristóteles Nogueira Filho as Board Member Presented by Preferred Shareholders	Management	N/A	For	
1	Elect Paulo Roberto Franceschi to the Supervisory Council Presented by Preferred Shareholders	Management	N/A	Against	Board - Vote Against when there are concerns regarding the nominee.
2	Elect Jerônimo Antunes as Board Member Presented by Preferred Shareholders	Management	N/A	Abstain	Board - Abstain when a more suitable director is available for election and the nominee is a supportable candidate.
2	Ratify Rafael Ramalho Dubeux Independence Status	Management	For	Against	Nominee not considered independent
3	Board Size	Management	For	For	
5	Cumulate Common and Preferred Shares	Management	N/A	Against	Board - Vote Against proposals requesting to cumulate common and preferred votes and/or Recasting of votes for amended slate and/or Instructions if meeting is held on second call
5	Approve Recasting of Votes for Amended Slate	Management	N/A	Against	Board - Vote Against proposals requesting to cumulate common and preferred votes and/or Recasting of votes for amended slate and/or Instructions if meeting is held on second call
5	Elect João Vicente Silva Machado to the Supervisory Council Presented by Preferred Shareholders	Management	N/A	Against	Board - Vote Against when there are concerns regarding the nominee.
6	Request Cumulative Voting	Management	N/A	Against	
8	Allocate Cumulative Votes to Pietro Adamo Sampaio Mendes	Management	N/A	Abstain	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
9	Allocate Cumulative Votes to Jean Paul Terra Prates	Management	N/A	Abstain	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
10	Allocate Cumulative Votes to Bruno Moretti	Management	N/A	Abstain	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
11	Allocate Cumulative Votes to Benjamin Alves Rabello Filho	Management	N/A	Abstain	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
12	Allocate Cumulative Votes to Ivanyra Maura de Medeiros Correia	Management	N/A	Abstain	Other nominee is preferred.
13	Proportional Allocation of Cumulative Votes	Management	N/A	Abstain	
13	Allocate Cumulative Votes to Renato Campos Galuppo	Management	N/A	Abstain	Other nominee is preferred.
14	Allocate Cumulative Votes to Rafael Ramalho Dubeux	Management	N/A	Abstain	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
15	Allocate Cumulative Votes to Vitor Eduardo de Almeida Saback	Management	N/A	Abstain	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
16	Allocation of Profits/Dividends	Management	For	For	
16	Allocate Cumulative Votes to José João Abdalla Filho	Management	N/A	Abstain	Board - Abstain when a more suitable director is available for election and the nominee is a supportable candidate.
17	Elect Slate Presented by Controlling Shareholder	Management	For	Abstain	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
17	Allocate Cumulative Votes to Marcelo Gasparino da Silva	Management	N/A	Abstain	Board - Abstain when a more suitable director is available for election and the nominee is a supportable candidate.
18	Election of Directors	Management	For	Abstain	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
18	Ratify Ivanyra Maura de Medeiros Correia Independence Status	Management	For	Against	Nominee not considered independent
19	Ratify Renato Campos Galuppo Independence Status	Management	For	Against	Nominee not considered independent
20	Elect Francisco Petros de Oliveira Lima Papathanasiadis as Board Member Presented by Minority Shareholders	Management	N/A	For	
21	Ratify José João Abdalla Filho Independence Status	Management	N/A	For	
23	Amendments to Articles 19 and 44	Management	For	For	
24	Supervisory Council Board Size	Management	For	For	
25	Elect Ronaldo Dias to the Supervisory Council Presented by Minority Shareholders	Management	N/A	Against	Board - Vote Against when there are concerns regarding the nominee.
26	Election of Supervisory Council	Management	For	Against	Board - Vote Against when the supervisory council is not sufficiently independent.
27	Approve Recasting of Votes for Amended Supervisory Council Slate	Management	N/A	Against	Potential unknown nominees w/o shareholder approval
28	Remuneration Policy	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability.
29	Ratify Marcelo Gasparino da Silva Independence Status	Management	N/A	For	
30	Elect Pietro Adamo Sampaio Mendes as Board Chair	Management	For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses; Vote Against when there are concerns regarding the profile of the nominee.

Petroleo Brasileiro S.A. Petrobras | Meeting Date: 25.04.2024 | Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Instructions if Meeting is Held on Second Call	Management	N/A	Against	Vote Against if the proposal would allow the voting instructions to be considered in the event of a second call.

Zhejiang Semir Garment Co Ltd | Meeting Date: 25.04.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Directors' Report	Management	For	For	
2	2023 Supervisors' Report	Management	For	For	
3	2023 Accounts and Reports	Management	For	For	
4	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
5	Amendments to Work System for Independent Directors	Management	For	For	
6	Amendments to Articles	Management	For	For	
7	2023 Allocation of Profits/Dividends	Management	For	For	
8	Appointment of Auditor for 2024	Management	For	For	
9	Proposal to Use No More Than RMB 6 billion of Idle Proprietary Funds to Purchase Financial Products	Management	For	For	
10	Shareholder Returns Plan for the Next Three Years (2024 - 2026)	Management	For	For	

Banco Do Brasil S.A. | Meeting Date: 26.04.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Supervisory Council Fees	Management	For	For	
5	Audit Committee Fees	Management	For	For	
6	Risk and Capital Committee Fees	Management	For	For	
7	Human Resources, Remuneration and Eligibility Committee Fees	Management	For	For	
8	Instructions if Meeting is Held on Second Call	Management	N/A	Against	Vote Against if the proposal would allow the voting instructions to be considered in the event of a second call.

Banco Do Brasil S.A.		Meeting Date: 26.04.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles	Management	For	For	
2	Technology and Innovation Committee Fees	Management	For	For	
3	Corporate Sustainability Committee Fees	Management	For	For	
4	Instructions if Meeting is Held on Second Call	Management	N/A	Against	Vote Against if the proposal would allow the voting instructions to be considered in the event of a second call.

Canadian National Railway Co.		Meeting Date: 26.04.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Justin M. Howell	Management	For	For	
1	Advisory Vote on Executive Compensation	Management	For	For	
3	Elect Robert M. Knight, Jr.	Management	For	For	
4	Elect Michel Letellier	Management	For	For	
4	Adoption of Advance Notice By-Law	Management	For	For	
5	Elect Margaret A. McKenzie	Management	For	For	
6	Elect Al Monaco	Management	For	For	
8	Appointment of Auditor	Management	For	For	
10	Elect Tracy Robinson	Management	For	For	
10	Amendment to the Management Long-Term Incentive Plan	Management	For	For	
12	Advisory Vote on Climate Action Plan	Management	For	Against	Environment - Vote Against when the proposed climate strategy fails Robeco's SOC framework assessment
13	Elect Shauneen Bruder	Management	For	For	
13	Elect Susan C. Jones	Management	For	For	
14	Elect Jo-ann dePass Olsovsky	Management	For	For	
15	Elect David Freeman	Management	For	For	
16	Elect Denise Gray	Management	For	For	
17	Shareholder Proposal Regarding Paid Sick Leave	Shareholder	Against	For	SHP Social - Vote For when the proposal requests the company to improve labor practices

Centrais Eletricas Brasileiras S.A.		Meeting Date: 26.04.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Request Establishment of Supervisory Council	Management	N/A	For	
5	Elect José Raimundo dos Santos	Management	N/A	For	
6	Elect Carlos Eduardo Teixeira Taveiros	Management	N/A	For	
7	Elect Ricardo Bertucci	Management	N/A	For	
8	Supervisory Council Size (Three Members)	Management	N/A	Abstain	
9	Supervisory Council Size (Four Members)	Management	N/A	For	
10	Supervisory Council Size (Five Members)	Management	N/A	Abstain	

Centrais Eletricas Brasileiras S.A.		Meeting Date: 26.04.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendment to the Stock Option Plan	Management	For	Against	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP.
2	Amendment to the Restricted Shares Plan	Management	For	Against	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP.
3	Elect Ana Silvia Corso Matte	Management	For	For	

Evolution AB		Meeting Date: 26.04.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Fredrik Palm as Presiding Chair	Management	For	For	
2	Reduction of Share Capital; Increase through Bonus Issue	Management	For	For	
3	Issuance of Treasury Shares to Sellers (BTG)	Management	For	For	
4	Issuance of Treasury Shares	Management	For	For	
5	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
6	Elect Erik Sprinchorn as Minutes Taker	Management	For	For	
7	Compliance with the Rules of Convocation	Management	For	For	
8	Voting List	Management	For	For	
9	Agenda	Management	For	For	
10	Ratify Jens Von Bahr	Management	For	For	
11	Ratify Fredrik Österberg	Management	For	For	
12	Ratify Ian Livingstone	Management	For	For	
13	Ratify Joel Citron	Management	For	For	
14	Ratify Jonas Engwall	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
15	Ratify Mimi Drake	Management	For	For	
16	Ratify Sandra Urie	Management	For	For	
17	Ratify Martin Carlesund (CEO)	Management	For	For	
18	Board Size	Management	For	For	
19	Directors' Fees	Management	For	For	
20	Elect Jens von Bahr	Management	For	Against	Vote results not disclosed
21	Elect Joel Citron	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
22	Accounts and Reports	Management	For	For	
23	Allocation of Profits/Dividends	Management	For	For	
24	Elect Mimi Drake	Management	For	For	
25	Elect Ian Livingstone	Management	For	For	
26	Remuneration Report	Management	For	Against	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP.
27	Authority to Repurchase Shares	Management	For	For	
28	Approval of Nomination Committee Guidelines	Management	For	For	
29	Remuneration Policy	Management	For	Against	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP.
30	Authority to Set Auditor's Fees	Management	For	For	
31	Appointment of Auditor	Management	For	For	
32	Elect Sandra Ann Urie	Management	For	For	
33	Elect Fredrik Österberg	Management	For	For	

Kailuan Energy Chemical Co., Ltd. | Meeting Date: 26.04.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Directors' Report	Management	For	For	
2	2023 Superviors' Report	Management	For	For	
3	2023 Accounts and Reports	Management	For	For	
4	2023 Profit Distribution Plan	Management	For	For	
5	2023 Annual Report and Its Sumary	Management	For	For	
6	Authority to Sign Comprehensive Service Contract (Renewal Draft) with Kailuan (Group) Co., Limited	Management	For	For	
7	2024 Estimated Related Party Transactions	Management	For	Against	Deposit services with member of company group
8	Approval of Line of Credit	Management	For	For	
9	Authority to Give Guarantees	Management	For	For	
10	Approval of Entrusted Loan	Management	For	Against	Vote Against when the company has not provided sufficient information.

Shantui Construction Machinery Co. Ltd. | Meeting Date: 26.04.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 WORK REPORT OF THE BOARD OF DIRECTORS	Management	For	For	
2	2023 WORK REPORT OF THE SUPERVISORY COMMITTEE	Management	For	For	
3	REPORT ON 2023 PROVISION FOR ASSETS IMPAIRMENT AND WRITE-OFF OF ASSETS	Management	For	For	
4	Report of the Supervisory Committee on 2023 Provision for Assets Impairment and Write-Off of Assets	Management	For	For	
5	2023 Annual Accounts	Management	For	For	
6	2023 Profit Distribution Plan	Management	For	For	
7	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
8	2024 FINANCIAL BUDGET REPORT	Management	For	For	
9	APPLICATION FOR COMPREHENSIVE CREDIT LINE TO BANKS	Management	For	For	
10	LAUNCHING FINANCIAL DERIVATIVES BUSINESS	Management	For	For	
11	Engineering Machinery Credit Cooperation Business with Relevant Banks and Financial Leasing Companies	Management	For	For	
12	FINANCIAL LEASING BUSINESS WITH A COMPANY	Management	For	For	
13	Appointment of Auditor	Management	For	For	
14	Repurchase and Cancellation of Restricted Shares in 2020	Management	For	For	
15	Amendments to Articles	Management	For	For	
16	Related Transactions with Weichai Holding Group Co., Ltd. and Its Related Parties	Management	For	For	
17	Related Transactions with Shanxi Construction Machinery Co., Ltd. and Its Related Parties	Management	For	For	
18	Related Transactions with China National Heavy Duty Truck Group Co., Ltd. and Its Related Parties	Management	For	For	
19	Related Transactions with Shanzhong Financial Leasing Co., Ltd.	Management	For	For	

Compania Sudamericana de Vapores S.A. | Meeting Date: 26.04.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Fees; Report on Board Expenditure	Management	For	Against	Non-executive participation linked to performance

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Directors' Committee Fees and Budget	Management	For	Against	Non-executive participation linked to performance
3	Appointment of Auditor	Management	For	For	
4	Appointment of Risk Rating Agency	Management	For	For	
5	Related Party Transactions	Management	For	For	
6	Publication of Company Notices	Management	For	For	
7	Election of Directors	Management	For	Against	Vote Against when the company has not provided sufficient information. Board - Vote Against when the remuneration committee is not sufficiently independent. Board - Vote against when the audit committee is not sufficiently independent.
8	Transaction of Other Business	Management	N/A	Against	Granting unfettered discretion is unwise
9	Accounts and Reports	Management	For	For	
10	Allocation of Profits/Dividends	Management	For	For	

First Resources Limited — Meeting Date: 26.04.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect FANG Zhixiang	Management	For	For	Vote For if Glass Lewis is recommending against due to a lack of board-oversight of social and environmental issues.
4	Elect TAN Seow Kheng	Management	For	Against	Insufficient audit committee independence
5	Elect LUO Dan	Management	For	For	
6	Elect Mary YEO Chor Gek	Management	For	For	
7	Directors' Fees	Management	For	For	
8	Appointment of Auditor and Authority to Set Fees	Management	For	For	
9	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
10	Related Party Transactions	Management	For	Against	Oversight failure/internal control concerns
11	Authority to Repurchase and Reissue Shares	Management	For	For	

Graco Inc. — Meeting Date: 26.04.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Heather L. Anfang	Management	For	For	
2	Elect Archie C. Black	Management	For	For	
3	Elect Brett C.Carter	Management	For	For	
4	Ratification of Auditor	Management	For	For	
5	Advisory Vote on Executive Compensation	Management	For	For	
6	Amendment to the 2019 Stock Incentive Plan	Management	For	For	

Randstad NV — Meeting Date: 26.04.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Hélène Auriol-Potier to the Supervisory Board	Management	For	For	

Ambev S.A. — Meeting Date: 30.04.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Election of Supervisory Council	Management	For	Abstain	Minority candidate is supported over management/controller candidate/s
4	Approve Recasting of Votes for Amended Supervisory Council Slate	Management	N/A	Against	Potential unknown nominees w/o shareholder approval
5	Elect Fabio de Oliveira Moser to the Supervisory Council Presented by Minority Shareholders	Management	N/A	For	
6	Remuneration Policy	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance; Remuneration - Vote Against when remuneration of non-executive directors includes inappropriate incentives which might compromise the independent judgment of independent directors; Remuneration - Vote Against when there are concerns regarding the vesting provisions upon a change in control.
7	Supervisory Council Fees	Management	For	For	

Ambev S.A. — Meeting Date: 30.04.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Article 5 (Reconciliation of Share Capital)	Management	For	For	
2	Amendments to Article 15 (Board Independence)	Management	For	For	
3	Amendments to Articles (Management Board)	Management	For	For	
4	Amendments to Articles (Technical); Consolidation of Articles	Management	For	For	

ArcelorMittal SA		Meeting Date: 30.04.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Consolidated Accounts and Reports	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Approve Distribution of Dividends	Management	For	For	
4	Allocation of Profits and the Remuneration of the Members of the Board of Directors	Management	For	For	
5	Remuneration Report	Management	For	For	
6	Directors' Fees	Management	For	For	
7	Ratification of Board Acts	Management	For	For	
8	Elect Karyn F. Ovelmen to the Board of Directors	Management	For	For	
9	Elect Clarissa de Araújo Lins to the Board of Directors	Management	For	For	
10	Authority to Repurchase and Reissue Shares	Management	For	For	
11	Appointment of Auditor	Management	For	For	
12	Long-Term Incentive Plan	Management	For	For	

Barrick Gold Corp.		Meeting Date: 30.04.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect D. M. Bristow	Management	For	For	
2	Elect H. Cai	Management	For	For	
3	Elect C. L. Coleman	Management	For	Withhold	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices
4	Elect I. A. Costantini	Management	For	For	
5	Elect B. L. Greenspun	Management	For	For	
6	Elect J. B. Harvey	Management	For	For	
7	Elect A. N. Kabagambe	Management	For	For	
8	Elect A. J. Quinn	Management	For	For	
9	Elect M. L. Silva	Management	For	For	
10	Elect J. L. Thornton	Management	For	For	
11	Appointment of Auditor and Authority to Set Fees	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance
13	Shareholder Proposal Regarding Third-Party Audit of Water Impacts	Shareholder	Against	For	SHP - Vote For when sensible shareholder resolutions request company to report or enhance reporting on social and environmental topics that are material for their business

Citigroup Inc		Meeting Date: 30.04.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Ellen M. Costello	Management	For	For	
2	Elect Grace E. Dailey	Management	For	For	
3	Elect Barbara J. Desoer	Management	For	For	
4	Elect John C. Dugan	Management	For	For	
5	Elect Jane N. Fraser	Management	For	For	
6	Elect Duncan P. Hennes	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
7	Elect Peter B. Henry	Management	For	For	
8	Elect S. Leslie Ireland	Management	For	For	
9	Elect Renée J. James	Management	For	For	
10	Elect Gary M. Reiner	Management	For	For	
11	Elect Diana L. Taylor	Management	For	Against	Board - Vote Against if the company has insufficient management of climate-related risks and opportunities.
12	Elect James S. Turley	Management	For	For	
13	Elect Casper W. von Koskull	Management	For	For	
14	Ratification of Auditor	Management	For	For	
15	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the Remuneration Assessment Framework due to excessive sign-on package and failure to meet minimum criteria under Structure and Transparency & Accountability components.
16	Amendment to the 2019 Stock Incentive Plan	Management	For	For	
17	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	SHP Governance - Vote For when proposal requests independent Board Chairman/Separation of Chair and CEO
18	Shareholder Proposal Regarding Report on Human Rights Standards for Indigenous Peoples	Shareholder	Against	For	SHP Social - Vote For when shareholder proposal requests Reporting on Company's Compliance with International Human Rights Standards
19	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Against	Abstain	Proposal withdrawn by proponent
20	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companies' ESG efforts.
21	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companies' ESG efforts.
22	Shareholder Proposal Regarding Report on Oversight of Animal Welfare	Shareholder	Against	For	SHP - Vote For when shareholder proposal requests companies address material ESG risks

Sanofi | Meeting Date: 30.04.2024 | Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Elect Rachel Duan	Management	For	For	
5	Elect Lise Kingo	Management	For	For	
6	Elect Clotilde Delbos	Management	For	For	
7	Elect Anne-Françoise Nesmes	Management	For	For	
8	Elect John Sundy	Management	For	For	
9	2023 Remuneration Report	Management	For	For	
10	2023 Remuneration of Serge Weinberg, Chair (until May 25, 2023)	Management	For	For	
11	2023 Remuneration of Frédéric Oudéa, Chair (from May 25, 2023)	Management	For	For	
12	2023 Remuneration of Paul Hudson, CEO	Management	For	For	
13	2024 Remuneration Policy (Board of Directors)	Management	For	For	
14	2024 Remuneration Policy (Chair)	Management	For	For	
15	2023 Remuneration Policy (CEO)	Management	For	For	
16	Appointment of Auditor (Mazars)	Management	For	For	
17	Appointment of Auditor for Sustainability Reporting (Mazars)	Management	For	For	
18	Appointment of Auditor for Sustainability Reporting (Pricewaterhouse Coopers)	Management	For	For	
19	Authority to Repurchase and Reissue Shares	Management	For	For	
20	Authority to Issue Performance Shares	Management	For	For	
21	Employee Stock Purchase Plan	Management	For	For	
22	Stock Purchase Plan for Overseas Employees	Management	For	For	
23	Authorisation of Legal Formalities	Management	For	For	

Wells Fargo & Co. | Meeting Date: 30.04.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Steven D. Black	Management	For	For	
2	Elect Mark A. Chancy	Management	For	For	
3	Elect Celeste A. Clark	Management	For	For	
4	Elect Theodore F. Craver, Jr.	Management	For	For	
5	Elect Richard K. Davis	Management	For	For	
6	Elect Fabian T. Garcia	Management	For	Against	Serves on too many boards.
7	Elect Wayne M. Hewett	Management	For	Against	Board - Vote Against if the company has insufficient management of climate-related risks and opportunities.
8	Elect CeCelia Morken	Management	For	For	
9	Elect Maria R. Morris	Management	For	For	
10	Elect Felicia F. Norwood	Management	For	For	
11	Elect Ronald L. Sargent	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
12	Elect Charles W. Scharf	Management	For	For	
13	Elect Suzanne M. Vautrinot	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote manually when remuneration is deemed excessive and bears a significant cost for shareholders ; Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability.
15	Ratification of Auditor	Management	For	For	
16	Amend the Certificate of Incorporation to Opt Out of DGCL Section 203	Management	For	For	
17	Amend the Bylaws to Remove a Supermajority Requirement	Management	For	For	
18	Shareholder Proposal Regarding Report on Harassment and Discrimination	Shareholder	Against	For	Additional reporting will better allow shareholders to understand how issues of discrimination and harassment are being managed.
19	Shareholder Proposal Regarding Third-Party Assessment of Freedom of Association	Shareholder	Against	For	SHP Social - Vote For when shareholder proposal requests Reporting on Company's Compliance with International Human Rights Standards.
20	Shareholder Proposal Regarding Report on Human Rights Standards for Indigenous Peoples	Shareholder	Against	For	SHP Social - Vote For when shareholder proposal requests Reporting on Company's Compliance with International Human Rights Standards.
21	Shareholder Proposal Regarding Audit of Climate Transition Policies	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companies ESG efforts.
22	Shareholder Proposal Regarding Lobbying Activity Alignment with the Paris Agreement	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.
23	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.
24	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
25	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companies ESG efforts.

PepsiCo Inc — Meeting Date: 01.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Segun Agbaje	Management	For	For	
2	Elect Jennifer Bailey	Management	For	For	
3	Elect Cesar Conde	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
4	Elect Ian M. Cook	Management	For	For	
5	Elect Edith W. Cooper	Management	For	For	
6	Elect Susan M. Diamond	Management	For	For	
7	Elect Dina Dublon	Management	For	For	
8	Elect Michelle D. Gass	Management	For	For	
9	Elect Ramon L. Laguarta	Management	For	For	
10	Elect Dave Lewis	Management	For	For	
11	Elect David C. Page	Management	For	For	
12	Elect Robert C. Pohlad	Management	For	For	
13	Elect Daniel L. Vasella	Management	For	For	
14	Elect Darren Walker	Management	For	For	
15	Elect Alberto Weisser	Management	For	For	
16	Ratification of Auditor	Management	For	For	
17	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure; Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability.
18	Amendment to the Long-Term Incentive Plan	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure; Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability.
19	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests that the company seeks shareholder approval prior to entering severance agreements which provide substantial benefits.
20	Shareholder Proposal Regarding Report on Compensation and Health Benefit Gaps	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the company's ESG efforts.
21	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.
22	Shareholder Proposal Regarding Third-Party Assessment on Non-Sugar Sweetener Risks	Shareholder	Against	For	SHP - Vote For when shareholder proposal aims to increase transparency on material ESG issues.
23	Shareholder Proposal Regarding Report on Biodiversity Loss	Shareholder	Against	For	SHP Environment - Vote For when proposal requests sustainability or environmental reports.
24	Shareholder Proposal Regarding Racial Equity Audit	Shareholder	Against	For	SHP - Vote For when shareholder proposal aims to increase transparency on material ESG issues.
25	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the company's ESG efforts.
26	Shareholder Proposal Regarding Transparency Report on Global Public Policy and Political Influence	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.

S&P Global Inc — Meeting Date: 01.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Marco Alverà	Management	For	For	
2	Elect Jacques Esculier	Management	For	For	
3	Elect Gay Huey Evans	Management	For	For	
4	Elect William D. Green	Management	For	For	
5	Elect Stephanie C. Hill	Management	For	For	
6	Elect Rebecca Jacoby	Management	For	For	
7	Elect Robert P. Kelly	Management	For	For	
8	Elect Ian P. Livingston	Management	For	For	
9	Elect Maria R. Morris	Management	For	For	
10	Elect Douglas L. Peterson	Management	For	For	
11	Elect Richard E. Thornburgh	Management	For	For	
12	Elect Gregory Washington	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	
14	Amendment to the Director Deferred Stock Ownership Plan	Management	For	For	
15	Ratification of Auditor	Management	For	For	

Aviva Plc — Meeting Date: 02.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Remuneration Report	Management	For	For	
3	Remuneration Policy	Management	For	For	
4	Approval of the Company's Climate-related Financial Disclosure	Management	For	For	
5	Final Dividend	Management	For	For	
6	Elect Ian E. Clark	Management	For	For	
7	Elect George Culmer	Management	For	For	
8	Elect Amanda J. Blanc	Management	For	For	
9	Elect Charlotte C. Jones	Management	For	For	
10	Elect Andrea Blance	Management	For	For	
11	Elect Michael Craston	Management	For	For	
12	Elect Patrick Flynn	Management	For	For	
13	Elect Shonaid Jemmett-Page	Management	For	For	
14	Elect Mohit Joshi	Management	For	For	
15	Elect Pippa Lambert	Management	For	For	
16	Elect Jim McConville	Management	For	For	
17	Elect Michael Mire	Management	For	For	
18	Appointment of Auditor	Management	For	For	
19	Authority to Set Auditor's Fees	Management	For	For	
20	Authorisation of Political Donations	Management	For	For	
21	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
22	Authority to Issue Solvency II Securities w/ Preemptive Rights	Management	For	For	
23	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
24	Authority to Issue Solvency II Securities w/o Preemptive Rights	Management	For	For	
25	Authority to Repurchase Shares	Management	For	For	
26	Authority to Repurchase 8^{3/4}% Preference Shares	Management	For	For	
27	Authority to Repurchase 8^{3/8}% Preference Shares	Management	For	For	
28	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
29	Adoption of New Articles	Management	For	For	

Cadence Design Systems, Inc. Meeting Date: 02.05.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Mark W. Adams	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
2	Elect Ita M. Brennan	Management	For	For	
3	Elect Lewis Chew	Management	For	For	
4	Elect Anirudh Devgan	Management	For	For	
5	Elect Mary L. Krakauer	Management	For	For	
6	Elect Julia Liuson	Management	For	For	
7	Elect James D. Plummer	Management	For	For	
8	Elect Alberto Sangiovanni Vincentelli	Management	For	For	
9	Elect Young K. Sohn	Management	For	For	
10	Amendment to the Employee Stock Purchase Plan	Management	For	For	
11	Amendment to Articles to Limit the Liability of Certain Officers	Management	For	For	
12	Adoption of Right to Act by Written Consent	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability.
14	Ratification of Auditor	Management	For	For	
15	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests that the company seeks shareholder approval prior to entering severance agreements which provide substantial benefits.

Capital One Financial Corp. Meeting Date: 02.05.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Richard D. Fairbank	Management	For	For	
2	Elect Ime Archibong	Management	For	For	
3	Elect Christine R. Detrick	Management	For	For	
4	Elect Ann Fritz Hackett	Management	For	For	
5	Elect Suni P. Harford	Management	For	For	
6	Elect Peter Thomas Killalea	Management	For	For	
7	Elect Eli Leenaars	Management	For	For	
8	Elect François Locoh-Donou	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
9	Elect Peter E. Raskind	Management	For	For	
10	Elect Eileen M. Serra	Management	For	For	
11	Elect Mayo A. Shattuck III	Management	For	For	
12	Elect Craig Anthony Williams	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Transparency & Accountability.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
14	Amendment to the 2002 Associate Stock Purchase Plan	Management	For	For	
15	Ratification of Auditor	Management	For	For	
16	Shareholder Proposal Regarding GHG Targets and Alignment with the Paris Agreement	Shareholder	Against	For	SHP Environment - Vote For when reasonable shareholder proposals requests companies to prepare and plan for mitigating environmental risks.
17	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Shareholder	Against	For	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companies ESG efforts.
18	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Against	For	Adoption could promote board accountability and ensure responsiveness to shareholder concerns

Equifax, Inc. — Meeting Date: 02.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Mark W. Begor	Management	For	For	
2	Elect Mark L. Feidler	Management	For	For	
3	Elect Karen Fichuk	Management	For	For	
4	Elect G. Thomas Hough	Management	For	For	
5	Elect Robert D. Marcus	Management	For	For	
6	Elect Scott A. McGregor	Management	For	For	
7	Elect John A. McKinley	Management	For	For	
8	Elect Melissa D. Smith	Management	For	For	
9	Elect Audrey Boone Tillman	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	For	
11	Ratification of Auditor	Management	For	For	

Air Lease Corp — Meeting Date: 03.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Matthew J. Hart	Management	For	For	
2	Elect Yvette Hollingsworth Clark	Management	For	For	
3	Elect Cheryl Gordon Krongard	Management	For	For	
4	Elect Marshall O. Larsen	Management	For	For	
5	Elect Susan McCaw	Management	For	For	
6	Elect Robert A. Milton	Management	For	For	
7	Elect John L. Plueger	Management	For	For	
8	Elect Ian M. Saines	Management	For	For	
9	Elect Steven F. Udvar-Házy	Management	For	For	
10	Ratification of Auditor	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance.
12	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	

HSBC Holdings plc — Meeting Date: 03.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Maximum Variable Pay Ratio	Management	For	For	
4	Elect Ann F. Godbehere	Management	For	For	
5	Elect Brendan R. Nelson	Management	For	For	
6	Elect Swee Lian Teo	Management	For	For	
7	Elect Geraldine Buckingham	Management	For	For	
8	Elect Rachel Duan	Management	For	For	
9	Elect Georges Elhedery	Management	For	For	
10	Elect Dame Carolyn Fairbairn	Management	For	For	
11	Elect James A. Forese	Management	For	For	
12	Elect Steven Guggenheimer	Management	For	For	
13	Elect José Antonio Meade Kuribreña	Management	For	For	
14	Elect Kalpana Morparia	Management	For	For	
15	Elect Eileen Murray	Management	For	For	
16	Elect Noel Quinn	Management	For	For	
17	Elect Mark E. Tucker	Management	For	For	
18	Appointment of Auditor	Management	For	For	
19	Authority to Set Auditor's Fees	Management	For	For	
20	Authorisation of Political Donations	Management	For	For	
21	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
22	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
23	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
24	Authority to Issue Repurchased Shares	Management	For	For	
25	Authority to Repurchase Shares	Management	For	For	
26	Authority to Repurchase Shares Off-Market	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
27	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	
28	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	
29	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
30	Shareholder Proposal Regarding Pension Scheme	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive.

Intercontinental Hotels Group — Meeting Date: 03.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Rohinton Kalifa	Management	For	For	
5	Elect Angie Risley	Management	For	For	
6	Elect Graham Allan	Management	For	For	
7	Elect Daniela B. Soares	Management	For	For	
8	Elect Arthur de Haast	Management	For	For	
9	Elect Duriya M. Farooqui	Management	For	For	
10	Elect Michael Glover	Management	For	For	
11	Elect Byron Grote	Management	For	For	
12	Elect Elie Maalouf	Management	For	For	
13	Elect Deanna W. Oppenheimer	Management	For	For	
14	Elect Sharon Rothstein	Management	For	For	
15	Appointment of Auditor	Management	For	For	
16	Authority to Set Auditor's Fees	Management	For	For	
17	Authorisation of Political Donations	Management	For	For	
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
21	Authority to Repurchase Shares	Management	For	For	
22	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
23	Adoption of New Articles	Management	For	For	

Hershey Company — Meeting Date: 06.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Mary Kay Haben	Management	For	For	
2	Elect M. Diane Koken	Management	For	For	
3	Elect Huong Maria T. Kraus	Management	For	For	
4	Elect Robert M. Malcolm	Management	For	For	
5	Elect Kevin M. Ozan	Management	For	For	
6	Elect Anthony J. Palmer	Management	For	For	
7	Elect Juan R. Perez	Management	For	For	
8	Elect Cordel Robbin-Coker	Management	For	For	
9	Ratification of Auditor	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	For	
11	Shareholder Proposal Regarding Third-Party Assessment of Living Income for Cocoa Farmers	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues.
12	Shareholder Proposal Regarding Report on Circular Economy for Packaging	Shareholder	Against	For	SHP Environment - Vote For when the proposal requests sustainability or environmental reports.
13	Elect Victor L. Crawford	Management	For	For	
14	Elect Robert M. Dutkowsky	Management	For	For	
15	Elect Michele G. Buck	Management	For	For	

PulteGroup Inc — Meeting Date: 06.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Kristen Actis-Grande	Management	For	For	
2	Elect Brian P. Anderson	Management	For	For	
3	Elect Bryce Blair	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
4	Elect Thomas J. Folliard	Management	For	For	
5	Elect Cheryl W. Grisé	Management	For	For	
6	Elect André J. Hawaux	Management	For	For	
7	Elect J. Phillip Holloman	Management	For	For	
8	Elect Ryan R. Marshall	Management	For	For	
9	Elect John R. Peshkin	Management	For	For	
10	Elect Scott F. Powers	Management	For	For	
11	Elect Lila Snyder	Management	For	For	
12	Ratification of Auditor	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
13	Advisory Vote on Executive Compensation	Management	For	For	
14	Elimination of Supermajority Requirement	Management	For	For	

Shenzhen New Industries Biomedical Engineering Co — Meeting Date: 06.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	SHAREHOLDER RETURN PLAN FOR THE NEXT THREE YEARS FROM 2024 TO 2026	Management	For	For	
2	2023 WORK REPORT OF THE BOARD OF DIRECTORS	Management	For	For	
3	2023 WORK REPORT OF THE SUPERVISORY COMMITTEE	Management	For	For	
4	2023 ANNUAL ACCOUNTS REPORT AND 2024 FINANCIAL BUDGET REPORT	Management	For	For	
5	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
6	REAPPOINTMENT OF 2024 AUDIT FIRM	Management	For	For	
7	2023 Profit Distribution Plan	Management	For	For	
8	APPLICATION FOR COMPREHENSIVE CREDIT LINE TO BANKS	Management	For	For	
9	PURCHASE OF WEALTH MANAGEMENT PRODUCTS WITH IDLE PROPRIETARY FUNDS	Management	For	For	
10	Purchase of Liability Insurance for Directors, Supervisors and Senior Management	Management	For	For	

Uber Technologies Inc — Meeting Date: 06.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Shareholder Proposal Regarding Third-Party Audit on Driver Health and Safety	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues.
2	Elect Dara Khosrowshahi	Management	For	For	
3	Elect Wan Ling Martello	Management	For	For	
4	Elect Alexander R. Wynaendts	Management	For	For	
5	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure; Remuneration - Vote Against when substantial one-off payments are made without performance criteria.
6	Elect John A. Thain	Management	For	For	
7	Elect David Trujillo	Management	For	Against	Less than 75% Attendance
8	Ratification of Auditor	Management	For	For	
9	Amendment to Articles Regarding Officer Exculpation	Management	For	For	
10	Elect Robert A. Eckert	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
11	Elect Amanda Ginsberg	Management	For	For	
12	Elect Ronald D. Sugar	Management	For	For	
13	Elect Revathi Advaithi	Management	For	For	
14	Elect Turqi Alnowaiser	Management	For	For	
15	Elect Ursula M. Burns	Management	For	For	

Baoxiniao Holding Co. Ltd. — Meeting Date: 07.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Accounts and Reports	Management	For	For	
2	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
3	2023 Allocation of Profits/Dividends	Management	For	For	
4	Authority to Give Guarantees to Subsidiaries	Management	For	For	
5	Authority on the Investment of Idle Funds in Financial Products	Management	For	For	
6	2024 Projected Related Party Transactions	Management	For	For	
7	Authority on the Compensation Plan for Directors and Senior Executives of the Company for 2024.	Management	For	For	
8	Amendments to Procedural Rules for Auditor Selection System	Management	For	For	
9	Amendments to Management System for the External Financial Assistance	Management	For	For	
10	Amendments to Management System for External Guarantee	Management	For	For	
11	Amendments to the Management System for the Compensation and Performance Evaluation for Directors, Supervisors and Senior Management	Management	For	For	
12	Appointment of Auditor	Management	For	For	
13	The Shareholder Returns Plan for the Next Three Years (2024-2026)	Management	For	For	
14	2023 Supervisors' Report	Management	For	For	
15	Compensation Plan for the Supervisors of the Company for 2024	Management	For	For	
16	2023 Directors' Report	Management	For	For	

Baxter International Inc.		Meeting Date: 07.05.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Amy M. Wendell	Management	For	For	
2	Elect David S. Wilkes	Management	For	For	
3	Elect Peter M. Wilver	Management	For	For	
4	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability ; Remuneration - Vote Against when severance packages are awarded that exceed market best practice.
5	Ratification of Auditor	Management	For	For	
6	Amendment to the 2021 Incentive Plan	Management	For	For	
7	Amendment to Articles Regarding Officer Exculpation	Management	For	For	
8	Shareholder Proposal Regarding Retention of Shares	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.
9	Elect José E. Almeida	Management	For	For	
10	Elect William A Ampofo	Management	For	For	
11	Elect Patricia Morrison	Management	For	For	
12	Elect Stephen N. Oesterle	Management	For	For	
13	Elect Stephen H. Rusckowski	Management	For	For	
14	Elect Nancy M. Schlichting	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
15	Elect Brent Shafer	Management	For	For	
16	Elect Catherine R. Smith	Management	For	Against	Board - Vote Against when there are concerns that one or more nominees lack sufficient time to effectively carry out their role in light of their external commitments.

Bristol-Myers Squibb Co.		Meeting Date: 07.05.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests an improvement in the remuneration practices of the company.
2	Elect Peter J. Arduini	Management	For	For	
3	Elect Deepak L. Bhatt	Management	For	For	
4	Elect Christopher Boerner	Management	For	For	
5	Elect Julia A. Haller	Management	For	For	
6	Elect Manuel Hidalgo Medina	Management	For	For	
7	Elect Paula A. Price	Management	For	For	
8	Elect Derica W. Rice	Management	For	For	
9	Elect Theodore R. Samuels, II	Management	For	For	
10	Elect Karen H. Vousden	Management	For	For	
11	Elect Phyllis R. Yale	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Amendment to Articles Regarding Officer Exculpation	Management	For	For	
15	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests an independent board chairman or the separation of chair and CEO roles.

Danaher Corp.		Meeting Date: 07.05.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Rainer M. Blair	Management	For	For	
2	Elect Feroz Dewan	Management	For	For	
3	Elect Linda P. Hefner Filler	Management	For	For	
4	Elect Teri L. List	Management	For	For	
5	Elect Jessica L. Mega	Management	For	For	
6	Elect Mitchell P. Rales	Management	For	For	
7	Elect Steven M. Rales	Management	For	For	
8	Elect Pardis C. Sabeti	Management	For	For	
9	Elect A. Shane Sanders	Management	For	For	
10	Elect John T. Schwieters	Management	For	For	
11	Elect Alan G. Spoon	Management	For	For	
12	Elect Raymond C. Stevens	Management	For	For	
13	Elect Elias A. Zerhouni	Management	For	For	
14	Ratification of Auditor	Management	For	For	
15	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria
16	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights
17	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues

Investor AB	Meeting Date: 07.05.2024			Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Ratification of Johan Forssell	Management	For	For	
2	Ratification of Magdalena Gerger	Management	For	For	
3	Ratification of Tom Johnstone, CBE	Management	For	For	
4	Ratification of Isabelle Kocher	Management	For	For	
5	Ratification of Sven Nyman	Management	For	For	
6	Ratification of Grace Reksten Skaugen	Management	For	For	
7	Ratification of Hans Straberg	Management	For	For	
8	Ratification of Jacob Wallenberg	Management	For	For	
9	Ratification of Marcus Wallenberg	Management	For	For	
10	Ratification of Sara Öhrvall	Management	For	For	
11	Allocation of Profits/Dividends	Management	For	For	
12	Board Size	Management	For	For	
13	Number of Auditors	Management	For	For	
14	Directors' Fees	Management	For	For	
15	Authority to Set Auditor's Fees	Management	For	For	
16	Elect Gunnar Brock	Management	For	For	
17	Elect Magdalena Gerger	Management	For	For	
18	Elect Tom Johnstone	Management	For	For	
19	Elect Isabelle Kocher	Management	For	Against	Less than 75% Attendance
20	Elect Sven Nyman	Management	For	For	
21	Elect Grace Reksten Skaugen	Management	For	Against	Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the audit committee is not sufficiently independent.
22	Elect Hans Stråberg	Management	For	Against	Board - Vote Against when there are concerns that the nominee lacks sufficient time to effectively carry out their role in light of external commitments
23	Elect Jacob Wallenberg	Management	For	Against	Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
24	Elect Marcus Wallenberg	Management	For	For	
25	Elect Sara Öhrvall	Management	For	For	
26	Elect Katarina Berg	Management	For	For	
27	Elect Christian Cederholm	Management	For	For	
28	Elect Mats Rahmström	Management	For	For	
29	Elect Jacob Wallenberg as Chair of the Board	Management	For	Against	Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
30	Appointment of Auditor	Management	For	For	
31	Remuneration Policy	Management	For	For	
32	Adoption of Share-Based Incentives (Investor Program)	Management	For	For	
33	Adoption of Share-Based Incentives (Patricia Industries)	Management	For	For	
34	Authority to Repurchase Shares	Management	For	For	
35	Election of Presiding Chair	Management	For	For	
36	Agenda	Management	For	For	
37	Remuneration Report	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability.
38	Ratification of Gunnar Brock	Management	For	For	
39	Compliance with the Rules of Convocation	Management	For	For	
40	Accounts and Reports	Management	For	For	
41	Transfer of Shares (LTVR 2024)	Management	For	For	

Norsk Hydro	Meeting Date: 07.05.2024			Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Susanne Munch Thore to the Nomination Committee	Management	For	For	
2	Directors' Fees	Management	For	For	
3	Election of Presiding Chair	Management	For	For	
4	Minutes	Management	For	For	
5	Notice of Meeting; Agenda	Management	For	For	
6	Accounts and Reports; Allocation of Profits and Dividends; Report of the Board of Directors	Management	For	For	
7	Cancellation of Shares	Management	For	For	
8	Nomination Committee Fees	Management	For	For	
9	Authority to Repurchase Shares	Management	For	For	
10	Authority to Set Auditor's Fees	Management	For	For	
11	Remuneration Policy	Management	For	For	
12	Remuneration Report	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Transparency & Accountability factor.
13	Elect Rune Bjerke	Management	For	For	
14	Elect Kristin Fejerskov Kragseth	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
15	Elect Marianne Wiinholt	Management	For	For	
16	Elect Peter Kukielski	Management	For	For	
17	Elect Philip Graham New	Management	For	For	
18	Elect Jane Toogood	Management	For	For	
19	Elect Espen Gundersen	Management	For	For	
20	Elect Berit Ledel Henriksen as Chair to the Nomination Committee	Management	For	For	

Skywest Inc. Meeting Date: 07.05.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Meredith S. Madden	Management	For	For	
2	Elect Ronald J. Mittelstaedt	Management	For	For	
3	Elect Keith E. Smith	Management	For	For	
4	Elect James L. Welch	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
5	Elect Russell A. Childs	Management	For	For	
6	Elect Smita Conjeevaram	Management	For	For	
7	Elect Derek J. Leathers	Management	For	For	
8	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when severance packages include single trigger change of control arrangements
9	Amendment to the 2019 Long-Term Incentive Plan	Management	For	For	
10	Ratification of Auditor	Management	For	For	
11	Shareholder Proposal Regarding Policy on Freedom of Association	Shareholder	Against	For	SHP Social - Vote For when the proposal requests the company to improve labor practices

CSX Corp. Meeting Date: 08.05.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Steven T. Halverson	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
2	Elect Paul C. Hilal	Management	For	For	
3	Elect Joseph R. Hinrichs	Management	For	For	
4	Elect David M. Moffett	Management	For	For	
5	Elect Thomas P. Bostick	Management	For	For	
6	Elect Anne H. Chow	Management	For	For	
7	Elect Donna M. Alvarado	Management	For	For	
8	Elect Linda H. Riefler	Management	For	For	
9	Elect Suzanne M. Vautrinot	Management	For	For	
10	Elect James L. Wainscott	Management	For	For	
11	Elect J. Steven Whisler	Management	For	For	
12	Elect John J. Zillmer	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	Against	Concerning pay practices; Pay for performance disconnect
15	Shareholder Proposal Regarding Formation of Railroad Safety Committee	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to address material ESG risks, we would value the company delegating these specific risks to an existing committee.

Gilead Sciences, Inc. Meeting Date: 08.05.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Shareholder Proposal Regarding Retention of Shares Until Normal Retirement Age	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests an improvement in the remuneration practices of the company.
2	Elect Jacqueline K. Barton	Management	For	For	
3	Elect Jeffrey A. Bluestone	Management	For	For	
4	Elect Sandra J. Horning	Management	For	For	
5	Elect Kelly A. Kramer	Management	For	For	
6	Elect Ted W. Love	Management	For	For	
7	Elect Harish Manwani	Management	For	For	
8	Elect Daniel P. O'Day	Management	For	For	
9	Elect Javier J. Rodriguez	Management	For	For	
10	Elect Anthony Welters	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on Structure.
13	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	For	For	
14	Shareholder Proposal Regarding Non-Management Employee Representation on the Board	Shareholder	Against	For	We support employee representation in the board.
15	Shareholder Proposal Regarding Report on Company Response to State Policies Regulating Abortion	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the objective of the proposal is to hinder the companiess ESG efforts.

GSK Plc | Meeting Date: 08.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Elect Wendy Becker	Management	For	For	
4	Elect Jeannie Lee	Management	For	For	
5	Elect Sir Jonathan R. Symonds	Management	For	For	
6	Elect Emma N. Walmsley	Management	For	For	
7	Elect Julie Brown	Management	For	For	
8	Elect Elizabeth McKee Anderson	Management	For	For	
9	Elect Charles A. Bancroft	Management	For	For	
10	Elect Hal V. Barron	Management	For	For	
11	Elect Anne Beal	Management	For	For	
12	Elect Harry Dietz	Management	For	For	
13	Elect Jesse Goodman	Management	For	For	
14	Elect Vishal Sikka	Management	For	For	
15	Appointment of Auditor	Management	For	For	
16	Authority to Set Auditor's Fees	Management	For	For	
17	Authorisation of Political Donations	Management	For	For	
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
21	Authority to Repurchase Shares	Management	For	For	
22	Approve Exemption from Statement of the Senior Statutory Auditor's name in published Auditors' Reports	Management	For	For	
23	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

Haleon plc | Meeting Date: 08.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Dave J. Lewis	Management	For	For	
5	Elect Brian McNamara	Management	For	For	
6	Elect Tobias Hestler	Management	For	For	
7	Elect Manvinder Singh Banga	Management	For	For	
8	Elect Marie-Anne Aymerich	Management	For	For	
9	Elect Tracy Clarke	Management	For	For	
10	Elect Vivienne Cox	Management	For	For	
11	Elect Asmita Dubey	Management	For	For	
12	Elect Deirdre Mahlan	Management	For	For	
13	Elect David Denton	Management	For	For	
14	Elect Bryan Supran	Management	For	For	
15	Appointment of Auditor	Management	For	For	
16	Authority to Set Auditor's Fees	Management	For	For	
17	Authorisation of Political Donations	Management	For	For	
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
21	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	
22	Authority to Repurchase Shares	Management	For	For	
23	Authority to Repurchase Shares Off-market	Management	For	For	

Holcim Ltd | Meeting Date: 08.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Compensation Report	Management	For	For	
3	Report on Non-Financial Matters	Management	For	For	
4	Advisory Vote on Climate Report	Management	For	For	Company has ambitious short-, medium- and long-term GHG emissions reduction targets covering all material Scope 1, 2 and 3 GHG emissions. The 20230 and 2050 targets are SBTi-verified in line with 1.5C. The company has detailed decarbonization strategy with quantified milestones for 2030 and demonstrable evidence of decarbonization & actions. The capex plan is primarily focused on CCUS, and this is the main area that could be improved further. Overall, we find this to be a robust transition plan.
5	Ratification of Board and Management Acts	Management	For	For	
6	Allocation of Profits; Dividend from Reserves	Management	For	For	
7	Allocation of Profits; Dividend from Reserves	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Elect Jan Jenisch as Board Chair	Management	For	For	
9	Elect Philippe Block	Management	For	For	
10	Elect Kim Fausing	Management	For	For	
11	Appointment of Independent Proxy	Management	For	For	
12	Board Compensation	Management	For	For	
13	Executive Compensation (Total)	Management	For	For	
14	Transaction of Other Business	Management	N/A	Against	Granting unfettered discretion is unwise
15	Elect Michael H. McGarry as Nominating, Compensation and Governance Committee Member	Management	For	For	
16	Appointment of Auditor	Management	For	For	
17	Elect Leanne Geale	Management	For	For	
18	Elect Naïna Lal Kidwai	Management	For	For	
19	Elect Ilias Läber	Management	For	For	
20	Elect Jürg Oleas	Management	For	For	
21	Elect Claudia Sender Ramírez	Management	For	For	
22	Elect Hanne Birgitte Breinbjerg Sørensen	Management	For	For	
23	Elect Catrin Hinkel	Management	For	For	
24	Elect Michael H. McGarry	Management	For	For	
25	Elect Ilias Läber as Nominating, Compensation and Governance Committee Member	Management	For	For	
26	Elect Jürg Oleas as Nominating, Compensation and Governance Committee Member	Management	For	For	
27	Elect Claudia Sender Ramírez as Nominating, Compensation and Governance Committee Member	Management	For	For	
28	Elect Hanne Birgitte Breinbjerg Sørensen as Nominating, Compensation and Governance Committee Member	Management	For	For	

Mercedes-Benz Group AG — Meeting Date: 08.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratification of Management Board Acts	Management	For	For	
3	Ratification of Supervisory Board Acts	Management	For	For	
4	Appointment of Auditor	Management	For	For	
5	Elect Doris Höpke	Management	For	For	
6	Elect Martin Brudermüller	Management	For	For	
7	Remuneration Report	Management	For	For	Disclosure of E&S metrics; Increase in opportunity

MTU Aero Engines AG — Meeting Date: 08.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratification of Management Board Acts	Management	For	For	
3	Ratification of Supervisory Board Acts	Management	For	For	
4	Appointment of Auditor	Management	For	For	
5	Appointment of Auditor for Sustainability Reporting	Management	For	For	
6	Elect Johannes Bussmann as Supervisory Board Member	Management	For	For	
7	Management Board Remuneration Policy	Management	For	For	
8	Remuneration Report	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
9	Authority to Repurchase and Reissue Shares	Management	For	For	

Pan American Silver Corp — Meeting Date: 08.05.2024 — Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Advisory Vote on Executive Compensation	Management	For	For	
2	Board Size	Management	For	For	
3	Elect John Begeman	Management	For	For	
4	Elect Neil de Gelder	Management	For	For	
5	Elect Chantal Gosselin	Management	For	For	
6	Elect Charles A. Jeannes	Management	For	For	
7	Elect Kimberly Keating	Management	For	For	
8	Elect Jennifer Maki	Management	For	For	
9	Elect Kathleen Sendall	Management	For	For	
10	Elect Michael Steinmann	Management	For	For	
11	Elect Gillian D. Winckler	Management	For	For	
12	Appointment of Auditor and Authority to Set Fees	Management	For	For	

Range Resources Corp — Meeting Date: 08.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Charles G. Griffie	Management	For	For	
2	Elect Gregory G. Maxwell	Management	For	For	
3	Elect Reginal W. Spiller	Management	For	For	
4	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when remuneration arrangements include single-trigger change-of-control provisions
5	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	For	For	
6	Ratification of Auditor	Management	For	For	
7	Elect Brenda A. Cline	Management	For	For	
8	Elect Dennis L. Degner	Management	For	For	
9	Elect Margaret K. Dorman	Management	For	For	
10	Elect James M. Funk	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
11	Elect Steven D. Gray	Management	For	For	

Sprott Inc — Meeting Date: 08.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect W. Whitney George	Management	For	For	
2	Elect Judith O'Connell	Management	For	For	
3	Elect Catherine Raw	Management	For	For	
4	Appointment of Auditor and Authority to Set Fees	Management	For	For	
5	Elect Ronald Dewhurst	Management	For	For	
6	Elect Graham Birch	Management	For	For	
7	Elect Barbara Connolly Keady	Management	For	For	
8	Elect Dinaz Dadyburjor	Management	For	For	

Anglo American Platinum Limited — Meeting Date: 09.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Re-elect Roger Dixon	Management	For	For	
2	Elect Matt Daley	Management	For	For	
3	Elect Themba Mkhwanazi	Management	For	For	
4	Elect Stephen (Steve) D. Phiri	Management	For	For	
5	Elect Audit and Risk Committee Member (Lwazi Bam)	Management	For	For	
6	Elect Audit and Risk Committee Member (Thevendrie Brewer)	Management	For	For	
7	Elect Audit and Risk Committee Member (Suresh P. Kana)	Management	For	For	
8	Appointment of Auditor	Management	For	For	
9	General Authority to Issue Shares for Cash	Management	For	For	
10	Authorisation of Legal Formalities	Management	For	For	
11	Approve Remuneration Policy	Management	For	Against	Poor disclosure
12	Approve Remuneration Implementation Report	Management	For	For	
13	Approve NEDs' Fees	Management	For	For	
14	Approve Financial Assistance	Management	For	For	
15	Authority to Repurchase Shares	Management	For	For	

Barclays plc — Meeting Date: 09.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Adoption of New Articles	Management	For	For	
4	Elect Robert Berry	Management	For	For	
5	Elect Tim Breedon	Management	For	For	
9	Elect Mary Francis	Management	For	For	
10	Elect Sir John Kingman	Management	For	For	
10	Elect Brian Gilvary	Management	For	For	
11	Elect Nigel Higgins	Management	For	For	
12	Elect Marc Moses	Management	For	For	
13	Elect Anna Cross	Management	For	For	
13	Elect Diane Schueneman	Management	For	For	
14	Elect Mohamed A. El-Erian	Management	For	For	
14	Elect C. S Venkatakrishnan	Management	For	For	
15	Elect Dawn Fitzpatrick	Management	For	For	
17	Authority to Set Auditor's Fees	Management	For	For	
18	Authorisation of Political Donations	Management	For	For	
19	Maximum Variable Pay Ratio	Management	For	For	
20	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
21	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
22	Elect Julia Wilson	Management	For	For	
22	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
23	Appointment of Auditor	Management	For	For	
23	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	
24	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	
25	Authority to Repurchase Shares	Management	For	For	
26	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

CME Group Inc — Meeting Date: 09.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Terrence A. Duffy	Management	For	For	
1	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
2	Elect Daniel G. Kaye	Management	For	For	
3	Elect Kathryn Benesh	Management	For	For	
3	Elect Phyllis M. Lockett	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
6	Elect Martin J. Gepsman	Management	For	For	
6	Elect Larry G. Gerdes	Management	For	For	
7	Elect Daniel R. Glickman	Management	For	For	
10	Elect Bryan T. Durkin	Management	For	For	
10	Elect Rahael Seifu	Management	For	For	
11	Elect Harold Ford, Jr.	Management	For	For	
11	Elect William R. Shepard	Management	For	For	
12	Elect Dennis A. Suskind	Management	For	For	
13	Ratification of Auditor	Management	For	For	
15	Elect Howard J. Siegel	Management	For	For	
16	Elect Terry L. Savage	Management	For	For	
17	Elect Timothy S. Bitsberger	Management	For	For	
18	Elect Charles P. Carey	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
19	Elect Deborah J. Lucas	Management	For	For	

Equinox Gold Corp — Meeting Date: 09.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Board Size	Management	For	For	
2	Elect Ross J. Beaty	Management	For	For	
3	Elect Lenard Boggio	Management	For	For	
4	Elect Maryse Bélanger	Management	For	For	
5	Elect Gordon Campbell	Management	For	For	
6	Elect Trudy M. Curran	Management	For	For	
7	Elect Sally Eyre	Management	For	For	
8	Elect Marshall Koval	Management	For	For	
9	Elect Fraz Siddiqui	Management	For	For	
10	Elect Greg Smith	Management	For	For	
11	Appointment of Auditor and Authority to Set Fees	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	

Magna International Inc. — Meeting Date: 09.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Mary Lou Maher	Management	For	For	
2	Elect William A. Ruh	Management	For	For	
3	Elect Jan R. Hauser	Management	For	For	
4	Elect Seetarama S. Kotagiri	Management	For	For	
4	Elect Matthew Tsien	Management	For	For	
6	Elect Robert F. MacLellan	Management	For	For	
7	Appointment of Auditor and Authority to Set Fees	Management	For	For	
11	Elect Jay K. Kunkel	Management	For	For	
12	Elect Lisa S. Westlake	Management	For	For	
14	Elect V. Peter Harder	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance.

Mettler-Toledo International, Inc.		Meeting Date: 09.05.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Roland Diggelmann	Management	For	For	
2	Elect Domitille Doat-Le Bigot	Management	For	For	
3	Elect Elisha W. Finney	Management	For	For	
4	Elect Richard Francis	Management	For	For	
5	Elect Michael A. Kelly	Management	For	For	
6	Elect Thomas P. Salice	Management	For	For	
7	Elect Wolfgang Wienand	Management	For	For	
8	Elect Ingrid Zhang	Management	For	For	
9	Ratification of Auditor	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure

MLS Co.Ltd		Meeting Date: 09.05.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Directors' Report	Management	For	For	
2	2023 Supervisors' Report	Management	For	For	
3	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
4	2023 Accounts and Reports	Management	For	For	
5	Appointment of Auditor for 2024	Management	For	For	
6	Report on 2023 Deposit and Use of Previously Raised Funds	Management	For	For	
7	2023 Allocation of Profits/Dividends	Management	For	For	
8	2024 to 2026 Shareholder Returns Plan	Management	For	For	
9	Use Own Funds for Entrusted Financial Management in 2024	Management	For	For	
10	2024 Authority to Give Guarantees	Management	For	For	

Newell Brands Inc		Meeting Date: 09.05.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Bridget M. Ryan-Berman	Management	For	Against	Concerns regarding the company's adoption of forum selection clause without shareholder approval
2	Elect Patrick D. Campbell	Management	For	For	
3	Elect James P. Keane	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
4	Elect Gerardo I. Lopez	Management	For	For	
5	Elect Christopher H. Peterson	Management	For	For	
6	Elect Judith A. Sprieser	Management	For	For	
7	Elect Stephanie P. Stahl	Management	For	For	
8	Elect Anthony E. Terry	Management	For	For	
9	Ratification of Auditor	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
11	Amendment to the 2022 Incentive Plan	Management	For	For	
12	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	For	For	

Repsol S.A.		Meeting Date: 09.05.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authorisation of Legal Formalities	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Report on Non-Financial Information	Management	For	For	
5	Ratification of Board Acts	Management	For	For	
6	Appointment of Auditor	Management	For	For	
7	Special Dividend	Management	For	For	
8	First Authority to Cancel Treasury Shares and Reduce Capital	Management	For	For	
9	Second Authority to Cancel Treasury Shares and Reduce Capital	Management	For	For	
10	Remuneration Report	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Advisory Vote on Energy Transition Strategy	Management	For	Against	Environment - Vote Against when the proposed climate strategy fails the Robeco SOC framework assessment. We believe Repsol's climate action plan is stronger than some peers, however we still see several gaps in their approach, as supported by their scores on the CA100+ benchmark. We appreciate the company's investments into low carbon business areas, targets to reduce operational emissions by 55% by 2030 and aims covering some scope 3. However, the scope of the company's scope 3 ambitions only covers their upstream production, rather than a significant quantity of their downstream emissions that arise from refined products Repsol produces using crude oil from third parties. Repsol's targets are also far from aligned with a 1.5C aligned pathway and include a contribution by avoided emissions from renewables projects. Whilst we value the company's transparency and our ongoing engagement we would like to see greater ambition.

Swire Pacific Ltd. — Meeting Date: 09.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect David P. Cogman	Management	For	For	
2	Elect Martin James MURRAY	Management	For	For	
3	Elect Merlin Bingham SWIRE	Management	For	For	
4	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Audit/Financials - Vote Against when the allocation of fees paid to the auditor is not in line with market best practice.
5	Authority to Repurchase Shares	Management	For	For	
6	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed

Union Pacific Corp. — Meeting Date: 09.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect William J. DeLaney	Management	For	For	
2	Elect David B. Dillon	Management	For	For	
3	Elect Sheri H. Edison	Management	For	For	
4	Elect Teresa M. Finley	Management	For	For	
5	Elect Deborah C. Hopkins	Management	For	For	
6	Elect Jane Holl Lute	Management	For	For	
7	Elect Michael R. McCarthy	Management	For	For	
8	Elect Doyle R. Simons	Management	For	For	
9	Elect John K. Tien Jr.	Management	For	For	
10	Elect V. James Vena	Management	For	For	
11	Elect John P. Wiehoff	Management	For	For	
12	Elect Christopher J. Williams	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	For	
15	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests that the company seeks shareholder approval prior to entering severance agreements which provide substantial benefits.
16	Shareholder Proposal Regarding Amending the Charter of the Safety and Service Quality Committee	Shareholder	Against	Against	SHP - Vote Against when the company sufficiently addresses the concerns raised by the topic of the proposal.

WH Group Limited — Meeting Date: 09.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles of Association	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Elect WAN Long	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent.
4	Elect Charles Shane SMITH	Management	For	Against	Board - Vote Against if the company has high exposure to deforestation risk commodities while either failing to have adequate policies and processes in place to reduce the impact and/or being involved in severe deforestation-linked controversies.
5	Elect JIAO Shuge	Management	For	For	
6	Directors' Fees	Management	For	For	
7	Appointment of Auditor and Authority to Set Fees	Management	For	For	
8	Allocation of Profits/Dividends	Management	For	For	
9	Authority to Repurchase Shares	Management	For	For	
10	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Issue price discount not disclosed
11	Authority to Issue Repurchased Shares	Management	For	Against	Issue price discount not disclosed

ZJMI Environmental Energy Co Ltd — Meeting Date: 09.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 WORK REPORT OF THE BOARD OF DIRECTORS	Management	For	For	
2	2023 WORK REPORT OF INDEPENDENT DIRECTORS	Management	For	For	
3	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
4	2023 ANNUAL ACCOUNTS REPORT	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	2023 Profit Distribution Plan	Management	For	For	
6	2024 APPLICATION FOR COMPREHENSIVE CREDIT LINE TO FINANCIAL INSTITUTIONS	Management	For	For	
7	2024 ESTIMATED QUOTA OF CONNECTED TRANSACTIONS ON EXTERNAL GUARANTEE	Management	For	For	
8	Connected Transactions Regarding a Financial Service Agreement to Be Signed with a Company	Management	For	For	
9	LAUNCHING FOREIGN EXCHANGE DERIVATIVES TRANSACTIONS BUSINESS	Management	For	For	
10	Connected Transactions Regarding Launching Commodity Derivatives Trading Business	Management	For	For	
11	2023 WORK REPORT OF THE SUPERVISORY COMMITTEE	Management	For	For	
12	2024 REMUNERATION PLAN FOR DIRECTORS, SUPERVISORS AND SENIOR MANAGEMENT	Management	For	For	

Akamai Technologies Inc — Meeting Date: 10.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Sharon Y. Bowen	Management	For	For	
2	Elect Marianne C. Brown	Management	For	For	
3	Elect Monte E. Ford	Management	For	For	
4	Elect Daniel R. Hesse	Management	For	For	
5	Elect Peter Thomas Killalea	Management	For	For	
6	Elect F. Thomson Leighton	Management	For	For	
7	Elect Jonathan F. Miller	Management	For	For	
8	Elect Madhu Ranganathan	Management	For	Against	Board - Vote Against when there are concerns that the nominee lacks sufficient time to effectively carry out their role in light of their external commitments
9	Elect Bernardus Verwaayen	Management	For	For	
10	Elect William R. Wagner	Management	For	For	
11	Amendment to the 2013 Stock Incentive Plan	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Amendment to Articles to Limit the Liability of Certain Officers	Management	For	For	
14	Right to Adjourn Meeting	Management	For	For	
15	Ratification of Auditor	Management	For	For	
16	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Against	For	Supermajority vote requirements can impede shareholders'' ability to approve ballot items that are in their interests

Anhui Heli Co. Ltd. — Meeting Date: 10.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Directors' Report	Management	For	For	
2	2023 Supervisors' Report	Management	For	For	
3	2023 Accounts and Reports	Management	For	For	
4	2024 Financial Budget	Management	For	For	
5	2024 Projected Related Party Transactions	Management	For	For	
6	2023 Allocation of Profits/Dividends	Management	For	For	
7	Appointment of Auditors and Audit Fees	Management	For	For	
8	Authority on Providing Repurchase Guarantees for Financing Lease Sales of Company Products and Related Transactions	Management	For	For	
9	Authority on Increasing the Quota for Using Company's Own Funds to Purchase Bank Wealth Management Products	Management	For	For	
10	Elect ZHOU Jun	Management	For	Against	Insider on audit committee.
11	Elect XU Yingming	Management	For	For	
12	Elect BI Sheng	Management	For	For	
13	Elect CHEN Xiancheng	Management	For	For	
14	Elect WU Peiguo	Management	For	For	
15	Elect XU Hong	Management	For	For	
16	Elect KONG Lingyong	Management	For	For	
17	Elect ZONG Xuebin	Management	For	Against	Supervisors are not sufficiently independent.
18	Elect ZHANG Hongkun	Management	For	Against	Supervisors are not sufficiently independent.
19	Elect SUN Hongjun	Management	For	Against	Supervisors are not sufficiently independent.
20	Amendments to Work System for Independent Directors	Management	For	For	
21	2023 Directors' Fees	Management	For	For	
22	Elect YANG Anguo	Management	For	Against	Insider on compensation committee.
23	Elect XUE Bai	Management	For	For	

ARC Resources Ltd — Meeting Date: 10.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Harold N. Kvisle	Management	For	For	
2	Elect Carol T. Banducci	Management	For	For	
3	Elect David R. Collyer	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
4	Elect Hugh H. Connett	Management	For	For	
5	Elect Michael R. Culbert	Management	For	For	
6	Elect Michael G. McAllister	Management	For	For	
7	Elect Marty Proctor	Management	For	For	
8	Elect M. Jacqueline Sheppard	Management	For	For	
9	Elect Leontine van Leeuwen-Atkins	Management	For	For	
10	Elect Terry M. Anderson	Management	For	For	
11	Appointment of Auditor and Authority to Set Fees	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the compensation committee exercises its discretion to lower performance goals or increase awards without sufficient justification.

DL E&C Co. Ltd. — Meeting Date: 10.05.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect SEO Young Jae	Management	For	For	

Sinopec Engineering (Group) Co Ltd — Meeting Date: 10.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report	Management	For	For	
2	Supervisors' Report	Management	For	For	
3	Accounts and Reports	Management	For	For	
4	Allocation of Profits/Dividends	Management	For	For	
5	Board Authorization to Determine Interim Profit Distribution Plan	Management	For	For	
6	Approval of Business Operation Plan, Investment Plan, and Financial Budget	Management	For	For	
7	Appointment of Auditor and Authority to Set Fees	Management	For	For	
8	Elect BU Fanyong as Supervisor	Management	For	Against	Supervisors are not sufficiently independent
9	Reduction in Registered Capital and Amendments to Articles	Management	For	For	
10	Authority to Give Guarantees	Management	For	Against	Guarantees exceed net assets
11	Authority to Repurchase Domestic and/or H Shares	Management	For	For	

Sinopec Engineering (Group) Co Ltd — Meeting Date: 10.05.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Repurchase Domestic and/or H Shares	Management	For	For	

Standard Chartered plc — Meeting Date: 10.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Final Dividend	Management	For	For	
3	Remuneration Report	Management	For	For	
4	Elect Diego De Giorgi	Management	For	For	
5	Elect Diane Jurgens	Management	For	For	
6	Elect Shirish Moreshwar Apte	Management	For	For	
7	Elect David P. Conner	Management	For	For	
8	Elect Jackie Hunt	Management	For	For	
9	Elect Robin Lawther	Management	For	For	
10	Elect Maria Ramos	Management	For	For	
11	Elect Phil Rivett	Management	For	For	
12	Elect David Tang	Management	For	For	
13	Elect José Viñals	Management	For	For	
14	Elect William T. Winters	Management	For	For	
15	Elect Linda Yueh	Management	For	For	
16	Appointment of Auditor	Management	For	For	
17	Authority to Set Auditor's Fees	Management	For	For	
18	Authorisation of Political Donations	Management	For	For	
19	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
20	Authority to Issue Repurchased Shares	Management	For	For	
21	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	
22	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
23	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
24	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	
25	Authority to Repurchase Shares	Management	For	For	
26	Authority to Repurchase Preference Shares	Management	For	For	
27	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
28	Amendments to Articles	Management	For	For	

Standard Chartered plc — Meeting Date: 10.05.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Consent to Article Amendments	Management	For	For	

Techtronic Industries Co. Ltd. — Meeting Date: 10.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect Stephan Horst Pudwill	Management	For	For	
4	Elect Peter David SULLIVAN	Management	For	Against	Board - Vote Against when the chair of the audit committee is not independent.
5	Elect Johannes-Gerhard HESSE	Management	For	For	
6	Elect Virginia Davis Wilmerding	Management	For	Against	Other compensation issues
7	Elect Andrew Philip Roberts	Management	For	For	
8	Directors' Fees	Management	For	For	
9	Appointment of Auditor and Authority to Set Fees	Management	For	For	
10	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
11	Authority to Repurchase Shares	Management	For	For	

Time Publishing and Media Co., Ltd. — Meeting Date: 10.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Work Report of Directors	Management	For	For	
2	2023 WORK REPORT OF INDEPENDENT DIRECTOR ZHOU ZHAN	Management	For	For	
3	Amendments to Articles	Management	For	For	
4	Amendment to the Company's Rules of Procedure Governing the Board Meetings	Management	For	For	
5	REFORMULATION OF THE INDEPENDENT DIRECTOR SYSTEM	Management	For	For	
6	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
7	2023 ANNUAL ACCOUNTS REPORT	Management	For	For	
8	2023 Work Report of Supervisors	Management	For	For	
9	2023 Allocation of Profits	Management	For	For	
10	Provision of Guarantee for Comprehensive Credit Line to Banks by Wholly-Owned Subsidiaries	Management	For	For	
11	PURCHASE OF WEALTH MANAGEMENT PRODUCTS WITH IDLE PROPRIETARY FUNDS	Management	For	For	
12	2023 WORK REPORT OF INDEPENDENT DIRECTOR MENG FENGPING	Management	For	For	
13	2023 WORK REPORT OF INDEPENDENT DIRECTOR WU CHUANPING	Management	For	For	

Wheaton Precious Metals Corp — Meeting Date: 10.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Charles A. Jeannes	Management	For	For	
2	Elect Marilyn Schonberner	Management	For	For	
3	Elect Randy V.J. Smallwood	Management	For	For	
4	Elect Srinivasan Venkatakrishnan	Management	For	For	
5	Elect George L. Brack	Management	For	For	
6	Elect Jaimie Donovan	Management	For	For	
7	Elect R. Peter Gillin	Management	For	For	
8	Elect Chantal Gosselin	Management	For	For	
9	Elect Jeane Hull	Management	For	For	
10	Elect Glenn A. Ives	Management	For	For	
11	Appointment of Auditor and Authority to Set Fees	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	

ASM International NV — Meeting Date: 13.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	REMUNERATION REPORT	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Allocation of Dividends	Management	For	For	
4	Ratification of Management Board Acts	Management	For	For	
5	Ratification of Supervisory Board Acts	Management	For	For	
6	Supervisory Board Remuneration Policy	Management	For	For	
7	Supervisory Board Fees (FY2024)	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Elect Didier Lamouche to the Supervisory Board	Management	For	For	
9	Elect Tania Micki to the Supervisory Board	Management	For	For	
10	Elect Martin A. van den Brink to the Supervisory Board	Management	For	For	
11	Appointment of Auditor	Management	For	For	
12	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
13	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
14	Authority to Repurchase Shares	Management	For	For	
15	Cancellation of Shares	Management	For	For	
16	Amendments to Articles	Management	For	For	

Baker Hughes Co

Meeting Date: 13.05.2024 **Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect W. Geoffrey Beattie	Management	For	For	
2	Elect Abdulaziz Mohamed Al Gudaimi	Management	For	For	
3	Elect Gregory D. Brenneman	Management	For	For	
4	Elect Cynthia B. Carroll	Management	For	For	
5	Elect Michael R. Dumais	Management	For	For	
6	Elect Lynn L. Elsenhans	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
7	Elect John G. Rice	Management	For	For	
8	Elect Lorenzo Simonelli	Management	For	For	
9	Elect Mohsen M. Sohi	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when sign-on packages are awarded that exceed market best practice ; Remuneration - Vote Against when remuneration is deemed excessive and bears a significant cost.
11	Ratification of Auditor	Management	For	For	
12	Amendment Regarding Officer Exculpation	Management	For	For	
13	Approval of Exclusive Forum Provision	Management	For	For	
14	Amendments to Clarify and Modernize the Certificate of Incorporation	Management	For	For	

Constellation Software Inc

Meeting Date: 13.05.2024 **Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jeff Bender	Management	For	For	
2	Elect John Billowits	Management	For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards
3	Elect Lawrence Cunningham	Management	For	For	
4	Elect Susan S. Gayner	Management	For	For	
5	Elect Claire Kennedy	Management	For	For	
6	Elect Robert Kittel	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
7	Elect Mark Leonard	Management	For	For	
8	Elect Mark Miller	Management	For	For	
9	Elect Lori O'Neill	Management	For	For	
10	Elect Donna Parr	Management	For	For	
11	Elect Andrew Pastor	Management	For	For	
12	Elect Dexter Salna	Management	For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards
13	Elect Laurie Schultz	Management	For	For	
14	Elect Barry Symons	Management	For	For	
15	Elect Robin Van Poelje	Management	For	For	
16	Appointment of Auditor and Authority to Set Fees	Management	For	For	
17	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP.

DraftKings Inc.

Meeting Date: 13.05.2024 **Meeting Type: Annual**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jason D. Robins	Management	For	For	
2	Elect Harry E. Sloan	Management	For	For	
3	Elect Matthew Kalish	Management	For	For	
4	Elect Paul Liberman	Management	For	For	
5	Elect Woodrow H. Levin	Management	For	Withhold	Board - Vote Against when the nomination committee is not sufficiently independent.
6	Elect Jocelyn Moore	Management	For	For	
7	Elect Ryan R. Moore	Management	For	For	
8	Elect Valerie A. Mosley	Management	For	For	
9	Elect Steven J. Murray	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
10	Elect Marni M. Walden	Management	For	Withhold	Board – Vote Against when the company fails to provide sufficient disclosure on board diversity policies and considerations on nominations from an underrepresented demographic.
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
13	Shareholder Proposal Regarding Political Contributions and Expenditures Report	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to review their political spending and lobbying activities. These expenses must be consistent with their sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.

Suzhou TFC Optical Communication Co.Ltd — Meeting Date: 13.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
2	2023 Directors' Report	Management	For	For	
3	2023 Supervisors' Report	Management	For	For	
4	2023 ANNUAL ACCOUNTS REPORT	Management	For	For	
5	2023 Allocation of Profits	Management	For	For	
6	SPECIAL REPORT ON THE DEPOSIT AND USE OF RAISED FUNDS IN 2023	Management	For	For	
7	2024 REMUNERATION FOR DIRECTORS AND SENIOR MANAGEMENT	Management	For	For	
8	2024 REMUNERATION FOR SUPERVISORS	Management	For	For	
9	Achievement of Vesting Conditions for the Third Vesting Period of the 2021 Performance Share Incentive Plan	Management	For	For	
10	Reappointment of Auditor	Management	For	For	
11	2024 INTERIM PROFIT DISTRIBUTION PLAN	Management	For	For	
12	FORMULATION OF THE SYSTEM FOR AUDIT FIRM APPOINTMENT	Management	For	For	
13	Amendments to the Implementing Rules for Online Voting System at Shareholders General Meetings	Management	For	For	
14	AMENDMENTS TO THE RAISED FUNDS MANAGEMENT SYSTEM	Management	For	For	

Allstate Corp (The) — Meeting Date: 14.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Donald E. Brown	Management	For	For	
2	Elect Kermit R. Crawford	Management	For	For	
3	Elect Richard T. Hume	Management	For	For	
4	Elect Margaret M. Keane	Management	For	For	
5	Elect Siddharth N. Mehta	Management	For	For	
6	Elect Maria R. Morris	Management	For	For	
7	Elect Jacques P. Perold	Management	For	For	
8	Elect Andrea Redmond	Management	For	For	
9	Elect Gregg M. Sherrill	Management	For	For	
10	Elect Judith A. Sprieser	Management	For	For	
11	Elect Perry M. Traquina	Management	For	For	
12	Elect Monica Turner	Management	For	For	
13	Elect Thomas J. Wilson	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria.
15	Ratification of Auditor	Management	For	For	
16	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests an independent board chairman or the separation of chair and CEO roles.

BNP Paribas — Meeting Date: 14.05.2024 — Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Special Auditors Report on Regulated Agreements	Management	For	For	
5	Authority to Repurchase and Reissue Shares	Management	For	For	
6	Appointment of Statutory Auditor and of Auditor for Sustainability Reporting (Deloitte)	Management	For	Against	Audit/Financials - Vote Against when the allocation of fees paid to the auditor is not in line with market best practice.
7	Appointment of Statutory Auditor and of Auditor for Sustainability Reporting (EY); Non-Renewal of Auditors; Non-Renewal of Alternate Auditors	Management	For	For	
8	Elect Christian Noyer	Management	For	For	
9	Elect Marie-Christine Lombard	Management	For	For	
10	Elect Annemarie Straathof	Management	For	For	
11	Elect Juliette Brisac (Employee Shareholder Representatives)	Management	For	For	
12	2024 Remuneration Policy (Board of Directors)	Management	For	For	
13	2024 Remuneration Policy (Chair)	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
14	2023 Remuneration Policy (CEO)	Management	For	For	
15	2024 Remuneration Policy (Deputy CEOs)	Management	For	For	
16	2023 Remuneration Report	Management	For	For	
17	2023 Remuneration of Jean Lemierre, Chair	Management	For	For	
18	2023 Remuneration of Jean-Laurent Bonnafé, CEO	Management	For	For	
19	2023 Remuneration of Yann Gérardin, Deputy CEO	Management	For	For	
20	2023 Remuneration of Thierry Laborde, Deputy CEO	Management	For	For	
21	2024 Directors' Fees	Management	For	For	
22	2023 Remuneration of Identified Staff	Management	For	For	
23	Authority to Set the Maximum Variable Pay Ratio for the Company's Identified Staff	Management	For	For	
24	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	
25	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	
26	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	
27	Global Ceiling on Capital Increases	Management	For	For	
28	Authority to Increase Capital Through Capitalisations	Management	For	For	
29	Global Ceiling on Capital Increases	Management	For	For	
30	Employee Stock Purchase Plan	Management	For	For	
31	Authority to Grant Super-Subordinated Convertible Bonds (Contingent Capital) Through Private Placement	Management	For	For	
32	Authority to Cancel Shares and Reduce Capital	Management	For	For	
33	Authorisation of Legal Formalities	Management	For	For	
34	Elect Isabelle Coron (Employee Shareholder Representatives)	Management	Against	Against	
35	Elect Thierry Schwob (Employee Shareholder Representatives)	Management	Against	Against	
36	Elect Frédéric Mayrand (Employee Shareholder Representatives)	Management	Against	Against	

Centene Corp. Meeting Date: 14.05.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jessica L. Blume	Management	For	For	
2	Elect Kenneth A. Burdick	Management	For	For	
3	Elect Christopher J. Coughlin	Management	For	For	
4	Elect H. James Dallas	Management	For	For	
5	Elect Wayne S. DeVeydt	Management	For	For	
6	Elect Frederick H. Eppinger	Management	For	For	
7	Elect Monte E. Ford	Management	For	For	
8	Elect Sarah M. London	Management	For	For	
9	Elect Lori J. Robinson	Management	For	For	
10	Elect Theodore R. Samuels, II	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Shareholder Proposal Regarding GHG Targets and Alignment with the Paris Agreement	Shareholder	Against	For	SHP Environment - Vote For when reasonable shareholder proposals request companies to prepare and plan for mitigating environmental risks.

Equinor ASA Meeting Date: 14.05.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Election of Presiding Chair	Management	For	For	
2	Notice of Meeting; Agenda	Management	For	For	
3	Minutes	Management	For	For	
4	Accounts and Reports; Allocation of Profits and Dividends	Management	For	For	
5	Authority to Distribute Interim Dividends	Management	For	For	
6	Shareholder Proposal Regarding Bundled Issues	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive.
7	Shareholder Proposal Regarding Divestment of All International Operations	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive.
8	Shareholder Proposal Regarding Appointment of New Board of Directors with Sustainability Expertise	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive.
9	Shareholder Proposal Regarding Implementation of Energy Transition Plan	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive.
10	Shareholder Proposal Regarding Becoming A Renewable Energy Producer	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive.
11	Shareholder Proposal Regarding Dismantling Corporate Assembly and Autonomizing the Renewable Energy Business	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive.
12	Shareholder Proposal Regarding Future Appointments by the Nomination Committee	Shareholder	Against	For	SHP Environment - Vote For when reasonable shareholder proposals requests companies to prepare and plan for mitigating environmental risks.
13	Shareholder Proposal Regarding CapEx Alignment with Paris Agreement	Shareholder	Against	For	SHP Environment - Vote For when reasonable shareholder proposals requests companies to prepare and plan for mitigating environmental risks.
14	Corporate Governance Report	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
15	Remuneration Report	Management	For	For	
16	Authority to Set Auditor's Fees	Management	For	For	
17	Election of Corporate Assembly	Management	For	For	
18	Election of Nils Morten Huseby	Management	For	For	
19	Election of Nils Bastiansen	Management	For	For	
20	Election of Finn Kinserdal	Management	For	For	
21	Election of Kari Skeidsvoll Moe	Management	For	For	
22	Election of Kjerstin Rasmussen Braathen	Management	For	For	
23	Election of Kjerstin Fyllingen	Management	For	For	
24	Election of Mari Rege	Management	For	For	
25	Election of Trond Straume	Management	For	For	
26	Election of Martin Wien Fjell	Management	For	For	
27	Election of Merete Hverven	Management	For	For	
28	Election of Helge Aasen	Management	For	For	
29	Election of Liv B. Ulriksen	Management	For	For	
30	Election of Deputy Corporate Assembly Member Per Axel Koch	Management	For	For	
31	Election of Deputy Corporate Assembly Member Cathrine Kristiseter Marti	Management	For	For	
32	Election of Deputy Corporate Assembly Member Bjørn Tore Markussen	Management	For	For	
33	Election of Deputy Corporate Assembly Member Elisabeth Maråk Støle	Management	For	For	
34	Corporate Assembly Fees	Management	For	For	
35	Election of Nomination Committee Members	Management	For	For	
36	Elect Nils Morten Huseby as Member of the Nomination Committee	Management	For	For	
37	Elect Berit L. Henriksen as Member of the Nomination Committee	Management	For	For	
38	Elect Merete Hverven as Member of the Nomination Committee	Management	For	For	
39	Elect Jan Tore Føsund as Member of the Nomination Committee	Management	For	For	
40	Nomination Committee Fees	Management	For	For	
41	Authority to Repurchase Shares (Incentive Plans)	Management	For	For	
42	Cancellation of Shares	Management	For	For	
43	Authority to Repurchase Shares	Management	For	For	

K & S AG — Meeting Date: 14.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratification of Management Board Acts	Management	For	For	
3	Ratification of Supervisory Board Acts	Management	For	For	
4	Appointment of Auditor	Management	For	For	
5	Elect Carl Albrecht Bartmer as Supervisory Board Member	Management	For	For	
6	Remuneration Report	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
7	Management Board Remuneration Policy	Management	For	For	
8	Authority to Repurchase and Reissue Shares	Management	For	For	
9	Shareholder Proposal Regarding Virtual General Meetings	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.
10	Additional or Amended Shareholder Proposals	Shareholder	N/A	Against	Details not disclosed in advance of meeting.

Loews Corp. — Meeting Date: 14.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Ann E. Berman	Management	For	For	
2	Elect Charles D. Davidson	Management	For	For	
3	Elect Charles M. Diker	Management	For	For	
4	Elect Paul J. Fribourg	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
5	Elect Walter L. Harris	Management	For	For	
6	Elect Jonathan C. Locker	Management	For	For	
7	Elect Susan P. Peters	Management	For	For	
8	Elect Andrew H. Tisch	Management	For	For	
9	Elect James S. Tisch	Management	For	For	
10	Elect Jonathan M. Tisch	Management	For	For	
11	Elect Anthony Welters	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
13	Ratification of Auditor	Management	For	For	

Skyworks Solutions, Inc. | Meeting Date: 14.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Alan S. Batey	Management	For	For	
2	Elect Kevin L. Beebe	Management	For	For	
3	Elect Liam K. Griffin	Management	For	For	
4	Elect Eric J. Guerin	Management	For	For	
5	Elect Christine King	Management	For	For	
6	Elect Suzanne E. McBride	Management	For	For	
7	Elect David P. McGlade	Management	For	For	
8	Elect Robert A. Schriesheim	Management	For	For	
9	Elect Maryann Turcke	Management	For	For	
10	Ratification of Auditor	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	
12	Elimination of Supermajority Requirements Relating to Shareholder Approval of a Merger or Consolidation	Management	For	For	
13	Elimination of Supermajority Requirements Relating to Shareholder Approval of a Business Combination	Management	For	For	
14	Elimination of Supermajority Requirements Relating to Shareholder Amendment of Charter Provisions Governing Directors	Management	For	For	
15	Elimination of Supermajority Requirement Relating to Shareholder Amendment of the Charter Provision Governing Action by Shareholders	Management	For	For	
16	Amendment to the 2015 Long Term Incentive Plan	Management	For	For	
17	Amendment to the 2002 Employee Stock Purchase Plan	Management	For	For	
18	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights
19	Shareholder Proposal Regarding Adoption of Targets to Achieve Net Zero Emissions by 2050	Shareholder	Against	For	SHP Environment - Vote For when reasonable shareholder proposals request companies to prepare and plan for mitigating environmental risks

Bayerische Motoren Werke AG | Meeting Date: 15.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratification of Management Board Acts	Management	For	For	
3	Ratify Norbert Reithofer	Management	For	For	
4	Ratify Martin Kimmich	Management	For	For	
5	Ratify Stefan Quandt	Management	For	For	
6	Ratify Stefan Schmid	Management	For	For	
7	Ratify Kurt Bock	Management	For	For	
8	Ratify Christiane Benner	Management	For	For	
9	Ratify Marc Bitzer	Management	For	For	
10	Ratify Bernhard Ebner	Management	For	For	
11	Ratify Rachel Empey	Management	For	For	
12	Ratify Heinrich Hiesinger	Management	For	For	
13	Ratify Johann Horn	Management	For	For	
14	Ratify Susanne Klatten	Management	For	For	
15	Ratify Jens Köhler	Management	For	For	
16	Ratify Gerhard Kurz	Management	For	For	
17	Ratify André Mandl	Management	For	For	
18	Ratify Dominique Mohabeer	Management	For	For	
19	Ratify Anke Schäferkordt	Management	For	For	
20	Ratify Christoph M. Schmidt	Management	For	For	
21	Ratify Vishal Sikka	Management	For	For	
22	Ratify Sibylle Wankel	Management	For	For	
23	Appointment of Auditor	Management	For	For	
24	Elect Susanne Klatten	Management	For	For	
25	Elect Stefan Quandt	Management	For	For	
26	Elect Vishal Sikka	Management	For	For	
27	Remuneration Report	Management	For	For	

Daimler Truck Holding AG | Meeting Date: 15.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratify Martin Daum	Management	For	For	
3	Ratify Jochen Goetz	Management	For	For	
4	Ratify Karl Deppen	Management	For	For	
5	Ratify Andreas Gorbach	Management	For	For	
6	Ratify Jürgen Hartwig	Management	For	For	
7	Ratify John O'Leary	Management	For	For	
8	Ratify Karin Rådström	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
9	Ratify Stephan Unger	Management	For	For	
10	Ratify Joe Kaeser	Management	For	For	
11	Ratify Michael Brecht	Management	For	For	
12	Ratify Michael Brosnan	Management	For	For	
13	Ratify Bruno Buschbacher	Management	For	For	
14	Ratify Raymond Curry	Management	For	For	
15	Ratify Jacques Esculier	Management	For	For	
16	Ratify Akihiro Eto	Management	For	For	
17	Ratify Laura Ipsen	Management	For	For	
18	Ratify Renata Jungo Brüngger	Management	For	For	
19	Ratify Carmen Klitzsch-Müller	Management	For	For	
20	Ratify Jörg Köhlinger	Management	For	For	
21	Ratify John Krafcik	Management	For	For	
22	Ratify Jörg Lorz	Management	For	For	
23	Ratify Andrea Reith	Management	For	For	
24	Ratify Martin H. Richenhagen	Management	For	For	
25	Ratify Andrea Seidel	Management	For	For	
26	Ratify Shintaro Suzuki	Management	For	For	
27	Ratify Marie Wieck	Management	For	For	
28	Ratify Harald Wilhelm	Management	For	For	
29	Ratify Roman Zitzelsberger	Management	For	For	
30	Ratify Thomas Zwick	Management	For	For	
31	Appointment of Auditor	Management	For	For	
32	Remuneration Report	Management	For	For	
33	Authority to Repurchase and Reissue Shares	Management	For	For	
34	Authority to Repurchase Shares Using Equity Derivatives	Management	For	For	

Elevance Health Inc — Meeting Date: 15.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Lewis Hay III	Management	For	For	
2	Elect Antonio F. Neri	Management	For	For	
3	Elect Ramiro G. Peru	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices
4	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria
5	Ratification of Auditor	Management	For	For	
6	Shareholder Proposal Regarding Third-Party Political Expenditures Reporting	Shareholder	Against	Abstain	SHP - Vote Abstain when the we support the spirit of the proposal, however the request is considered to be too prescriptive.

Eni Spa — Meeting Date: 15.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
3	2024-2026 Employee Stock Ownership Plan	Management	For	For	
4	Remuneration Policy	Management	For	For	

Eni Spa — Meeting Date: 15.05.2024 — Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Dividends	Management	For	For	
5	Remuneration Report	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance
6	Authority to Repurchase and Reissue Shares	Management	For	For	
7	Use of Reserves (FY2024 Interim Dividend)	Management	For	For	
8	Cancellation of Shares	Management	For	For	

Fiserv, Inc. — Meeting Date: 15.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Frank J. Bisignano	Management	For	For	
2	Elect Henrique de Castro	Management	For	For	
3	Elect Harry F. DiSimone	Management	For	For	
4	Elect Lance M. Fritz	Management	For	For	
5	Elect Ajei S. Gopal	Management	For	For	
6	Elect Wafaa Mamilli	Management	For	For	
7	Elect Heidi G. Miller	Management	For	For	
8	Elect Doyle R. Simons	Management	For	For	
9	Elect Kevin M. Warren	Management	For	For	
10	Elect Charlotte B. Yarkoni	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
12	Ratification of Auditor	Management	For	For	

Hartford Financial Services Group Inc. | Meeting Date: 15.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Larry D. De Shon	Management	For	For	
2	Elect Carlos Dominguez	Management	For	For	
3	Elect Trevor Fetter	Management	For	For	
4	Elect Donna A. James	Management	For	For	
5	Elect Edmund Reese	Management	For	For	
6	Elect Teresa W. Roseborough	Management	For	For	
7	Elect Virginia P. Ruesterholz	Management	For	For	
8	Elect Christopher J. Swift	Management	For	For	
9	Elect Matthew E. Winter	Management	For	For	
10	Elect Greig Woodring	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Amendment Regarding Officer Exculpation	Management	For	For	

Hilton Worldwide Holdings Inc | Meeting Date: 15.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Christopher J. Nassetta	Management	For	For	
2	Elect Jonathan D. Gray	Management	For	For	
3	Elect Charlene T. Begley	Management	For	For	
4	Elect Chris Carr	Management	For	For	
5	Elect Melanie L. Healey	Management	For	For	
6	Elect Raymond E. Mabus, Jr.	Management	For	For	
7	Elect Judith A. McHale	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
8	Elect Elizabeth A. Smith	Management	For	For	
9	Elect Douglas M. Steenland	Management	For	For	
10	Ratification of Auditor	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote manually when remuneration is deemed excessive and bears a significant cost for shareholders; Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.

Himile Mechanical Science And Technology (Shandong | Meeting Date: 15.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Directors' Report	Management	For	For	
2	2023 Supervisors' Report	Management	For	For	
3	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	Against	Board - Vote Against if the company has high exposure to deforestation risk commodities while either failing to have adequate policies and processes in place to reduce the impact and/or being involved in severe deforestation-linked controversies.
4	2023 Financial Statement	Management	For	For	
5	2023 Allocation of Profits	Management	For	For	
6	Establishment of the Accounting Firm Selection and Recruitment System	Management	For	For	
7	Reappointment of Auditor	Management	For	For	
8	Remuneration of Directors, Supervisors and Senior Management	Management	For	For	
9	Shareholder Return Plan	Management	For	For	

NOV Inc | Meeting Date: 15.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Clay C. Williams	Management	For	For	
2	Elect Greg L. Armstrong	Management	For	For	
3	Elect Marcela E. Donadio	Management	For	For	
4	Elect Ben A. Guill	Management	For	For	
5	Elect David D. Harrison	Management	For	For	
6	Elect Patricia Martinez	Management	For	For	
7	Elect Eric L. Mattson	Management	For	For	
8	Elect Patricia B. Melcher	Management	For	For	
9	Elect William R. Thomas	Management	For	For	
10	Elect Robert S. Welborn	Management	For	For	
11	Ratification of Auditor	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
12	Advisory Vote on Executive Compensation	Management	For	For	

Phillips 66 — Meeting Date: 15.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Julie L. Bushman	Management	For	Against	Board - Vote Against when the company does not take adequate steps to mitigate their human rights impacts and is linked to social controversies.
2	Elect Lisa A. Davis	Management	For	For	
3	Elect Mark E. Lashier	Management	For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
4	Elect Douglas T. Terreson	Management	For	For	
5	Advisory Vote on Executive Compensation	Management	For	For	
6	Ratification of Auditor	Management	For	For	
7	Shareholder Proposal Regarding Virgin Plastic Demand	Shareholder	Against	For	SHP Environment - Vote For when the proposal requests sustainability or environmental reports.

Spirax-Sarco Engineering plc — Meeting Date: 15.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Appointment of Auditor	Management	For	For	
5	Authority to Set Auditor's Fees	Management	For	For	
6	Elect Jamie Pike	Management	For	For	
7	Elect Nimesh Patel	Management	For	For	
8	Elect Angela Archon	Management	For	For	
9	Elect Constance Baroudel	Management	For	For	
10	Elect Peter I. France	Management	For	For	
11	Elect Richard Gillingwater	Management	For	For	
12	Elect Caroline A. Johnstone	Management	For	For	
13	Elect Jane Kingston	Management	For	For	
14	Elect Kevin Thompson	Management	For	For	
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
16	Scrip Dividend Renewal	Management	For	For	
17	Change of Company Name	Management	For	For	
18	Amendments to Articles	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
20	Authority to Repurchase Shares	Management	For	For	

Valero Energy Corp. — Meeting Date: 15.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Fred M. Diaz	Management	For	For	
2	Elect H. Paulett Eberhart	Management	For	For	
3	Elect Marie A. Ffolkes	Management	For	For	
4	Elect Joseph W. Gorder	Management	For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
5	Elect Kimberly S. Greene	Management	For	For	
6	Elect Deborah P. Majoras	Management	For	For	
7	Elect Eric D. Mullins	Management	For	For	
8	Elect Robert A. Profusek	Management	For	For	
9	Elect R. Lane Riggs	Management	For	For	
10	Elect Randall J. Weisenburger	Management	For	For	
11	Elect Rayford Wilkins Jr.	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
13	Ratification of Auditor	Management	For	For	

Aris Mining Corp — Meeting Date: 16.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Board Size	Management	For	For	
2	Elect Ian W. Telfer	Management	For	For	
3	Elect Neil Woodyer	Management	For	For	
4	Elect Germán Arce Zapata	Management	For	For	
5	Elect Daniela Cambone	Management	For	Against	Insufficient board gender diversity; Insufficient disclosure of virtual-only meeting participation
6	Elect Mónica De Greiff	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
7	Elect David Garofalo	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Elect Gonzalo Hernández Jiménez	Management	For	For	
9	Elect Adriaan Roux	Management	For	For	
10	Appointment of Auditor and Authority to Set Fees	Management	For	For	

AT&T, Inc. — Meeting Date: 16.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Scott T. Ford	Management	For	For	
2	Elect Glenn H. Hutchins	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
3	Elect William E. Kennard	Management	For	For	
4	Elect Stephen J. Luczo	Management	For	For	
5	Elect Marissa A. Mayer	Management	For	For	
6	Elect Michael B. McCallister	Management	For	For	
7	Elect Beth E. Mooney	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
8	Elect Matthew K. Rose	Management	For	For	
9	Elect John T. Stankey	Management	For	For	
10	Elect Cynthia B. Taylor	Management	For	For	
11	Elect Luis A. Ubiñas	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote manually when remuneration is deemed excessive and bears a significant cost.
14	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests an independent board chairman or the separation of chair and CEO roles.
15	Shareholder Proposal Regarding Amendment to Clawback Policy	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal asks for the introduction or improvement of clawback provisions.
16	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company

Bank Of Beijing Co. Ltd. — Meeting Date: 16.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Directors' Report	Management	For	For	
2	2023 Supervisors' Report	Management	For	For	
3	2023 Accounts and Reports	Management	For	For	
4	2024 FINANCIAL BUDGET REPORT	Management	For	For	
5	2023 Profit Distribution Plan	Management	For	For	
6	2024 Appointment of Auditor	Management	For	For	
7	Related Credit to Beijing State-owned Assets Management Co., Ltd.	Management	For	For	
8	Related Credit to Beijing Energy Group Co., Ltd.	Management	For	For	
9	Related Credit to China Three Gorges Co., Ltd.	Management	For	For	
10	Related Credit to Industrial Bank Co., Ltd.	Management	For	For	
11	Related Credit to Bank of Communications Co., Ltd.	Management	For	For	
12	Shareholder Proposal: Authority to Issue Debt Instruments	Management	For	For	

Chubb Limited — Meeting Date: 16.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits	Management	For	For	
3	Dividends from Reserves	Management	For	For	
4	Ratification of Board Acts	Management	For	For	
5	Election of Statutory Auditors	Management	For	For	
6	Ratification of Auditor	Management	For	For	
7	Appointment of Special Auditor	Management	For	For	
8	Elect Evan G. Greenberg	Management	For	For	
9	Elect Michael P. Connors	Management	For	For	
10	Elect Michael G. Atieh	Management	For	For	
11	Elect Nancy K. Buese	Management	For	For	
12	Elect Sheila P. Burke	Management	For	For	
13	Elect Nelson J. Chai	Management	For	For	
14	Elect Michael L. Corbat	Management	For	For	
15	Elect Robert J. Hugin	Management	For	For	
16	Elect Robert W. Scully	Management	For	For	
17	Elect Theodore E. Shasta	Management	For	For	
18	Elect David H. Sidwell	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
19	Elect Olivier Steimer	Management	For	For	
20	Elect Frances F. Townsend	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
21	Elect Evan G. Greenberg as Chair	Management	For	For	
22	Election of Michael P. Connors	Management	For	For	
23	Election of David H. Sidwell	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
24	Election of Frances F. Townsend	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
25	Appointment of Independent Proxy (Switzerland)	Management	For	For	
26	Cancellation of Shares	Management	For	For	
27	Approval of Capital Band	Management	For	For	
28	Amendment to the Employee Stock Purchase Plan	Management	For	For	
29	Board Compensation	Management	For	For	
30	Executive Compensation (Total)	Management	For	For	
31	Compensation Report (Switzerland)	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
32	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
33	Report on Non-Financial Matters	Management	For	For	
34	Shareholder Proposal Regarding Disclosure of GHG Emissions	Shareholder	Against	For	SHP Environment - Vote For when the proposal requests sustainability or environmental reports.
35	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests the company to increase disclosure & transparency on compensation practices.
36	Additional or Amended Proposals	Management	For	Against	Granting unfettered discretion is unwise

CVS Health Corp — Meeting Date: 16.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Fernando Aguirre	Management	For	For	
2	Elect Jeffrey R. Balser	Management	For	For	
3	Elect C. David Brown II	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
4	Elect Alecia A. DeCoudreaux	Management	For	For	
5	Elect Nancy-Ann DeParle	Management	For	For	
6	Elect Roger N. Farah	Management	For	For	
7	Elect Anne M. Finucane	Management	For	For	
8	Elect J. Scott Kirby	Management	For	For	
9	Elect Karen S. Lynch	Management	For	For	
10	Elect Michael F. Mahoney	Management	For	For	
11	Elect Jean-Pierre Millon	Management	For	For	
12	Elect Mary L. Schapiro	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
15	Amendment to the 2017 Incentive Compensation Plan	Management	For	For	
16	Shareholder Proposal Regarding Third-Party Assessment of Freedom of Association	Shareholder	Against	For	SHP Social - Vote For when the proposal requests the company to report on their compliance with international human rights standards.
17	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.
18	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests that the company seek shareholder approval prior to entering severance agreements which provide substantial benefits.
19	Shareholder Proposal Regarding Disclosure of Allocation of Hours For All Formal Director Commitments	Shareholder	Against	Against	SHP - Vote Against when the company sufficiently addresses the concerns raised by the topic of the proposal.

Deutsche Bank AG — Meeting Date: 16.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratify Christian Sewing	Management	For	For	
3	Ratify James von Moltke	Management	For	For	
4	Ratify Karl von Rohr	Management	For	Abstain	Ongoing investigations
5	Ratify Fabrizio Campelli	Management	For	For	
6	Ratify Bernd Leukert	Management	For	Abstain	Ongoing investigations
7	Ratify Alexander von zur Mühlen	Management	For	For	
8	Ratify Christiana Riley	Management	For	For	
9	Ratify Claudio de Sanctis	Management	For	For	
10	Ratify Rebecca Short	Management	For	For	
11	Ratify Stefan Simon	Management	For	For	
12	Ratify Olivier Vigneron	Management	For	For	
13	Ratify Alexander Wynaendts	Management	For	Abstain	Ongoing investigations
14	Ratify Detlef Polaschek	Management	For	Abstain	Ongoing investigations
15	Ratify Frank Schulze	Management	For	Abstain	Ongoing investigations
16	Ratify Norbert Winkeljohann	Management	For	Abstain	Ongoing investigations
17	Ratify Susanne Bleidt	Management	For	Abstain	Ongoing investigations
18	Ratify Ludwig Blomeyer-Bartenstein	Management	For	Abstain	Ongoing investigations

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
19	Ratify Mayree Clark	Management	For	Abstain	Ongoing investigations
20	Ratify Jan Duscheck	Management	For	Abstain	Ongoing investigations
21	Ratify Manja Eifert	Management	For	Abstain	Ongoing investigations
22	Ratify Claudia Fieber	Management	For	Abstain	Ongoing investigations
23	Ratify Sigmar Gabriel	Management	For	Abstain	Ongoing investigations
24	Ratify Timo Heider	Management	For	Abstain	Ongoing investigations
25	Ratify Martina Klee	Management	For	Abstain	Ongoing investigations
26	Ratify Birgit Laumen	Management	For	Abstain	Ongoing investigations
27	Ratify Gabriele Platscher	Management	For	Abstain	Ongoing investigations
28	Ratify Bernd Rose	Management	For	Abstain	Ongoing investigations
29	Ratify Gerlinde M. Siebert	Management	For	Abstain	Ongoing investigations
30	Ratify Yngve Slyngstad	Management	For	Abstain	Ongoing investigations
31	Ratify Stephan Szukalski	Management	For	Abstain	Ongoing investigations
32	Ratify John Alexander Thain	Management	For	Abstain	Ongoing investigations
33	Ratify Jürgen Tögel	Management	For	Abstain	Ongoing investigations
34	Ratify Michele Trogni	Management	For	Abstain	Ongoing investigations
35	Ratify Dagmar Valcárcel	Management	For	Abstain	Ongoing investigations
36	Ratify Stefan Viertel	Management	For	Abstain	Ongoing investigations
37	Ratify Theodor Weimer	Management	For	Abstain	Ongoing investigations
38	Ratify Frank Werneke	Management	For	Abstain	Ongoing investigations
39	Ratify Frank Witter	Management	For	Abstain	Ongoing investigations
40	Appointment of Auditor	Management	For	For	
41	Appointment of Auditor for Sustainability Reporting	Management	For	For	
43	Management Board Remuneration Policy	Management	For	For	
44	Authority to Repurchase and Reissue Shares	Management	For	For	
45	Authority to Repurchase Shares Using Equity Derivatives	Management	For	For	

E. On SE — Meeting Date: 16.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratification of Management Board Acts	Management	For	For	
3	Ratification of Supervisory Board Acts	Management	For	For	
4	Appointment of Auditor	Management	For	For	
5	Appointment of Auditor for Sustainability Reporting	Management	For	For	
6	Remuneration Report	Management	For	For	
7	Amendments to Articles (Transactions subject to Supervisory Board Approval)	Management	For	For	
8	Increase in Authorised Capital	Management	For	For	
9	Authority to Issue Convertible Debt Instruments; Increase in Conditional Capital	Management	For	For	
10	Authority to Repurchase and Reissue Shares	Management	For	For	
11	Authority to Repurchase Shares Using Equity Derivatives	Management	For	For	

Fresenius Medical Care AG — Meeting Date: 16.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratification of General Partner Acts (until the Effective Date of Legal Form Change)	Management	For	For	
3	Ratification of Management Board Acts (after the Effective Date of Legal Form Change)	Management	For	For	
4	Ratification of Supervisory Board Acts (until the Effective Date of Legal Form Change)	Management	For	For	
5	Ratification of Supervisory Board Acts (after the Effective Date of Legal Form Change)	Management	For	For	
6	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	Management	For	For	
7	Remuneration Report	Management	For	For	
8	Management Board Remuneration Policy	Management	For	For	
9	Supervisory Board Remuneration Policy	Management	For	For	
10	Amendments to Articles (Record Date)	Management	For	For	

Heidelberg Materials AG — Meeting Date: 16.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratify Dominik von Achten	Management	For	For	
3	Ratify René Aldach	Management	For	For	
4	Ratify Kevin Gluskie	Management	For	For	
5	Ratify Hakan Gurdal	Management	For	For	
6	Ratify Ernest Jelito	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Ratify Nicola Kimm	Management	For	For	
8	Ratify Dennis Lentz	Management	For	For	
9	Ratify Jon Morrish	Management	For	For	
10	Ratify Chris Ward	Management	For	For	
11	Ratify Bernd Scheifele	Management	For	For	
12	Ratify Heinz Schmitt	Management	For	For	
13	Ratify Barbara Breuninger	Management	For	For	
14	Ratify Birgit Jochens	Management	For	For	
15	Ratify Ludwig Merckle	Management	For	For	
16	Ratify Luka Mucic	Management	For	For	
17	Ratify Ines Ploss	Management	For	For	
18	Ratify Peter Riedel	Management	For	For	
19	Ratify Werner Schraeder	Management	For	For	
20	Ratify Margret Suckale	Management	For	For	
21	Ratify Sopna Sury	Management	For	For	
22	Ratify Marion Weissenberger-Eibl	Management	For	For	
23	Appointment of Auditor	Management	For	For	
24	Remuneration Report	Management	For	For	
25	Management Board Remuneration Policy	Management	For	For	
26	Elect Bernd Scheifele	Management	For	For	
27	Elect Ludwig Merckle	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent.
28	Elect Luka Mucic	Management	For	For	
29	Elect Margret Suckale	Management	For	For	
30	Elect Sopna Sury	Management	For	For	
31	Elect Gunnar Groebler	Management	For	For	
32	Amendments to Articles	Management	For	For	

Home Depot, Inc. — Meeting Date: 16.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Gerard J. Arpey	Management	For	For	
2	Elect Ari Bousbib	Management	For	For	
3	Elect Jeffery H. Boyd	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
4	Elect Gregory D. Brenneman	Management	For	For	
5	Elect J. Frank Brown	Management	For	For	
6	Elect Edward P. Decker	Management	For	For	
7	Elect Wayne M. Hewett	Management	For	For	
8	Elect Manuel Kadre	Management	For	For	
9	Elect Stephanie C. Linnartz	Management	For	For	
10	Elect Paula Santilli	Management	For	For	
11	Elect Caryn Seidman-Becker	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when severance packages are awarded that exceed market best practice
14	Shareholder Proposal Regarding Disclosure of Director Donations	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
15	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to review their political spending and lobbying activities. These expenses must be consistent with their sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.
16	Shareholder Proposal Regarding Charitable Contributions Disclosure	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
17	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
18	Shareholder Proposal Regarding Biodiversity Assessment	Shareholder	Against	For	SHP Environment - Vote For when the proposal requests sustainability or environmental reports.
19	Shareholder Proposal Regarding Amendment to Clawback Policy	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal asks for the introduction or improvement of clawback provisions.

Lear Corp. — Meeting Date: 16.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Mei-Wei Cheng	Management	For	For	
2	Elect Jonathan F. Foster	Management	For	For	
3	Elect Bradley M. Halverson	Management	For	For	
4	Elect Mary Lou Jepsen	Management	For	For	
5	Elect Roger A. Krone	Management	For	For	
6	Elect Patricia L. Lewis	Management	For	For	
7	Elect Kathleen A. Ligocki	Management	For	For	
8	Elect Conrad L. Mallett, Jr.	Management	For	For	
9	Elect Raymond E. Scott	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
10	Elect Gregory C. Smith	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	

Marsh & McLennan Cos., Inc. — Meeting Date: 16.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Anthony K. Anderson	Management	For	For	
2	Elect John Q. Doyle	Management	For	For	
3	Elect Óscar Fanjul Martín	Management	For	For	
4	Elect H. Edward Hanway	Management	For	For	
5	Elect Judith Hartmann	Management	For	For	
6	Elect Deborah C. Hopkins	Management	For	For	
7	Elect Tamara Ingram	Management	For	For	
8	Elect Jane Holl Lute	Management	For	For	
9	Elect Steven A. Mills	Management	For	For	
10	Elect Morton O. Schapiro	Management	For	For	
11	Elect Lloyd M. Yates	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Shareholder Proposal Regarding Right to Act by Written Consent	Shareholder	Against	For	Shareholder action by written consent enables shareholders to take action on important issues that arise between annual meetings

Novagold Resources Inc. — Meeting Date: 16.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Board Size	Management	For	For	
2	Elect Elaine Dorward-King	Management	For	For	
3	Elect Diane R. Garrett	Management	For	For	
4	Elect Thomas Kaplan	Management	For	For	
5	Elect Hume Kyle	Management	For	For	
6	Elect Gregory Lang	Management	For	For	
7	Elect Kalidas V. Madhavpeddi	Management	For	For	
8	Elect C. Kevin McArthur	Management	For	For	
9	Elect Daniel Muñiz Quintanilla	Management	For	For	
10	Elect Ethan Schutt	Management	For	For	
11	Elect Dawn Whittaker	Management	For	For	
12	Appointment of Auditor and Authority to Set Fees	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	

O`Reilly Automotive, Inc. — Meeting Date: 16.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Greg Henslee	Management	For	For	
2	Elect David E. O'Reilly	Management	For	For	
3	Elect Larry P. O'Reilly	Management	For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards
4	Elect Gregory D. Johnson	Management	For	For	
5	Elect Thomas T. Hendrickson	Management	For	For	
6	Elect John R. Murphy	Management	For	For	
7	Elect Dana M. Perlman	Management	For	For	
8	Elect Maria A. Sastre	Management	For	For	
9	Elect Andrea M. Weiss	Management	For	For	
10	Elect Fred Whitfield	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria
12	Ratification of Auditor	Management	For	For	
13	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests an independent board chairman or the separation of chair and CEO roles.

Otis Worldwide Corp — Meeting Date: 16.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Thomas A. Bartlett	Management	For	For	
2	Elect Jeffrey H. Black	Management	For	For	
3	Elect Jill C. Brannon	Management	For	For	
4	Elect Nelda J. Connors	Management	For	For	
5	Elect Kathy Hopinkah Hannan	Management	For	For	
6	Elect Shailesh G. Jejurikar	Management	For	For	
7	Elect Christopher J. Kearney	Management	For	For	
8	Elect Judith F. Marks	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
9	Elect Margaret M.V. Preston	Management	For	For	
10	Elect Shelley Stewart, Jr.	Management	For	For	
11	Elect John H. Walker	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights

Perpetua Resources Corp. | Meeting Date: 16.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Marcelo Kim	Management	For	Withhold	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity. Board - Vote Against when the chair of the nominating committee is not independent.
2	Elect Christopher Robison	Management	For	For	
3	Elect Alex Sternhell	Management	For	For	
4	Elect Bob Dean	Management	For	For	
5	Elect Andrew Cole	Management	For	For	
6	Elect Rich Haddock	Management	For	For	
7	Elect Laura Dove	Management	For	For	
8	Elect Jeff Malmen	Management	For	For	
9	Elect Jonathan Cherry	Management	For	For	
10	Elect Jessica Largent	Management	For	For	
11	Board Size	Management	For	For	
12	Appointment of Auditor and Authority to Set Fees	Management	For	For	
13	Amendment to the Omnibus Equity Incentive Plan	Management	For	For	

Targa Resources Corp | Meeting Date: 16.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Beth A. Bowman	Management	For	For	
2	Elect Lindsey M. Cooksen	Management	For	For	
3	Elect Joe Bob Perkins	Management	For	For	
4	Ratification of Auditor	Management	For	For	
5	Advisory Vote on Executive Compensation	Management	For	For	

Universal Music Group N.V. | Meeting Date: 16.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria; Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure; Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability
2	Accounts and Reports	Management	For	For	
3	Allocation of Dividends	Management	For	For	
4	Ratification of Executives' Acts	Management	For	For	
5	Ratification of Non-Executives' Acts	Management	For	For	
6	Elect Vincent Vallejo to the Board of Directors	Management	For	For	
7	Elect William A. Ackman to the Board of Directors	Management	For	For	
8	Elect Cathia Lawson-Hall to the Board of Directors	Management	For	Against	Board - Vote Against when the audit committee is not sufficiently independent
9	Elect Cyrille Bolloré to the Board of Directors	Management	For	For	
10	Elect James G. Mitchell to the Board of Directors	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices; Board - Vote Against when the remuneration committee is not sufficiently independent
11	Elect Manning Doherty to the Board of Directors	Management	For	For	
12	Elect Margaret Frerejean-Taittinger to the Board of Directors	Management	For	For	
13	Elect Nicole Avant to the Board of Directors	Management	For	For	
14	Elect Eric Sprunk to the Board of Directors	Management	For	For	
15	Elect Amanda Ginsberg to the Board of Directors	Management	For	For	
16	Non-Executive Remuneration Policy	Management	For	For	
17	Authority to Grant Shares to NEDs	Management	For	For	
18	Authority to Repurchase Shares	Management	For	For	
19	Cancellation of Shares	Management	For	For	

Westinghouse Air Brake Technologies Corp | Meeting Date: 16.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Linda A. Harty	Management	For	For	
2	Elect Brian P. Hehir	Management	For	For	
3	Elect Beverley A. Babcock	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
4	Advisory Vote on Executive Compensation	Management	For	For	
5	Ratification of Auditor	Management	For	For	

Yum Brands Inc. Meeting Date: 16.05.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Paget L. Alves	Management	For	For	
2	Elect Keith Barr	Management	For	For	
3	Elect M. Brett Biggs	Management	For	For	
4	Elect Christopher M. Connor	Management	For	For	
5	Elect Brian C. Cornell	Management	For	For	
6	Elect Tanya L. Domier	Management	For	For	
7	Elect Susan Doniz	Management	For	Against	Serves on too many boards
8	Elect David W. Gibbs	Management	For	For	
9	Elect Mirian M. Graddick-Weir	Management	For	For	
10	Elect Thomas C. Nelson	Management	For	For	
11	Elect P. Justin Skala	Management	For	For	
12	Elect Annie A. Young-Scrivner	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	For	
15	Shareholder Proposal Regarding Policy on Use of Medically Important Antimicrobials in the Supply Chain	Shareholder	Against	For	SHP Environment - Vote For when the proposal requests reporting on the use of antibiotics in animal agriculture.
16	Shareholder Proposal	Shareholder	Against	Against	SHP Governance - Vote Against when the changes requested by the proposal are not in shareholders' best interests.

Bank of Jiangsu Meeting Date: 17.05.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Work Report of the Board of Directors	Management	For	For	
2	2023 WORK REPORT OF THE SUPERVISORY COMMITTEE	Management	For	For	
3	2023 Evaluation Report of the Supervisory Committee on the Performance of Directors and Senior Management	Management	For	For	
4	2023 Evaluation Report on the Performance of Supervisors	Management	For	For	
5	2023 Annual Accounts and 2024 Financial Budget	Management	For	For	
6	2023 Profit Distribution Plan	Management	For	For	
7	AUTHORIZATION TO THE BOARD TO DECIDE ON 2024 INTERIM PROFIT DISTRIBUTION PLAN	Management	For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
8	2023 Connected Transactions Report	Management	For	For	
9	2024 Estimated Quota of Continuing Connected Transactions	Management	For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
10	APPOINTMENT OF AUDIT FIRM	Management	For	For	
11	Amendments to the Company's Independent Director Work System	Management	For	For	
12	Amendments to the External Supervisor Work System	Management	For	For	
13	Elect YUAN Jun as an Non-Independent Director	Management	For	For	
14	Elect LU Songsheng as an Non-Independent Director	Management	For	For	
15	Elect YU Lanying as an Non-Independent Director	Management	For	For	
16	Elect GU Sheng as an Independent Director	Management	For	For	

Loncin Motor Co Ltd Meeting Date: 17.05.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Directors' Report	Management	For	For	
2	2023 Supervisors' Report	Management	For	For	
3	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
4	2023 Accounts and Reports	Management	For	For	
5	2023 Profit Distribution Plan	Management	For	For	
6	2023 Independent Directors' Report	Management	For	For	
7	2023 Actual Related Party Transactions and 2024 Estimated Related Party Transactions	Management	For	For	
8	2024 Appointment of Auditor	Management	For	For	
9	Establishment of the Remuneration Management System for Directors, Supervisors and Senior Management	Management	For	For	
10	2023 and 2024 Directors' Fees	Management	For	For	
11	2023 and 2024 Supervisors' Fees	Management	For	For	
12	Amendments to Articles	Management	For	For	
13	Amendments to Management System for Raised Funds	Management	For	For	
14	Amendments to Management System for Connected Transaction	Management	For	For	

Michelin		Meeting Date: 17.05.2024			Meeting Type: Mix
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Consolidated Accounts and Reports	Management	For	For	
4	Special Auditors Report on Regulated Agreements	Management	For	For	
5	Authority to Repurchase and Reissue Shares	Management	For	For	
6	2024 Remuneration Policy (Managers)	Management	For	For	
7	2024 Remuneration Policy (Supervisory Board)	Management	For	For	
8	2023 Remuneration Report	Management	For	For	
9	2023 Remuneration of Florent Menegaux, General Managing Partner and CEO	Management	For	For	
10	2023 Remuneration of Yves Chapot, General Manager	Management	For	For	
11	2023 Remuneration of Barbara Dalibard, Supervisory Board Chair	Management	For	For	
12	Elect Patrick de La Chevardière	Management	For	For	
13	Elect Catherine Soubie	Management	For	For	
14	Elect Pascal Vinet	Management	For	For	
15	Appointment of Auditor for Sustainability Reporting (PricewaterhouseCoopers)	Management	For	For	
16	Appointment of Auditor for Sustainability Reporting (Deloitte)	Management	For	For	
17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights	Management	For	For	
18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	
19	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	For	
20	Authority to Set Offering Price of Shares	Management	For	For	
21	Greenshoe	Management	For	For	
22	Authority to Increase Capital Through Capitalisations	Management	For	For	
23	Authority to Increase Capital in Consideration for Contributions in Kind and in Case of Exchange Offer	Management	For	For	
24	Employee Stock Purchase Plan	Management	For	For	
25	Global Ceiling on Capital Increases and Debt Issuances	Management	For	For	
26	Authority to Cancel Shares and Reduce Capital	Management	For	For	
27	Authorisation of Legal Formalities	Management	For	For	

Zijin Mining Group Co., Ltd.		Meeting Date: 17.05.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report	Management	For	For	
2	Independent Directors' Report	Management	For	For	
3	Supervisors' Report	Management	For	For	
4	Annual Report	Management	For	For	
5	Accounts and Reports	Management	For	For	
6	Dividend Distribution and Return Plan for the Next Three Years (2023-2025)	Management	For	For	
7	Allocation of Profits/Dividends	Management	For	For	
8	Board Authorization to Formulate Profit Distribution Proposal	Management	For	For	
9	Remuneration of the Executive Directors and Chairman of the Supervisory Committee	Management	For	For	
10	Appointment of Auditor and Authority to Set Fees	Management	For	For	
11	Authority to Give Guarantees	Management	For	For	
12	Development of Futures and Derivative Trading Businesses of Subsidiaries	Management	For	For	
13	Report on the Use of Proceeds Previously Raised	Management	For	For	
14	Authority to Issue Debt Financing Instruments	Management	For	For	
15	Authority to Issue A and/or H Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
16	Extension of the Validity Period for the Issuance of A Share Convertible Corporate Bonds to Non-Specific Investors	Management	For	For	
17	Extension of the Validity Period of Authorization to the Board	Management	For	For	

Zijin Mining Group Co., Ltd.		Meeting Date: 17.05.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Extension of the Validity Period for the Issuance of A Share Convertible Corporate Bonds to Non-Specific Investors	Management	For	For	
2	Extension of the Validity Period of Authorization to the Board	Management	For	For	

Huaxia Bank Co		Meeting Date: 20.05.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Directors' Report	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	2023 Supervisors' Report	Management	For	For	
3	2023 Accounts and Reports	Management	For	For	
4	2023 Profit Distribution Plan	Management	For	For	
5	2024 FINANCIAL BUDGET REPORT	Management	For	For	
6	2024 Appointment of Auditor	Management	For	For	
7	2023 Actual Related Party Transactions	Management	For	For	
8	Transaction Limit with Shougang Group Co., Ltd. and Its Affiliated Entities	Management	For	For	
9	Transaction Limit with State Grid Yingda International Holdings Group Co., Ltd. and Its Affiliated Entities	Management	For	For	
10	Transaction Limit with The People's Insurance Company (Group) of China Limited and its Affiliated Entities	Management	For	For	
11	Transaction Limit with Beijing Infrastructure Investment Co., Ltd. and its Affiliated Entities	Management	For	For	
12	Transaction Limit with Yunnan Hehe (Group) Co., Ltd. and its Affiliated Entities	Management	For	For	
13	Transaction Limit with Huaxia Financial Leasing Co., Ltd.	Management	For	For	
14	Transaction Limit with Huaxia Financial Management Co., Ltd.	Management	For	For	
15	Amendments to Director Allowance System	Management	For	For	
16	Amendments to Supervisor Allowance System	Management	For	For	
17	Elect QU Gang	Management	For	For	

Agricultural Bank of China | Meeting Date: 21.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report	Management	For	For	
2	Supervisors' Report	Management	For	For	
3	Accounts and Reports	Management	For	For	
4	Allocation of Profits/Dividends	Management	For	For	
5	Appointment of Auditor and Authority to Set Fees	Management	For	For	
6	2024 Fixed Assets Investment Budget	Management	For	For	
7	Elect JU Jiandong	Management	For	For	
8	Issuance Quota of Total Loss-Absorbing Capacity Non-Capital Bonds	Management	For	For	
9	2024 Interim Profit Distribution Plan	Management	For	For	

JPMorgan Chase & Co. | Meeting Date: 21.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Linda B. Bammann	Management	For	For	
2	Elect Stephen B. Burke	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
3	Elect Todd A. Combs	Management	For	For	
4	Elect Alicia Boler Davis	Management	For	For	
5	Elect James Dimon	Management	For	For	
6	Elect Alex Gorsky	Management	For	For	
7	Elect Mellody Hobson	Management	For	Against	Board - Vote Against if the company has insufficient management of climate-related risks and opportunities.
8	Elect Phebe N. Novakovic	Management	For	For	
9	Elect Virginia M. Rometty	Management	For	For	
10	Elect Mark A. Weinberger	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
12	Amendment to the Long-Term Incentive Plan	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests an independent board chairman or the separation of chair and CEO roles.
15	Shareholder Proposal Regarding Audit of Climate Transition Policies	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
16	Shareholder Proposal Regarding Report on Human Rights Standards for Indigenous Peoples	Shareholder	Against	For	SHP Social - Vote For when the proposal requests the company to report on their compliance with international human rights standards.
17	Shareholder Proposal Regarding Proxy Voting Review	Shareholder	Against	Against	SHP - Vote Against when there are concerns regarding the objective of the proposal. JPMorgan Asset Management's existing disclosures provide relevant insights into its stewardship practices. In addition, the shareholder proposal requests that the board of directors provide recommendations for strengthening voting guidelines on diversity and climate-related issues. We believe that the main stakeholders to which such a review should be presented are the beneficial owners of the investment vehicles.
18	Shareholder Proposal Regarding Third-Party Report on Due Diligence in Conflict-Affected and High-Risk Areas	Shareholder	Against	For	SHP Social - Vote For when the proposal requests the company to report on their compliance with international human rights standards.
19	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests an improvement in the remuneration practices of the company
20	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.

Shell Plc

Meeting Date: 21.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Elect Dick Boer	Management	For	For	
4	Elect Neil A.P. Carson	Management	For	For	
5	Elect Ann F. Godbehere	Management	For	For	
6	Elect Sinead Gorman	Management	For	For	
7	Elect Jane Holl Lute	Management	For	For	
8	Elect Catherine J. Hughes	Management	For	For	
9	Elect Sir Andrew Mackenzie	Management	For	For	
10	Elect Sir Charles Roxburgh	Management	For	For	
11	Elect Wael Sawan	Management	For	For	
12	Elect Abraham Schot	Management	For	For	
13	Elect Leena Srivastava	Management	For	For	
14	Elect Cyrus Taraporevala	Management	For	For	
15	Appointment of Auditor	Management	For	For	
16	Authority to Set Auditor's Fees	Management	For	For	
17	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
18	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
19	Authority to Repurchase Shares	Management	For	For	
20	Authority to Repurchase Shares (Off-Market)	Management	For	For	
21	Authorisation of Political Donations	Management	For	For	
22	Approval of Energy Transition Update and Energy Transition Strategy 2024	Management	For	Against	Environment - Vote Against when the proposed climate strategy fails the Robeco SOC framework assessment: We acknowledge Shell's position as a relative leader in the sector. However, we remain concerned over the lack of clear absolute emissions reductions that their targets will achieve, particularly due to the ongoing significant growth of their gas business, which has the potential to outweigh reductions in emissions from oil products. We believe that this will retain transition risks in the medium term as well as locking in emissions for the company and host nations. The removal of the 2035 target and watering down of the 2030 target also indicate a less clear pathway to net zero and the need for more drastic, disruptive action in the medium-long term.
23	Shareholder Proposal Regarding Scope 3 GHG Target and Alignment with Paris Agreement	Shareholder	Against	For	SHP Environment - Vote For when reasonable shareholder proposals request companies to prepare and plan for mitigating environmental risks.

Shenzhen Aisidi Co., Ltd.

Meeting Date: 21.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Directors' Report	Management	For	For	
2	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
3	2023 Accounts and Reports	Management	For	For	
4	2023 Allocation of Profits/Dividends	Management	For	For	
5	Authority on Carrying Out Bill Pool Business	Management	For	For	
6	Authority on Providing Guarantees for Subsidiaries in 2024	Management	For	Against	Guarantees exceed net assets
7	Authority on Providing Guarantees for a Wholly-owned Subsidiary	Management	For	Against	Guarantees exceed net assets
8	Approval of Applying for Credit Limits for Accounts Receivable from Suppliers	Management	For	Against	Guarantees exceed net assets
9	Authority on Confirming the Remuneration for the Chairman and Vice Chairman for 2023	Management	For	For	
10	2023 Supervisors' Report	Management	For	For	
11	Equity Incentive Plan in a Subsidiary	Management	For	For	
12	Increasing 2024 Daily Connected Transaction Quota	Management	For	For	

Amazon.com Inc.

Meeting Date: 22.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jeffrey P. Bezos	Management	For	For	
2	Elect Andrew R. Jassy	Management	For	For	
3	Elect Keith B. Alexander	Management	For	For	
4	Elect Edith W. Cooper	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
5	Elect Jamie S. Gorelick	Management	For	For	
6	Elect Daniel P. Huttenlocher	Management	For	For	
7	Elect Andrew Y. Ng	Management	For	For	
8	Elect Indra K. Nooyi	Management	For	For	
9	Elect Jonathan J. Rubinstein	Management	For	Against	Adopted forum selection clause in past year w/o shareholder approval
10	Elect Brad D. Smith	Management	For	For	
11	Elect Patricia Q. Stonesifer	Management	For	For	
12	Elect Wendell P. Weeks	Management	For	For	
13	Ratification of Auditor	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
14	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance
15	Shareholder Proposal Regarding Formation of Public Policy Committee	Shareholder	Against	Against	SHP Governance - Vote Against when there are concerns regarding the wording of the proposal
16	Shareholder Proposal Regarding Formation of Corporate Financial Sustainability Committee and Public Report	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
17	Shareholder Proposal Regarding Report on Customer Due Diligence	Shareholder	Against	For	SHP Social - Vote For when the proposal requests the company to report on their compliance with international human rights standards.
18	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to review their political spending and lobbying activities. These expenses must be consistent with their sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.
19	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests the company to increase disclosure & transparency on compensation practices.
20	Shareholder Proposal Regarding Report on Board Oversight of Discrimination	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
21	Shareholder Proposal Regarding Just Transition Reporting	Shareholder	Against	For	SHP Environment - Vote For when reasonable shareholder proposals request companies to prepare and plan for mitigating environmental risks.
22	Shareholder Proposal Regarding Report on Plastic Packaging	Shareholder	Against	For	SHP Environment - Vote For when the proposal requests sustainability or environmental reports.
23	Shareholder Proposal Regarding Third-Party Assessment of Freedom of Association	Shareholder	Against	For	SHP Social - Vote For when the proposal requests the company to report on their compliance with international human rights standards.
24	Shareholder Proposal Regarding Disclosure of Material Scope 3 Emissions	Shareholder	Against	For	SHP Environment - Vote For when the proposal requests sustainability or environmental reports.
25	Shareholder Proposal Regarding the Human Rights Impacts of Facial Recognition Technology	Shareholder	Against	For	SHP Social - Vote For when the proposal requests the company to report on their compliance with international human rights standards.
26	Shareholder Proposal Regarding Disclosure of Director Donations	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
27	Shareholder Proposal Regarding Formation of Artificial Intelligence Committee	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to address material ESG risks
28	Shareholder Proposal Regarding Report on Working Conditions	Shareholder	Against	For	SHP - Vote For when shareholder proposal requests companies address material ESG risks

Ansys Inc. Meeting Date: 22.05.2024 Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Merger with Synopsys, Inc.	Management	For	For	
2	Advisory Vote on Golden Parachutes	Management	For	For	
3	Right to Adjourn Meeting	Management	For	For	

Equitable Holdings Inc Meeting Date: 22.05.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Francis A. Hondal	Management	For	For	
2	Elect Arlene Isaacs-Lowe	Management	For	For	
3	Elect Daniel G. Kaye	Management	For	For	
4	Elect Joan Lamm-Tennant	Management	For	For	
5	Elect Craig C. Mackay	Management	For	For	
6	Elect Mark Pearson	Management	For	For	
7	Elect Bertram L. Scott	Management	For	For	
8	Elect George Stansfield	Management	For	For	
9	Elect Charles G.T. Stonehill	Management	For	For	
10	Ratification of Auditor	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	

Erste Group Bank AG Meeting Date: 22.05.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Ratification of Management Board Acts	Management	For	For	
3	Ratification of Supervisory Board Acts	Management	For	For	
4	Appointment of Auditor for Sustainability Reporting	Management	For	For	
5	Appointment of Auditor	Management	For	For	
6	Supervisory Board Remuneration Policy	Management	For	For	
7	Remuneration Report	Management	For	For	
8	Supervisory Board Size	Management	For	For	
9	Elect Caroline Kuhnert	Management	For	For	
10	Elect Elisabeth Krainer Senger-Weiss	Management	For	For	
11	Elect Michael Schuster	Management	For	For	
12	Elect Walter Schuster	Management	For	For	
13	Amendments to Articles	Management	For	Against	Changes to Company Statutes - Vote Against when the Company has requested the right to hold a virtual-only meeting.
14	Authority to Repurchase Shares	Management	For	For	
15	Authority to Reissue Shares	Management	For	For	

HBIS Resources Co Ltd	Meeting Date: 22.05.2024			Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report	Management	For	For	
2	Supervisors' Report	Management	For	For	
3	Annual Report	Management	For	For	
4	Annual Accounts	Management	For	For	
5	Allocation of Profits/Dividends	Management	For	For	
6	Approval of Line of Credit	Management	For	For	

Hi Sun Technology (China) Ltd.	Meeting Date: 22.05.2024			Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Elect LI Wenjin	Management	For	Against	Insider on compensation committee; Insufficient compensation committee independence requirement
3	Elect TAM Chun Fai	Management	For	Against	Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the audit committee is not sufficiently independent.
4	Elect Roger LEUNG Wai Man	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the nomination committee is not sufficiently independent. Board - Vote Against when the remuneration committee is not sufficiently independent.
5	Elect Hui Lok Yan	Management	For	For	
6	Directors' Fees	Management	For	For	
7	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Audit/Financials - Vote Against when the allocation of fees paid to the auditor is not in line with market best practice.
8	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
9	Authority to Repurchase Shares	Management	For	For	
10	Authority to Issue Repurchased Shares	Management	For	Against	Issue price discount not disclosed

Marathon Oil Corporation	Meeting Date: 22.05.2024			Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Chadwick C. Deaton	Management	For	For	
2	Elect Marcela E. Donadio	Management	For	For	
3	Elect M. Elise Hyland	Management	For	For	
4	Elect Holli C. Ladhani	Management	For	For	
5	Elect Mark A. McCollum	Management	For	For	
6	Elect Brent J. Smolik	Management	For	For	
7	Elect Lee M. Tillman	Management	For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
8	Elect Shawn D. Williams	Management	For	For	
9	Ratification of Auditor	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	For	
11	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	For	For	

McDonald`s Corp	Meeting Date: 22.05.2024			Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Anthony G. Capuano	Management	For	For	
2	Elect Kareem Daniel	Management	For	For	
3	Elect Lloyd H. Dean	Management	For	For	
4	Elect Catherine Engelbert	Management	For	For	
5	Elect Margaret H. Georgiadis	Management	For	For	
6	Elect Michael D. Hsu	Management	For	For	
7	Elect Christopher Kempczinski	Management	For	For	
8	Elect John Mulligan	Management	For	For	
9	Elect Jennifer Taubert	Management	For	For	
10	Elect Paul S. Walsh	Management	For	For	
11	Elect Amy Weaver	Management	For	For	
12	Elect Miles D. White	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	
14	Amendment to Articles to Limit the Liability of Certain Officers	Management	For	For	
15	Amendments to Certificate of Incorporation to Implement Miscellaneous Changes	Management	For	Against	Changes to Company Statutes - Vote Against when the proposed amendments are not in the best interests of minority shareholders.
16	Ratification of Auditor	Management	For	For	
17	Shareholder Proposal Regarding Policy on Use of Medically Important Antibiotics in the Beef and Pork Supply Chain	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to address material ESG risks.
18	Shareholder Proposal Regarding Cage-Free Eggs	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to address material ESG risks.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
19	Shareholder Proposal Regarding Disclosure of Animal Welfare Indicators	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues.
20	Shareholder Proposal Regarding Congruency Report on Human Rights Policies	Shareholder	Against	Against	SHP - Vote Against when the request of the proposal is not in the best interests of shareholders.
21	Shareholder Proposal Regarding Charitable Contributions Disclosure	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
22	Shareholder Proposal Regarding Transparency Report on Global Public Policy and Political Influence	Shareholder	Against	For	SHP - Vote For when proposal requests companies to review their political spending and lobbying activities. These expenses must be consistent with the company's sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.

PAX Global Technology Limited | Meeting Date: 22.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect LU Jie	Management	For	For	
4	Elect CHEUNG Shi Yeung	Management	For	For	
5	Elect WU Min	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the nomination committee is not sufficiently independent. Board - Vote Against when the remuneration committee is not sufficiently independent.
6	Elect Charles MAN Kwok Kuen	Management	For	Against	Insufficient audit committee independence; Board is not sufficiently independent
7	Directors' Fees	Management	For	For	
8	Appointment of Auditor and Authority to Set Fees	Management	For	For	
9	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
10	Authority to Repurchase Shares	Management	For	For	
11	Authority to Issue Repurchased Shares	Management	For	Against	Issue price discount not disclosed
12	Amendments to the Share Option Scheme	Management	For	For	

Zoetis Inc | Meeting Date: 22.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Paul M. Bisaro	Management	For	For	
2	Elect Vanessa Broadhurst	Management	For	For	
3	Elect Frank A. D'Amelio	Management	For	For	
4	Elect Gavin D. K. Hattersley	Management	For	For	
5	Elect Sanjay Khosla	Management	For	For	
6	Elect Antoinette R. Leatherberry	Management	For	For	
7	Elect Michael B. McCallister	Management	For	For	
8	Elect Gregory Norden	Management	For	For	
9	Elect Louise M. Parent	Management	For	For	
10	Elect Kristin C. Peck	Management	For	For	
11	Elect Willie M. Reed	Management	For	For	
12	Elect Robert W. Scully	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	
14	Ratification of Auditor	Management	For	For	
15	Amendment Regarding Officer Exculpation	Management	For	For	
16	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Against	For	Adoption could promote board accountability and ensure responsiveness to shareholder concerns ; SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.

CK Hutchison Holdings Limited | Meeting Date: 23.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect Victor LI Tzar Kuoi	Management	For	For	
4	Elect Dominic LAI Kai Ming	Management	For	For	
5	Elect Edmond IP Tak Chuen	Management	For	For	
6	Elect Andrew John Hunter	Management	For	For	
7	Elect Cynthia CHOW Ching Yee	Management	For	For	
8	Elect Susan CHOW WOO Mo Fong	Management	For	For	
9	Elect George C. Magnus	Management	For	For	
10	Elect Ruth TSIM Sin Ling	Management	For	Against	Board - Vote Against when the audit committee is not sufficiently independent; Board - Vote Against when the board is not sufficiently independent according to local standards
11	Appointment of Auditor and Authority to Set Fees	Management	For	For	
12	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
13	Authority to Repurchase Shares	Management	For	For	

Republic Services, Inc. | Meeting Date: 23.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Manuel Kadre	Management	For	For	
2	Elect Tomago Collins	Management	For	For	
3	Elect Michael A. Duffy	Management	For	For	
4	Elect Thomas W. Handley	Management	For	Against	Board - Vote Against when the chair of the remuneration committee is not independent.
5	Elect Jennifer M. Kirk	Management	For	For	
6	Elect Michael Larson	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent.
7	Elect N. Thomas Linebarger	Management	For	For	
8	Elect Meg Reynolds	Management	For	For	
9	Elect James P. Snee	Management	For	For	
10	Elect Brian S. Tyler	Management	For	For	
11	Elect Jon Vander Ark	Management	For	For	
12	Elect Sandra M. Volpe	Management	For	For	
13	Elect Katharine B. Weymouth	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	For	
15	Ratification of Auditor	Management	For	For	
16	Shareholder Proposal Regarding Just Transition Reporting	Shareholder	Against	For	SHP Environment - Vote For when reasonable shareholder proposals request companies to prepare and plan for mitigating environmental risks.

Rolls-Royce Holdings Plc | Meeting Date: 23.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Policy	Management	For	For	
3	Remuneration Report	Management	For	For	
4	Elect Dame Anita M. Frew	Management	For	For	
5	Elect Tufan Erginbilgic	Management	For	For	
6	Elect Helen McCabe	Management	For	For	
7	Elect George Culmer	Management	For	For	
8	Elect Birgit A. Behrendt	Management	For	For	
9	Elect Stuart J. B. Bradie	Management	For	For	
10	Elect Paulo Cesar de Souza e Silva	Management	For	For	
11	Elect Lord Jitesh K. Gadhia	Management	For	For	
12	Elect Beverly K. Goulet	Management	For	For	
13	Elect Nicholas Luff	Management	For	For	
14	Elect Wendy Mars	Management	For	For	
15	Elect Dame Angela Strank	Management	For	For	
16	Appointment of Auditor	Management	For	For	
17	Authority to Set Auditor's Fees	Management	For	For	
18	Authorisation of Political Donations	Management	For	For	
19	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
20	Global Employee Purchase Plan	Management	For	For	
21	Long-Term Incentive Plan	Management	For	For	
22	Increase in NED Fee Cap	Management	For	For	
23	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
24	Authority to Repurchase Shares	Management	For	For	
25	Adoption of New Articles	Management	For	For	

Charles Schwab Corp. | Meeting Date: 23.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Walter W. Bettinger II	Management	For	For	
2	Elect Joan T. Dea	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
3	Elect Christopher V. Dodds	Management	For	For	
4	Elect Bharat B. Masrani	Management	For	For	
5	Elect Charles A. Ruffel	Management	For	For	
6	Ratification of Auditor	Management	For	For	
7	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when there are concerns regarding the vesting provisions upon a change in control.
8	Shareholder Proposal Regarding Including Pay Ratio in Executive Compensation	Shareholder	Against	Against	SHP - Vote Against when the request of the proposal is unclear.
9	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
10	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests the company to increase disclosure & transparency on compensation practices.

CK Hutchison Holdings Limited | Meeting Date: 23.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect Victor LI Tzar Kuoi	Management	For	For	
4	Elect Dominic LAI Kai Ming	Management	For	For	
5	Elect Edmond IP Tak Chuen	Management	For	For	
6	Elect Andrew John Hunter	Management	For	For	
7	Elect Cynthia CHOW Ching Yee	Management	For	For	
8	Elect Susan CHOW WOO Mo Fong	Management	For	For	
9	Elect George C. Magnus	Management	For	For	
10	Elect Ruth TSIM Sin Ling	Management	For	Against	Board - Vote Against when the audit committee is not sufficiently independent; Board - Vote Against when the board is not sufficiently independent according to local standards
11	Appointment of Auditor and Authority to Set Fees	Management	For	For	
12	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
13	Authority to Repurchase Shares	Management	For	For	

Enel Spa | Meeting Date: 23.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Dividends	Management	For	For	
3	Authority to Repurchase and Reissue Shares	Management	For	For	
4	2024 Long-Term Incentive Plan	Management	For	For	
5	Remuneration Policy	Management	For	For	
6	Remuneration Report	Management	For	Against	Remuneration - Vote Against when severance packages are awarded that exceed market best practice.

Royal Gold, Inc. | Meeting Date: 23.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect William Heissenbuttel	Management	For	For	
2	Elect Jamie C. Sokalsky	Management	For	For	
3	Advisory Vote on Executive Compensation	Management	For	For	
4	Ratification of Auditor	Management	For	For	

Verisign Inc. | Meeting Date: 23.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect D. James Bidzos	Management	For	For	
2	Elect Courtney D. Armstrong	Management	For	For	
3	Elect Yehuda Ari Buchalter	Management	For	For	
4	Elect Kathleen A. Cote	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
5	Elect Thomas F. Frist III	Management	For	For	
6	Elect Jamie S. Gorelick	Management	For	For	
7	Elect Roger H. Moore	Management	For	For	
8	Elect Timothy Tomlinson	Management	For	For	
9	Advisory Vote on Executive Compensation	Management	For	For	
10	Ratification of Auditor	Management	For	For	

AIA Group Limited | Meeting Date: 24.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect LEE Yuan Siong	Management	For	For	
4	Elect CHOW Chung Kong	Management	For	For	
5	Elect John Barrie HARRISON	Management	For	For	
6	Elect Cesar V. Purisima	Management	For	For	
7	Elect Mari Elka Pangestu	Management	For	For	
8	Elect ONG Chong Tee	Management	For	For	
9	Elect Nor Shamsiah Mohd Yunus	Management	For	For	
10	Appointment of Auditor and Authority to Set Fees	Management	For	For	
11	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
12	Authority to Repurchase Shares	Management	For	For	

Carrefour		Meeting Date: 24.05.2024			Meeting Type: Mix
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Special Auditors Report on Regulated Agreements	Management	For	For	
5	Elect Phillipe Houzé	Management	For	Against	Board - Vote Against when the nomination committee is not sufficiently independent.
6	Elect Patricia Moulin Lemoine	Management	For	For	
7	Elect Stéphane Israël	Management	For	For	
8	Elect Cláudia Almeida e Silva	Management	For	For	
9	Elect Stéphane Courbit	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
10	Elect Aurore Domont	Management	For	For	
11	Elect Arthur Sadoun	Management	For	For	
12	Ratification of Co-Option of Eduardo Rossi	Management	For	For	
13	Elect Marguerite Bérard	Management	For	For	
14	Appointment of Auditor for Sustainability Reporting (Deloitte and Mazars)	Management	For	For	
15	2023 Remuneration Report	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance
16	2023 Remuneration of Alexandre Bompard, Chair and CEO	Management	For	For	
17	2024 Remuneration Policy (Chair and CEO)	Management	For	For	
18	2024 Remuneration Policy (Board of Directors)	Management	For	For	
19	Authority to Repurchase and Reissue Shares	Management	For	For	
20	Authority to Cancel Shares and Reduce Capital	Management	For	For	
21	Authorisation of Legal Formalities	Management	For	For	

Intertek Group plc		Meeting Date: 24.05.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Policy	Management	For	For	
3	Remuneration Report	Management	For	For	
4	Final Dividend	Management	For	For	
5	Elect Apurvi Sheth	Management	For	For	
6	Elect Andrew Martin	Management	For	For	
7	Elect André Lacroix	Management	For	For	
8	Elect Colm Deasy	Management	For	For	
9	Elect Graham Allan	Management	For	For	
10	Elect Gurnek Bains	Management	For	For	
11	Elect Lynda M. Clarizio	Management	For	For	
12	Elect Tamara Ingram	Management	For	For	
13	Elect Jeremy K. Maiden	Management	For	For	
14	Elect Kawal Preet	Management	For	For	
15	Elect Jean-Michel Valette	Management	For	For	
16	Appointment of Auditor	Management	For	For	
17	Authority to Set Auditor's Fees	Management	For	For	
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
19	Authorisation of Political Donations	Management	For	For	
20	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
22	Authority to Repurchase Shares	Management	For	For	
23	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

TotalEnergies SE		Meeting Date: 24.05.2024			Meeting Type: Mix
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Authority to Repurchase and Reissue Shares	Management	For	For	
5	Special Auditors Report on Regulated Agreements	Management	For	For	
6	Elect Patrick Pouyanné	Management	For	For	
7	Elect Jacques Aschenbroich	Management	For	For	Although we would have liked to have a vote on the shareholder proposal that was excluded from this year's agenda, we had a call with the company and found their reasons for excluding it to be reasonable. Nevertheless, we continue to encourage the separation of the roles of CEO and chairman of the board.
8	Elect R. Glenn Hubbard	Management	For	For	
9	Elect Marie-Ange Debon	Management	For	For	
10	2023 Remuneration Report	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	2024 Remuneration Policy (Board of Directors)	Management	For	For	
12	2023 Remuneration of Patrick Pouyanné, Chair and CEO	Management	For	For	
13	2024 Remuneration Policy (Chair and CEO)	Management	For	For	
14	Opinion on 2024 Sustainability and Climate Progress Report	Management	For	Against	Environment - Vote Against when the proposed climate strategy fails the Robeco SOC framework assessment. We acknowledge Total's position as a relative leader in the sector, and appreciate their ongoing transparency and the consistency of their strategy. However, we remain concerned over the lack of clear absolute emissions reductions that their targets will achieve, particularly due to the ongoing significant growth of their LNG business. We believe that this will retain transition risks in the medium term as well as locking in emissions for the company and host nations. In the longer term we are also sceptical of the efficacy of relying on offsets and avoided emissions from low carbon products to reach their overall net zero target.
15	Appointment of Auditor for Sustainability Reporting (EY)	Management	For	For	
16	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For	For	
17	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights and to Increase Capital Through Capitalisations	Management	For	For	
18	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights	Management	For	For	
19	Authority to Issue Shares and Convertible Debt Through Private Placement	Management	For	For	
20	Greenshoe	Management	For	For	
21	Authority to Increase Capital in Consideration for Contributions In Kind	Management	For	For	
22	Employee Stock Purchase Plan	Management	For	For	
23	Authority to Issue Performance Shares	Management	For	For	

TPV Technology Co. Ltd. — Meeting Date: 24.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Directors' Report	Management	For	For	
2	2023 Supervisors' Report	Management	For	For	
3	2023 Accounts and Reports	Management	For	For	
4	2023 Allocation of Profits/Dividends	Management	For	For	
5	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
6	Authority to Give Guarantees Among Subsidiaries	Management	For	Against	Guarantees exceed net assets
7	Company's Subsidiary Launching Foreign Exchange Derivatives Transactions	Management	For	For	
8	Investment in Wealth Management Products Using Idle Funds	Management	For	For	
9	Subsidiaries To Carry Out Factoring Business for Accounts Receivable	Management	For	For	

Media Tek Inc — Meeting Date: 27.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Adoption of 2023 Business Report and Financial Statements	Management	For	For	
2	2023 Allocation of Profits/Dividends	Management	For	For	
3	Adoption of Employee Restricted Stock Incentive Plan	Management	For	For	
4	Elect TSAI Ming-Kai	Management	For	Against	Board is not sufficiently independent
5	Elect Rick TSAI	Management	For	For	
6	Elect Joe CHEN	Management	For	For	
7	Elect SUN Cheng-Yaw	Management	For	For	
8	Elect WU Chung-Yu	Management	For	Against	Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the audit committee is not sufficiently independent.
9	Elect CHANG Peng-Heng	Management	For	Against	Board - Vote Against when the chair of the remuneration committee is not independent.
10	Elect Shirley LIN Syaru	Management	For	For	
11	Elect CHANG Yao-Wen	Management	For	For	
12	Non-Compete Restrictions for Directors	Management	For	Against	Potential conflict of interests

Merck & Co Inc — Meeting Date: 28.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Douglas M. Baker, Jr.	Management	For	For	
2	Elect Mary Ellen Coe	Management	For	For	
3	Elect Pamela J. Craig	Management	For	For	
4	Elect Robert M. Davis	Management	For	For	
5	Elect Thomas H. Glocer	Management	For	For	
6	Elect Risa Lavizzo-Mourey	Management	For	For	
7	Elect Stephen L. Mayo	Management	For	For	
8	Elect Paul B. Rothman	Management	For	For	
9	Elect Patricia F. Russo	Management	For	For	
10	Elect Christine E. Seidman	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Elect Inge G. Thulin	Management	For	For	
12	Elect Kathy J. Warden	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	
14	Ratification of Auditor	Management	For	For	
15	Shareholder Proposal Regarding Right to Act by Written Consent	Shareholder	Against	Against	
16	Shareholder Proposal Regarding Government Censorship Transparency Report	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
17	Shareholder Proposal Regarding Report on Civil Rights and Non-Discrimination	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.

OMV AG — Meeting Date: 28.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Dividends	Management	For	For	
2	Allocation of Dividends	Management	For	For	
3	Ratification of Management Board Acts	Management	For	For	
4	Ratification of Supervisory Board Acts	Management	For	For	
5	Appointment of Auditor	Management	For	For	
6	Remuneration Report	Management	For	For	
7	Supervisory Board Remuneration Policy	Management	For	For	
8	Supervisory Board Members' Fees	Management	For	For	
9	Long Term Incentive Plan	Management	For	For	
10	Annual Bonus Equity Deferral	Management	For	For	
11	Elect Dorothee A. Deuring	Management	For	For	
12	Elect Patrick Lammers	Management	For	For	
13	Elect Khaleed Salmeen	Management	For	For	
14	Elect Khaled Mohamed Alalkeem Al Zaabi	Management	For	For	
15	Amendments to Corporate Purpose	Management	For	For	
16	Amendments to Articles (Virtual Meeting)	Management	For	Against	Changes to Company Statutes - Vote Against when the Company has requested the right to hold a virtual-only meeting.
17	Amendments to Articles (Miscellaneous)	Management	For	For	
18	Authority to Repurchase and Reissue Shares	Management	For	For	

ASR Nederland NV — Meeting Date: 29.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Allocation of Dividends	Management	For	For	
4	Appointment of Auditor	Management	For	For	
5	Ratification of Management Board Acts	Management	For	For	
6	Ratification of Supervisory Board Acts	Management	For	For	
7	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
8	Authority to Suppress Preemptive Rights	Management	For	For	
9	Authority to Repurchase Shares	Management	For	For	
10	Opportunity to Make Recommendations on the Supervisory Board	Management	N/A	Against	Granting unfettered discretion is unwise
11	Elect Bob Elfring to the Supervisory Board	Management	For	For	
12	Elect Joop Wijn to the Supervisory Board	Management	For	For	

Chevron Corp. — Meeting Date: 29.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Wanda M. Austin	Management	For	For	
2	Elect John B. Frank	Management	For	For	
3	Elect Alice P. Gast	Management	For	For	
4	Elect Enrique Hernandez, Jr.	Management	For	For	
5	Elect Marillyn A. Hewson	Management	For	For	
6	Elect Jon M. Huntsman Jr.	Management	For	For	
7	Elect Charles W. Moorman	Management	For	For	
8	Elect Dambisa F. Moyo	Management	For	For	
9	Elect Debra L. Reed-Klages	Management	For	For	
10	Elect D. James Umpleby III	Management	For	For	
11	Elect Cynthia J. Warner	Management	For	For	
12	Elect Michael K. Wirth	Management	For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
13	Ratification of Auditor	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	For	
15	Shareholder Proposal Regarding Report on Carbon Reduction Commitments	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
16	Shareholder Proposal Regarding Virgin Plastic Demand	Shareholder	Against	For	SHP Environment - Vote For when the proposal requests sustainability or environmental reports.
17	Shareholder Proposal Regarding Report on Human Rights Risks	Shareholder	Against	For	SHP Social - Vote For when the proposal requests the company to report on their compliance with international human rights standards.
18	Shareholder Proposal Regarding Report on Tax Transparency	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues

Cosco Shipping Holdings Co Ltd | Meeting Date: 29.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report	Management	For	For	
2	Supervisors' Report	Management	For	For	
3	Accounts and Reports	Management	For	For	
4	Allocation of Final Dividend	Management	For	For	
5	2024 Interim Profit Distribution Plan	Management	For	For	
6	Authority to Give Guarantees	Management	For	For	
7	Appointment of Auditor and Authority to Set Fees	Management	For	For	
8	Authority to Repurchase A Shares	Management	For	For	
9	Authority to Repurchase H Shares	Management	For	For	
10	Reduction of Capital, Amendments to Articles of Association, Rules of Procedures of Shareholders' General Meetings, and Rules of Procedures of the Board of Directors	Management	For	For	
11	Elect ZHANG Feng	Management	For	For	

Cosco Shipping Holdings Co Ltd | Meeting Date: 29.05.2024 | Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Repurchase A Shares	Management	For	For	
2	Authority to Repurchase H Shares	Management	For	For	

Henan Pinggao Electric Co Ltd | Meeting Date: 29.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Directors' Report	Management	For	For	
2	2023 Supervisors' Report	Management	For	For	
3	2023 Accounts and Reports	Management	For	For	
4	2024 FINANCIAL BUDGET REPORT	Management	For	For	
5	2023 Allocation of Profits/Dividends	Management	For	For	
6	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
7	Shareholder Returns Plan for the Next Three Years (2024 - 2026)	Management	For	For	
8	Approval of Line of Credit	Management	For	For	
9	Related Party Transactions Regarding Signing a Financial Service Agreement	Management	For	Against	Deposit services with a member of the group
10	Elect SUN Jiqiang as Director	Management	For	For	

Iamgold Corp. | Meeting Date: 29.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Renaud Adams	Management	For	For	
2	Elect Christiane Bergevin	Management	For	For	
3	Elect Ann K. Masse	Management	For	For	
4	Elect Peter O'Hagan	Management	For	For	
5	Elect Kevin O'Kane	Management	For	For	
6	Elect David S. Smith	Management	For	For	
7	Elect Murray P. Suey	Management	For	For	
8	Elect Anne Marie Toutant	Management	For	For	
9	Elect Audra Walsh	Management	For	For	
10	Appointment of Auditor and Authority to Set Fees	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	
12	Amendment to the Share Incentive Plan	Management	For	For	

International Tower Hill Mines Ltd | Meeting Date: 29.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Anton J. Drescher	Management	For	For	
2	Elect Karl L. Hanneman	Management	For	For	
3	Elect Stuart Harshaw	Management	For	Withhold	Serves on too many boards
4	Elect Marcelo Kim	Management	For	For	
5	Elect Edel Tully	Management	For	Withhold	Board – Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Elect Thomas S. Weng	Management	For	Withhold	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
7	Appointment of Auditor and Authority to Set Fees	Management	For	For	
8	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when remuneration does not adhere to best practice of having clawback in place for LTIP.
9	2017 Deferred Share Unit Incentive Plan Renewal	Management	For	For	
10	Incentive Stock Option Plan Renewal	Management	For	For	

Meta Platforms Inc — Meeting Date: 29.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Peggy Alford	Management	For	Withhold	Board - Vote Against when the chair of the nominating committee is not independent; Board - Vote Against when the chair of the remuneration committee is not independent; Board - Vote Against when the audit committee is not sufficiently independent; Did not implement SHP passed by a majority of unaffiliated shareholders
2	Elect Marc L. Andreessen	Management	For	For	
3	Elect John Arnold	Management	For	For	
4	Elect Andrew W. Houston	Management	For	For	
5	Elect Nancy Killefer	Management	For	For	
6	Elect Robert M. Kimmitt	Management	For	For	
7	Elect Hock E. Tan	Management	For	For	
8	Elect Tracey T. Travis	Management	For	Withhold	Serves on too many boards
9	Elect Tony Xu	Management	For	For	
10	Elect Mark Zuckerberg	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Amendment to Certificate of Incorporation to Limit the Liability of Certain Officers	Management	For	For	
13	Amendment to the 2012 Equity Incentive Plan	Management	For	Against	Plan allows for repricing; Contains Evergreen Provisions
14	Shareholder Proposal Regarding Recapitalization	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights
15	Shareholder Proposal Regarding Report on AI Misinformation and Disinformation	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
16	Shareholder Proposal Regarding Disclosure of Vote Results by Share Class	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights
17	Shareholder Proposal Regarding Report on Human Rights Risks in Non-U.S. Markets	Shareholder	Against	For	SHP Social - Vote For when the proposal requests the company to report on their compliance with international human rights standards
18	Shareholder Proposal Regarding Allowing Lead Independent Director to Set Agenda	Shareholder	Against	For	Adding agenda items is an important role of a lead director
19	Shareholder Proposal Regarding Human Rights Impact Assessment of AI Used in Targeted Advertising	Shareholder	Against	For	SHP Social - Vote For when the proposal requests the company to report on their compliance with international human rights standards
20	Shareholder Proposal Regarding Targets and Report on Child Safety Impacts	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
21	Shareholder Proposal Regarding Report and Advisory Vote on Minimum Age for Social Media	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company
22	Shareholder Proposal Regarding Report on Prohibiting Political Advertising and Restoring Enhanced Actions	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
23	Shareholder Proposal Regarding Lobbying Activity Alignment with Net Zero Emissions Commitment	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to review their political spending and lobbying activities. These expenses must be consistent with their sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders

SS&C Technologies Holdings Inc — Meeting Date: 29.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jonathan E. Michael	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
2	Elect Debra Walton-Ruskin	Management	For	For	
3	Advisory Vote on Executive Compensation	Management	For	For	
4	Ratification of Auditor	Management	For	For	
5	Amendment to the 2023 Stock Incentive Plan	Management	For	Against	Excessive overhang

Chicony Electronics — Meeting Date: 30.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Business Report and Financial Statements and Allocation of Profits/Dividends	Management	For	For	

Fujian Expressway Development Co Ltd — Meeting Date: 30.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 WORK REPORT OF THE BOARD OF DIRECTORS	Management	For	For	
2	2023 WORK REPORT OF THE SUPERVISORY COMMITTEE	Management	For	For	
3	2023 ANNUAL ACCOUNTS	Management	For	For	
4	2024 FINANCIAL BUDGET PLAN	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	2023 Profit Distribution Plan and 2024 Interim Profit Distribution Plan	Management	For	For	
6	2023 ANNUAL REPORT	Management	For	For	
7	Amendments to Articles and Relevant Rules of Procedure	Management	For	For	
8	Reappointment of 2024 Auditor	Management	For	For	
9	SHAREHOLDER RETURN PLAN FROM 2024 TO 2026	Management	For	For	
10	Elect FANG Xiaodong	Management	For	For	
11	Elect LI Sheng	Management	For	For	
12	Elect YANG Jianguo	Management	For	For	
13	Elect XU Meng	Management	For	For	
14	Elect ZHANG Shanjin	Management	For	For	
15	Elect CHEN Yuping	Management	For	For	
16	Elect ZHONG Yongyuan	Management	For	For	
17	Elect LI Yun	Management	For	For	
18	Elect XU Ming	Management	For	For	
19	Elect LIU Ning	Management	For	For	
20	Elect CHEN Jianhua	Management	For	For	
21	Elect LUO Longhui	Management	For	For	
22	Elect CHEN Jie	Management	For	Against	Supervisors are not sufficiently independent
23	Elect ZHANG Ruihuan	Management	For	Against	Supervisors are not sufficiently independent
24	Elect YU Genhua	Management	For	Against	Supervisors are not sufficiently independent

Luks Group (Vietnam Holdings) Co., Ltd. — Meeting Date: 30.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect LUK Yan	Management	For	For	
4	Elect LUK Fung	Management	For	For	
5	Directors' Fees	Management	For	For	
6	Appointment of Auditor and Authority to Set Fees	Management	For	For	
7	Authority to Repurchase Shares	Management	For	For	
8	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
9	Authority to Issue Repurchased Shares	Management	For	Against	Issue price discount not disclosed

Perusahaan Gas Negara Tbk PT — Meeting Date: 30.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Annual Report and Commissioners' Supervisory Report	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Directors' and Commissioners' Fees	Management	For	For	
5	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
6	Special Assignment from the Government	Management	For	For	
7	Election of Directors and/or Commissioners (Slate)	Management	For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.

Powertech Technology Inc. — Meeting Date: 30.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Business Reports and Financial Statements	Management	For	For	
2	2023 Allocation of Profits/Dividends	Management	For	For	
3	Authority to Issue Shares/Convertible Bonds/Corporate Bonds/GDR	Management	For	For	

Accor — Meeting Date: 31.05.2024 — Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports; Non Tax-Deductible Expenses	Management	For	For	
2	Consolidated Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Appointment of Auditor for Sustainability Reporting (PwC)	Management	For	For	
5	2024 Directors' Fees	Management	For	For	
6	2023 Remuneration Report	Management	For	For	
7	2023 Remuneration of Sébastien Bazin, Chair and CEO	Management	For	For	
8	2024 Remuneration Policy (Chair and CEO)	Management	For	For	
9	2024 Remuneration Policy (Board of Directors)	Management	For	For	
10	Related Party Transactions (Rubyrock Capital Co. Ltd)	Management	For	For	
11	Authority to Repurchase and Reissue Shares	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
12	Internal Spin-off (Accor Luxury & Lifestyle)	Management	For	For	
13	Authority to Issue Warrants as a Takeover Defense	Management	For	Against	Shareholder Rights - Vote Against the introduction or renewal of all anti-takeover mechanisms, unless sufficient safeguards are in place for minority shareholders
14	Authorisation of Legal Formalities	Management	For	For	

Compal Electronics Inc. | Meeting Date: 31.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Accounts and Reports	Management	For	For	
2	2023 Profit Distribution Plan	Management	For	For	
3	Elect Jui-Tsung CHEN	Management	For	Against	Less than 75% Attendance
4	Elect Wei-Chang CHEN	Management	For	Against	Serves on too many boards
5	Elect Charng-Chyi KO	Management	For	For	
6	Elect Sheng-Chieh HSU	Management	For	For	
7	Elect Chieh-Li HSU	Management	For	Against	Serves on too many boards
8	Elect Wu-Chun HSU	Management	For	Against	Serves on too many boards
9	Elect Chung-Pin WONG	Management	For	For	
10	Elect Chiung-Chi HSU	Management	For	For	
11	Elect Anthony Peter BONADERO	Management	For	Against	Less than 75% Attendance
12	Elect Sheng-Hua PENG	Management	For	For	
13	Elect Duh-Kung TSAI	Management	For	For	
14	Elect Wen-Chung SHEN	Management	For	For	
15	Elect Lee-Chiou CHANG	Management	For	For	
16	Elect Shui-Shu HUNG	Management	For	For	
17	Elect Tzu-Ting HUANG	Management	For	For	
18	Non-Compete Restrictions for Directors	Management	For	Against	Potential conflict of interests

Geely Automobile Holdings Ltd. | Meeting Date: 31.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect GUI Sheng Yue	Management	For	For	
4	Elect AN Qing Heng	Management	For	For	
5	Elect WANG Yang	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent.
6	Elect GAO Jie	Management	For	For	
7	Elect Jennifer YU Li Ping	Management	For	For	
8	Elect ZHU Han Song	Management	For	For	
9	Directors' Fees	Management	For	For	
10	Appointment of Auditor and Authority to Set Fees	Management	For	For	
11	Authority to Repurchase Shares	Management	For	For	
12	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
13	Increase in Authorized Share Capital	Management	For	For	

Hon Hai Precision Industry | Meeting Date: 31.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Recognition of the Company's 2023 Business Report and Financial Statements	Management	For	For	
2	Recognition of the Company's 2023 Earnings Distribution Statements	Management	For	For	
3	Removal of Restrictions on Directors Participation in Competing Businesses	Management	For	For	

Li Auto Inc | Meeting Date: 31.05.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Elect WANG Xing	Management	For	For	
3	Elect JIANG Zhenyu	Management	For	Against	No independent lead or presiding director
4	Directors' Fees	Management	For	For	
5	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
6	Authority to Repurchase Shares	Management	For	For	
7	Authority to Issue Repurchased Shares	Management	For	Against	Issue price discount not disclosed
8	Appointment of Auditor and Authority to Set Fees	Management	For	For	

Lowe`s Cos., Inc. — Meeting Date: 31.05.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Raul Alvarez	Management	For	For	
2	Elect David H. Batchelder	Management	For	For	
3	Elect Scott H. Baxter	Management	For	For	
4	Elect Sandra B. Cochran	Management	For	For	
5	Elect Laurie Z. Douglas	Management	For	For	
6	Elect Richard W. Dreiling	Management	For	For	
7	Elect Marvin R. Ellison	Management	For	For	
8	Elect Navdeep Gupta	Management	For	For	
9	Elect Brian C. Rogers	Management	For	For	
10	Elect Bertram L. Scott	Management	For	For	
11	Elect Lawrence Simkins	Management	For	For	
12	Elect Colleen Taylor	Management	For	For	
13	Elect Mary Elizabeth West	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	For	
15	Ratification of Auditor	Management	For	For	

Unitedhealth Group Inc — Meeting Date: 03.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Charles Baker	Management	For	For	
2	Elect Timothy P. Flynn	Management	For	For	
3	Elect Paul R. Garcia	Management	For	Against	Cybersecurity concerns
4	Elect Kristen Gil	Management	For	Against	Cybersecurity concerns
5	Elect Stephen J. Hemsley	Management	For	For	
6	Elect Michele J. Hooper	Management	For	For	
7	Elect F. William McNabb, III	Management	For	Against	Cybersecurity concerns
8	Elect Valerie C. Montgomery Rice	Management	For	For	
9	Elect John H. Noseworthy	Management	For	For	
10	Elect Andrew Witty	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to review their political spending and lobbying activities. These expenses must be consistent with their sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.

Booking Holdings Inc — Meeting Date: 04.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Glenn D. Fogel	Management	For	For	
2	Elect Mirian M. Graddick-Weir	Management	For	Withhold	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
3	Elect Kelly J. Grier	Management	For	For	
4	Elect Wei Hopeman	Management	For	For	
5	Elect Robert J. Mylod Jr.	Management	For	For	
6	Elect Charles H. Noski	Management	For	Withhold	Adopted forum selection clause in past year w/o shareholder approval
7	Elect Joseph Quinlan	Management	For	For	
8	Elect Nicholas J. Read	Management	For	For	
9	Elect Thomas E. Rothman	Management	For	For	
10	Elect Sumit Singh	Management	For	For	
11	Elect Lynn M. Vojvodich Radakovich	Management	For	For	
12	Elect Vanessa A. Wittman	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
14	Ratification of Auditor	Management	For	For	
15	Shareholder Proposal Regarding Amendment to Clawback Policy	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal asks for the introduction or improvement of clawback provisions.
16	Shareholder Proposal Regarding Report on Risks from Abortion-Related Information Requests	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues

Builders Firstsource Inc — Meeting Date: 04.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Cleveland A. Christophe	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
2	Elect W. Bradley Hayes	Management	For	For	
3	Elect Brett N. Milgrim	Management	For	For	
4	Elect David E. Rush	Management	For	For	
5	Advisory Vote on Executive Compensation	Management	For	For	
6	Ratification of Auditor	Management	For	For	

Cognizant Technology Solutions Corp. — Meeting Date: 04.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Zein Abdalla	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
2	Elect Vinita K. Bali	Management	For	For	
3	Elect Eric Branderiz	Management	For	For	
4	Elect Archana Deskus	Management	For	For	
5	Elect John M. Dineen	Management	For	For	
6	Elect Ravi Kumar Singisetti	Management	For	For	
7	Elect Leo S. Mackay, Jr.	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
8	Elect Michael Patsalos-Fox	Management	For	For	
9	Elect Stephen J. Rohleder	Management	For	For	
10	Elect Abraham Schot	Management	For	For	
11	Elect Joseph M. Velli	Management	For	For	
12	Elect Sandra S. Wijnberg	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the compensation committee exercises its discretion to lower performance goals or increase awards without sufficient justification.
14	Amendment to Articles to Limit the Liability of Certain Officers	Management	For	For	
15	Ratification of Auditor	Management	For	For	
16	Shareholder Proposal Regarding Equitable Treatment of Shareholder-Nominated Directors	Shareholder	Against	Against	SHP - Vote Against when the company sufficiently addresses the concerns raised by the topic of the proposal.

General Motors Company — Meeting Date: 04.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Mary T. Barra	Management	For	For	
2	Elect Wesley G. Bush	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
3	Elect Joanne C. Crevoiserat	Management	For	For	
4	Elect Linda R. Gooden	Management	For	For	
5	Elect Joseph Jimenez	Management	For	For	
6	Elect Jonathan McNeill	Management	For	For	
7	Elect Judith A. Miscik	Management	For	For	
8	Elect Patricia F. Russo	Management	For	For	
9	Elect Thomas M. Schoewe	Management	For	For	
10	Elect Mark A. Tatum	Management	For	For	
11	Elect Jan E. Tighe	Management	For	For	
12	Elect Devin N. Wenig	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance.
15	Shareholder Proposal Regarding Child Labor Linked To Electric Vehicles	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company
16	Shareholder Proposal Regarding Revisiting Pay Incentives for EV Production Metrics	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
17	Shareholder Proposal Regarding Deep-Sea Mined Minerals in the Supply Chain	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
18	Shareholder Proposal Regarding Additional Disclosure on Sustainability Risks Within the Supply Chain	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues

Hisense Visual Technology Co Ltd — Meeting Date: 04.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 AUDIT REPORT	Management	For	For	
2	2023 INTERNAL CONTROL EVALUATION REPORT	Management	For	For	
3	2023 Profit Distribution Plan	Management	For	For	
4	REAPPOINTMENT OF 2024 AUDIT FIRM	Management	For	Against	Audit/Financials - Vote Against when the allocation of fees paid to the auditor is not in line with market best practice.
5	Purchase of Liability Insurance for Directors, Supervisors and Senior Management	Management	For	Abstain	Insufficient information provided
6	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
7	2023 WORK REPORT OF THE BOARD OF DIRECTORS	Management	For	For	
8	2023 WORK REPORT OF THE SUPERVISORY COMMITTEE	Management	For	For	
9	ALLOWANCE FOR INDEPENDENT DIRECTORS	Management	For	For	
10	Elect YU Zhitao	Management	For	For	
11	Elect JIA Shaoqian	Management	For	For	
12	Elect LIU Xin	Management	For	Against	Insufficient audit committee independence; Insufficient compensation committee independence requirement
13	Elect ZHU Dan	Management	For	For	
14	Elect LI Wei	Management	For	For	
15	Elect ZHAO Shuming	Management	For	For	
16	Elect WANG Aiguo	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
17	Elect GAO Sumei	Management	For	For	
18	Elect CHEN Caixia	Management	For	For	
19	Elect SUN Jiahui	Management	For	Against	Supervisors are not sufficiently independent

Shopify Inc — Meeting Date: 04.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Tobias Lütke	Management	For	For	
2	Elect Robert G. Ashe	Management	For	Against	Ongoing compensation concerns; Insufficient response to shareholder dissent; Multi-class share structure with unequal voting rights
3	Elect Gail Goodman	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices Insufficient response to shareholder dissent
4	Elect Colleen M. Johnston	Management	For	For	
5	Elect Jeremy Levine	Management	For	For	
6	Elect Prashanth Mahendra-Rajah	Management	For	Against	Serves on too many boards
7	Elect Lulu Cheng Meservey	Management	For	For	
8	Elect Toby Shannan	Management	For	For	
9	Elect Fidji Simo	Management	For	Against	Less than 75% Attendance Ongoing compensation concerns Insufficient response to shareholder dissent
10	Appointment of Auditor and Authority to Set Fees	Management	For	For	
11	Renewal of Stock Option Plan	Management	For	Against	Excessively dilutive
12	Renewal of Long Term Incentive Plan	Management	For	Against	Excessively dilutive
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote manually when remuneration is deemed excessive and bears a significant cost. Remuneration - Vote Against when severance packages include single trigger change of control arrangements

Taiwan Semiconductor Manufacturing — Meeting Date: 04.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Accounts and Reports	Management	For	For	
3	2024 Employee Restricted Stock Plan	Management	For	For	
4	Elect WEI Che-Chia	Management	For	For	
5	Elect Michael R. Splinter	Management	For	For	
5	Elect TSENG Fan-Cheng	Management	For	For	
9	Elect Lynn L. Elsenhans	Management	For	For	
9	Elect Moshe N.Gavrielov	Management	For	For	
10	Elect L. Rafael Reif	Management	For	For	
11	Elect Ursula M. Burns	Management	For	For	
12	Amendments to Articles of Association	Management	For	For	
13	Elect LIN Chuan	Management	For	For	

TJX Companies, Inc. — Meeting Date: 04.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect José B. Alvarez	Management	For	For	
2	Elect Alan M. Bennett	Management	For	For	
3	Elect Rosemary T. Berkery	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
4	Elect David T. Ching	Management	For	For	
5	Elect C. Kim Goodwin	Management	For	For	
6	Elect Ernie Herrman	Management	For	For	
7	Elect Amy B. Lane	Management	For	For	
8	Elect Carol Meyrowitz	Management	For	For	
9	Elect Jackwyn L. Nemerov	Management	For	Against	Board - Vote Against when the company has either high exposure to deforestation risk commodities while failing to have adequate policies to mitigate this risk or it has been involved in severe deforestation-linked controversies.
10	Elect Charles F. Wagner, Jr.	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
13	Shareholder Proposal Regarding Report on Supply Chain Due Diligence	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues.

Airbnb Inc — Meeting Date: 05.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Brian Chesky	Management	For	For	
2	Elect Angela Ahrendts	Management	For	Withhold	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices; Less than 75% Attendance
3	Elect Kenneth I. Chenault	Management	For	Withhold	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
4	Ratification of Auditor	Management	For	For	
5	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
6	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	For	For	
7	Shareholder Proposal Regarding Political Contributions and Expenditures Report	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to review their political spending and lobbying activities. These expenses must be consistent with their sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.

Allegion plc | Meeting Date: 06.06.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Kirk S. Hachigian	Management	For	For	
2	Elect Susan L. Main	Management	For	For	
3	Elect Steven C. Mizell	Management	For	For	
4	Elect Nicole Parent Haughey	Management	For	For	
5	Elect Lauren B. Peters	Management	For	For	
6	Elect Ellen Rubin	Management	For	For	
7	Elect John H. Stone	Management	For	For	
8	Elect Dev Vardhan	Management	For	For	
9	Advisory Vote on Executive Compensation	Management	For	For	
10	Appointment of Auditor and Authority to Set Fees	Management	For	For	
11	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
12	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	

Bear Creek Mining Corp. | Meeting Date: 06.06.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Board Size	Management	For	For	
2	Elect Catherine McLeod-Seltzer	Management	For	For	
3	Elect Eric Caba	Management	For	For	
4	Elect Andrew T. Swarthout	Management	For	For	
5	Elect Kevin R. Morano	Management	For	For	
6	Elect Alan Hair	Management	For	For	
7	Elect Susan Toews	Management	For	For	
8	Elect Sandra Daycock	Management	For	For	
9	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Audit/Financials - Vote Against when the allocation of fees paid to the auditor is not in line with market best practice.
10	Stock Option Plan Renewal	Management	For	For	

Beijing Enterprises Holdings Ltd. | Meeting Date: 06.06.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect YANG Zhichang	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the remuneration committee is not sufficiently independent.
4	Elect JIANG Xinhao	Management	For	For	
5	Elect XIONG Bin	Management	For	For	
6	Elect GENG Chao	Management	For	For	
7	Elect YU Sun Say	Management	For	For	
8	Directors' Fees	Management	For	For	
9	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Audit/Financials - Vote Against when the allocation of fees paid to the auditor is not in line with market best practice.
10	Authority to Repurchase Shares	Management	For	For	
11	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
12	Authority to Issue Repurchased Shares	Management	For	For	

Godaddy Inc | Meeting Date: 06.06.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Herald Y. Chen	Management	For	For	
2	Elect Mark S. Garrett	Management	For	For	
3	Elect Brian H. Sharples	Management	For	For	
4	Elect Leah Sweet	Management	For	For	
5	Elect Srinivas Tallapragada	Management	For	For	
6	Elect Sigal Zarmi	Management	For	For	
7	Advisory Vote on Executive Compensation	Management	For	For	
8	Ratification of Auditor	Management	For	For	
9	Approval of the 2024 Omnibus Incentive Plan	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
10	Approval of the 2024 Employee Stock Purchase Plan	Management	For	For	

Ivanhoe Electric Inc	Meeting Date: 06.06.2024	Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Robert M. Friedland	Management	For	For	
2	Elect Taylor Melvin	Management	For	For	
3	Elect Russell Ball	Management	For	For	
4	Elect Sofia Bianchi	Management	For	Against	Board is not sufficiently independent
5	Elect Hirofumi Katase	Management	For	For	
6	Elect Patrick Loftus-Hills	Management	For	For	
7	Elect Victoire de Margerie	Management	For	For	
8	Elect Priya Patil	Management	For	Against	No independent lead or presiding director
9	Elect Ronald J. Vance	Management	For	For	
10	Ratification of Auditor	Management	For	For	
11	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	

Jiangxi Copper Co. Ltd	Meeting Date: 06.06.2024	Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Extension of the Validity Period for the Spin-off and Listing of Jiangxi JCC Copper Foil Technology Company Limited	Management	For	For	
2	Directors' Report	Management	For	For	
3	Supervisors' Report	Management	For	For	
4	Accounts and Reports	Management	For	For	
5	Allocation of Profits/Dividends	Management	For	For	
6	Appointment of Auditor and Authority to Set Fees	Management	For	For	
7	Directors' Fees	Management	For	For	
8	Supervisors' Remuneration	Management	For	For	
9	Elect ZHENG Gaoqing	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent.
10	Elect ZHOU Shaobing	Management	For	For	
11	Elect GAO Jian-min	Management	For	For	
12	Elect LIANG Qing	Management	For	For	
13	Elect LIU Fangyun	Management	For	For	
14	Elect WANG Feng	Management	For	For	
15	Elect LI Shuidi	Management	For	For	
16	Elect LAI Dan	Management	For	For	
17	Elect LIU Shuying	Management	For	For	
18	Elect ZHA Kebing	Management	For	Against	Supervisors are not sufficiently independent
19	Elect LI Si	Management	For	For	
20	Elect CAI Lisi	Management	For	Against	Supervisors are not sufficiently independent

Lululemon Athletica inc.	Meeting Date: 06.06.2024	Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Calvin R. McDonald	Management	For	For	
2	Elect Isabel Ge Mahe	Management	For	For	
3	Elect Martha A. Morfitt	Management	For	For	
4	Elect Emily White	Management	For	For	
5	Elect Shane Grant	Management	For	For	
6	Elect Teri L. List	Management	For	For	
7	Ratification of Auditor	Management	For	For	
8	Advisory Vote on Executive Compensation	Management	For	For	
9	Shareholder Proposal Regarding Report on Animal-Derived Materials	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to address material ESG risks.

Netflix Inc.	Meeting Date: 06.06.2024	Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Richard N. Barton	Management	For	Against	Serves on too many boards
2	Elect Mathias Döpfner	Management	For	For	
3	Elect Reed Hastings	Management	For	For	
4	Elect Jay Hoag	Management	For	For	
5	Elect Greg Peters	Management	For	For	
6	Elect Susan Rice	Management	For	For	
7	Elect Theodore A. Sarandos	Management	For	For	
8	Elect Bradford L. Smith	Management	For	For	
9	Elect Anne M. Sweeney	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
10	Ratification of Auditor	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
11	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance
12	Shareholder Proposal Regarding Report on Use of Artificial Intelligence	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues.
13	Shareholder Proposal Regarding Formation of Corporate Sustainability Committee	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
14	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights
15	Shareholder Proposal Regarding Amending Code of Ethics and Reporting	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests the adoption and/or disclosure of business ethics and conduct guidelines.
16	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights

Alphabet Inc — Meeting Date: 07.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Larry Page	Management	For	For	
2	Elect Sergey Brin	Management	For	For	
3	Elect Sundar Pichai	Management	For	For	
4	Elect John L. Hennessy	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
5	Elect Frances H. Arnold	Management	For	For	
6	Elect R. Martin Chavez	Management	For	For	
7	Elect L. John Doerr	Management	For	Against	Board - Vote Against when the remuneration committee is not sufficiently independent
8	Elect Roger W. Ferguson, Jr.	Management	For	For	
9	Elect K. Ram Shriram	Management	For	For	
10	Elect Robin L. Washington	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices
11	Ratification of Auditor	Management	For	For	
12	Shareholder Proposal Regarding Shareholder Vote on Director Compensation	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive
13	Shareholder Proposal Regarding EEO Policy Risk Report	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company
14	Shareholder Proposal Regarding Report on Electromagnetic Radiation and Wireless Technologies	Shareholder	Against	Against	SHP - Vote Against when the company is not in a position to address the underlying concerns raised by the proposal
15	Shareholder Proposal Regarding Disclosure of Director Donations	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company
16	Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Options	Shareholder	Against	Against	SHP - Vote Against when the topic addressed by the proposal is considered to fall outside the remit of the shareholders
17	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to review their political spending and lobbying activities. These expenses must be consistent with their sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders
18	Shareholder Proposal Regarding Recapitalization	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights
19	Shareholder Proposal Regarding Report on Reducing Misleading Content on Reproductive Health Care	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
20	Shareholder Proposal Regarding Amendment to Committee Charter to Require Oversight of AI	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which enhance the company's governance
21	Shareholder Proposal Regarding Report on AI Misinformation and Disinformation	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
22	Shareholder Proposal Regarding Human Rights Impact Assessment of AI-Driven Targeted Advertising	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
23	Shareholder Proposal Regarding Targets and Report on Child Safety Impacts	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues

Ansys Inc. — Meeting Date: 07.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jim Frankola	Management	For	For	
2	Elect Alec D. Gallimore	Management	For	For	
3	Elect Ronald W. Hovsepian	Management	For	For	
4	Ratification of Auditor	Management	For	For	
5	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when remuneration is deemed excessive and bears a significant cost; Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
6	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights

Jiangxi Ganyue Expressway Co. Ltd. — Meeting Date: 07.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 WORK REPORT OF THE BOARD OF DIRECTORS	Management	For	For	
2	2023 WORK REPORT OF THE SUPERVISORY COMMITTEE	Management	For	For	
3	2023 WORK REPORT OF INDEPENDENT DIRECTORS	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
4	2023 ANNUAL ACCOUNTS REPORT	Management	For	For	
5	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
6	2023 Profit Distribution Plan	Management	For	For	
7	2024 FINANCIAL BUDGET REPORT	Management	For	For	
8	2024 DEBT FINANCING PLAN	Management	For	For	

Comcast Corp | Meeting Date: 10.06.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Kenneth J. Bacon	Management	For	Withhold	Multi-class share structure with unequal voting rights
2	Elect Thomas J. Baltimore, Jr.	Management	For	Withhold	Serves on too many boards
3	Elect Madeline S. Bell	Management	For	For	
4	Elect Louise F. Brady	Management	For	For	
5	Elect Edward D. Breen	Management	For	Withhold	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
6	Elect Jeffrey A. Honickman	Management	For	For	
7	Elect Wonya Y. Lucas	Management	For	For	
8	Elect Asuka Nakahara	Management	For	For	
9	Elect David C. Novak	Management	For	For	
10	Elect Brian L. Roberts	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability
13	Shareholder Proposal Regarding Report on Political Expenditures and Values Congruency	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to review their political spending and lobbying activities. These expenses must be consistent with their sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.

Keurig Dr Pepper Inc | Meeting Date: 10.06.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Timothy P. Cofer	Management	For	For	
2	Elect Robert J. Gamgort	Management	For	For	
3	Elect Oray Boston	Management	For	For	
4	Elect Joachim Creus	Management	For	For	
5	Elect Olivier Goudet	Management	For	For	
6	Elect Juliette Hickman	Management	For	For	
7	Elect Paul S. Michaels	Management	For	Against	
8	Elect Pamela H. Patsley	Management	For	For	
9	Elect Lubomira Rochet	Management	For	For	
10	Elect Debra A. Sandler	Management	For	For	
11	Elect Robert S. Singer	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Concerning pay practices; Pay for performance disconnect
13	Ratification of Auditor	Management	For	For	
14	Shareholder Proposal Regarding Report on Plastic Packaging	Shareholder	Against	For	SHP Environment - Vote For when the proposal requests sustainability or environmental reports.

Genting Plantations Berhad | Meeting Date: 11.06.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Fees	Management	For	For	
2	Directors' Benefits	Management	For	For	
3	Elect Mohd Zahidi bin Zainuddin	Management	For	Against	Board is not sufficiently independent
4	Elect LIM Kok Thay	Management	For	Against	Board is not sufficiently independent
5	Elect Zaleha binti Zahari	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
6	Elect Haji Zulkifli bin Haji Zainal Abidin	Management	For	For	
7	Appointment of Auditor and Authority to Set Fees	Management	For	For	
8	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
9	Authority to Repurchase and Reissue Shares	Management	For	For	
10	Related Party Transactions	Management	For	For	

Synchrony Financial | Meeting Date: 11.06.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Brian D. Doubles	Management	For	For	
2	Elect Fernando Aguirre	Management	For	For	
3	Elect Paget L. Alves	Management	For	For	
4	Elect Kamila Chytil	Management	For	For	
5	Elect Arthur W. Coviello, Jr.	Management	For	For	
6	Elect Roy A. Guthrie	Management	For	For	
7	Elect Jeffrey G. Naylor	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
8	Elect P.W. Parker	Management	For	For	
9	Elect Laurel J. Richie	Management	For	For	
10	Elect Ellen M. Zane	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Approval of the 2024 Long-Term Incentive Plan	Management	For	For	
14	Amendment Regarding Officer Exculpation	Management	For	For	

Toyota Industries Corp. Meeting Date: 11.06.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Akira Onishi	Management	For	For	
2	Elect Koichi Ito	Management	For	Against	Extensive strategic shareholdings
3	Elect Shuzo Sumi	Management	For	For	
4	Elect Junichi Handa	Management	For	For	
5	Elect Kazunari Kumakura	Management	For	For	
6	Elect Shigeki Terashi	Management	For	For	
7	Elect Tokiko Shimizu	Management	For	For	
8	Elect Toru Watanabe	Management	For	Against	Statutory auditor board is not sufficiently independent
9	Elect Akihisa Mizuno	Management	For	For	
10	Elect Hitoshi Furusawa as Alternate Statutory Auditor	Management	For	For	
11	Approval of the Restricted Stock Plan and Directors' Fees	Management	For	For	

Ulta Salon Cosmetics & Fragrance Inc Meeting Date: 11.06.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Michelle L. Collins	Management	For	For	
2	Elect Catherine Halligan	Management	For	For	
3	Elect David C. Kimbell	Management	For	For	
4	Elect Patricia Little	Management	For	For	
5	Elect George R. Mrkonic, Jr.	Management	For	For	
6	Elect Lorna E. Nagler	Management	For	For	
7	Elect Heidi G. Petz	Management	For	For	
8	Elect Michael C. Smith	Management	For	For	
9	Ratification of Auditor	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when remuneration arrangements include single-trigger change-of-control provisions

Audix Corp. Meeting Date: 12.06.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Accounts and Reports	Management	For	For	
2	Amendments to Articles	Management	For	For	

Bank Of Chengdu Co Ltd Meeting Date: 12.06.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 WORK REPORT OF THE BOARD OF DIRECTORS	Management	For	For	
2	2023 WORK REPORT OF THE SUPERVISORY COMMITTEE	Management	For	For	
3	2023 ANNUAL ACCOUNTS REPORT AND 2024 FINANCIAL BUDGET PLAN	Management	For	For	
4	2023 Profit Distribution Plan	Management	For	For	
5	APPOINTMENT OF 2024 AUDIT FIRM	Management	For	For	
6	2024 ESTIMATED QUOTA OF CONTINUING CONNECTED TRANSACTIONS	Management	For	For	
7	Acquisition of Equities in a Subsidiary Bank Held by Other Shareholders and Reconstruction of the Bank into Ya An Branch	Management	For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
8	Elect WANG Hui	Management	For	For	
9	Elect XU Dengyi	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
10	Elect HO Wai Choong	Management	For	For	
11	Elect WANG Yongqiang	Management	For	For	
12	Elect Kwek Leng Hai	Management	For	For	
13	Elect FU Jianfeng	Management	For	For	
14	Elect DONG Hui	Management	For	Against	Insider on audit committee; Insufficient gender diversity/no diversity policy
15	Elect MA Xiaofeng	Management	For	For	
16	Elect TAN Choon Thye	Management	For	For	
17	Elect LONG Wenbin	Management	For	For	
18	Elect GU Peidong	Management	For	For	
19	Elect MA Xiao	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
20	Elect YU Haizong	Management	For	For	
21	Elect LI Lianghua	Management	For	For	
22	Elect SIMA Xianglin	Management	For	Against	Supervisors are not sufficiently independent

Dundee Corporation | Meeting Date: 12.06.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Appointment of Auditor and Authority to Set Fees	Management	For	For	
2	Elect Tanya Covassin	Management	For	For	
3	Elect Jonathan C. Goodman	Management	For	Against	Multi-class share structure with unequal voting rights
4	Elect Isabel Meharry	Management	For	For	
5	Elect Andrew T. Molson	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
6	Elect Peter Nixon	Management	For	For	
7	Elect Allen J. Palmiere	Management	For	For	
8	Elect Bruce McLeod	Management	For	For	

Fission Uranium Corp | Meeting Date: 12.06.2024 | Meeting Type: Mix

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Ross McElroy	Management	For	For	
2	Elect Frank Estergaard	Management	For	For	
3	Elect William Marsh	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
4	Elect Robby Chang	Management	For	For	
5	Elect Darian Yip	Management	For	For	
6	Elect Felix Wang	Management	For	For	
7	Elect Beatriz Orrantia	Management	For	For	
8	Appointment of Auditor and Authority to Set Fees	Management	For	For	
9	Share Consolidation	Management	For	For	

TE Connectivity Ltd | Meeting Date: 12.06.2024 | Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Reincorporation	Management	For	For	
2	Reduction in Share Premium Account	Management	For	For	

W.R. Berkley Corp. | Meeting Date: 12.06.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect William R. Berkley	Management	For	For	
2	Elect Christopher L. Augostini	Management	For	For	
3	Elect Marie A. Mattson	Management	For	For	
4	Elect Daniel L. Mosley	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
5	Elect Mark L. Shapiro	Management	For	For	
6	Elect Jonathan Talisman	Management	For	For	
7	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
8	Ratification of Auditor	Management	For	For	

Armstrong World Industries Inc. | Meeting Date: 13.06.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Victor D. Grizzle	Management	For	For	
2	Elect Richard D. Holder	Management	For	Withhold	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
3	Elect Barbara L. Loughran	Management	For	For	
4	Elect William H. Osborne	Management	For	For	
5	Elect Wayne R. Shurts	Management	For	For	
6	Elect Roy W. Templin	Management	For	For	
7	Elect Cherryl T. Thomas	Management	For	For	
8	Ratification of Auditor	Management	For	For	
9	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance ;; Remuneration - Vote Against when substantial one-off payments are made without performance criteria.

Kuaishou Technology | Meeting Date: 13.06.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Elect CHENG Yixiao	Management	For	For	
3	Elect SU Hua	Management	For	Against	Insider on compensation committee
4	Elect ZHANG Fei	Management	For	For	
5	Elect XIAO Xing	Management	For	For	
6	Directors' Fees	Management	For	For	
7	Authority to Repurchase Shares	Management	For	For	
8	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Potential dilution exceeds recommended threshold; Issue price discount not disclosed
9	Authority to Issue Repurchased Shares	Management	For	Against	Issue price discount not disclosed
10	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Audit/Financials - Vote Against when the allocation of fees paid to the auditor is not in line with market best practice.
11	Amendments to Articles	Management	For	For	

Oriental Holdings Bhd | Meeting Date: 13.06.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect TAN Kheng Hwee	Management	For	Against	Board is not sufficiently independent; Insufficient risk committee independence
3	Elect LIM Su Tong	Management	For	Against	Insufficient risk committee independence
4	Elect TAN Hui Jing	Management	For	Against	Insufficient risk committee independence
5	Elect ONG Eng Bin	Management	For	For	
6	Elect Md Radzaif Bin Mohamed	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
7	Directors' Fees and Benefits	Management	For	For	
8	Appointment of Auditor and Authority to Set Fees	Management	For	Against	Audit/Financials - Vote Against when the allocation of fees paid to the auditor is not in line with market best practice.
9	Related Party Transactions	Management	For	For	
10	Authority to Repurchase and Reissue Shares	Management	For	For	
11	Retention of LEE Kean Teong as Independent Director	Management	For	Against	Not in shareholders'' best interests

Sinopharm Group Co Ltd | Meeting Date: 13.06.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report	Management	For	For	
2	Supervisors' Report	Management	For	For	
3	Accounts and Reports	Management	For	For	
4	Allocation of Profits/Dividends	Management	For	For	
5	Directors' Fees	Management	For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
6	Supervisors' Fees	Management	For	For	
7	Appointment of Auditor and Authority to Set Fees	Management	For	For	
8	Authority to Give Guarantees	Management	For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
9	Authority to Issue Domestic Shares and/or H Shares w/o Preemptive Rights	Management	For	Against	Issue price discount not disclosed; Potential dilution exceeds recommended threshold
10	Authority to Repurchase H Shares	Management	For	For	
11	Authority to Issue Non-Financial Corporate Debt Financing Instruments	Management	For	For	

Sinopharm Group Co Ltd | Meeting Date: 13.06.2024 | Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Authority to Repurchase H Shares	Management	For	For	

WestRock Co | Meeting Date: 13.06.2024 | Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Merger/Acquisition	Management	For	For	
2	Advisory Vote on Golden Parachutes	Management	For	For	
3	Reduction in Share Premium Account	Management	For	For	

First Pacific Co. Ltd. | Meeting Date: 14.06.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Appointment of Auditor and Authority to Set Fees	Management	For	For	
4	Elect Anthoni Salim	Management	For	Against	Insufficient nomination and remuneration committee independence requirement
5	Elect Philip FAN Yan Hok	Management	For	Against	Board - Vote Against when the remuneration committee is not sufficiently independent.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Elect Madeleine LEE Suh Shin	Management	For	For	
7	Elect Christopher H. Young	Management	For	For	
8	Directors' Fees	Management	For	For	
9	Authority to Appoint Additional Directors	Management	For	For	
10	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
11	Authority to Repurchase Shares	Management	For	For	

Fortinet Inc — Meeting Date: 14.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Ken Xie	Management	For	For	
2	Elect Michael Xie	Management	For	For	
3	Elect Kenneth A. Goldman	Management	For	For	
4	Elect Ming Hsieh	Management	For	For	
5	Elect Jean Hu	Management	For	For	
6	Elect William H. Neukom	Management	For	For	
7	Elect Judith Sim	Management	For	For	
8	Elect James G. Stavridis	Management	For	For	
9	Elect Mary Agnes Wilderotter	Management	For	For	
10	Ratification of Auditor	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	

Keyence Corporation — Meeting Date: 14.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Takemitsu Takizaki	Management	For	For	
3	Elect Yu Nakata	Management	For	For	
4	Elect Akiji Yamaguchi	Management	For	For	
5	Elect Hiroaki Yamamoto	Management	For	For	
6	Elect Tetsuya Nakano	Management	For	For	
7	Elect Akinori Yamamoto	Management	For	For	
8	Elect Seiichi Taniguchi	Management	For	For	
9	Elect Kumiko Suenaga @ Kumiko Ukagami	Management	For	For	
10	Elect Michifumi Yoshioka	Management	For	For	
11	Elect Hiroji Indo	Management	For	For	
12	Elect Masaji Daiho	Management	For	For	
13	Elect Masaharu Yamamoto as Alternate Statutory Auditor	Management	For	For	

Shinsegae Co — Meeting Date: 14.06.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect KIM Seon Jin	Management	For	Against	Board is not sufficiently independent

Tesco plc — Meeting Date: 14.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Dame Carolyn Fairbairn	Management	For	For	
5	Elect Gerry M. Murphy	Management	For	For	
6	Elect Melissa Bethell	Management	For	For	
7	Elect Bertrand Bodson	Management	For	For	
8	Elect Thierry Garnier	Management	For	For	
9	Elect Stewart Gilliland	Management	For	For	
10	Elect Ken Murphy	Management	For	For	
11	Elect Imran Nawaz	Management	For	For	
12	Elect Alison Platt	Management	For	For	
13	Elect Caroline L. Silver	Management	For	For	
14	Elect Karen Whitworth	Management	For	For	
15	Appointment of Auditor	Management	For	For	
16	Authority to Set Auditor's Fees	Management	For	For	
17	Authorisation of Political Donations	Management	For	For	
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
21	Authority to Repurchase Shares	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
22	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

Japan Post Insurance Co Ltd. Meeting Date: 17.06.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Kunio Tanigaki	Management	For	For	
2	Elect Toru Onishi	Management	For	For	
3	Elect Tomoaki Nara	Management	For	For	
4	Elect Hiroya Masuda	Management	For	For	
5	Elect Masako Suzuki	Management	For	For	
6	Elect Kazuyuki Harada	Management	For	For	
7	Elect Kaori Tonosu	Management	For	For	
8	Elect Satoshi Tomii	Management	For	For	
9	Elect Yuki Shingu @ Yuki Muramatsu	Management	For	For	
10	Elect Reiko Omachi	Management	For	For	
11	Elect Shoei Yamana	Management	For	For	

Crowdstrike Holdings Inc Meeting Date: 18.06.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Roxanne S. Austin	Management	For	For	
2	Elect Sameer K. Gandhi	Management	For	For	
3	Elect Gerhard Watzinger	Management	For	Withhold	Multi-class share structure with unequal voting rights
4	Ratification of Auditor	Management	For	For	
5	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria

Geely Automobile Holdings Ltd. Meeting Date: 18.06.2024 Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Special Dividend by Way of Distribution in Specie	Management	For	For	

Guangshen Railway Co. Ltd. Meeting Date: 18.06.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report	Management	For	For	
2	Supervisors' Report	Management	For	For	
3	Accounts and Reports	Management	For	For	
4	Allocation of Profits/Dividends	Management	For	For	
5	2024 Financial Budget	Management	For	For	
6	Appointment of Auditor and Authority to Set Fees	Management	For	For	
7	Purchase of Directors' Liability Insurance	Management	For	Abstain	Insufficient information provided
8	Elect CHEN Shaohong	Management	For	For	
9	Elect NIU Jianfeng as Supervisor	Management	For	Against	Supervisors are not sufficiently independent
10	Amendments to Articles	Management	For	For	

Mastercard Incorporated Meeting Date: 18.06.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Merit E. Janow	Management	For	For	
2	Elect Candido Botelho Bracher	Management	For	For	
3	Elect Richard K. Davis	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
4	Elect Julius Genachowski	Management	For	For	
5	Elect Goh Choon Phong	Management	For	For	
6	Elect Oki Matsumoto	Management	For	For	
7	Elect Michael Miebach	Management	For	For	
8	Elect Youngme E. Moon	Management	For	For	
9	Elect Rima Qureshi	Management	For	For	
10	Elect Gabrielle Sulzberger	Management	For	For	
11	Elect Harit Talwar	Management	For	For	
12	Elect Lance Uggla	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
14	Ratification of Auditor	Management	For	For	
15	Shareholder Proposal Regarding Lobbying Report	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to review their political spending and lobbying activities. These expenses must be consistent with their sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.
16	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
17	Shareholder Proposal Regarding Congruency Report on Human Rights Policies	Shareholder	Against	Against	SHP - Vote Against when the changes requested by the proposal are not in the best interests of shareholders.
18	Shareholder Proposal Regarding Charitable Contributions and Human Rights Congruency Report	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
19	Shareholder Proposal Regarding Report on Median Compensation and Benefits Related to Reproductive and Gender Dysphoria Care	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.

Metlife Inc — Meeting Date: 18.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Cheryl W. Grisé	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
2	Elect Carlos M. Gutierrez	Management	For	For	
3	Elect Carla A. Harris	Management	For	For	
4	Elect Laura J. Hay	Management	For	For	
5	Elect David L. Herzog	Management	For	For	
6	Elect R. Glenn Hubbard	Management	For	For	
7	Elect Jeh C. Johnson	Management	For	For	
8	Elect Edward J. Kelly, III	Management	For	For	
9	Elect William E. Kennard	Management	For	For	
10	Elect Michel A. Khalaf	Management	For	For	
11	Elect Diana L. McKenzie	Management	For	For	
12	Elect Denise M. Morrison	Management	For	For	
13	Elect Mark A. Weinberger	Management	For	For	
14	Ratification of Auditor	Management	For	For	
15	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance ; Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
16	Approval of the 2025 Stock and Incentive Compensation Plan	Management	For	For	
17	Shareholder Proposal Regarding Racial Equity Audit	Shareholder	Against	For	SHP - Vote For when shareholder proposal aims to increase transparency on material ESG issues.

Southwestern Energy Company — Meeting Date: 18.06.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Merger with Chesapeake Energy Corporation	Management	For	For	
2	Advisory Vote on Golden Parachutes	Management	For	For	
3	Right to Adjourn Meeting	Management	For	For	

Tokyo Electron Ltd — Meeting Date: 18.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Toshiki Kawai	Management	For	For	
2	Elect Sadao Sasaki	Management	For	For	
3	Elect Yoshikazu Nunokawa	Management	For	For	
4	Elect Michio Sasaki	Management	For	For	
5	Elect Sachiko Ichikawa	Management	For	For	
6	Elect Joseph A. Kraft Jr.	Management	For	For	
7	Elect Yukari Suzuki	Management	For	For	
8	Elect Ryota Miura	Management	For	For	
9	Elect Yutaka Endo	Management	For	For	
10	Bonus	Management	For	For	
11	Equity Compensation Plan	Management	For	For	

Aisin Corporation — Meeting Date: 19.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Moritaka Yoshida	Management	For	For	
2	Elect Shintaro Ito	Management	For	For	
3	Elect Yoshihisa Yamamoto	Management	For	For	
4	Elect Michiyo Hamada	Management	For	For	
5	Elect Seiichi Shin	Management	For	For	
6	Elect Koji Kobayashi	Management	For	For	
7	Elect Tsuguhiko Hoshino	Management	For	For	
8	Elect Masahiro Nishikawa	Management	For	For	
9	Elect Hidenori Nakagawa as Alternate Statutory Auditor	Management	For	For	
10	Amendment to the Restricted Stock Plan	Management	For	For	

Honda Motor		Meeting Date: 19.06.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Toshihiro Mibe	Management	For	Against	Board – Vote Against when the board repeatedly shows unwillingness to implement good capital management practices.
2	Elect Shinji Aoyama	Management	For	For	
3	Elect Noriya Kaihara	Management	For	For	
4	Elect Eiji Fujimura	Management	For	For	
5	Elect Asako Suzuki	Management	For	For	
6	Elect Jiro Morisawa	Management	For	For	
7	Elect Kunihiko Sakai	Management	For	For	
8	Elect Fumiya Kokubu	Management	For	For	
9	Elect Yoichiro Ogawa	Management	For	For	
10	Elect Kazuhiro Higashi	Management	For	For	
11	Elect Ryoko Nagata	Management	For	For	
12	Elect Mika Agatsuma	Management	For	For	

Japan Exchange Group Inc.		Meeting Date: 19.06.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles	Management	For	Against	Changes to Company Statutes - Vote Against when the Company has requested the right to hold a virtual-only meeting.
2	Elect Yasushi Kinoshita	Management	For	For	
3	Elect Hiromi Yamaji	Management	For	For	
4	Elect Moriyuki Iwanaga	Management	For	For	
5	Elect Ryusuke Yokoyama	Management	For	For	
6	Elect Koichiro Miyahara	Management	For	For	
7	Elect Yasuyuki Konuma	Management	For	For	
8	Elect Philippe Avril	Management	For	For	
9	Elect Nobuhiro Endo	Management	For	For	
10	Elect Hiroko Ota	Management	For	For	
11	Elect Kazuaki Kama	Management	For	For	
12	Elect Sayaka Sumida	Management	For	For	
13	Elect Yasuzo Takeno	Management	For	For	
14	Elect Isao Teshirogi	Management	For	Against	Serves on too many boards
15	Elect Mitsuhiro Matsumoto	Management	For	For	
16	Elect Kay Lin	Management	For	For	

Japan Post Holdings Co Ltd		Meeting Date: 19.06.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Hiroya Masuda	Management	For	For	
2	Elect Atsushi Iizuka	Management	For	For	
3	Elect Tetsuya Senda	Management	For	For	
4	Elect Kunio Tanigaki	Management	For	For	
5	Elect Takayuki Kasama	Management	For	For	
6	Elect Tsuyoshi Okamoto	Management	For	For	
7	Elect Miharu Koezuka	Management	For	For	
8	Elect Makoto Kaiami	Management	For	For	
9	Elect Akira Satake	Management	For	For	
10	Elect Takako Suwa	Management	For	For	
11	Elect Yayoi Ito	Management	For	For	
12	Elect Hiroshi Oeda	Management	For	For	
13	Elect Miyoko Kimura @ Miyoko Sakagawa	Management	For	Against	Serves on too many boards
14	Elect Kosei Shindo	Management	For	For	
15	Elect Noriko Shiono	Management	For	For	

Komatsu Ltd		Meeting Date: 19.06.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Tetsuji Ohashi	Management	For	For	
3	Elect Hiroyuki Ogawa	Management	For	For	
4	Elect Takeshi Horikoshi	Management	For	For	
5	Elect Mitsuko Yokomoto	Management	For	For	
6	Elect Takeshi Kunibe	Management	For	For	
7	Elect Arthur M. Mitchell	Management	For	For	
8	Elect Naoko Saiki	Management	For	For	
9	Elect Michitaka Sawada	Management	For	For	
10	Elect Takuya Imayoshi	Management	For	For	
11	Elect Mitsuo Nakao as Statutory Auditor	Management	For	For	
12	Directors' & Statutory Auditors' Fees	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
13	Performance-linked Trust Type Equity Plans	Management	For	For	

Mitsui & Co. Ltd — Meeting Date: 19.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Tatsuo Yasunaga	Management	For	For	
3	Elect Kenichi Hori	Management	For	For	
4	Elect Yoshiaki Takemasu	Management	For	For	
5	Elect Tetsuya Shigeta	Management	For	For	
6	Elect Makoto Sato	Management	For	For	
7	Elect Toru Matsui	Management	For	For	
8	Elect Samuel Walsh	Management	For	For	
9	Elect Takeshi Uchiyamada	Management	For	For	
10	Elect Masako Egawa	Management	For	For	
11	Elect Fujiyo Ishiguro	Management	For	For	
12	Elect Sarah L. Casanova	Management	For	For	
13	Elect Jessica TAN Soon Neo	Management	For	For	
14	Amendment to the Restricted Stock Plan and Statutory Auditors' Fees	Management	For	For	

Nippon Yusen Kabushiki Kaisha — Meeting Date: 19.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Hitoshi Nagasawa	Management	For	For	
3	Elect Takaya Soga	Management	For	For	
4	Elect Akira Kono	Management	For	For	
5	Elect Yutaka Higurashi	Management	For	For	
6	Elect Eiichi Tanabe	Management	For	For	
7	Elect Nobukatsu Kanehara	Management	For	For	
8	Elect Satoko Shisai	Management	For	For	

West Japan Railway Company — Meeting Date: 19.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Kazuaki Hasegawa	Management	For	For	
3	Elect Yoshinobu Tsutsui	Management	For	For	
4	Elect Haruko Nozaki	Management	For	For	
5	Elect Kenji Iino	Management	For	For	
6	Elect Yoshiyuki Miyabe	Management	For	For	
7	Elect Shoji Kurasaka	Management	For	For	
8	Elect Eiji Tsubone	Management	For	For	
9	Elect Hideo Okuda	Management	For	For	
10	Elect Koichi Haruna	Management	For	For	
11	Elect Akira Inoue	Management	For	For	
12	Elect Takeshi Urushihara	Management	For	For	
13	Elect Maki Ogura	Management	For	For	
14	Elect Makiko Tada	Management	For	For	
15	Elect Emiko Hazama	Management	For	For	
16	Elect Kenryo Goto	Management	For	For	

Haier Smart Home Co Ltd — Meeting Date: 20.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Accounts and Reports	Management	For	For	
2	2023 Directors' Report	Management	For	For	
3	2023 Supervisors' Report	Management	For	For	
4	2023 Annual Report and Its Summary	Management	For	For	
5	2023 Internal Control Self-Assessment Report	Management	For	For	
6	Allocation of 2023 Profits/Dividends	Management	For	For	
7	Shareholder Return Plan for The Next Three Years (2024-2026)	Management	For	For	
8	Reappointment of China Accounting Standards Audit Firm	Management	For	For	
9	Reappointment of International Accounting Standards Audit Firm	Management	For	For	
10	Estimated Guarantee Quotas of Company and Its Subsidiaries for FY2024	Management	For	For	
11	Approval to Launch Foreign Currency Capital Derivatives Business	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
12	Change in the Use of Shares Repurchased and Cancellation of Shares Repurchased	Management	For	For	
13	Authority to Issue Debt Instruments	Management	For	For	
14	General Mandate on Additional Issuance of A Shares	Management	For	For	
15	General Mandate on Additional Issuance of H Shares	Management	For	For	
16	General Mandate on Additional Issuance of D Shares	Management	For	For	
17	General Mandate to Repurchase H Shares	Management	For	For	
18	General Mandate to Repurchase D Shares	Management	For	For	
19	Amendments to Articles [Bundled]	Management	For	For	
20	Amendments to Procedural Rules for Shareholders' Meeting	Management	For	For	
21	Amendments to Procedural Rules for Board Meetings	Management	For	For	
22	Amendments to Procedural Rules for Supervisory Board Meetings	Management	For	For	
23	Amendments to Management System for Raised Funds	Management	For	For	
24	Amendments to Work System for Independent Directors	Management	For	For	
25	Amendments to Management System for Entrusted Financial Management	Management	For	For	
26	Shareholder Proposal: 2024 A-Share Key Employee Stock Ownership Plan (Draft) and Its Summary	Management	For	Against	NEDs may participate in executive plan; Purchase price not disclosed; Potential conflict of interests
27	Shareholder Proposal: 2024 H-Share Key Employee Stock Ownership Plan (Draft) and Its Summary	Management	For	Against	NEDs may participate in executive plan; Purchase price not disclosed; Potential conflict of interests
28	Shareholder Proposal: Adjustment of Remuneration for Directors	Management	For	For	
29	Shareholder Proposal: Elect LIU Yongfei	Management	For	Against	Supervisors are not sufficiently independent

Haier Smart Home Co Ltd — Meeting Date: 20.06.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Change in the Use and Cancellation of Shares Repurchased	Management	For	For	
2	General Authorization for the Repurchase of Not More Than 10% of the Total Number of Issued H Shares of the Company	Management	For	For	
3	General Authorization for the Repurchase of Not More Than 10% of the Total Number of Issued D Shares of the Company	Management	For	For	

Industrial Bank Co., Ltd — Meeting Date: 20.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 WORK REPORT OF THE BOARD OF DIRECTORS	Management	For	For	
2	2023 WORK REPORT OF THE SUPERVISORY COMMITTEE	Management	For	For	
3	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
4	2023 Annual Accounts and 2024 Financial Budget Plan	Management	For	For	
5	2023 Profit Distribution Plan	Management	For	For	
6	Appointment of 2024 Auditor	Management	For	Against	Failure to disclose breakdown of fees
7	Connected Transaction Quota with a Company and Its Related Enterprises	Management	For	Against	Deposit services with a member of the group
8	Connected Transaction Quota with a 2nd Company and Its Related Enterprises	Management	For	Against	Deposit services with a member of the group
9	Connected Transaction Quota with the Related Parties of a 3rd Company	Management	For	Against	Deposit services with a member of the group
10	Elect LV Jiajin	Management	For	For	
11	Elect CHEN Xinjian	Management	For	For	
12	Elect HUANG Hanchun	Management	For	For	
13	Elect QIAO Lijian	Management	For	Against	Insufficient audit committee independence
14	Elect ZHANG Wei	Management	For	For	
15	Elect ZHU Kun	Management	For	For	
16	Elect CHEN Gongxian	Management	For	For	
17	Elect SUN Xiongpeng	Management	For	For	
18	Elect YU Zusheng	Management	For	For	
19	Elect ZHU Qing	Management	For	For	
20	Elect SUN Zheng	Management	For	For	
21	Elect BEN Shenglin	Management	For	For	
22	Elect XU Lin	Management	For	For	
23	Elect WANG Hongmei	Management	For	For	
24	Elect ZHANG Xuewen	Management	For	Against	Audit fees or breakdown not disclosed
25	Elect ZHU Yuhong	Management	For	For	

PVH Corp — Meeting Date: 20.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Ajay Bhalla	Management	For	For	
2	Elect Michael M. Calbert	Management	For	For	
3	Elect Brent Callinicos	Management	For	For	
4	Elect George Cheeks	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	Elect Stefan Larsson	Management	For	For	
6	Elect G. Penny McIntyre	Management	For	For	
7	Elect Amy McPherson	Management	For	For	
8	Elect Allison Peterson	Management	For	Abstain	Proposal withdrawn
9	Elect Judith Amanda Sourry Knox	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	For	
11	Ratification of Auditor	Management	For	For	

China Overseas Land & Investment Ltd. — Meeting Date: 21.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect YAN Jianguo	Management	For	For	
4	Elect ZHAO Wenhai	Management	For	For	
5	Elect Ceajer CHAN Ka Keung	Management	For	For	
6	Elect Eliza CHAN Ching Har	Management	For	For	
7	Directors' Fees	Management	For	For	
8	Appointment of Auditor and Authority to Set Fees	Management	For	For	
9	Authority to Repurchase Shares	Management	For	For	
10	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Issue price discount not disclosed

Disco Corporation — Meeting Date: 21.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Kazuma Sekiya	Management	For	For	
3	Elect Noboru Yoshinaga	Management	For	For	
4	Elect Takao Tamura	Management	For	For	
5	Elect Ichiro Inasaki	Management	For	For	
6	Elect Shinichi Tamura	Management	For	For	
7	Elect Yusei Yamaguchi	Management	For	For	
8	Elect Kazuyoshi Tokimaru	Management	For	For	
9	Elect Noriko Oki	Management	For	For	
10	Elect Akiko Matsuo	Management	For	For	
11	Elect Etsuko Kobayashi @ Etsuko Masamune	Management	For	For	
12	Elect Miki Mogi	Management	For	For	

Hitachi Ltd. — Meeting Date: 21.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Katsumi Ihara	Management	For	For	
2	Elect Ravi Venkatesan	Management	For	For	
3	Elect Ikuro Sugawara	Management	For	For	
4	Elect Isabelle Deschamps	Management	For	For	
5	Elect Joe E. Harlan	Management	For	For	
6	Elect Louise Pentland	Management	For	For	
7	Elect Takatoshi Yamamoto	Management	For	For	
8	Elect Hiroaki Yoshihara	Management	For	For	
9	Elect Helmuth Ludwig	Management	For	For	
10	Elect Keiji Kojima	Management	For	For	
11	Elect Mitsuaki Nishiyama	Management	For	For	
12	Elect Toshiaki Higashihara	Management	For	For	

Informa Plc — Meeting Date: 21.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect John Rishton	Management	For	For	
2	Elect Stephen A. Carter	Management	For	For	
3	Elect Mary T. McDowell	Management	For	For	
4	Elect Gareth Wright	Management	For	For	
5	Elect Gill Whitehead	Management	For	For	
6	Elect Louise Smalley	Management	For	For	
7	Elect Patrick Martell	Management	For	For	
8	Elect Joanne Wilson	Management	For	For	
9	Elect Zheng Yin	Management	For	For	
10	Elect Andrew Ransom	Management	For	For	
11	Accounts and Reports	Management	For	For	
12	Remuneration Report	Management	For	For	
13	Remuneration Policy	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
14	Final Dividend	Management	For	For	
15	Appointment of Auditor	Management	For	For	
16	Authority to Set Auditor's Fees	Management	For	For	
17	Authorisation of Political Donations	Management	For	For	
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
21	Authority to Repurchase Shares	Management	For	For	
22	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

Kyorin Pharmaceutical Co. Ltd. Meeting Date: 21.06.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Yutaka Ogihara	Management	For	Against	Extensive strategic shareholdings
2	Elect Michiro Onota	Management	For	For	
3	Elect Yasuji Kurose	Management	For	For	
4	Elect Noriyuki Shikanai	Management	For	For	
5	Elect Ken Shigematsu	Management	For	For	
6	Elect Hiromi Watanabe	Management	For	For	

Marubeni Corporation Meeting Date: 21.06.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Fumiya Kokubu	Management	For	For	
2	Elect Masumi Kakinoki	Management	For	For	
3	Elect Akira Terakawa	Management	For	For	
4	Elect Takayuki Furuya	Management	For	For	
5	Elect Yuri Okina	Management	For	For	
6	Elect Masato Kitera	Management	For	For	
7	Elect Shigeki Ishizuka	Management	For	For	
8	Elect Hisayoshi Ando	Management	For	For	
9	Elect Mutsuko Hatano	Management	For	For	
10	Elect Soichiro Minami	Management	For	For	
11	Elect Kana Odawara	Management	For	For	
12	Elect Hiroko Miyazaki	Management	For	For	

Nippon Steel Corporation Meeting Date: 21.06.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Eiji Hashimoto	Management	For	For	
3	Elect Tadashi Imai	Management	For	For	
4	Elect Takahiro Mori	Management	For	For	
5	Elect Naoki Sato	Management	For	For	
6	Elect Takashi Hirose	Management	For	For	
7	Elect Kazuhisa Fukuda	Management	For	For	
8	Elect Hirofumi Funakoshi	Management	For	For	
9	Elect Hiroyuki Minato	Management	For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards.
10	Elect Tetsuro Tomita	Management	For	For	
11	Elect Kuniko Urano	Management	For	For	
12	Elect Kazumasa Shinkai	Management	For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards.
13	Elect Eiji Sogo	Management	For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards.
14	Elect Kenji Hiramatsu	Management	For	For	
15	Elect Aiko Sekine @ Aiko Sano	Management	For	For	
16	Elect Sumiko Takeuchi @ Sumiko Kobayashi	Management	For	For	
17	Non-Audit Committee Directors' Fees	Management	For	For	
18	Audit Committee Directors' Fees	Management	For	For	
19	Shareholder Proposal Regarding Aligning GHG Emission Targets with the Paris Agreement	Shareholder	Against	For	SHP Environment - Vote For when reasonable shareholder proposals request companies to prepare and plan for mitigating environmental risks
20	Shareholder Proposal Regarding Linking Compensation to GHG Reduction Targets	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests the company to link pay to ESG criteria. We support the inclusion of material, measurable, and clearly disclosed ESG performance metrics in executive remuneration.
21	Shareholder Proposal Regarding Aligning Climate Policies and Lobbying Activities with Carbon Neutrality Goal	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to review their political spending and lobbying activities. These expenses must be consistent with their sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.

Sandstorm Gold Ltd		Meeting Date: 21.06.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Nolan Watson	Management	For	For	
2	Elect David Awram	Management	For	For	
3	Elect David De Witt	Management	For	For	
4	Elect Andrew T. Swarthout	Management	For	For	
5	Elect John P.A. Budreski	Management	For	For	
6	Elect Mary L. Little	Management	For	For	
7	Elect Vera Kobalia	Management	For	For	
8	Elect Elif Lévesque	Management	For	For	
9	Board Size	Management	For	For	
10	Appointment of Auditor and Authority to Set Fees	Management	For	For	

Toyota Tsusho Corporation		Meeting Date: 21.06.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Nobuhiko Murakami	Management	For	For	
3	Elect Ichiro Kashitani	Management	For	For	
4	Elect Hiroshi Tominaga	Management	For	For	
5	Elect Hideyuki Iwamoto	Management	For	For	
6	Elect Didier Leroy	Management	For	For	
7	Elect Yukari Inoue	Management	For	For	
8	Elect Chieko Matsuda	Management	For	For	
9	Elect Goro Yamaguchi	Management	For	Against	Serves on too many boards
10	Elect Seishi Tanoue	Management	For	For	
11	Elect Rikako Beppu @ Rikako Okiura	Management	For	For	
12	Bonus	Management	For	For	

Dai-ichi Life Holdings Inc		Meeting Date: 24.06.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Seiji Inagaki	Management	For	For	
3	Elect Tetsuya Kikuta	Management	For	For	
4	Elect Hitoshi Yamaguchi	Management	For	For	
5	Elect Hidehiko Sogano	Management	For	For	
6	Elect Toshiaki Sumino	Management	For	For	
7	Elect Takako Kitahori @ Takako Koga	Management	For	For	
8	Elect Yuriko Inoue	Management	For	For	
9	Elect Yasushi Shingai	Management	For	For	
10	Elect Bruce Miller	Management	For	For	
11	Elect Ichiro Ishii	Management	For	For	
12	Elect Takahiro Shibagaki	Management	For	For	
13	Elect Kenji Yamakoshi	Management	For	For	
14	Elect Rieko Sato @ Rieko Kamata	Management	For	For	
15	Elect Koichi Masuda	Management	For	For	
16	Elect Satoshi Nagase	Management	For	For	
17	Elect Katsura Sakurada as Alternate Audit Committee Director	Management	For	For	

Jiangxi Ganyue Expressway Co. Ltd.		Meeting Date: 24.06.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect HAN Feng	Management	For	For	
2	Elect WU Jianhua	Management	For	For	
3	Elect DENG Yonghang	Management	For	For	
4	Elect XU Yuehong	Management	For	For	
5	Elect LI Xiuhong	Management	For	For	
6	Elect NIE Jianchun	Management	For	Against	Insider on compensation committee
7	Elect LIU Wenpeng	Management	For	For	
8	Elect NIE Toulong	Management	For	For	
9	Elect HU Wei	Management	For	For	
10	Elect ZOU Rong	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
11	Elect LIAO Yigang	Management	For	For	
12	Elect XU Lihong	Management	For	For	
13	Elect PENG Aihong	Management	For	Against	Supervisors are not sufficiently independent
14	Elect LIU Wenhao	Management	For	Against	Supervisors are not sufficiently independent

Tokio Marine Holdings Inc		Meeting Date: 24.06.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Tsuyoshi Nagano	Management	For	For	
3	Elect Satoru Komiya	Management	For	For	
4	Elect Kenji Okada	Management	For	For	
5	Elect Yoichi Moriwaki	Management	For	For	
6	Elect Kichiichiro Yamamoto	Management	For	For	
7	Elect Kiyoshi Wada	Management	For	For	
8	Elect Takashi Mitachi	Management	For	For	
9	Elect Nobuhiro Endo	Management	For	For	
10	Elect Shinya Katanozaka	Management	For	For	
11	Elect Emi Osono	Management	For	For	
12	Elect Kosei Shindo	Management	For	For	
13	Elect Robert Alan Feldman	Management	For	For	
14	Elect Haruka Matsuyama @ Haruka Kato	Management	For	For	
15	Elect Keiko Fujita	Management	For	For	
16	Elect Hiroaki Shirota	Management	For	For	
17	Elect Akira Harashima as Statutory Auditor	Management	For	For	
18	Amendment to Trust Type Equity Plan	Management	For	For	

Aluminum Corp. of China		Meeting Date: 25.06.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report	Management	For	For	
2	Supervisors' Report	Management	For	For	
3	Accounts and Reports	Management	For	For	
4	Allocation of Profits/Dividends	Management	For	For	
5	Directors' and Supervisors' Remuneration Standards	Management	For	For	
6	Authority to Give Guarantees	Management	For	For	
7	Approve Renewal of Liability Insurance	Management	For	For	
8	2024 Bond Issuance Plan	Management	For	For	
9	Authority to Issue H Shares w/o Preemptive Rights	Management	For	Against	Issue price discount not disclosed; Potential dilution exceeds recommended threshold
10	Amendments to Articles and Rules of Procedures	Management	For	For	
11	Elect SHI Zirong	Management	For	For	
12	Elect ZHANG Wenjun as Supervisor	Management	For	Against	Supervisors are not sufficiently independent

Aska Pharmaceutical Holdings Co.Ltd.		Meeting Date: 25.06.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	Against	Capital Management - Vote Against when the company has a history of poor capital management.
2	Elect Kanae Karita as Director	Management	For	For	
3	Elect Kunihiro Gunji as Statutory Auditor	Management	For	Against	Statutory auditor board is not sufficiently independent

China Merchants Bank		Meeting Date: 25.06.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report	Management	For	For	
2	Supervisors' Report	Management	For	For	
3	Annual Report	Management	For	For	
4	Accounts and Reports	Management	For	For	
5	Allocation of Profits/Dividends	Management	For	For	
6	Appointment of Auditor and Authority to Set Fees	Management	For	For	
7	Elect LI Jian	Management	For	For	
8	Elect SHI Dai	Management	For	For	
9	Elect LIU Hui	Management	For	For	
10	Elect ZHU Liwei	Management	For	For	
11	Elect ZHONG Desheng	Management	For	For	
12	Elect LI Jinming as Supervisor	Management	For	For	
13	2023 Related Party Transactions Report	Management	For	For	
14	Authority to Issue Capital Bonds	Management	For	For	

Expedia Group Inc		Meeting Date: 25.06.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Beverly Anderson	Management	For	For	
2	Elect M. Moina Banerjee	Management	For	For	
3	Elect Chelsea Clinton	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
4	Elect Barry Diller	Management	For	For	
5	Elect Henrique Dubugras	Management	For	For	
6	Elect Ariane Gorin	Management	For	For	
7	Elect Craig A. Jacobson	Management	For	Withhold	Lack of nominating committee meeting despite election of new nominee
8	Elect Peter M. Kern	Management	For	For	
9	Elect Dara Khosrowshahi	Management	For	For	
10	Elect Patricia Menendez Cambo	Management	For	For	
11	Elect Alexander von Furstenberg	Management	For	Withhold	Board - Vote Against when the board is not sufficiently independent according to local standards.
12	Elect Alexandr Wang	Management	For	For	
13	Elect Julie Whalen	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance.
15	Ratification of Auditor	Management	For	For	

Jiangling Motors Corporation Ltd. Meeting Date: 25.06.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Directors' Report	Management	For	For	
2	2023 Supervisors' Report	Management	For	For	
3	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
4	2023 Accounts and Reports	Management	For	For	
5	2023 Allocation of Profits/Dividends	Management	For	For	

Medipal Holdings Corporation Meeting Date: 25.06.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Shuichi Watanabe	Management	For	For	
2	Elect Yasuhiro Chofuku	Management	For	For	
3	Elect Toshihide Yoda	Management	For	For	
4	Elect Yuji Sakon	Management	For	For	
5	Elect Koichi Mimura	Management	For	For	
6	Elect Shinjiro Watanabe	Management	For	For	
7	Elect Kuniaki Imagawa	Management	For	For	
8	Elect Takuya Yoshida	Management	For	For	
9	Elect Mitsuko Kagami	Management	For	For	
10	Elect Toshio Asano	Management	For	For	
11	Elect Kuniko Shoji	Management	For	For	
12	Elect Hiroshi Iwamoto	Management	For	For	

Nissan Motor Co. Ltd. Meeting Date: 25.06.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	Against	Capital Management - Vote Against when the company has a history of poor capital management.
2	Elect Yasushi Kimura	Management	For	For	
3	Elect Jean-Dominique Senard	Management	For	For	
4	Elect Bernard Delmas	Management	For	For	
5	Elect Keiko Ihara @ Keiko Motojima	Management	For	For	
6	Elect Motoo Nagai	Management	For	For	
7	Elect Andrew House	Management	For	For	
8	Elect Brenda Harvey	Management	For	For	
9	Elect Teruo Asada	Management	For	For	
10	Elect Mariko Tokuno	Management	For	For	
11	Elect Pierre Fleuriot	Management	For	For	
12	Elect Makoto Uchida	Management	For	For	
13	Elect Hideyuki Sakamoto	Management	For	For	

Nomura Holdings Meeting Date: 25.06.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Koji Nagai	Management	For	For	
2	Elect Kentaro Okuda	Management	For	For	
3	Elect Yutaka Nakajima	Management	For	For	
4	Elect Shoji Ogawa	Management	For	For	
5	Elect Laura Simone Unger	Management	For	For	
6	Elect Victor Chu Lap Lik	Management	For	For	
7	Elect J. Christopher Giancarlo	Management	For	For	
8	Elect Patricia Mosser	Management	For	For	
9	Elect Takahisa Takahara	Management	For	Against	Serves on too many boards

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
10	Elect Miyuki Ishiguro	Management	For	For	
11	Elect Masahiro Ishizuka	Management	For	For	
12	Elect Taku Oshima	Management	For	For	

Suzuken Co. Ltd. Meeting Date: 25.06.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Shigeru Asano	Management	For	For	
2	Elect Hiromi Miyata	Management	For	For	
3	Elect Hirofumi Tanaka	Management	For	For	
4	Elect Chie Takahashi	Management	For	For	
5	Elect Shunichi Samura	Management	For	For	
6	Elect Hideaki Nakagaki	Management	For	For	
7	Elect Ayako Shimizu @ Ayako Watanabe as Audit Committee Director	Management	For	For	

Bank of Communications Co., Ltd. Meeting Date: 26.06.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report	Management	For	For	
2	Supervisors' Report	Management	For	For	
3	Accounts and Reports	Management	For	For	
4	Allocation of Profits/Dividends	Management	For	For	
5	Fixed Assets Investment Plan	Management	For	For	
6	Elect ZHANG Baojiang	Management	For	For	
7	Elect XIAO Wei	Management	For	For	
9	Appointment of Auditor and Authority to Set Fees	Management	For	For	
9	Issuance Quota of Total Loss-Absorbing Capacity Non-Capital Bonds	Management	For	For	

CyberArk Software Ltd Meeting Date: 26.06.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Matthew Cohen	Management	For	For	
2	Elect François Auque	Management	For	For	
3	Elect Mary Yang	Management	For	For	
4	Equity Grant of Executive Chair	Management	For	For	
5	Amend Indemnification Terms of Officers	Management	For	For	
6	Amendments to Articles	Management	For	For	
7	Appointment of Auditor and Authority to Set Fees	Management	For	For	

Isuzu Motors Ltd Meeting Date: 26.06.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Amendments to Articles	Management	For	For	
3	Elect Masanori Katayama	Management	For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
4	Elect Shinsuke Minami	Management	For	For	
5	Elect Shinichi Takahashi	Management	For	For	
6	Elect Naohiro Yamaguchi	Management	For	For	
7	Elect Shun Fujimori	Management	For	For	
8	Elect Tetsuya Ikemoto	Management	For	For	
9	Elect Mitsuyoshi Shibata	Management	For	For	
10	Elect Machiko Miyai	Management	For	For	
11	Elect Tetsuya Nakano	Management	For	For	
12	Non-Audit Committee Directors' Fees	Management	For	For	
13	Audit Committee Directors' Fees	Management	For	For	
14	Amendment to the Trust Type Equity Plan	Management	For	For	

Japan Petroleum Exploration Co.,Ltd. Meeting Date: 26.06.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	Against	Capital Management - Vote Against when the company has a history of poor capital management.
2	Amendments to Articles	Management	For	For	
3	Elect Masahiro Fujita	Management	For	For	
4	Elect Michiro Yamashita	Management	For	Against	Board – Vote Against when the board repeatedly shows unwillingness to implement good capital management practices.
5	Elect Yoshitaka Ishii	Management	For	For	
6	Elect Toshiaki Nakajima	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Elect Kazuhiko Tezuka	Management	For	For	
8	Elect Jiro Funatsu	Management	For	For	
9	Elect Tetsuo Ito	Management	For	For	
10	Elect Yukari Yamashita @ Yukari Tannba	Management	For	For	
11	Elect Hideichi Kawasaki	Management	For	For	
12	Elect Kumiko Kitai	Management	For	For	
13	Elect Yoshikuni Sugiyama	Management	For	For	
14	Elect Shinichi Takahata	Management	For	Against	Statutory auditor board is not sufficiently independent
15	Elect Yoshitaka Kato	Management	For	For	
16	Bonus	Management	For	For	
17	Outside Directors' Fees	Management	For	For	
18	Amendment to the Trust Type Equity Plan	Management	For	Against	Remuneration - Vote Against when the remuneration plan does not adhere to the best practice of having a clawback provision in place for the LTIP.

Mebuki Financial Group Inc. — Meeting Date: 26.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Tetsuya Akino	Management	For	For	
2	Elect Kazuyuki Shimizu	Management	For	For	
3	Elect Yoshitsugu Toba	Management	For	For	
4	Elect Yoshihiro Naito	Management	For	For	
5	Elect Toshihiko Ono	Management	For	For	
6	Elect Hiromichi Ono	Management	For	For	
7	Elect Yoshimi Shu	Management	For	For	
8	Elect Hitoshi Takenouchi	Management	For	For	
9	Elect Yoshinori Tasaki	Management	For	For	
10	Elect Hiromichi Yoshitake	Management	For	For	
11	Elect Toru Nagasawa	Management	For	For	
12	Elect Tomomi Nakano	Management	For	For	
13	Elect Kazunori Shinozaki as Alternate Audit Committee Director	Management	For	For	

NetEase Inc — Meeting Date: 26.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect William DING Lei	Management	For	For	
2	Elect Alice Yu-Fen Cheng	Management	For	For	
3	Elect Grace Hui Tang	Management	For	Against	Board - Vote Against when there are concerns that one or more nominees lack sufficient time to effectively carry out their role in light of their external commitments; Vote results not disclosed.
4	Elect Joseph Tong	Management	For	For	
5	Elect Michael LEUNG Man Kit	Management	For	For	
6	Appointment of Auditor	Management	For	For	

NVIDIA Corp — Meeting Date: 26.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Robert K. Burgess	Management	For	For	
2	Elect Tench Coxe	Management	For	For	
3	Elect John O. Dabiri	Management	For	For	
4	Elect Persis S. Drell	Management	For	For	
5	Elect Jen-Hsun Huang	Management	For	For	
6	Elect Dawn Hudson	Management	For	For	
7	Elect Harvey C. Jones	Management	For	For	
8	Elect Melissa B. Lora	Management	For	For	
9	Elect Stephen C. Neal	Management	For	For	
10	Elect A. Brooke Seawell	Management	For	For	
11	Elect Aarti Shah	Management	For	Against	Board - Vote Against when the audit committee is not sufficiently independent; Board - Vote Against when the remuneration committee is not sufficiently independent.
12	Elect Mark A. Stevens	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when remuneration is deemed excessive and the remuneration assessment framework shows a lack of adequate structure.
14	Ratification of Auditor	Management	For	For	
15	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	N/A	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights

Resona Holdings, Inc. — Meeting Date: 26.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Elect Masahiro Minami	Management	For	For	
3	Elect Shigeki Ishida	Management	For	For	
4	Elect Mikio Noguchi	Management	For	For	
5	Elect Hisahiko Oikawa	Management	For	For	
6	Elect Chiharu Baba	Management	For	For	
7	Elect Kimie Iwata	Management	For	For	
8	Elect Setsuko Egami @ Setsuko Kusumoto	Management	For	For	
9	Elect Fumihiko Ike	Management	For	For	
10	Elect Sawako Nohara	Management	For	For	
11	Elect Masaki Yamauchi	Management	For	For	
12	Elect Katsuyuki Tanaka	Management	For	For	
13	Elect Ryuji Yasuda	Management	For	For	

San-Ai Obbli Co. Ltd. — Meeting Date: 26.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Fuminori Hasegawa as Director	Management	For	Against	Board - Vote Against when the company does not sufficiently address the impact of climate change on their businesses.
3	Elect Junichi Matsumura	Management	For	For	
4	Elect Atsushi Oi	Management	For	For	
5	Elect Sayaka Hieda @ Sayaka Kimura	Management	For	For	

SJM Holdings Limited — Meeting Date: 26.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Elect CHAN Un Chan	Management	For	Against	Less than 75% Attendance
3	Elect David SHUM Hong Kuen	Management	For	For	
4	Elect Howard YEUNG Ping Leung	Management	For	For	
5	Directors' Fees	Management	For	Against	Compensation policy is not in best interests of shareholders
6	Appointment of Auditor and Authority to Set Fees	Management	For	For	
7	Authority to Allot and Issue Shares Upon Exercise of Options Granted under the 2009 Share Option Scheme	Management	For	For	
8	Authority to Repurchase Shares	Management	For	For	

Bath & Body Works Inc — Meeting Date: 27.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Sarah E. Nash	Management	For	For	
2	Elect Alessandro Bogliolo	Management	For	For	
3	Elect Gina R. Boswell	Management	For	For	
4	Elect Lucy Brady	Management	For	For	
5	Elect Francis A. Hondal	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
6	Elect Danielle M. Lee	Management	For	Against	No independent lead or presiding director
7	Elect Juan Rajlin	Management	For	For	
8	Elect Stephen D. Steinour	Management	For	For	
9	Elect J.K. Symancyk	Management	For	For	
10	Elect Steven E. Voskuil	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when sign-on packages are awarded that exceed market best practice.

Fujifilm Holdings Corp. — Meeting Date: 27.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	Against	Capital Management - Vote Against when the company has a history of poor capital management.
2	Elect Kenji Sukeno	Management	For	Against	Board – Vote Against when the board repeatedly shows unwillingness to implement good capital management practices.
3	Elect Teiichi Goto	Management	For	For	
4	Elect Masayuki Higuchi	Management	For	For	
5	Elect Naoki Hama	Management	For	For	
6	Elect Chisato Yoshizawa	Management	For	For	
7	Elect Yoji Ito	Management	For	For	
8	Elect Kunitaro Kitamura	Management	For	For	
9	Elect Makiko Eda	Management	For	For	
10	Elect Tsuyoshi Nagano	Management	For	For	
11	Elect Ikuro Sugawara	Management	For	For	
12	Elect Takako Suzuki	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
13	Elect Tsumugu Ishigaki	Management	For	Against	Board - Vote Against when the board of statutory auditors is not sufficiently independent.
14	Elect Yoshio Iteya	Management	For	For	
15	Directors' Fees	Management	For	For	
16	Statutory Auditors' Fees	Management	For	For	
17	Approval of the Restricted Stock Plan	Management	For	For	
18	Trust Type Equity Plan	Management	For	For	

Mitsubishi Heavy Industries Ltd. — Meeting Date: 27.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Shunichi Miyanaga	Management	For	For	
3	Elect Seiji Izumisawa	Management	For	For	
4	Elect Hitoshi Kaguchi	Management	For	For	
5	Elect Hisato Kozawa	Management	For	For	
6	Elect Ken Kobayashi	Management	For	For	
7	Elect Nobuyuki Hirano	Management	For	For	
8	Elect Mitsuhiro Furusawa	Management	For	For	
9	Elect Masayuki Fujisawa as Audit Committee Director	Management	For	For	
10	Amendments to Equity Compensation Plan	Management	For	For	

Northern Dynasty Minerals Ltd. — Meeting Date: 27.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Ronald W. Thiessen	Management	For	For	
2	Elect Robert A. Dickinson	Management	For	For	
3	Elect Desmond M. Balakrishnan	Management	For	Withhold	Board is not sufficiently independent; Related party transactions; Serves on too many boards
4	Elect Christian Milau	Management	For	For	
5	Elect Kenneth Pickering	Management	For	Withhold	Compensation committee did not meet
6	Elect Wayne Kirk	Management	For	Withhold	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
7	Elect Siri C. Genik	Management	For	For	
8	Elect Isabel Satra	Management	For	For	
9	Appointment of Auditor	Management	For	For	
10	Amendment to the Share Option Plan	Management	For	For	
11	Deferred Share Unit Plan Renewal	Management	For	For	
12	Restricted Share Unit Plan Renewal	Management	For	For	

Bath & Body Works Inc — Meeting Date: 27.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Sarah E. Nash	Management	For	For	
2	Elect Alessandro Bogliolo	Management	For	For	
3	Elect Gina R. Boswell	Management	For	For	
4	Elect Lucy Brady	Management	For	For	
5	Elect Francis A. Hondal	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
6	Elect Danielle M. Lee	Management	For	Against	No independent lead or presiding director
7	Elect Juan Rajlin	Management	For	For	
8	Elect Stephen D. Steinour	Management	For	For	
9	Elect J.K. Symancyk	Management	For	For	
10	Elect Steven E. Voskuil	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when sign-on packages are awarded that exceed market best practice.

Dell Technologies Inc — Meeting Date: 27.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Michael Dell	Management	For	For	
2	Elect David W. Dorman	Management	For	For	
3	Elect Egon P. Durban	Management	For	For	
4	Elect David J. Grain	Management	For	For	
5	Elect William D. Green	Management	For	For	
6	Elect Steven M. Mollenkopf	Management	For	For	
7	Elect Lynn M. Vojvodich Radakovich	Management	For	Withhold	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
8	Elect Ellen J. Kullman	Management	For	Withhold	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
9	Ratification of Auditor	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
10	Advisory Vote on Executive Compensation	Management	For	Against	Grants are excessive ; Remuneration - Vote Against when substantial one-off payments are made without performance criteria.
11	Shareholder Proposal Regarding Charitable Contributions Disclosure	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
12	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	Against	For	SHP - Vote For when shareholder proposal aims to increase transparency on material ESG issues.

Fujifilm Holdings Corp. — Meeting Date: 27.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	Against	Capital Management - Vote Against when the company has a history of poor capital management.
2	Elect Kenji Sukeno	Management	For	Against	Board – Vote Against when the board repeatedly shows unwillingness to implement good capital management practices.
3	Elect Teiichi Goto	Management	For	For	
4	Elect Masayuki Higuchi	Management	For	For	
5	Elect Naoki Hama	Management	For	For	
6	Elect Chisato Yoshizawa	Management	For	For	
7	Elect Yoji Ito	Management	For	For	
8	Elect Kunitaro Kitamura	Management	For	For	
9	Elect Makiko Eda	Management	For	For	
10	Elect Tsuyoshi Nagano	Management	For	For	
11	Elect Ikuro Sugawara	Management	For	For	
12	Elect Takako Suzuki	Management	For	For	
13	Elect Tsumugu Ishigaki	Management	For	Against	Board - Vote Against when the board of statutory auditors is not sufficiently independent.
14	Elect Yoshio Iteya	Management	For	For	
15	Directors' Fees	Management	For	For	
16	Statutory Auditors' Fees	Management	For	For	
17	Approval of the Restricted Stock Plan	Management	For	For	
18	Trust Type Equity Plan	Management	For	For	

Kamigumi Co. Ltd — Meeting Date: 27.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Yoshihiro Fukai	Management	For	For	
3	Elect Norihito Tahara	Management	For	For	
4	Elect Koichi Hiramatsu	Management	For	For	
5	Elect Yukihiro Nagata	Management	For	For	
6	Elect Kazuhisa Shiino	Management	For	For	
7	Elect Nobuko Ishibashi @ Nobuko Iguchi	Management	For	For	
8	Elect Osamu Hosaka	Management	For	For	
9	Elect Harumi Matsumura	Management	For	For	
10	Elect Toshihiro Horiuchi	Management	For	For	
11	Elect Shoko Sasaki	Management	For	For	
12	Elect Katsumi Murakami as Alternate Statutory Auditor	Management	For	For	
13	Appointment of Auditor	Management	For	For	

Mitsui Mining and Smelting Company Limited — Meeting Date: 27.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Amendments to Articles	Management	For	For	
3	Elect Takeshi Nou	Management	For	For	
4	Elect Masato Okabe	Management	For	For	
5	Elect Seiji Ikenobu	Management	For	For	
6	Elect Masashi Yamashita	Management	For	For	
7	Elect Kazuhiko Toida	Management	For	For	
8	Elect Keiko Takegawa	Management	For	For	
9	Elect Kazuya Shiki	Management	For	For	
10	Elect Toru Ishida	Management	For	For	
11	Elect Hiroshi Inoue	Management	For	For	
12	Elect Sachiko Kawanishi	Management	For	For	
13	Amendment to the Restricted Stock Plan	Management	For	For	
14	Audit Committee Directors’ Fees	Management	For	For	
15	Shareholder Proposal Regarding Dismissal of Director Takeshi Nou	Shareholder	Against	Against	Not in the best interests of shareholders
16	Shareholder Proposal Regarding Dividends on Shares	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive

Shin-Etsu Chemical Co. Ltd.		Meeting Date: 27.06.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Fumio Akiya	Management	For	For	
3	Elect Yasuhiko Saito	Management	For	For	
4	Elect Susumu Ueno	Management	For	For	
5	Elect Masahiko Todoroki	Management	For	For	
6	Elect Hiroshi Komiyama	Management	For	For	
7	Elect Kuniharu Nakamura	Management	For	For	
8	Elect Michael H. McGarry	Management	For	For	
9	Elect Mariko Hasegawa	Management	For	For	
10	Elect Takashi Hibino	Management	For	For	
11	Equity Compensation Plan	Management	For	For	

Western Copper & Gold Corp		Meeting Date: 27.06.2024			Meeting Type: Mix
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Tara Christie	Management	For	Against	Material weakness
2	Elect Michael Vitton	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
3	Elect Bill Williams	Management	For	For	
4	Elect Klaus Zeitler	Management	For	Against	Material weakness; No financial expert
5	Elect Sandeep Singh	Management	For	For	
6	Elect Raymond Threlkeld	Management	For	For	
7	Elect Robert Chausse	Management	For	For	
8	Appointment of Auditor and Authority to Set Fees	Management	For	For	
9	Stock Option Plan Renewal	Management	For	For	
10	Deferred Share Unit Plan Renewal	Management	For	For	
11	Restricted Share Unit Plan Renewal	Management	For	For	

Gree Electrical Appliances Inc. Of Zhuhai		Meeting Date: 28.06.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Annual Report and its Summary	Management	For	For	
2	2023 Directors' Report	Management	For	For	
3	2023 Supervisors' Report	Management	For	For	
4	2023 Accounts and Reports	Management	For	For	
5	2023 Profit Distribution Plan	Management	For	For	
6	Estimated Daily Related Party Transactions	Management	For	For	
7	2024 Appointment of Auditor	Management	For	For	
8	Estimated Guarantee Quota between Subsidiaries	Management	For	For	
9	2024 Launching Hedging Business of Bulk Material Futures	Management	For	For	
10	2024 Launching Hedging Business with Foreign Exchange Derivatives	Management	For	For	
11	Launching Bill Pool Business	Management	For	For	

Indofood Sukses Makmur Tbk PT		Meeting Date: 28.06.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Annual Report	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Election of Directors and/or Commissioners (Slate)	Management	For	For	
5	Directors' and Commissioners' Fees	Management	For	Against	Poor overall compensation disclosure
6	Appointment of Auditor and Authority to Set Fees	Management	For	For	

Industrial & Commercial Bank of China Ltd.		Meeting Date: 28.06.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	2024 Interim Profit Distribution Plan	Management	For	For	
4	Appointment of Auditor and Authority to Set Fees	Management	For	For	
5	Directors' Report	Management	For	For	
6	Supervisors' Report	Management	For	For	
7	Elect LIAO Lin	Management	For	For	
8	Elect LIU Jun	Management	For	For	
9	Elect ZHONG Mantao	Management	For	For	

Shandong Xinchao Energy Corporation Limited — Meeting Date: 28.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 WORK REPORT OF THE BOARD OF DIRECTORS	Management	For	For	
2	2023 WORK REPORT OF THE SUPERVISORY COMMITTEE	Management	For	For	
3	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
4	2023 Annual Accounts	Management	For	For	
5	2023 Profit Distribution Plan	Management	For	For	
6	REMUNERATION FOR DIRECTORS	Management	For	For	
7	REMUNERATION FOR SUPERVISORS	Management	For	For	
8	Amendments to Work System for Independent Directors	Management	For	For	

Zhongjin Gold Co. Ltd. — Meeting Date: 28.06.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2023 Directors' Report	Management	For	For	
2	2023 Supervisors' Report	Management	For	For	
3	2023 Independent Directors' Report	Management	For	For	
4	2023 Accounts and Reports	Management	For	For	
5	2023 Allocation of Profits/Dividends	Management	For	For	
6	2023 ANNUAL REPORT AND ITS SUMMARY	Management	For	For	
7	2024 Projected Related Party Transactions	Management	For	Against	Deposit services with a member of the group
8	Reappointment of Auditor	Management	For	For	
9	Amendments to Work System for Independent Directors	Management	For	For	

Midea Group Co. Ltd — Meeting Date: 02.07.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Repurchase and Cancellation of Some Incentive Stocks under 2018 Restricted Stock Incentive Plan	Management	For	For	
2	Repurchase and Cancellation of Some Incentive Stocks under 2019 Restricted Stock Incentive Plan	Management	For	For	
3	Repurchase and Cancellation of Some Incentive Stocks under 2021 Restricted Stock Incentive Plan	Management	For	For	
4	Repurchase and Cancellation of Some Incentive Stocks under 2022 Restricted Stock Incentive Plan	Management	For	For	
5	Repurchase and Cancellation of Some Incentive Stocks under 2023 Restricted Stock Incentive Plan	Management	For	For	
6	ADJUSTMENT OF 2024 GUARANTEE FOR CONTROLLED SUBSIDIARIES	Management	For	For	
7	LAUNCHING THE ASSETS POOL BUSINESS AND PROVISION OF GUARANTEE	Management	For	For	
8	PROVISION OF GUARANTEE FOR A CONTROLLED SUBSIDIARY AND ITS SUBSIDIARIES	Management	For	For	
9	ALLOWANCE STANDARDS FOR INDEPENDENT DIRECTORS	Management	For	For	
10	Amendments to Articles	Management	For	For	
11	Elect FANG Hongbo	Management	For	For	
12	Elect ZHAO Jun	Management	For	For	
13	Elect Wang Jianguo	Management	For	For	
14	Elect FU Yongjun	Management	For	For	
15	Elect Gu Yanmin	Management	For	For	
16	Elect GUAN Jinwei	Management	For	For	
17	Elect XIAO Geng	Management	For	For	
18	Elect XU Dingbo	Management	For	For	
19	Elect LIU Qiao	Management	For	For	
20	Elect QIU Lili	Management	For	For	
21	Elect DONG Wentao	Management	For	Against	Supervisors are not sufficiently independent
22	Elect REN Lingyan	Management	For	For	

Banco Bilbao Vizcaya Argentaria S.A. — Meeting Date: 04.07.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Issuance of Shares w/o Preemptive Rights	Management	For	Against	Capital Management - Vote Against when proposed issuance is not in the best interest of shareholders
2	Authorisation of Legal Formalities	Management	For	For	

Sainsbury (J) plc — Meeting Date: 04.07.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Blathnaid Bergin	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
5	Elect Jo Bertram	Management	For	For	
6	Elect Brian Cassin	Management	For	For	
7	Elect Jo Harlow	Management	For	For	
8	Elect Adrian Hennah	Management	For	For	
9	Elect Tanuj Kapilashrami	Management	For	For	
10	Elect Simon Roberts	Management	For	For	
11	Elect Martin Scicluna	Management	For	For	
12	Elect Keith Weed	Management	For	For	
13	Appointment of Auditor	Management	For	For	
14	Authority to Set Auditor's Fees	Management	For	For	
15	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
16	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
17	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
18	Authority to Repurchase Shares	Management	For	For	
19	Authorisation of Political Donations	Management	For	For	
20	Long-Term Incentive Plan	Management	For	For	
21	Reduction in Share Premium Account	Management	For	For	
22	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

Industria De Diseno Textil SA — Meeting Date: 09.07.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Individual Accounts and Reports	Management	For	For	
2	Ratification of Board Acts	Management	For	For	
3	Consolidated Accounts and Reports	Management	For	For	
4	Report on Non-Financial Information	Management	For	For	
5	Allocation of Profits/Dividends	Management	For	For	
6	Amendments to Article 9 (Transfer of Shares)	Management	For	For	
7	Amendments to Articles (Shareholders' Meeting)	Management	For	Against	Changes to Company Statues - Vote Against when the Company has requested the right to hold a virtual-only meeting.
8	Amendments to Articles (Board and Committees)	Management	For	For	
9	Amendments to Article 36 (Allocation of Profits)	Management	For	For	
10	Amendments to Article 40 (Liquidation)	Management	For	For	
11	Amendments to General Shareholders' Meeting Regulations	Management	For	Against	Changes to Company Statues - Vote Against when the Company has requested the right to hold a virtual-only meeting.
12	Elect Flora Pérez Marcote	Management	For	For	
13	Elect Belén Romana García	Management	For	For	
14	Elect Denise Patricia Kingsmill	Management	For	For	
15	Remuneration Report	Management	For	For	
16	Authority to Set General Meeting Notice Period at 15 days	Management	For	For	
17	Authorisation of Legal Formalities	Management	For	For	

Jiangxi Copper Co. Ltd — Meeting Date: 10.07.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to the Rules for Independent Directors	Management	For	For	
2	Elect YU Minxin	Management	For	For	

Nanjing Tanker Corporation — Meeting Date: 16.07.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	CHANGE OF 2024 AUDIT FIRM	Management	For	For	

Bank Of Beijing Co. Ltd. — Meeting Date: 18.07.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect LIU Xipu as Non-Independent Director	Management	For	For	
2	Elect QU Qiang as Independent Director	Management	For	For	
3	Elect LI Xiaohui as External Supervisor	Management	For	For	
4	Connected Transactions Regarding Deposits with Beijing State-Owned Assets Management Co., Ltd.	Management	For	For	

Eurobank Ergasias Services and Holdings S.A. — Meeting Date: 23.07.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Ratification of Board and Auditor's Acts	Management	For	For	
3	Appointment of Auditor and Authority to Set Fees	Management	For	For	
4	Allocation of Dividends	Management	For	For	
5	Amendments to Articles	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
6	Amendments to Article 11 (NEDs Participation to Profit Distribution)	Management	For	For	
7	Use of Reserves for Profit Distribution	Management	For	For	
8	Cancellation of Shares	Management	For	For	
9	Maximum Variable Pay Ratio	Management	For	For	
10	Remuneration Policy	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance
11	Directors' Fees (FY2023 and FY2024)	Management	For	For	
12	Remuneration Report	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance
13	Amendments to Suitability Policy	Management	For	For	
14	Elect Konstantinos Vassiliou	Management	For	For	
15	Elect Burkhard Eckes	Management	For	For	
16	Elect Alice Gregoriadi	Management	For	For	
17	Elect John Hallows	Management	For	For	
18	Elect Georgios Zanias	Management	For	For	
19	Elect Stavros Ioannou	Management	For	For	
20	Elect Fokion C. Karavias	Management	For	For	
21	Elect Evangelos Kotsovinos	Management	For	For	
22	Elect Irene Rouvitha Panou	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
23	Elect Cinzia Basile	Management	For	For	
24	Elect Rajeev Kakar	Management	For	For	
25	Elect Bradley P. Martin	Management	For	For	
26	Elect Jawaid Mirza	Management	For	For	
27	Approval of Audit Committee Guidelines	Management	For	For	

Arcadium Lithium PLC — Meeting Date: 25.07.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Paul W. Graves	Management	For	For	
2	Elect Michael F. Barry	Management	For	For	
3	Elect Peter J. Coleman	Management	For	For	
4	Elect Alan Fitzpatrick	Management	For	For	
5	Elect Florencia Heredia	Management	For	For	
6	Elect Leanne Heywood	Management	For	For	
7	Elect Christina Lampe-Önnerud	Management	For	For	
8	Elect Pablo Marcet	Management	For	For	
9	Elect Steven T. Merkt	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
10	Elect Fernando Oris de Roa	Management	For	For	
11	Elect Robert C. Pallash	Management	For	For	
12	Elect John Turner	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	For	
15	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	

Linde Plc — Meeting Date: 30.07.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Stephen F. Angel	Management	For	For	
2	Elect Sanjiv Lamba	Management	For	For	
3	Elect Ann-Kristin Achleitner	Management	For	For	
4	Elect Thomas Enders	Management	For	For	
5	Elect Hugh Grant	Management	For	For	
6	Elect Joe Kaeser	Management	For	For	
7	Elect Victoria E. Ossadnik	Management	For	Against	Board - Vote Against when there are concerns that one or more nominees lack sufficient time to effectively carry out their role in light of their external commitments
8	Elect Paula Rosput Reynolds	Management	For	For	
9	Elect Alberto Weisser	Management	For	For	
10	Elect Robert L. Wood	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Authority to Set Auditor's Fees	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	
14	Determination of Price Range for Re-allotment of Treasury Shares	Management	For	For	

Vodafone Group plc — Meeting Date: 30.07.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Elect Jean-François M. L. van Boxmeer	Management	For	For	
3	Elect Margherita Della Valle	Management	For	For	
4	Elect Luka Mucic	Management	For	For	
5	Elect Stephen A. Carter	Management	For	For	
6	Elect Michel Demaré	Management	For	For	
7	Elect Hatem Dowidar	Management	For	For	
8	Elect Delphine Ernotte Cunci	Management	For	For	
9	Elect Deborah L. Kerr	Management	For	For	
10	Elect Amparo Moraleda	Management	For	For	
11	Elect David T. Nish	Management	For	For	
12	Elect Kandimathie (Christine) Ramon	Management	For	For	
13	Elect Simon Segars	Management	For	For	
14	Final Dividend	Management	For	For	
15	Remuneration Report	Management	For	For	
16	Appointment of Auditor	Management	For	For	
17	Authority to Set Auditor's Fees	Management	For	For	
18	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
19	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
20	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
21	Authority to Repurchase Shares	Management	For	For	
22	Authorisation of Political Donations	Management	For	For	
23	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

Yoma Strategic Holdings Ltd. — Meeting Date: 30.07.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Directors' Fees	Management	For	For	
3	Elect Serge PUN @ Theim Wai	Management	For	For	
4	Elect Annie Koh	Management	For	For	
5	Appointment of Auditor and Authority to Set Fees	Management	For	For	
6	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
7	Authority to Grant Options and Issue Shares Under YSH ESOS 2012	Management	For	Against	Change of control provision; Short vesting period
8	Authority to Grant Awards and Issue Shares Under Yoma PSP	Management	For	Against	Non-executive participation linked to performance
9	Related Party Transactions	Management	For	For	

Bank Of Chengdu Co Ltd — Meeting Date: 31.07.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles	Management	For	For	

Mckesson Corporation — Meeting Date: 31.07.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Richard H. Carmona	Management	For	For	
2	Elect Dominic J. Caruso	Management	For	For	
3	Elect W. Roy Dunbar	Management	For	For	
4	Elect Deborah Dunsire	Management	For	For	
5	Elect James H. Hinton	Management	For	For	
6	Elect Donald R. Knauss	Management	For	For	
7	Elect Bradley E. Lerman	Management	For	For	
8	Elect Maria Martinez	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
9	Elect Kevin M. Ozan	Management	For	For	
10	Elect Brian S. Tyler	Management	For	For	
11	Elect Kathleen Wilson-Thompson	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	
14	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	For	For	
15	Shareholder Proposal Regarding Independent Chair	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests an independent board chairman or the separation of chair and CEO roles.
16	Shareholder Proposal Regarding Report on Risks from State Policies Restricting Reproductive Health Care	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues.

Artemis Gold Inc — Meeting Date: 01.08.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Steven G. Dean	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Elect Ryan Beedie	Management	For	For	
3	Elect David Black	Management	For	For	
4	Elect H. Elise Rees	Management	For	For	
5	Elect Lisa Ethans	Management	For	For	
6	Elect Janis Shandro	Management	For	For	
7	Elect Dale Andres	Management	For	For	
8	Appointment of Auditor and Authority to Set Fees	Management	For	For	
9	Omnibus Incentive Plan Renewal	Management	For	For	

DL E&C Co. Ltd. | Meeting Date: 14.08.2024 | Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect PARK Sang Shin	Management	For	For	

Goldcup Electric Apparatus Co Ltd | Meeting Date: 15.08.2024 | Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles	Management	For	For	

Gree Electrical Appliances Inc. Of Zhuhai | Meeting Date: 19.08.2024 | Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Change of the Purpose of Repurchase Shares	Management	For	For	
2	The 3rd Phase Employee Stock Ownership Plan (Draft)	Management	For	Against	Discount exceeds reasonable limits; Potential conflict of interests
3	Authorization to the Board to Handle Matters Regarding the 3rd Phase	Management	For	Against	Not in shareholders' best interests

Bosideng International Holdings Ltd. | Meeting Date: 20.08.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Elect GAO Xiaodong	Management	For	Against	Board is not sufficiently independent
4	Elect WANG Yao	Management	For	Against	Board - Vote Against when the nomination committee is not sufficiently independent. Board - Vote Against when the chair of the remuneration committee is not independent. Board - Vote Against when the board repeatedly shows unwillingness to implement good governance, such as board refreshment. Board - Vote Against when the remuneration committee is not sufficiently independent.
5	Elect NGAI Wai Fung	Management	For	Against	Board - Vote Against when the chair of the audit committee is not independent. Board - Vote Against when the audit committee is not sufficiently independent.
6	Directors' Fees	Management	For	For	
7	Appointment of Auditor and Authority to Set Fees	Management	For	For	
8	Authority to Issue Shares w/o Preemptive Rights	Management	For	Against	Issue price discount not disclosed; Potential dilution exceeds recommended threshold
9	Authority to Repurchase Shares	Management	For	For	
10	Authority to Issue Repurchased Shares	Management	For	Against	Issue price discount not disclosed
11	Adoption of the 2024 New Share Option Scheme	Management	For	Against	Change of control provision
12	Service Provider Sublimit	Management	For	Against	Compensation policy is not in best interests of shareholders

Alibaba Group Holding Ltd | Meeting Date: 22.08.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amend and Restate Memorandum and Articles of Association	Management	For	For	
2	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
3	Authority to Repurchase Shares	Management	For	For	
4	Approval of the 2024 Equity Incentive Plan and the Service Provider Sub-limit	Management	For	For	
5	Approval of the Service Provider Sub-limit	Management	For	For	
6	Elect Joseph TSAI Chung	Management	For	For	
7	Elect J. Michael Evans	Management	For	For	
8	Elect SHAN Weijian	Management	For	For	
9	Elect Irene LEE Yun Lien	Management	For	Against	Serves on too many boards
10	Appointment of Auditors	Management	For	For	

First Pacific Co. Ltd. | Meeting Date: 22.08.2024 | Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Share Purchase and Subscription Agreements	Management	For	For	

Mizrahi Tefahot Bank Ltd		Meeting Date: 27.08.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Employment Agreement of New Executive Chair	Management	For	For	
2	Elect Hannah Feuer as External Director	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.

Loncin Motor Co Ltd		Meeting Date: 29.08.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Shareholder Proposal: Amendments to Articles	Management	For	For	
2	Shareholder Proposal: Amendments to Procedural Rules: Board Meetings	Management	For	For	
3	Shareholder Proposal: Amendments to Procedural Rules: Supervisory Board Meetings	Management	For	For	
4	Elect LI Yao	Management	For	For	
5	Elect HU Xianyuan	Management	For	For	
6	Elect HUANG Peiguo	Management	For	For	
7	Elect GONG Hui	Management	For	For	
8	Elect LIU Jiaqi	Management	For	For	
9	Elect SHAO Haixiang	Management	For	For	
10	Elect YAN Guowan	Management	For	For	
11	Elect ZHANG Hongwu	Management	For	For	
12	Elect LIU Jianxin	Management	For	For	
13	Elect LI Qipan	Management	For	Against	Supervisors are not sufficiently independent
14	Elect OU Xi	Management	For	For	

Marathon Oil Corporation		Meeting Date: 29.08.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Merger (Acquisition by ConocoPhillips)	Management	For	For	
2	Advisory Vote on Golden Parachutes	Management	For	Against	Remuneration - Vote Against when remuneration arrangements include single-trigger change-of-control provisions.
3	Right to Adjourn Meeting	Management	For	For	

Himile Mechanical Science And Technology (Shandong		Meeting Date: 04.09.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Interim Profit Distribution Plan	Management	For	For	
2	By-Elect CAO Aijun	Management	For	For	
3	By-Elect YAN Fangqing	Management	For	For	

Logitech International S.A.		Meeting Date: 04.09.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Advisory Vote on Executive Compensation	Management	For	For	
3	Compensation Report	Management	For	For	
4	Report on Non-Financial Matters	Management	For	For	
5	Allocation of Dividends	Management	For	For	
6	Ratification of Board and Management Acts	Management	For	For	
7	Elect Wendy Becker	Management	For	For	
8	Elect Edouard Bugnion	Management	For	For	
9	Elect Guy Gecht	Management	For	For	
10	Elect Christopher R. Jones	Management	For	For	
11	Elect Marjorie Lao	Management	For	For	
12	Elect Neela Montgomery	Management	For	For	
13	Elect Kwok Wang Ng	Management	For	For	
14	Elect Deborah M. Thomas	Management	For	For	
15	Elect Sascha Zahnd	Management	For	For	
16	Elect Donald Allan, Jr.	Management	For	For	
17	Elect Johanna 'Hanneke' Faber	Management	For	For	
18	Elect Owen Mahoney	Management	For	For	
19	Appoint Wendy Becker as Board Chair	Management	For	For	
20	Shareholder Proposal Regarding Appointment of Guy Gecht as Board Chair	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
21	Elect Neela Montgomery as Compensation Committee Member	Management	For	For	
22	Elect Kwok Wang Ng as Compensation Committee Member	Management	For	For	
23	Elect Deborah M. Thomas as Compensation Committee Member	Management	For	For	
24	Elect Donald Allan, Jr. as Compensation Committee Member	Management	For	For	
25	Board Compensation	Management	For	For	
26	Executive Compensation (Total)	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
27	Appointment of Auditor	Management	For	For	
28	Appointment of Independent Proxy	Management	For	For	
29	Additional or Amended Proposals	Management	N/A	Against	Granting unfettered discretion is unwise

Agricultural Bank of China — Meeting Date: 06.09.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect WANG Zhiheng	Management	For	For	
2	Elect LIN Li	Management	For	For	
3	Elect ZHUANG Yumin	Management	For	For	
4	Amendments to Plan on Authorization of the Shareholders' General Meeting to the Board of Directors	Management	For	For	

Fission Uranium Corp — Meeting Date: 09.09.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Merger with Paladin Energy Ltd	Management	For	For	

Wix.com Ltd — Meeting Date: 09.09.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Francesco de Mojana	Management	For	For	
2	Elect Ron Gutler	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
3	Elect Gavin Patterson	Management	For	For	
4	Amendments to Articles	Management	For	Against	Amendment is not in best interests of shareholders
5	Appointment of Auditor and Authority to Set Fees	Management	For	For	

Nike, Inc. — Meeting Date: 10.09.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Cathleen A. Benko	Management	For	For	
2	Elect John W. Rogers, Jr.	Management	For	Withhold	Board - Concerns regarding the dual-class share structure in place
3	Elect Robert Holmes Swan	Management	For	For	
4	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
5	Ratification of Auditor	Management	For	For	
6	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests the company to increase disclosure & transparency on compensation practices.
7	Shareholder Proposal Regarding Report on Supply Chain Management	Shareholder	Against	For	SHP Social - Vote For when the proposal requests the company to report on their compliance with international human rights standards.
8	Shareholder Proposal Regarding Worker-Driven Social Responsibility	Shareholder	Against	For	SHP Social - Vote For when the proposal requests the company to improve labor practices.
9	Shareholder Proposal Regarding Report on Sustainability Targets and Strategy	Shareholder	Against	For	SHP Environment - Vote For when the proposal requests sustainability or environmental reports.
10	Shareholder Proposal Regarding Partnership Congruency With Fiduciary Duties	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.

Compagnie financiere Richemont SA — Meeting Date: 11.09.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Report on Non-Financial Matters	Management	For	For	
3	Allocation of Dividends	Management	For	For	
4	Ratification of Board and Management Acts	Management	For	For	
5	Elect Wendy Luhabe as Representative of A Shareholders	Management	For	For	
6	Elect Johann Rupert as Board Chair	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent.
7	Elect Josua (Dillie) Malherbe	Management	For	For	
8	Elect Nikesh Arora	Management	For	For	
9	Elect Clay Brendish	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
10	Elect Fiona Druckenmiller	Management	For	For	
11	Elect Burkhart Grund	Management	For	For	
12	Elect KEYU Jin	Management	For	For	
13	Elect Jérôme Lambert	Management	For	For	
14	Elect Wendy Luhabe	Management	For	For	
15	Elect Jeff Moss	Management	For	For	
16	Elect Vesna Nevistic	Management	For	For	
17	Elect Maria Ramos	Management	For	For	
18	Elect Anton Rupert	Management	For	For	
19	Elect Abraham Schot	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
20	Elect Patrick Thomas	Management	For	For	
21	Elect Jasmine Whitbread	Management	For	For	
22	Elect Gary Saage	Management	For	For	
23	Elect Nicolas Bos	Management	For	For	
24	Elect Clay Brendish as Compensation Committee Member	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
25	Elect Fiona Druckenmiller as Compensation Committee Member	Management	For	For	
26	Elect KEYU Jin as Compensation Committee Member	Management	For	For	
27	Elect Maria Ramos as Compensation Committee Member	Management	For	For	
28	Elect Jasmine Whitbread as Compensation Committee Member	Management	For	For	
29	Elect Abraham Schot as Compensation Committee Member	Management	For	For	
30	Appointment of Auditor	Management	For	For	
31	Appointment of Independent Proxy	Management	For	For	
32	Board Compensation	Management	For	For	
33	Executive Compensation (Fixed)	Management	For	For	
34	Executive Compensation (Variable)	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability
35	Transaction of Other Business	Management	N/A	Against	Granting unfettered discretion is unwise

Hisense Visual Technology Co Ltd — Meeting Date: 11.09.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	By-Elect DING Wenhua as Independent Director	Management	For	For	

Netapp Inc — Meeting Date: 11.09.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect T. Michael Nevens	Management	For	For	
2	Elect Deepak Ahuja	Management	For	For	
3	Elect Anders Gustafsson	Management	For	For	
4	Elect Gerald D. Held	Management	For	For	
5	Elect Deborah L. Kerr	Management	For	For	
6	Elect George Kurian	Management	For	For	
7	Elect Carrie Palin	Management	For	For	
8	Elect Scott F. Schenkel	Management	For	For	
9	Elect June Yang	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Amendment to the 2021 Equity Incentive Plan	Management	For	For	

MLS Co.Ltd — Meeting Date: 12.09.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Interim Profit Distribution Plan	Management	For	For	

Guizhou Qianyuan Power Co., Ltd. — Meeting Date: 13.09.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Interim Profit Distribution	Management	For	For	

Sinopharm Group Co Ltd — Meeting Date: 13.09.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect ZHAO Bingxiang	Management	For	For	
2	Elect LIAN Wanyong	Management	For	For	
3	Appointment of Domestic and International Auditors and Authority to Set Fees	Management	For	For	

Tian di Science & Technology — Meeting Date: 13.09.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Change of Appointment of Auditor	Management	For	For	

Universal Scientific Industrial (Shanghai) Co. Ltd — Meeting Date: 13.09.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Cancellation of Repurchased Shares in 2022 and the Previous Year	Management	For	For	

Darden Restaurants, Inc.		Meeting Date: 18.09.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Margaret Shân Atkins	Management	For	For	
2	Elect Ricardo Cardenas	Management	For	For	
3	Elect Juliana L. Chugg	Management	For	Withhold	Board - Vote Against when the company has either high exposure to deforestation risk commodities while failing to have adequate policies to mitigate this risk or it has been involved in severe deforestation-linked controversies.
4	Elect James P. Fogarty	Management	For	For	
5	Elect Cynthia T. Jamison	Management	For	For	
6	Elect Nana Mensah	Management	For	For	
7	Elect William S. Simon	Management	For	For	
8	Elect Charles M. Sonsteby	Management	For	For	
9	Elect Timothy J. Wilmott	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Amendment to the 2015 Omnibus Incentive Plan	Management	For	For	
13	Shareholder Proposal Regarding Disclosure of Broiler Chicken Key Welfare Indicators	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to address material ESG risks.
14	Shareholder Proposal Regarding Gestation Crates	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to address material ESG risks.
15	Shareholder Proposal Regarding Policy on Use of Medically Important Antimicrobials in the Supply Chain	Shareholder	Against	For	SHP Environment - Vote For when the proposal requests reporting on the use of antibiotics in animal agriculture.
16	Shareholder Proposal Regarding GHG Targets and Alignment with the Paris Agreement	Shareholder	Against	For	SHP Environment - Vote For when the proposal requests sustainability or environmental reports.

Auto Trader Group Plc		Meeting Date: 19.09.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Policy	Management	For	For	
3	Remuneration Report	Management	For	For	
4	Final Dividend	Management	For	For	
5	Elect Matthew Davies	Management	For	For	
6	Elect Nathan Coe	Management	For	For	
7	Elect Jeni Mundy	Management	For	For	
8	Elect Catherine Faiers	Management	For	For	
9	Elect James J. Warner	Management	For	For	
10	Elect Sigridur Sigurdardottir	Management	For	For	
11	Elect Jasvinder Gakhal	Management	For	For	
12	Elect Geeta Gopalan	Management	For	For	
13	Elect Amanda James	Management	For	For	
14	Appointment of Auditor	Management	For	For	
15	Authority to Set Auditor's Fees	Management	For	For	
16	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
17	Long-Term Incentive Plan	Management	For	For	
18	Deferred Bonus Plan	Management	For	For	
19	Approval of the SAYE plan	Management	For	For	
20	Employee Incentive Plan	Management	For	For	
21	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
22	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
23	Authority to Repurchase Shares	Management	For	For	
24	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

HBIS Resources Co Ltd		Meeting Date: 19.09.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect WANG Yaobin	Management	For	For	
2	Elect WEI Guangmin	Management	For	For	
3	Elect BAO Yanli	Management	For	For	
4	Elect WANG Jing	Management	For	For	
5	Elect ZHAO Qingsong	Management	For	For	
6	Elect ZOU Zhengqin	Management	For	For	
7	Elect XIAO Jinquan	Management	For	For	
8	Elect HOU Dongxi	Management	For	For	
9	Elect WANG Tingting	Management	For	For	
10	Elect ZHANG Haitao	Management	For	For	
11	Elect LI Wenbin	Management	For	Against	Supervisors are not sufficiently independent

Industrial & Commercial Bank of China Ltd. — Meeting Date: 20.09.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect WANG Jingwu	Management	For	For	
2	Elect CHEN Guanting	Management	For	For	
3	Limit for External Donations	Management	For	For	
4	Engagement of External Auditors for 2024	Management	For	For	
5	Approve Revised Plan on Authorization of the Shareholders' General Meeting to the Board of Directors	Management	For	For	

Henan Pinggao Electric Co Ltd — Meeting Date: 24.09.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Interim Dividend Distribution	Management	For	For	
2	Constitution of Management Measures for Audit Firm Appointment (Trail)	Management	For	For	
3	Shareholder Proposal: Elect ZHANG Guoyue as Director	Management	For	For	

Shenzhen Goodix Technology Co Ltd — Meeting Date: 24.09.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles	Management	For	For	
2	Remuneration Plan for Directors and Supervisors	Management	For	For	
3	Change of Auditor	Management	For	For	
4	Elect ZHANG Fan	Management	For	Against	Insider on compensation committee; Insufficient gender diversity/no diversity policy
5	Elect ZHU Xinghuo	Management	For	For	
6	Elect LIN Mengxue	Management	For	For	
7	Elect GUO Fengwei	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
8	Elect WANG Jianxin	Management	For	For	
9	Elect GUO Leiming	Management	For	For	
10	Elect ZHENG Zhengqi	Management	For	For	
11	Elect CHEN Shangping	Management	For	For	
12	Elect PAN Shangfeng	Management	For	Against	Supervisors are not sufficiently independent

Diageo plc — Meeting Date: 26.09.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Julie Brown	Management	For	For	
5	Elect Nik Jhangiani	Management	For	For	
6	Elect Melissa Bethell	Management	For	For	
7	Elect Karen Blackett	Management	For	For	
8	Elect Valérie Chapoulaud-Floquet	Management	For	For	
9	Elect Debra A. Crew	Management	For	For	
10	Elect Javier Ferrán	Management	For	For	
11	Elect Susan Kilsby	Management	For	For	
12	Elect Sir John A. Manzoni	Management	For	For	
13	Elect Ireena Vittal	Management	For	For	
14	Appointment of Auditor	Management	For	For	
15	Authority to Set Auditor's Fees	Management	For	For	
16	Authorisation of Political Donations	Management	For	For	
17	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
18	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
19	Authority to Repurchase Shares	Management	For	For	
20	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

Lasertec Corporation — Meeting Date: 26.09.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Amendments to Articles	Management	For	For	
3	Elect Osamu Okabayashi	Management	For	For	
4	Elect Haruhiko Kusunose	Management	For	For	
5	Elect Tetsuya Sendoda	Management	For	For	
6	Elect Atsushi Tajima	Management	For	For	
7	Elect Koji Mihara	Management	For	For	
8	Elect Yoshiko Iwata	Management	For	For	
9	Elect Miyuki Ishiguro	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
10	Elect Takashi Yuri	Management	For	For	
11	Elect Koichi Asami	Management	For	For	
12	Elect Masakatsu Asano	Management	For	Against	Statutory auditor board is not sufficiently independent
13	Elect Eiichi Izumo	Management	For	For	
14	Elect Ayumi Michi @ Ayumi Kodama	Management	For	For	
15	Elect Ken Yamamoto as Alternate Statutory Auditor	Management	For	For	
16	Directors' Fees	Management	For	For	
17	Statutory Auditors' Fees	Management	For	For	
18	Bonus	Management	For	For	

TPV Technology Co. Ltd. Meeting Date: 26.09.2024 Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect XUAN Jiansheng	Management	For	Against	Insider on audit committee; Insider on compensation committee
2	Elect ZENG Yi	Management	For	For	
3	Elect KONG Xueping	Management	For	For	
4	Elect YANG Lin	Management	For	For	
5	Elect SONG Shaowen	Management	For	For	
6	Elect HUANG Cheng	Management	For	For	
7	Elect FAN Laiying	Management	For	For	
8	Elect ZHANG Zhicheng	Management	For	Against	Supervisors are not sufficiently independent
9	Elect ZENG Wenzhong	Management	For	For	
10	Elect CAI Qingfu	Management	For	For	
11	Elect GAO Yicheng	Management	For	For	

Procter & Gamble Co. Meeting Date: 08.10.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect B. Marc Allen	Management	For	For	
2	Elect M. Brett Biggs	Management	For	For	
3	Elect Sheila Bonini	Management	For	For	
4	Elect Amy L. Chang	Management	For	For	
5	Elect Joseph Jimenez	Management	For	For	
6	Elect Christopher Kempczinski	Management	For	For	
7	Elect Debra L. Lee	Management	For	For	
8	Elect Terry J. Lundgren	Management	For	For	
9	Elect Christine M. McCarthy	Management	For	For	
10	Elect Ashley McEvoy	Management	For	For	
11	Elect Jon R. Moeller	Management	For	For	
12	Elect Robert J. Portman	Management	For	For	
13	Elect Rajesh Subramaniam	Management	For	For	
14	Elect Patricia A. Woertz	Management	For	For	
15	Ratification of Auditor	Management	For	For	
16	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
17	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests the company to increase disclosure & transparency on compensation practices.

Geely Automobile Holdings Ltd. Meeting Date: 10.10.2024 Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Services Agreement	Management	For	For	
2	Automobile Components Sales and Purchase Agreement	Management	For	For	
3	Operation Services Agreement	Management	For	For	

XJ Electric Co. Ltd. Meeting Date: 14.10.2024 Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Interim Profit Distribution	Management	For	For	
2	Reappointment of Auditor	Management	For	Against	Audit/Financials - Vote Against when the allocation of fees paid to the auditor is not in line with market best practice.

Goldcup Electric Apparatus Co Ltd Meeting Date: 16.10.2024 Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Interim Profit Distribution Plan	Management	For	For	

National Atomic Company Kazatomprom JSC		Meeting Date: 16.10.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Election of Meeting Chair and Secretary	Management	For	For	
2	Form of Voting	Management	For	For	
3	Agenda	Management	For	For	
4	Related Party Transactions	Management	For	For	

CK Hutchison Holdings Limited		Meeting Date: 17.10.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Joint Venture/Strategic Alliance (of Three UK with Vodafone UK)	Management	For	For	

Medtronic Plc		Meeting Date: 17.10.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Craig Arnold	Management	For	For	
2	Elect Scott C. Donnelly	Management	For	For	
3	Elect Lidia L. Fonseca	Management	For	For	
4	Elect Andrea J. Goldsmith	Management	For	For	
5	Elect Randall J. Hogan, III	Management	For	For	
6	Elect Gregory P. Lewis	Management	For	For	
7	Elect Kevin E. Lofton	Management	For	For	
8	Elect Geoffrey Straub Martha	Management	For	For	
9	Elect Elizabeth G. Nabel	Management	For	For	
10	Elect Kendall J. Powell	Management	For	Against	Affiliate/Insider on compensation committee
11	Appointment of Auditor and Authority to Set Fees	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
13	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
14	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
15	Authority to Repurchase Shares	Management	For	For	

Seagate Technology Holdings Plc		Meeting Date: 19.10.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Mark W. Adams	Management	For	Against	Serves on too many boards
2	Elect Shankar Arumugavelu	Management	For	For	
3	Elect Pratik S. Bhatt	Management	For	For	
4	Elect Judy Bruner	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
5	Elect Michael R. Cannon	Management	For	For	
6	Elect Richard L. Clemmer	Management	For	For	
7	Elect Yolanda L. Conyers	Management	For	For	
8	Elect Jay L. Geldmacher	Management	For	For	
9	Elect Dylan G. Haggart	Management	For	For	
10	Elect William D. Mosley	Management	For	For	
11	Elect Stephanie Tilenius	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Appointment of Auditor and Authority to Set Fees	Management	For	For	
14	Authority to Set the Reissue Price Of Treasury Shares	Management	For	Against	Discount exceeds reasonable limits

Unipol Gruppo S.p.A.		Meeting Date: 21.10.2024			Meeting Type: Mix
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Merger by Incorporation (UnipolSai Assicurazioni S.p.A., Unipol Finance S.r.l., UnipolPart I S.p.A. and Unipol Investment S.p.A.)	Management	For	For	
2	Amendments to Articles	Management	For	Against	Changes to Company Statutes - Vote Against when the Company has requested the right to hold a virtual-only meeting.
3	Amendments to Article 12 (Board Meetings)	Management	For	Against	Changes to Company Statutes - Vote Against when the Company has requested the right to hold a virtual-only meeting.
4	Amendments to Article 17 (Board of Statutory Auditors)	Management	For	Against	Changes to Company Statutes - Vote Against when the Company has requested the right to hold a virtual-only meeting.
5	Board Size	Management	For	For	
6	Election of Directors; Term Length	Management	For	For	
7	Directors' Fees	Management	For	For	
8	Increase in Auditor's Fees (FY 2021-2029)	Management	For	For	

Adyen NV | Meeting Date: 23.10.2024 | Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Tom Adams to the Management Board	Management	For	For	

Gabriel Resources Ltd. | Meeting Date: 23.10.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Jeffrey Couch	Management	For	For	
2	Elect Dag Cramer	Management	For	For	
3	Elect Anna El-Erian	Management	For	For	
4	Elect Ali Erfan	Management	For	For	
5	Elect James Lieber	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
6	Elect Dragos Tanase	Management	For	For	
7	Appointment of Auditor and Authority to Set Fees	Management	For	For	

Brambles Ltd | Meeting Date: 24.10.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report	Management	For	For	
2	Re-elect Elizabeth Fagan	Management	For	For	
3	Amendment to the Performance Share Plan	Management	For	For	
4	Equity Grant (CEO Graham Chipchase)	Management	For	For	
5	Approval of the MyShare Plan	Management	For	For	

Wolters Kluwers NV | Meeting Date: 28.10.2024 | Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Anjana Harve to the Supervisory Board	Management	For	For	

Cintas Corporation | Meeting Date: 29.10.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Melanie W. Barstad	Management	For	For	
2	Elect Beverly K. Carmichael	Management	For	For	
3	Elect Karen L. Carnahan	Management	For	For	
4	Elect Robert E. Coletti	Management	For	For	
5	Elect Scott D. Farmer	Management	For	For	
6	Elect Martin Mucci	Management	For	For	
7	Elect Joseph Scaminace	Management	For	For	
8	Elect Todd M. Schneider	Management	For	For	
9	Elect Ronald W. Tysoe	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	For	
11	Amendment to the 2016 Equity and Incentive Compensation Plan	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Shareholder Proposal Regarding Diversity and Inclusion Report	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues
14	Shareholder Proposal Regarding GHG Targets and Alignment with the Paris Agreement	Shareholder	Against	For	SHP Environment - Vote For when reasonable shareholder proposals request companies to prepare and plan for mitigating environmental risks
15	Shareholder Proposal Regarding Political Contributions and Expenditures Report	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to review their political spending and lobbying activities. These expenses must be consistent with their sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.

Impala Platinum Holdings Ltd | Meeting Date: 30.10.2024 | Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Appointment of Auditor	Management	For	For	
2	Re-elect Ralph Havenstein	Management	For	For	
3	Re-elect Fholisani (Sydney) Mufamadi	Management	For	For	
4	Re-elect Mpho E.K. Nkeli	Management	For	For	
5	Re-elect Zacharias (Bernard) Swanepoel	Management	For	For	
6	Election of Audit and Risk Committee Member (Dawn Earp)	Management	For	For	
7	Election of Audit and Risk Committee Member (Ralph Havenstein)	Management	For	For	
8	Election of Audit and Risk Committee Member (Mametja Moshe)	Management	For	For	
9	Election of Audit and Risk Committee Member (Preston E. Speckmann)	Management	For	For	
10	Authority to Issue Shares for Cash	Management	For	For	
11	Authorisation of Legal Formalities	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
12	Approve Remuneration Policy	Management	For	For	
13	Approve Remuneration Implementation Report	Management	For	For	
14	Approve NEDs' Fees (Board Chair)	Management	For	For	
15	Approve NEDs' Fees (Lead Independent Director)	Management	For	For	
16	Approve NEDs' Fees (Board Member)	Management	For	For	
17	Approve NEDs' Fees (Audit and Risk Committee Chair)	Management	For	For	
18	Approve NEDs' Fees (Audit and Risk Committee Member)	Management	For	For	
19	Approve NEDs' Fees (Social, Transformation and Remuneration Committee Chair)	Management	For	For	
20	Approve NEDs' Fees (Social, Transformation and Remuneration Committee Member)	Management	For	For	
21	Approve NEDs' Fees (Nominations, Governance and Ethics Committee Chair)	Management	For	For	
22	Approve NEDs' Fees (Nominations, Governance and Ethics Committee Member)	Management	For	For	
23	Approve NEDs' Fees (Health, Safety and Environment Committee Chair)	Management	For	For	
24	Approve NEDs' Fees (Health, Safety and Environment Committee Member)	Management	For	For	
25	Approve NEDs' Fees (Strategy and Investment Committee Chair)	Management	For	For	
26	Approve NEDs' Fees (Strategy and Investment Committee Member)	Management	For	For	
27	Approve NEDs' Fees (Ad Hoc)	Management	For	For	
28	Authority to Repurchase Shares	Management	For	For	

Jiangling Motors Corporation Ltd. — Meeting Date: 30.10.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	CHANGE OF EXTERNAL AUDIT FIRM AND INTERNAL CONTROL AUDIT FIRM	Management	For	For	

Check Point Software Technologies — Meeting Date: 31.10.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Board Size	Management	For	For	
2	Elect Gil Shwed	Management	For	For	
3	Elect Nadav Zafrir	Management	For	For	
4	Elect Tzipi Ozer-Armon	Management	For	For	
5	Elect Tal Shavit	Management	For	For	
6	Elect Jill D. Smith	Management	For	For	
7	Elect Jerry Ungerman	Management	For	For	
8	Elect Shai Weiss	Management	For	For	
9	Elect Yoav Chelouche	Management	For	For	
10	Elect Dafna Gruber	Management	For	For	
11	Ratification of Auditor	Management	For	For	
12	Compensation Terms of Incoming CEO	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability
13	Stock Option Grant of Executive Chair	Management	For	For	
14	Lead Independent Director Fee	Management	For	For	

Wesfarmers Limited — Meeting Date: 31.10.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Re-elect Alison M. Watkins	Management	For	For	
2	Elect Kate Munnings	Management	For	For	
3	Elect Friedrich (Tom) von Oertzen	Management	For	For	
4	Approve Increase in NEDs' Fee Cap	Management	N/A	For	
5	Remuneration Report	Management	For	For	
6	Equity Grant (MD/CEO KEEPP Awards)	Management	For	For	

Shenzhen Topband Co., Ltd. — Meeting Date: 04.11.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	CHANGE OF AUDIT FIRM AND APPOINTMENT OF 2024 AUDIT FIRM	Management	For	For	
2	Change of the Company's Registered Capital and Amendments to Articles	Management	For	For	

Lam Research Corp. — Meeting Date: 05.11.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Sohail U. Ahmed	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Elect Timothy M. Archer	Management	For	For	
3	Elect Eric K. Brandt	Management	For	For	
4	Elect Ita M. Brennan	Management	For	For	
5	Elect Michael R. Cannon	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
6	Elect John M. Dineen	Management	For	For	
7	Elect Mark Fields	Management	For	For	
8	Elect Ho Kyu Kang	Management	For	For	
9	Elect Bethany J. Mayer	Management	For	For	
10	Elect Jyoti K. Mehra	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices
11	Elect Abhijit Y. Talwalkar	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
13	Ratification of Auditor	Management	For	For	

Cardinal Health, Inc. — Meeting Date: 06.11.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Robert Azelby	Management	For	For	
2	Elect Michelle M. Brennan	Management	For	For	
3	Elect Sheri H. Edison	Management	For	For	
4	Elect David C. Evans	Management	For	For	
5	Elect Patricia Hemingway Hall	Management	For	For	
6	Elect Jason M. Hollar	Management	For	For	
7	Elect Akhil Johri	Management	For	For	
8	Elect Gregory B. Kenny	Management	For	For	
9	Elect Nancy Killefer	Management	For	For	
10	Elect Christine A. Mundkur	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve board accountability.

Shenzhen Transsion Holding Co Ltd — Meeting Date: 06.11.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Interim Profit Distribution Plan	Management	For	For	
2	Amendments to Articles	Management	For	Against	Amendment is not in best interests of shareholders
3	Amendments to Procedural Rules: Shareholder Meetings	Management	For	For	
4	Amendments to Procedural Rules: Board Meetings	Management	For	For	
5	Amendments to Procedural Rules: Supervisory Board Meetings	Management	For	For	

Cosco Shipping Holdings Co Ltd — Meeting Date: 13.11.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect ZHU Tao	Management	For	For	
2	COSCO MERCURY Shipbuilding Contracts	Management	For	For	
3	Supplemental Loan Agreement	Management	For	For	
4	Appointment of Auditor and Authority to Set Fees	Management	For	For	
5	Purpose of Share Repurchase	Management	For	For	
6	Type of Shares	Management	For	For	
7	Method of Share Repurchase	Management	For	For	
8	Implementation Period	Management	For	For	
9	Amount of Shares to be Repurchased	Management	For	For	
10	Pricing	Management	For	For	
11	Source of Funds	Management	For	For	
12	Board Authorization	Management	For	For	

Oracle Corp. — Meeting Date: 14.11.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Awo Ablo	Management	For	For	
2	Elect Jeffrey S. Berg	Management	For	For	
3	Elect Michael J. Boskin	Management	For	For	
4	Elect Safra A. Catz	Management	For	For	
5	Elect Bruce R. Chizen	Management	For	For	
6	Elect George H. Conrades	Management	For	Withhold	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
7	Elect Lawrence J. Ellison	Management	For	For	
8	Elect Rona Fairhead	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
9	Elect Jeffrey O. Henley	Management	For	For	
10	Elect Charles W. Moorman	Management	For	Withhold	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
11	Elect Leon E. Panetta	Management	For	Withhold	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
12	Elect William G. Parrett	Management	For	For	
13	Elect Naomi O. Seligman	Management	For	Withhold	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
14	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the company fails to align pay with performance
15	Ratification of Auditor	Management	For	For	
16	Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Options	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues

National Atomic Company Kazatomprom JSC — Meeting Date: 15.11.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Arman Argingazin as Chair	Management	For	For	
2	Elect Aigerim Dossanova as Secretary	Management	For	For	
3	Form of Voting	Management	For	For	
4	Agenda	Management	For	For	
5	Related Party Transactions	Management	For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.

5I5J Holding Group Co Ltd. — Meeting Date: 19.11.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Re-Appointment Mazars as the Company's Auditor	Management	For	For	

Midea Group Co. Ltd — Meeting Date: 19.11.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles	Management	For	For	

China CITIC Bank Corp. Ltd. — Meeting Date: 20.11.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Interim Profit Distribution Plan	Management	For	For	
2	General Authorization to Issue Capital Bonds	Management	For	For	
3	General Authorization to Issue Financial Bonds	Management	For	For	

Killam Apartment Reit — Meeting Date: 21.11.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Plan of Arrangement	Management	For	For	

Avnet Inc. — Meeting Date: 22.11.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Rodney C. Adkins	Management	For	For	
2	Elect Brenda C. Freeman	Management	For	For	
3	Elect Philip R. Gallagher	Management	For	For	
4	Elect Helmut Gassel	Management	For	For	
5	Elect Virginia L. Henkels	Management	For	For	
6	Elect Jo Ann Jenkins	Management	For	For	
7	Elect Oleg Khaykin	Management	For	For	
8	Elect Ernest E. Maddock	Management	For	For	
9	Elect Avid Modjtabai	Management	For	For	
10	Elect Adalio T. Sanchez	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	
12	Ratification of Auditor	Management	For	For	

Shenzhen Topband Co., Ltd. — Meeting Date: 25.11.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 EMPLOYEE STOCK OWNERSHIP PLAN (DRAFT) AND ITS SUMMARY	Management	For	Against	Potential conflict of interests
2	MANAGEMENT MEASURES FOR THE 2024 EMPLOYEE STOCK OWNERSHIP PLAN	Management	For	Against	Not in shareholders' best interests
3	Authorization to the Board to Handle Matters Regarding the 2024 Employee Stock Ownership Plan	Management	For	Against	Not in shareholders' best interests

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
4	2024 STOCK OPTION INCENTIVE PLAN (DRAFT) AND ITS SUMMARY	Management	For	For	
5	Appraisal Management Measures for the Implementation of 2024 Stock Option Incentive Plan	Management	For	For	
6	Authorization to the Board to Handle Matters Regarding the 2024 Stock Option Incentive Plan	Management	For	For	

Loncin Motor Co Ltd — Meeting Date: 26.11.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	ADJUSTMENT OF THE ESTIMATED AMOUNT OF 2024 CONTINUING CONNECTED TRANSACTIONS	Management	For	For	

Harmony Gold Mining Co Ltd — Meeting Date: 27.11.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Re-elect Mavuso Msimang	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent.
2	Re-elect Vishnu P. Pillay	Management	For	For	
3	Re-elect Karabo T. Nondumo	Management	For	For	
4	Re-elect Audit and Risk Committee Member (John Wetton)	Management	For	Against	Board - Vote Against when the chair of the audit committee is not independent.
5	Re-elect Audit and Risk Committee Member (Karabo Nondumo)	Management	For	For	
6	Re-elect Audit and Risk Committee Member (Given Sibiya)	Management	For	For	
7	Elect Audit and Risk Committee Member (Bongani Nqwababa)	Management	For	For	
8	Elect Audit and Risk Committee Member (Martin Prinsloo)	Management	For	For	
9	Appointment of Auditor	Management	For	For	
10	Approve Remuneration Policy	Management	For	For	
11	Approve Remuneration Implementation Report	Management	For	For	
12	Authority to Issue Shares for Cash	Management	For	For	
13	Approve NEDs' Fees	Management	For	For	

Israel Discount Bank Ltd. — Meeting Date: 28.11.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Sigal Barmack	Management	For	For	
2	Elect Sabina Biran	Management	For	Do Not Vote	Alternate nominee preferred
3	Elect Ben-Zion Zilberfarb	Management	For	For	
4	Elect Reuven Adler	Management	For	For	
5	Elect Elik Etzion	Management	For	For	
6	Elect Keren Kibovich	Management	For	Abstain	Alternate nominee preferred

Shantui Construction Machinery Co. Ltd. — Meeting Date: 28.11.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Report on Provision for Assets Impairment and Write-Off of Assets for the First Half of 2024	Management	For	For	
2	Elect QU Hongkun as Non-Independent Director	Management	For	For	
3	2024 Third Quarter Profit Distribution Plan	Management	For	For	
4	2024 Additional Estimated Related Party Transactions	Management	For	For	
5	Connected Transactions Regarding Capital Increase and Waiver of the Preemptive Right to Acquire Equities in Shandong Heavy Industry Group Finance Co., Ltd.	Management	For	For	
6	Connected Transactions Regarding Acquisition of Equity of Strong Construction Machinery Co., Ltd.	Management	For	For	

Agricultural Bank of China — Meeting Date: 29.11.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect WU Liansheng	Management	For	For	
2	Elect LIU Xiaopeng	Management	For	For	
3	Distribution of Interim Dividends	Management	For	For	
4	External Donation Budget for 2024	Management	For	For	
5	Directors' Remuneration for 2023	Management	For	For	
6	Supervisors' Remuneration for 2023	Management	For	For	
7	Authority to Issue Financial Bonds	Management	For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.

Jiangxi Ganyue Expressway Co. Ltd.		Meeting Date: 29.11.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Formulation of Evaluation Methods for Board of Directors and Directors	Management	For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
2	2024 Appointment of Auditor	Management	For	For	

Industrial & Commercial Bank of China Ltd.		Meeting Date: 02.12.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Distribution of Interim Dividends	Management	For	For	
2	Elect LI Weiping	Management	For	For	
3	Approve Xi'an Data Center Building Project	Management	For	For	
4	Authority to Issue Financial Bond for 2025	Management	For	Against	Granting unfettered discretion is unwise
5	Payment Plan of Remuneration to Directors for 2023	Management	For	For	
6	Payment Plan of Remuneration to Supervisors for 2023	Management	For	For	

Mizrahi Tefahot Bank Ltd		Meeting Date: 03.12.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Appointment of Auditor	Management	For	Against	Audit/Financials - Vote Against when the allocation of fees paid to the auditor is not in line with market best practice.

Bank Of Chengdu Co Ltd		Meeting Date: 04.12.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2025 Application for Issuance of Capital Instruments	Management	For	For	

Guangshen Railway Co. Ltd.		Meeting Date: 06.12.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect JIANG Hui	Management	For	For	

Cisco Systems, Inc.		Meeting Date: 09.12.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Wesley G. Bush	Management	For	For	
2	Elect Michael D. Capellas	Management	For	For	
3	Elect Mark S. Garrett	Management	For	For	
4	Elect John D. Harris II	Management	For	For	
5	Elect Kristina M. Johnson	Management	For	For	
6	Elect Sarah Rae Murphy	Management	For	For	
7	Elect Charles H. Robbins	Management	For	For	
8	Elect Daniel H. Schulman	Management	For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices
9	Elect Marianna Tessel	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when substantial one-off payments are made without performance criteria
11	Ratification of Auditor	Management	For	For	

Halyk Bank of Kazakhstan JSC		Meeting Date: 09.12.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Agenda	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Appointment of Auditor	Management	For	For	
4	Private Placement	Management	For	Against	Not in shareholders' best interests

Microsoft Corporation		Meeting Date: 10.12.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Reid G. Hoffman	Management	For	For	
2	Elect Hugh F. Johnston	Management	For	Against	Board - Vote Against when there are concerns that one or more nominees lack sufficient time to effectively carry out their role in light of their external commitments
3	Elect Teri L. List	Management	For	For	
4	Elect Catherine MacGregor	Management	For	For	
5	Elect Mark Mason	Management	For	For	
6	Elect Satya Nadella	Management	For	For	
7	Elect Sandra E. Peterson	Management	For	For	
8	Elect Penny S. Pritzker	Management	For	For	
9	Elect Carlos A. Rodriguez	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
10	Elect Charles W. Scharf	Management	For	For	
11	Elect John W. Stanton	Management	For	For	
12	Elect Emma N. Walmsley	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	For	
14	Ratification of Auditor	Management	For	For	
15	Shareholder Proposal Regarding Risks of Developing Military Weapons	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to address material ESG risks.
16	Shareholder Proposal Regarding Assessment of Investments in Bitcoin	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
17	Shareholder Proposal Regarding Report on Siting in Countries of Significant Human Rights Concern	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues.
18	Shareholder Proposal Regarding Report on Risks of Providing AI to Facilitate New Oil and Gas Development and Production	Shareholder	Against	For	SHP - Vote For when the proposal requests the company to address material ESG risks.
19	Shareholder Proposal Regarding Report on AI Misinformation and Disinformation	Shareholder	Against	For	SHP - Vote For when the proposal aims to increase transparency on material ESG issues.
20	Shareholder Proposal Regarding Report on Risks of AI Data Sourcing	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.

Zhejiang Orient Financial Holdings Group Co. Ltd. Meeting Date: 10.12.2024 Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Provision of Guarantee for Issuance of Capital Supplementing Bonds by a Company	Management	For	For	
2	Amendments to the Interim Measures for Accountability for Assets Loss in Illegal Operation and Investment	Management	For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
3	2024 Appointment of Auditor	Management	For	For	
4	LOANS FROM RELATED PARTIES TO CONTROLLED SUBSIDIARIES	Management	For	For	

Huaxia Bank Co Meeting Date: 12.12.2024 Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 Interim Profit Distribution Plan	Management	For	For	
2	Elect ZOU Libin	Management	For	Against	Insufficient audit committee independence
3	Elect CAI Zhiwei	Management	For	For	
4	Elect ZHANG Chuanliang	Management	For	For	
5	Elect LV Chen	Management	For	For	
6	Elect DUAN Yuangang	Management	For	For	
7	Elect MA Jinzhao	Management	For	For	
8	Elect LI Minji	Management	For	For	
9	Elect QU Gang	Management	For	For	
10	Elect YANG Wei	Management	For	For	
11	Elect LIU Ruijia	Management	For	For	
12	Elect SONG Jiqing	Management	For	For	
13	Elect DENG Kang	Management	For	For	
14	Elect MA Bing	Management	For	For	
15	Elect ZHAO Xijun	Management	For	For	
16	Elect GUO Tianyong	Management	For	For	
17	Elect ZHANG Hong	Management	For	For	
18	Elect CHENG Xinsheng	Management	For	For	
19	Establishment of the Implementing Rules for Cumulative Voting System	Management	For	For	
20	Elect DING Yi	Management	For	For	
21	Elect ZHAO Hong	Management	For	For	
22	Elect GUO Qingwang	Management	For	For	
23	Elect GONG Zhiqiang	Management	For	For	
24	Elect CHEN Shenghua	Management	For	For	
25	Elect ZHU Xiaofang	Management	For	For	
26	Elect PENG Longyuan	Management	For	For	

Loncin Motor Co Ltd Meeting Date: 13.12.2024 Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect JIAO Yiyang	Management	For	For	
2	Elect CHEN Dingwen	Management	For	For	

Nanjing Tanker Corporation Meeting Date: 17.12.2024 Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	BUILDING FOUR OIL TANKERS	Management	For	For	
2	Elect REN Dengzheng as Non-Independent Director	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.

Autozone Inc.		Meeting Date: 18.12.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Philip B. Daniele III	Management	For	For	
2	Elect Michael A. George	Management	For	For	
3	Elect Linda A. Goodspeed	Management	For	For	
4	Elect Earl G. Graves, Jr.	Management	For	For	
5	Elect Brian Hannasch	Management	For	For	
6	Elect Gale V. King	Management	For	For	
7	Elect George R. Mrkonic, Jr.	Management	For	For	
8	Elect William C. Rhodes, III	Management	For	For	
9	Elect Jill Ann Soltau	Management	For	For	
10	Ratification of Auditor	Management	For	For	
11	Advisory Vote on Executive Compensation	Management	For	For	
12	Reduce Ownership Threshold for Shareholders to Call Special Meetings	Management	For	For	
13	Shareholder Proposal Regarding Right to Call Special Meeting	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights. A 10% threshold for calling a special meeting is considered most appropriate.

Baota Industry Co Ltd.		Meeting Date: 18.12.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Re-Appointment of Auditor	Management	For	For	
2	Adjustment of the Price of Public Listing and Transfer of Real Estate and Land in the Old Factory Area	Management	For	For	

Aerospace Hi-Tech Holding Group Co., Ltd.		Meeting Date: 19.12.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Connected Transactions Regarding Waiver of the Preemptive Rights for Equities Acquisitions in a Company	Management	For	For	

Shenwan Hongyuan Group Co Ltd		Meeting Date: 19.12.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Renewing the Securities and Financial Products, Transactions and Services Framework Agreement	Management	For	For	
2	Provision of Guarantee	Management	For	For	
3	Elect YAN Jinguo as Non-Independent Director	Management	For	For	

Bank of Chongqing Co Ltd		Meeting Date: 20.12.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect YANG Xiuming	Management	For	For	
3	Elect GAO Song	Management	For	For	
4	Elect HOU Ximeng	Management	For	For	
5	Elect Derek WONG Hon-Hing	Management	For	For	
6	Elect GUO Xile	Management	For	For	
7	Elect FU Wei	Management	For	For	
8	Elect ZHOU Zongcheng	Management	For	For	
9	Elect WU Heng	Management	For	Against	Insufficient audit committee independence
10	Elect YU Hua	Management	For	For	
11	Elect ZHU Yanjian	Management	For	For	
12	Elect WANG Qinlin	Management	For	For	
13	Elect LIU Ruihan	Management	For	For	
14	Elect ZENG Hong	Management	For	For	
15	Elect CHAN Fung Cheung	Management	For	For	

Caida Securities Co Ltd		Meeting Date: 20.12.2024			Meeting Type: Special
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles	Management	For	For	
2	Adjustment of the Allowance for Independent Director	Management	For	For	
3	Amendments to the Remuneration and Appraisal Management System for Directors, Supervisors, and Senior Management	Management	For	For	
4	Elect ZHANG Ming	Management	For	For	
5	Elect WANG Longgang	Management	For	For	
6	Elect ZHUANG Liming	Management	For	For	
7	Elect SUN Peng	Management	For	For	
8	Elect GUO Aiwen	Management	For	For	
9	Elect TANG Jianjun	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
10	Elect LI Zhanghao	Management	For	For	
11	Elect WANG Huixia	Management	For	For	
12	Elect HAN Yongqiang	Management	For	For	
13	Elect HE Jimin	Management	For	For	
14	Elect SU Dong	Management	For	Against	Supervisors are not sufficiently independent
15	Elect LI Jianhai	Management	For	Against	Supervisors are not sufficiently independent
16	Elect SU Xindi	Management	For	For	

Haier Smart Home Co Ltd — Meeting Date: 20.12.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Connected Transactions Regarding Acceptance of Voting Right Entrustment	Management	For	For	

Kato Sangyo Co. Ltd. — Meeting Date: 20.12.2024 — Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	Against	Capital Management - Vote Against when the company has a history of poor capital management.
2	Elect Kazuya Kato	Management	For	Against	Extensive strategic shareholdings. Board – Vote Against when the board repeatedly shows unwillingness to implement good capital management practices.
3	Elect Toshinao Nakamura	Management	For	For	
4	Elect Keisuke Hibi	Management	For	For	
5	Elect Shigenori Tsuguie	Management	For	For	
6	Elect Takashi Onishi	Management	For	For	
7	Elect Yusuke Yasokawa	Management	For	For	
8	Elect Ayako Kaiho	Management	For	For	
9	Elect Hidehiko Aoki	Management	For	For	
10	Elect Koji Yamamura	Management	For	For	
11	Elect Asuka Nakamura	Management	For	Against	Board - Vote Against when the statutory auditors board is not sufficiently independent.

Zhejiang Jiecang Linear Motion Technology Co Ltd — Meeting Date: 20.12.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Termination of Some Projects Financed with Raised Funds and Permanently Supplementing the Working Capital with the Surplus Raised Funds	Management	For	For	

Arcadium Lithium PLC — Meeting Date: 23.12.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Scheme of Arrangement	Management	For	For	
1	Advisory Vote on Golden Parachutes	Management	For	Against	Remuneration - Vote Against when remuneration arrangements include single-trigger change-of-control provisions.
2	Authority to Effect Scheme	Management	For	For	

Hisense Visual Technology Co Ltd — Meeting Date: 23.12.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2025 Estimated Quota of Continuing Connected Transactions	Management	For	For	
2	2025 Entrusted Wealth Management with Idle Proprietary Funds	Management	For	For	
3	2025 Estimated Guarantee Quota of the Company and Subsidiaries	Management	For	For	
4	2025 Financial Service Agreement to Be Signed with a Company and Launching Connected Transactions	Management	For	Against	Deposit services with a member of the group

XJ Electric Co. Ltd. — Meeting Date: 23.12.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2024 3rd Quarter Profit Distribution Plan	Management	For	For	
2	ADJUSTMENT OF 2024 ESTIMATED CONTINUING CONNECTED TRANSACTIONS	Management	For	For	
3	2025 ESTIMATED CONTINUING CONNECTED TRANSACTIONS	Management	For	For	

Bank Of Beijing Co. Ltd. — Meeting Date: 25.12.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles	Management	For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Amendments to Procedural Rules: Shareholder Meetings	Management	For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
3	Amendments to Procedural Rules: Board Meetings	Management	For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
4	Elect YANG Shujian as Non-Independent Director	Management	For	Against	Insider on compensation committee
5	Elect Johannes Hermanus De Wit as Non-Independent Director	Management	For	For	
6	Elect Johannes Franciscus Grisel as Non-Independent Director	Management	For	For	
7	Elect ZHANG Chuanhong as Non-Independent Director	Management	For	For	
8	Elect YANG Tao as Independent Director	Management	For	For	
9	2025 TO 2026 ISSUANCE OF NON-CAPITAL FINANCIAL BONDS	Management	For	For	
10	2024 Interim Profit Distribution Plan	Management	For	For	

Zhonghong Pulin Medical Products Co. Ltd. — Meeting Date: 25.12.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2025 Purchase Of Low-Risk Wealth Management Products With Idle Proprietary Funds	Management	For	For	
2	2025 Connected Transaction Regarding Cash Management With Temporarily Idle Surplus Raised Funds And Its Interest	Management	For	For	
3	2025 Application for the Bank Comprehensive Credit Line by the Company and Subsidiaries and Provision of Guarantee for Subsidiaries by the Company	Management	For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
4	2025 Launching Foreign Exchange Derivatives Transactions Business	Management	For	For	
5	2025 Connected Transaction Regarding Launching Commodity Futures Hedging Business	Management	For	For	

Henan Pinggao Electric Co Ltd — Meeting Date: 26.12.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Appointment of 2024 Audit Firm	Management	For	For	
2	2024 Three Quarter Profit Distribution	Management	For	For	
3	2025 ESTIMATED CONTINUING CONNECTED TRANSACTIONS	Management	For	For	

Aisino Corporation — Meeting Date: 27.12.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	2025 Estimated Related Party Transactions	Management	For	Against	Deposit services with a member of the group
2	2024 Re-Appointment of Auditor	Management	For	For	
3	By-Elect HUANG Guokai as Supervisor	Management	For	Against	Supervisors are not sufficiently independent

Bank of Communications Co., Ltd. — Meeting Date: 27.12.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Issuance Quota of Capital Instruments	Management	For	For	
2	Issuance Quota of Total Loss-Absorbing Capacity Non-Capital Bonds	Management	For	For	
3	Issuance Quota of Financial Bonds	Management	For	For	
4	Allocation of Interim Dividends	Management	For	For	
5	Elect AI Dong	Management	For	Against	Board - Vote Against when the audit committee is not sufficiently independent.
6	Directors' Remuneration Plan for 2023	Management	For	For	
7	Supervisors' Remuneration Plan for 2023	Management	For	For	

Shenzhen Gongjin Electronics Co.Ltd — Meeting Date: 27.12.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Appointment of Audit Firm	Management	For	For	

TPV Technology Co. Ltd. — Meeting Date: 27.12.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Connected Transactions Regarding Extension of the Loans from the Controlling Shareholder and De Facto Controller	Management	For	For	
2	EXTENSION OF THE DEADLINE TO FULFILL COMMITMENTS BY THE DE FACTO CONTROLLER	Management	For	For	
3	Re-Appointment of Mazars as the Company's Auditor	Management	For	For	

China Gas Holdings Ltd. — Meeting Date: 30.12.2024 — Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Revision of Term under Acquisition Agreement	Management	For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
2	Board Authorization	Management	For	For	

Huayi Brothers Media Corp	**Meeting Date: 31.12.2024**	**Meeting Type: Special**

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	The Company's Eligibility for Share Offering to Specific Parties	Management	For	Against	Not in shareholders' best interests
2	Stock Type and Par Value	Management	For	Against	Discount exceeds reasonable limits; Potential dilution exceeds recommended threshold
3	Method and Date of Issuance	Management	For	Against	Discount exceeds reasonable limits; Potential dilution exceeds recommended threshold
4	Issuing Targets and Subscription Method	Management	For	Against	Discount exceeds reasonable limits; Potential dilution exceeds recommended threshold
5	Pricing Principles and Issue Price	Management	For	Against	Discount exceeds reasonable limits; Potential dilution exceeds recommended threshold
6	Issuing Volume	Management	For	Against	Discount exceeds reasonable limits; Potential dilution exceeds recommended threshold
7	Lockup Period	Management	For	Against	Discount exceeds reasonable limits; Potential dilution exceeds recommended threshold
8	Listing Place	Management	For	Against	Discount exceeds reasonable limits; Potential dilution exceeds recommended threshold
9	Amount and Purpose of the Raised Funds	Management	For	Against	Discount exceeds reasonable limits; Potential dilution exceeds recommended threshold
10	Attribution of the Accumulated Retained Profits Before the Share Offering to Specific Parties	Management	For	Against	Discount exceeds reasonable limits; Potential dilution exceeds recommended threshold
11	Valid Period of the Resolution on the Share Offering	Management	For	Against	Discount exceeds reasonable limits; Potential dilution exceeds recommended threshold
12	PREPLAN FOR THE SHARE OFFERING TO SPECIFIC PARTIES	Management	For	Against	Not in shareholders' best interests
13	Demonstration Analysis Report on the Plan for Share Offering to Specific Parties	Management	For	Against	Not in shareholders' best interests
14	No Need to Prepare a Report on Use of Previously Raised Funds	Management	For	Against	Not in shareholders' best interests
15	Feasibility Analysis Report on the Use of Funds to be Raised from the Share Offering to Specific Parties	Management	For	Against	Not in shareholders' best interests
16	DILUTED IMMEDIATE RETURN AFTER SHARE OFFERING TO SPECIFIC PARTIES AND FILLING MEASURES	Management	For	Against	Not in shareholders' best interests
17	FORMULATION OF THE SHAREHOLDER RETURN PLAN FOR THE NEXT THREE YEARS FROM 2024 TO 2026	Management	For	For	
18	Full Authorization to the Board to Handle Matters Regarding the Share Offering to Specific Parties	Management	For	Against	Not in shareholders' best interests
19	Change of Annual Audit Firm and Appointment of Audit Firm for the Share Offering to Specific Parties	Management	For	For	

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