

# Voting report

Philips  
Pensioenfonds



# VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2025 to 31/03/2025

## Voting Statistics

	Total	Percent
Votable Meetings	765	
Meetings Voted	744	97.25%
Meetings with One or More Votes Against Management	223	29.15%
Votable Ballots	778	
Ballots Voted	755	97.04%

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

	Management Proposals		Shareholder Proposals		All Proposals	
	Total	Percent	Total	Percent	Total	Percent
Votable Proposals	7075		330		7405	
Proposals Voted	6578	92.98%	319	96.67%	6897	93.14%
FOR Votes	5868	82.94%	99	30.00%	5967	80.58%
AGAINST Votes	449	6.35%	217	65.76%	666	8.99%
ABSTAIN Votes	247	3.49%	0	0.00%	247	3.34%
WITHHOLD Votes	7	0.10%	3	0.91%	10	0.14%
Votes WITH Management	6086	86.02%	294	89.09%	6380	86.16%
Votes AGAINST Management	492	6.95%	25	7.58%	517	6.98%

*Note: Instructions of Do Not Vote are not considered voted; Frequency on Pay votes of 1, 2 or 3 Years are only reflected statistically, where applicable, but present in the underlying detail; and in cases of different votes submitted across ballots for a given meeting, votes cast are distinctly counted by type per proposal where total votes submitted may be higher than unique proposals voted.*

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

**Meeting Date:** 18/03/2025

**Country:** Denmark

**Ticker:** MAERSK.B

**Record Date:** 11/03/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
A	Receive Report of Board	G	Mgmt		
B	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
C	Approve Discharge of Management and Board	G	Mgmt	For	For
D	Approve Allocation of Income and Dividends of DKK 1.120 Per Share	G	Mgmt	For	For
E	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
F	Authorize Share Repurchase Program	G	Mgmt	For	For
G.1	Reelect Marc Engel as Director	G	Mgmt	For	Abstain
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
G.2	Reelect Kasper Rorsted as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

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

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
G.3	Reelect Bernard L. Bot as Director	G	Mgmt	For	For
G.4	Reelect Amparo Moraleda as Director	G	Mgmt	For	For
G.5	Elect Xavier Urbain as New Director	G	Mgmt	For	For
H	Ratify PricewaterhouseCoopers as Auditor; Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	G	Mgmt	For	For
I.1	Authorize Board to Decide on the Distribution of Extraordinary Dividends  Shareholder Proposals Submitted by Eko on Behalf of the Shareholder Zen Donen	G	Mgmt	For	For
I.2	Proposal Regarding Disclosure of Human Rights Due Diligence Processes  <i>Blended Rationale: [SF-S0000-008] Company already largely doing what the request is asking.</i>  Shareholder Proposals Submitted by Frank Aaen on Behalf of the Shareholder Kritiske Aktionaerer	S	SH	Against	Against
I.3	Proposal Regarding Discontinuation of Transportation of Arms  <i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>	S	SH	Against	Against

## ABB Ltd.

**Meeting Date:** 27/03/2025

**Country:** Switzerland

**Ticker:** ABBN

**Record Date:**

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	For
3	Approve Sustainability Report (Non-Binding)	E, S	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
5	Approve Allocation of Income and Dividends of CHF 0.90 per Share	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## ABB Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.1	Approve Remuneration of Directors in the Amount of CHF 4.3 Million	G	Mgmt	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 44.5 Million	G	Mgmt	For	For
7.1	Reelect David Constable as Director	G	Mgmt	For	For
7.2	Reelect Frederico Curado as Director	G	Mgmt	For	For
7.3	Reelect Johan Forssell as Director	G	Mgmt	For	For
7.4	Reelect Denise Johnson as Director	G	Mgmt	For	For
7.5	Reelect Jennifer Xin-Zhe Li as Director	G	Mgmt	For	For
7.6	Reelect Geraldine Matchett as Director	G	Mgmt	For	For
7.7	Reelect David Meline as Director	G	Mgmt	For	For
7.8	Elect Claudia Nemat as Director	G	Mgmt	For	For
7.9	Reelect Mats Rahmstrom as Director	G	Mgmt	For	For
7.10	Reelect Peter Voser as Director and Board Chair	G	Mgmt	For	For
8.1	Reappoint David Constable as Member of the Compensation Committee	G	Mgmt	For	For
8.2	Reappoint Frederico Curado as Member of the Compensation Committee	G	Mgmt	For	For
8.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	G	Mgmt	For	For
9	Designate Zehnder Bolliger & Partner as Independent Proxy	G	Mgmt	For	For
10	Ratify KPMG AG as Auditors	G	Mgmt	For	For
11	Transact Other Business (Voting)	G	Mgmt	For	Abstain

*Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.*

## ABM INDUSTRIES INCORPORATED

**Meeting Date:** 26/03/2025

**Country:** USA

**Ticker:** ABM

**Record Date:** 27/01/2025

**Meeting Type:** Annual

## ABM INDUSTRIES INCORPORATED

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Quincy L. Allen	G	Mgmt	For	For
1b	Elect Director LeighAnne G. Baker	G	Mgmt	For	For
1c	Elect Director Donald F. Colleran	G	Mgmt	For	For
1d	Elect Director James D. DeVries	G	Mgmt	For	For
1e	Elect Director Art A. Garcia	G	Mgmt	For	For
1f	Elect Director Thomas M. Gartland	G	Mgmt	For	For
1g	Elect Director Jill M. Golder	G	Mgmt	For	For
1h	Elect Director Sudhakar Kesavan	G	Mgmt	For	For
1i	Elect Director Scott Salmirs	G	Mgmt	For	For
1j	Elect Director Winifred (Wendy) M. Webb	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Approve Qualified Employee Stock Purchase Plan	G	Mgmt	For	For

## Abu Dhabi Commercial Bank

**Meeting Date:** 27/02/2025      **Country:** United Arab Emirates      **Ticker:** ADCB  
**Record Date:** 26/02/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Board Report on Company Operations and Financial Position for FY 2024	G	Mgmt	For	For
	<i>Blended Rationale:</i> .				
2	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For

# Abu Dhabi Commercial Bank

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Internal Shariah Supervisory Committee Report for FY 2024	G	Mgmt	For	For
4	Appoint a Member to the Internal Shariah Supervisory Committee for a Period of Three Years	G	Mgmt	For	For
5	Approve Zakat per Share Calculated as per the Guidance of the Internal Shariah Supervisory Committee in Relation to the Shariah Compliant Business	S	Mgmt	For	For
6	Accept Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
7	Approve Dividends of AED 0.59 Per Share for FY 2024	G	Mgmt	For	For
8	Approve Remuneration of Directors Including Board Committees' Sitting Fees for FY 2024	G	Mgmt	For	For
9	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
10	Approve Discharge of Auditors for FY 2024	G	Mgmt	For	For
11	Ratify Auditors and Fix Their Remuneration for FY 2025	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
12.1	Ratify the Appointment of Khaldoun Al Mubarak as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
12.2	Ratify the Appointment of Ahmed Al Mazrouee as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
12.3	Ratify the Appointment of Carlos Obeed as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
12.4	Ratify the Appointment of Saeed Al Mazrouee as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
12.5	Ratify the Appointment of Khalid Al Suweedi as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
12.6	Ratify the Appointment of Fatimah Al Naeemi as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				

## Abu Dhabi Commercial Bank

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12.7	Elect Zayid Al Nahayan as Director	G	Mgmt	None	For
	<i>Blended Rationale: .</i>				
12.8	Elect Sultan Al Dhahiri as Director	G	Mgmt	None	For
	<i>Blended Rationale: .</i>				
12.9	Elect Ayshah Al Hallami as Director	G	Mgmt	None	For
	<i>Blended Rationale: .</i>				
12.10	Elect Huseen Al Nuwees as Director	G	Mgmt	None	For
	<i>Blended Rationale: .</i>				
12.11	Elect Khalid Khouri as Director	G	Mgmt	None	For
	<i>Blended Rationale: .</i>				
	Extraordinary Business		Mgmt		
1	Authorize Renewal of the Bank's Debt Issuance Program and Create New Programs on Issuing Non-Convertible Securities into Shares Up to USD 8,000,000,000	G	Mgmt	For	For
2	Authorize Issuance of Debt Instrument on a Standalone Basis up to USD 2,000,000,000	G	Mgmt	For	For
3	Authorize Issuance of Debt Tier Capital instruments Including Additional Tier 1 Capital or Subordinated Tier 2 Capital with an Aggregate Face Amount of up to USD 2,000,000,000	G	Mgmt	For	For
4	Authorize Board, Committee Members, Officer or any Authorized Person to Issue Any Type of Sukuk/Non-Convertible Securities into Shares Up to USD 8,000,000,000, and to Determine the Terms of the Issuance	G	Mgmt	For	For

## Abu Dhabi Islamic Bank

**Meeting Date:** 10/03/2025

**Country:** United Arab Emirates

**Ticker:** ADIB

**Record Date:** 07/03/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Board Report on Company Operations and Its Financial Position for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
3	Approve Internal Shariah Supervisory Committee Report for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
4	Accept Financial Statements and Statutory Reports for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
5	Approve Appointment of Internal Shariah Supervisory Committee Members for the Next Three Years	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
6	Approve Dividends of AED 0.8343 Per Share for the Fiscal Year 2024	G	Mgmt	For	For
7	Approve Remuneration of Directors for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
8	Approve Discharge of Directors for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
9	Approve Discharge of Auditors for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
10	Appoint Auditors and Fix Their Remuneration for the Fiscal Year 2025	G	Mgmt	For	For
11	Elect Board of Directors for the Next Three Years	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
	Extraordinary Business		Mgmt		
12	Authorize Board to Issue Any Sukuk/Other Similar Instruments Non Convertible into Shares Up to USD 5 billion and Authorize Board to Execute all the Necessary Actions	G	Mgmt	For	For



## Abu Dhabi Islamic Bank

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13	Authorize Board to Issue Additional Tier 1 Sukuk Non Convertible into Shares Up to USD 3 billion and Authorize Board to Execute all the Necessary Actions	G	Mgmt	For	For

## Abu Dhabi National Energy Co. PJSC

**Meeting Date:** 13/03/2025      **Country:** United Arab Emirates      **Ticker:** TAQA  
**Record Date:** 12/03/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Authorize Chairman of the Meeting to Appoint a Secretary and Vote Collector of the Meeting	G	Mgmt	For	For
	Ordinary Business		Mgmt		
1	Approve Board Report on Company Operations and Financial Position for FY 2024	G	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
3	Accept Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
4	Approve Final Dividend of AED 0.021 Per Share Including Q4 of FY 2024 and Variable Dividends to Bring the Total Dividend of FY 2024 to AED 0.042 Per Share and to Approve Interim Dividends Declared on 14 May 2024, 13 August 2024, and 13 November 2024	G	Mgmt	For	For
5	Approve Remuneration of Directors for FY 2024	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
6	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
7	Approve Discharge of Auditors for FY 2024	G	Mgmt	For	For
8	Appoint Auditors and Fix Their Remuneration for FY 2025	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					

## Accenture plc

Meeting Date: 06/02/2025

Country: Ireland

Ticker: ACN

Record Date: 09/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jaime Ardila	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1b	Elect Director Martin Bruder Muller	G	Mgmt	For	For
1c	Elect Director Alan Jope	G	Mgmt	For	For
1d	Elect Director Nancy McKinstry	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>				
1e	Elect Director Jennifer Nason	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1f	Elect Director Paula A. Price	G	Mgmt	For	For
1g	Elect Director Venkata (Murthy) Renduchintala	G	Mgmt	For	For
1h	Elect Director Arun Sarin	G	Mgmt	For	For
1i	Elect Director Julie Sweet	G	Mgmt	For	For
1j	Elect Director Tracey T. Travis	G	Mgmt	For	For
1k	Elect Director Masahiko Uotani	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors and Authorise Their Remuneration	G	Mgmt	For	For
4	Approve Capital Reduction of the Share Premium Account	G	Mgmt	For	For
5	Authorize Board to Issue Shares under Irish Law	G	Mgmt	For	For
6	Authorize the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	G	Mgmt	For	For
7	Determine Price Range for Reissuance of Treasury Shares	G	Mgmt	For	For

## Accolade, Inc.

Meeting Date: 27/03/2025

Country: USA

Ticker: ACCD

Record Date: 18/02/2025

Meeting Type: Special

## Accolade, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	G	Mgmt	For	For
<i>Blended Rationale: The board of Accolade, Inc. seeks shareholder approval for the company to be acquired by Transcarent, Inc. Under the terms of the agreement, Accolade shareholders will receive \$7.03 per share in cash, which represents a 99.7% premium to the unaffected price. Unanimous board support with fairness opinion by Morgan Stanley.</i>					
2	Advisory Vote on Golden Parachutes	G	Mgmt	For	For
3	Adjourn Meeting	G	Mgmt	For	For

## Acuity Brands, Inc.

**Meeting Date:** 22/01/2025      **Country:** USA      **Ticker:** AYI  
**Record Date:** 25/11/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Neil M. Ashe	G	Mgmt	For	For
1b	Elect Director Marcia J. Avedon	G	Mgmt	For	For
1c	Elect Director W. Patrick Battle	G	Mgmt	For	For
1d	Elect Director Michael J. Bender	G	Mgmt	For	For
1e	Elect Director G. Douglas Dillard, Jr.	G	Mgmt	For	For
1f	Elect Director James H. Hance, Jr.	G	Mgmt	For	For
1g	Elect Director Maya Leibman	G	Mgmt	For	For
1h	Elect Director Laura G. O'Shaughnessy	G	Mgmt	For	For
1i	Elect Director Mark J. Sachleben	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Adopt Director Election Resignation Bylaw	G	SH	Against	Against

*Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.*

**Meeting Date:** 02/01/2025

**Country:** Saudi Arabia

**Ticker:** 2082

**Record Date:**
**Meeting Type:** Extraordinary  
Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business		Mgmt		
1	Amend Article 18 of Bylaws Re: Management	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>				
2	Amend Article 28 of Bylaws Re: Executive Committee of the Board	G	Mgmt	For	For
3	Amend Article 29 of Bylaws Re: Risk Management Committee	G	Mgmt	For	For
4	Amend Article 43 of Bylaws Re: Formation of the Committee	G	Mgmt	For	For
5	Appointment of Abdullah Abduljabbar as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>				
6.1	Elect Abdullah Al Ahmed as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
6.2	Elect Abdullah Al Abduljabbar as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
6.3	Elect Abdullah Al Shareef as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
6.4	Elect Abdullah Al Al Sheikh as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
6.5	Elect Abdulwahab Abou Kweek as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
6.6	Elect Abeer Al Salmi as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
6.7	Elect Ahmed Al Haqbani as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
6.8	Elect Ahmed Al Harbi as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.9	Elect Ahmed Khoqeer as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
6.10	Elect Ahmed Al Babteen as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
6.11	Elect Ismaeel Al Salloum as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
6.12	Elect Fahd Al Sameeh as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
6.13	Elect Fahd Al Sayf as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
6.14	Elect Fayiz Al Zayidi as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
6.15	Elect Hasan Al Zahrani as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
6.16	Elect Hathal Al Oteebe as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
6.17	Elect Ibraheem Al Rajhi as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
6.18	Elect Khalid Al khattaf as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
6.19	Elect Liming Chen as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
6.20	Elect Madelyn Antonic as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
6.21	Elect Mohammed Abou Nayan as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
6.22	Elect Mohammed Qassab as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
6.23	Elect Mohammed Al Shahri as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				

## ACWA Power Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.24	Elect Muath Al Zamil as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
6.25	Elect Musaid Al Anzi as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
6.26	Elect Muteab Al Quneesi as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
6.27	Elect Omar Al Madhi as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
6.28	Elect Omar Al Maydani as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
6.29	Elect Usamah Basheikh as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
6.30	Elect Raad Al Saadi as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
6.31	Elect Sheila Khama as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
6.32	Elect Thamir Al Wadee as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
6.33	Elect Waleed Al Shahrani as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				

## ADNOC Drilling Co. PJSC

**Meeting Date:** 17/03/2025

**Country:** United Arab Emirates

**Ticker:** ADNOCDRILL

**Record Date:** 14/03/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Authorize Chairman of the Meeting to Appoint a Secretary and Vote Collector to the Meeting	G	Mgmt	For	For
	Ordinary Business		Mgmt		

## ADNOC Drilling Co. PJSC

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Board Report on Company Operations and Its Financial Position for FY 2024	G	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
3	Accept Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
4	Ratify the Distributed Interim Dividends of AED 0.090468 Per Share for the First Half of FY 2024	G	Mgmt	For	For
5	Approve Interim Dividends of AED 0.090468 Per Share for the Second Half of FY 2024 to Bring the Total Dividends of FY 2024 to AED 0.180936 Per Share	G	Mgmt	For	For
6	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
7	Approve Discharge of Auditors for FY 2024	G	Mgmt	For	For
8	Discuss and Approve Remuneration of Directors for FY 2024	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
9	Appoint Auditors and Fix Their Remuneration of FY 2025	G	Mgmt	For	For

## ADNOC Gas Plc

**Meeting Date:** 21/03/2025

**Country:** United Arab Emirates

**Ticker:** ADNOCGAS

**Record Date:** 20/03/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Authorize Chairman of the Meeting to Appoint the Meeting Secretary and the Vote Collector	G	Mgmt	For	For
	Ordinary Business		Mgmt		
1	Approve Board Report on Company Operations and Its Financial Position for FY 2024	G	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## ADNOC Gas Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Accept Standalone Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
4	Accept Consolidated Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
5	Ratify Distributed Dividends of AED 0.08164 per Share for the First Half of FY 2024	G	Mgmt	For	For
6	Approve Dividends of AED 0.08164 per Share for the Second Half of FY 2024 to Bring the Total Dividends of AED 0.16328 per Share for FY 2024	G	Mgmt	For	For
7	Approve Remuneration of Directors for FY 2024	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
8	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
9	Approve Discharge of Auditors for FY 2024	G	Mgmt	For	For
10	Appoint Auditors and Fix Their Remuneration for FY 2025	G	Mgmt	For	For

## ADNOC Logistics & Services Plc

**Meeting Date:** 24/03/2025

**Country:** United Arab Emirates

**Ticker:** ADNOCLS

**Record Date:** 21/03/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Authorize Chairman of the Meeting to Appoint the Meeting Secretary and the Vote Collector	G	Mgmt	For	For
	Ordinary Business		Mgmt		
1	Approve Board Report on Company Operations and Its Financial Position for FY 2024	G	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
3	Accept Standalone Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For



## ADNOC Logistics & Services Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Accept Consolidated Financial Statements and Statutory Reports of the Company and Its Subsidiaries for FY 2024	G	Mgmt	For	For
5	Ratify Distributed Interim Dividends of AED 0.0678 per Share	G	Mgmt	For	For
6	Approve Dividends of AED 0.0678 per Share to Bring the Total Dividends of AED 0.1356 per Share for FY 2024	G	Mgmt	For	For
7	Approve Remuneration of Directors for FY 2024	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
8	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
9	Approve Discharge of Auditors for FY 2024	G	Mgmt	For	For
10	Appoint Auditors and Fix Their Remuneration for FY 2025	G	Mgmt	For	For

## Advanced Micro Fabrication Equipment, Inc. China

**Meeting Date:** 14/01/2025

**Country:** China

**Ticker:** 688012

**Record Date:** 07/01/2025

**Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Amendments to Articles of Association	G	Mgmt	For	For
2	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
3.1	Elect Yin Zhiyao as Director	G	Mgmt	For	For
3.2	Elect Zhu Min as Director	G	Mgmt	For	For
3.3	Elect Li Xin as Director	G	Mgmt	For	For
3.4	Elect Yang Zhuo as Director	G	Mgmt	For	For
3.5	Elect Cong Hai as Director	G	Mgmt	For	For
3.6	Elect Tao Heng as Director	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Advanced Micro Fabrication Equipment, Inc. China

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.1	Elect Zhang Yu as Director	G	Mgmt	For	For
4.2	Elect Xu Ping as Director	G	Mgmt	For	For
4.3	Elect Sun Zheng as Director	G	Mgmt	For	For
	ELECT SUPERVISORS VIA CUMULATIVE VOTING		Mgmt		
5.1	Elect Zou Fei as Supervisor	G	Mgmt	For	For
5.2	Elect Huang Chen as Supervisor	G	Mgmt	For	For

## AECC Aviation Power Co. Ltd.

**Meeting Date:** 13/01/2025      **Country:** China      **Ticker:** 600893  
**Record Date:** 06/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend the Rules of Procedure	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
2	Approve Related Party Transactions	G	Mgmt	For	Against
	<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks</i>				

## AECOM

**Meeting Date:** 28/02/2025      **Country:** USA      **Ticker:** ACM  
**Record Date:** 06/01/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Bradley W. Buss	G	Mgmt	For	For
1.2	Elect Director Derek J. Kerr	G	Mgmt	For	For
1.3	Elect Director Kristy Pipes	G	Mgmt	For	For
1.4	Elect Director Troy Rudd	G	Mgmt	For	For
1.5	Elect Director Douglas W. Stotlar	G	Mgmt	For	For
1.6	Elect Director Daniel R. Tishman	G	Mgmt	For	For
1.7	Elect Director Sander van't Noordende	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.8	Elect Director Janet C. Wolfenbarger	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Amend Certificate of Incorporation to Update the Exculpation Provision Under the Delaware General Corporation Law	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	G	SH	Against	Against

*Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.*

**Agfa-Gevaert NV**

**Meeting Date:** 28/02/2025      **Country:** Belgium      **Ticker:** AGFB  
**Record Date:** 14/02/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Special Meeting Agenda		Mgmt		
A.1	Elect MJP Management Services BV, Permanently Represented by Michel Govaert, as Independent Director	G	Mgmt	For	For
A.2	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	G	Mgmt	For	For

**Agfa-Gevaert NV**

**Meeting Date:** 11/03/2025      **Country:** Belgium      **Ticker:** AGFB  
**Record Date:** 25/02/2025      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Shareholders' Meeting Agenda		Mgmt		

## Agfa-Gevaert NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
B.1	Approve Reduction in Share Capital	G	Mgmt	For	For
B.2	Amend Article 6 to Clarify Absence of Capital Authorization	G	Mgmt	For	For
B.3	Amend Article 12 to Clarify Absence of Repurchase Authorization	G	Mgmt	For	For
B.4	Amend Article 13 of the Articles of Association Re: Independent Directors	G	Mgmt	For	For
B.5	Approve Grant of Variable Remuneration to Executive Directors	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
B.6	Approve Grant of Variable Remuneration to Members of Day-to-Day Management Body	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
B.7	Amend Article 21 of the Articles of Association Re: Minutes of the Meeting	G	Mgmt	For	For
B.8	Amend Article 21, Section 2 of the Articles of Association Re: Transfer of Assets	G	Mgmt	For	For
B.9	Amend Article 22 of the Articles of Association Re: Statutory Auditor Supervision	G	Mgmt	For	For
B.10	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	G	Mgmt	For	For

## Agilent Technologies, Inc.

**Meeting Date:** 13/03/2025      **Country:** USA      **Ticker:** A  
**Record Date:** 23/01/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Otis W. Brawley	G	Mgmt	For	For
1.2	Elect Director Mikael Dolsten	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Agilent Technologies, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Eliminate Supermajority Vote Requirement	G	Mgmt	For	For
5	Declassify the Board of Directors	G	SH	None	For

*Blended Rationale: [SF-S0201-002] Directors should be elected annually to discourage entrenchment and allow shareholders sufficient opportunity to exercise their oversight of the board.*

## Agricultural Bank of China Limited

**Meeting Date:** 21/02/2025      **Country:** China      **Ticker:** 1288  
**Record Date:** 20/01/2025      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Elect Zhang Qi as Director	G	Mgmt	For	For
2	Approve Issuance Quota of Capital Instruments and Total Loss-Absorbing Capacity Non-Capital Bonds	G	Mgmt	For	For

## Agricultural Bank of China Limited

**Meeting Date:** 21/02/2025      **Country:** China      **Ticker:** 1288  
**Record Date:** 20/01/2025      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Elect Zhang Qi as Director	G	Mgmt	For	For
2	Approve Issuance Quota of Capital Instruments and Total Loss-Absorbing Capacity Non-Capital Bonds	G	Mgmt	For	For

## Aier Eye Hospital Group Co., Ltd.

**Meeting Date:** 26/03/2025      **Country:** China      **Ticker:** 300015  
**Record Date:** 19/03/2025      **Meeting Type:** Special

## Aier Eye Hospital Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Completion of Raised Funds Investment Projects and Use of Excess Funds to Replenish Working Capital	G	Mgmt	For	For
2	Approve Repurchase and Cancellation of Performance Shares	G	Mgmt	For	For
3	Amend Articles of Association	G	Mgmt	For	For

## Air Products and Chemicals, Inc.

Meeting Date: 23/01/2025

Country: USA

Ticker: APD

Record Date: 27/11/2024

Meeting Type: Proxy Contest

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Management Universal Proxy (White Proxy Card)		Mgmt		
	From the Combined List of Management & Dissident Nominees - Elect 9 Directors		Mgmt		
1a	Elect Management Nominee Director Tonit M. Calaway	G	Mgmt	For	For
1b	Elect Management Nominee Director Charles "Casey" Cogut	G	Mgmt	For	Withhold
<i>Blended Rationale: [RU-S0000-001] We believe the election of this director is not in shareholders' best interests.</i>					
1c	Elect Management Nominee Director Lisa A. Davis	G	Mgmt	For	For
1d	Elect Management Nominee Director Seifollah "Seifi" Ghasemi	G	Mgmt	For	For
1e	Elect Management Nominee Director Jessica Trocchi Graziano	G	Mgmt	For	For
1f	Elect Management Nominee Director Edward L. Monser	G	Mgmt	For	For
1g	Elect Management Nominee Director Bhavesh V. "Bob" Patel	G	Mgmt	For	For
1h	Elect Management Nominee Director Wayne T. Smith	G	Mgmt	For	For
1i	Elect Management Nominee Director Alfred Stern	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

# Air Products and Chemicals, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Dissident Nominee Director Andrew Evans	G	SH	Withhold	For
<i>Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.</i>					
1k	Elect Dissident Nominee Director Paul Hilal	G	SH	Withhold	Withhold
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>					
1l	Elect Dissident Nominee Director Tracy McKibben	G	SH	Withhold	Withhold
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>					
1m	Elect Dissident Nominee Director Dennis Reilley	G	SH	Withhold	Withhold
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Repeal Any Bylaw Provisions or Amendments Without Shareholder Approval Subsequent to September 17, 2023	G	SH	Against	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>					
	Dissident Universal Proxy (Blue Proxy Card)		Mgmt		
	From the Combined List of Management & Dissident Nominees - Elect 9 Directors		Mgmt		
1a	Elect Dissident Nominee Director Andrew Evans	G	SH	For	Do Not Vote
1b	Elect Dissident Nominee Director Paul Hilal	G	SH	For	Do Not Vote
1c	Elect Dissident Nominee Director Tracy McKibben	G	SH	For	Do Not Vote
1d	Elect Dissident Nominee Director Dennis Reilley	G	SH	For	Do Not Vote
1e	Elect Management Nominee Director Charles "Casey" Cogut	G	Mgmt	Withhold	Do Not Vote
1f	Elect Management Nominee Director Lisa A. Davis	G	Mgmt	Withhold	Do Not Vote
1g	Elect Management Nominee Director Seifollah "Seifi" Ghasemi	G	Mgmt	Withhold	Do Not Vote
1h	Elect Management Nominee Director Edward L. Monser	G	Mgmt	Withhold	Do Not Vote
1i	Elect Management Nominee Director Tonit M. Calaway	G	Mgmt	For	Do Not Vote

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Air Products and Chemicals, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Management Nominee Director Jessica Trocchi Graziano	G	Mgmt	For	Do Not Vote
1k	Elect Management Nominee Director Bhavesh V. "Bob" Patel	G	Mgmt	For	Do Not Vote
1l	Elect Management Nominee Director Wayne T. Smith	G	Mgmt	For	Do Not Vote
1m	Elect Management Nominee Director Alfred Stern	G	Mgmt	For	Do Not Vote
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	Do Not Vote
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	None	Do Not Vote
4	Repeal Any Bylaw Provisions or Amendments Without Shareholder Approval Subsequent to September 17, 2023	G	SH	For	Do Not Vote

## Air Transport Services Group, Inc.

**Meeting Date:** 10/02/2025      **Country:** USA      **Ticker:** ATSG  
**Record Date:** 03/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0400-001] ATSG has entered into a take private agreement with Stonepeak. Shareholders will receive \$22.50 per share. The merger consideration represents a premium of approx. 43.4% to the closing price 60 days prior to announcement.</i></p>					
2	Advisory Vote on Golden Parachutes	G	Mgmt	For	For
3	Adjourn Meeting	G	Mgmt	For	For

## Airport City Ltd.

**Meeting Date:** 08/01/2025      **Country:** Israel      **Ticker:** ARPT  
**Record Date:** 10/12/2024      **Meeting Type:** Special



Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Compensation Policy for the Directors and Officers of the Company	G	Mgmt	For	For
2	Approve Management Service Agreement with Company Owned and Controlled by Haim Tsuff, as Active Chairman	G	Mgmt	For	For
3	Approve Renewal of Service Agreement with Israel Oil Company Ltd., Company Controlled by Controller	G	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	G	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney		Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	G	Mgmt	None	For

## AJ Bell Plc

**Meeting Date:** 29/01/2025

**Country:** United Kingdom

**Ticker:** AJB

**Record Date:** 27/01/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Remuneration Policy	G	Mgmt	For	For
4	Approve Amendments to the Executive Incentive Plan	G	Mgmt	For	For
5	Approve Amendments to the Senior Manager Incentive Plan	G	Mgmt	For	For
6	Approve Final Dividend	G	Mgmt	For	For
7	Re-elect Fiona Clutterbuck as Director	G	Mgmt	For	For
8	Re-elect Michael Summersgill as Director	G	Mgmt	For	For
9	Re-elect Peter Birch as Director	G	Mgmt	For	For
10	Re-elect Evelyn Bourke as Director	G	Mgmt	For	For
11	Re-elect Eamonn Flanagan as Director	G	Mgmt	For	For
12	Re-elect Fiona Fry as Director	G	Mgmt	For	For
13	Re-elect Margaret Hassall as Director	G	Mgmt	For	For
14	Re-elect Les Platts as Director	G	Mgmt	For	For
15	Elect Julie Chakraverty as Director	G	Mgmt	For	For
16	Appoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
18	Authorise Issue of Equity	G	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

## Akbank TAS

**Meeting Date:** 24/03/2025

**Country:** Turkey

**Ticker:** AKBNK.E

**Record Date:**

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting and Elect Presiding Council of Meeting	G	Mgmt	For	For
2	Accept Board Report	G	Mgmt	For	For
3	Accept Audit Report	G	Mgmt	For	For
4	Accept Financial Statements	G	Mgmt	For	For
5	Approve Discharge of Board	G	Mgmt	For	For
6	Approve Allocation of Income	G	Mgmt	For	For
7	Elect Directors	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence</i>					
8	Approve Director Remuneration	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
9	Ratify External Auditors	G	Mgmt	For	For
10	Receive Information on Donations Made in 2024	S	Mgmt		
11	Approve Upper Limit of Donations for 2025	S	Mgmt	For	For
<i>Blended Rationale: .</i>					
12	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	G	Mgmt	For	For
13	Receive Information on Bank Charging Policy	G	Mgmt		

## Aldar Properties PJSC

**Meeting Date:** 19/03/2025

**Country:** United Arab Emirates

**Ticker:** ALDAR

**Record Date:** 18/03/2025

**Meeting Type:** Annual

## Aldar Properties PJSC

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Authorize Chairman of the Meeting to Appoint a Secretary and Vote Collector to the Meeting	G	Mgmt	For	For
	Ordinary Business		Mgmt		
1	Approve Board Report on Company Operations and Financial position for FY 2024	G	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
3	Accept Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
4	Approve Dividends of AED 0.185 per Share for FY 2024	G	Mgmt	For	For
5	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
6	Approve Discharge of Auditors for FY 2024	G	Mgmt	For	For
7	Approve Remuneration of Directors for FY 2024	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
8	Appoint Auditors and Fix Their Remuneration for FY 2025	G	Mgmt	For	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
9	Elect Directors	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
	Extraordinary Business		Mgmt		
10	Approve Social Contribution for FY 2025 and Authorize the Board to Determine the Beneficiaries	S	Mgmt	For	For

## Alior Bank SA

**Meeting Date:** 26/02/2025

**Country:** Poland

**Ticker:** ALR

**Record Date:** 10/02/2025

**Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Alior Bank SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Meeting Chairman	G	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
	Shareholder Proposals Submitted by Powszechny Zaklad Ubezpieczen SA		Mgmt		
5.1	Recall Supervisory Board Member	G	SH	None	Against
	<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>				
5.2	Elect Supervisory Board Member	G	SH	None	Against
	<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>				
6	Approve Decision on Covering Costs of Convocation of EGM	G	SH	None	Against
	<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>				
	Management Proposal		Mgmt		
7	Close Meeting	G	Mgmt		

## ALK-Abello A/S

**Meeting Date:** 13/03/2025      **Country:** Denmark      **Ticker:** ALK.B  
**Record Date:** 06/03/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	G	Mgmt		
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	G	Mgmt	For	For
3	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>				
	<i>[LN-M0550-001] Remuneration arrangements are poorly structured.</i>				

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## ALK-Abello A/S

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chair, DKK 800,000 for Vice Chair and DKK 400,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
6	Reelect Anders Hedegaard (Chair) as Director	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i></p>					
7	Reelect Lene Skole (Vice Chair) as Director	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i></p>					
8.a	Reelect Gitte Aabo as Director	G	Mgmt	For	For
8.b	Reelect Lars Holmqvist as Director	G	Mgmt	For	For
8.c	Reelect Jesper Hoiland as Director	G	Mgmt	For	For
8.d	Reelect Bertil Lindmark as Director	G	Mgmt	For	For
8.e	Reelect Alan Main as Director	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i></p>					
9	Ratify PricewaterhouseCoopers as Auditors; Appoint PricewaterhouseCoopers as Auditors for Sustainability Reporting	G	Mgmt	For	For
10	Other Business	G	Mgmt		

## AlloVir, Inc.

**Meeting Date:** 09/01/2025

**Country:** USA

**Ticker:** ALVR

**Record Date:** 05/12/2024

**Meeting Type:** Special

## AlloVir, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Reverse Stock Split	G	Mgmt	For	For
2	Adjourn Meeting	G	Mgmt	For	For

## AlloVir, Inc.

**Meeting Date:** 12/03/2025      **Country:** USA      **Ticker:** ALVR  
**Record Date:** 30/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Issue Shares in Connection with Merger	G	Mgmt	For	For
	<i>Blended Rationale: The board of AlloVir, Inc. seeks shareholder approval to combine with Kalaris Therapeutics in a reverse merger transaction. Under the terms of the agreement, AlloVir expects to issue approximately 15.2 million shares, which was valued at approximately \$342.1 million in aggregate at announcement. Following the closing, legacy AlloVir shareholders are expected to own 24.7% of the combined company, and the combined company is expected to have approximately \$100 million in cash, which management indicates provides runway to Q4 2026. Unanimous board support with fairness opinion by Leerink Partners.</i>				
2	Amend Omnibus Stock Plan	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0500-007] Plan contains an evergreen provision, which we believe is not in the best interests of shareholders.</i>				
3	Adjourn Meeting	G	Mgmt	For	For

## Alpha Dhabi Holding PJSC

**Meeting Date:** 17/03/2025      **Country:** United Arab Emirates      **Ticker:** ALPHADHABI  
**Record Date:** 17/03/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Authorize Chairman of the Meeting to Appoint a Secretary and Vote Collector to the Meeting	G	Mgmt	For	For
	Ordinary Business		Mgmt		
1	Approve Board Report on Company Operations and Its Financial Position for FY 2024	G	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For

## Alpha Dhabi Holding PJSC

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Accept Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
4	Approve Discharge of Auditors for FY 2024	G	Mgmt	For	For
5	Appoint Auditors and Fix Their Remuneration for F 2025	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
6	Approve Absence of Dividends	G	Mgmt	For	For
7	Approve Remuneration of Directors of AED 10,000,000 for FY 2024	G	Mgmt	For	For
8	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For

## Altair Engineering Inc.

**Meeting Date:** 22/01/2025

**Country:** USA

**Ticker:** ALTR

**Record Date:** 17/12/2024

**Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0400-001] Altair Engineerings has entered into a merger agreement with Siemens AG (SIE). Shareholders will receive \$113 per share in cash consideration. The merger consideration represents a premium of approx. 25.1% to the closing price two months prior to announcement.</i>					
2	Advisory Vote on Golden Parachutes	G	Mgmt	For	For
3	Adjourn Meeting	G	Mgmt	For	For

## Altech Corp.

**Meeting Date:** 26/03/2025

**Country:** Japan

**Ticker:** 4641

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 49	G	Mgmt	For	For
2.1	Elect Director Watanabe, Nobuyuki	G	Mgmt	For	For
2.2	Elect Director Sudo, Yasushi	G	Mgmt	For	For



## Altech Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.3	Elect Director Ota, Hideyuki	G	Mgmt	For	For
2.4	Elect Director Matsumoto, Kiyokazu	G	Mgmt	For	For
2.5	Elect Director Imamura, Atsushi	G	Mgmt	For	For
2.6	Elect Director Nosaka, Eigo	G	Mgmt	For	For
2.7	Elect Director Go, Masatoshi	G	Mgmt	For	For
2.8	Elect Director Shijo, Takako	G	Mgmt	For	For
3	Approve Takeover Defense Plan (Poison Pill)	G	Mgmt	For	Against

*Blended Rationale: [RJ-M0609-003] AGAINST as there is concern of management entrenchment.[RJ-M0609-007] AGAINST as other defense measures are in place.*

## Alteogen, Inc.

**Meeting Date:** 31/03/2025      **Country:** South Korea      **Ticker:** 196170  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Park Soon-jae as Inside Director	G	Mgmt	For	For
2.2	Elect Choi Sang-rak as Inside Director	G	Mgmt	For	For
3	Appoint Lee Jeong-min as Internal Auditor	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	Against

*Blended Rationale: [KR-M0549-001] Company has not provided justification for the proposed increase in remuneration cap.*

5	Authorize Board to Fix Remuneration of Internal Auditor(s)	G	Mgmt	For	For
6	Approve Stock Option Grants	G	Mgmt	For	For

## Aluminum Corporation of China Limited

**Meeting Date:** 26/02/2025      **Country:** China      **Ticker:** 2600  
**Record Date:** 19/02/2025      **Meeting Type:** Extraordinary Shareholders

## Aluminum Corporation of China Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
	ELECT EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
1.1	Elect He Wenjian as Director	G	Mgmt	For	For
1.2	Elect Mao Shiqing as Director	G	Mgmt	For	For

## Aluminum Corporation of China Limited

**Meeting Date:** 26/02/2025      **Country:** China      **Ticker:** 2600  
**Record Date:** 20/02/2025      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
	ELECT EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
1.1	Elect He Wenjian as Director	G	Mgmt	For	For
1.2	Elect Mao Shiqing as Director	G	Mgmt	For	For

## Ancor Plc

**Meeting Date:** 25/02/2025      **Country:** Jersey      **Ticker:** AMCR  
**Record Date:** 17/01/2025      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Issue Shares in Connection with Merger	G	Mgmt	For	For
2	Adjourn Meeting	G	Mgmt	For	For

## Amdocs Limited

**Meeting Date:** 31/01/2025      **Country:** Guernsey      **Ticker:** DOX  
**Record Date:** 03/12/2024      **Meeting Type:** Annual

## Amdocs Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Eli Gelman	G	Mgmt	For	For
1.2	Elect Director Robert A. Minicucci	G	Mgmt	For	For
1.3	Elect Director Adrian Gardner	G	Mgmt	For	For
1.4	Elect Director Rafael de la Vega	G	Mgmt	For	For
1.5	Elect Director John A. MacDonald	G	Mgmt	For	For
1.6	Elect Director Yvette Kanouff	G	Mgmt	For	For
1.7	Elect Director Sarah Ruth Davis	G	Mgmt	For	For
1.8	Elect Director Amos Genish	G	Mgmt	For	For
1.9	Elect Director Shuky Sheffer	G	Mgmt	For	For
2	Amend Omnibus Stock Plan	G	Mgmt	For	For
3	Approve an Increase in the Quarterly Cash Dividend Rate	G	Mgmt	For	For
4	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
5	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

## Amorepacific Corp.

**Meeting Date:** 25/03/2025

**Country:** South Korea

**Ticker:** 090430

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Ahn Hui-jun as Outside Director	G	Mgmt	For	For
2.2	Elect Choi In-ah as Outside Director	G	Mgmt	For	For
2.3	Elect Park Tae-jin as Outside Director	G	Mgmt	For	For
2.4	Elect Lee Ui-gyeong as Outside Director	G	Mgmt	For	For
3.1	Elect Ahn Hui-jun as a Member of Audit Committee	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Amorepacific Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.2	Elect Park Tae-jin as a Member of Audit Committee	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## AmorePacific Group, Inc.

**Meeting Date:** 25/03/2025 **Country:** South Korea **Ticker:** 002790  
**Record Date:** 31/12/2024 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Amend Articles of Incorporation	G	Mgmt	For	For
3	Elect Lee Woo-jong as Outside Director to Serve as an Audit Committee Member	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Anadolu Efes Biracilik ve Malt Sanayii A.S.

**Meeting Date:** 21/01/2025 **Country:** Turkey **Ticker:** AEFES.E  
**Record Date:** **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Special Meeting Agenda		Mgmt		
1	Open Meeting and Elect Presiding Council of Meeting	G	Mgmt	For	For
2	Authorize Share Capital Increase without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
3	Wishes	G	Mgmt		

## Analog Devices, Inc.

Meeting Date: 12/03/2025

Country: USA

Ticker: ADI

Record Date: 03/01/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Vincent Roche	G	Mgmt	For	For
1b	Elect Director Stephen M. Jennings	G	Mgmt	For	For
1c	Elect Director Andre Andonian	G	Mgmt	For	For
1d	Elect Director Edward H. Frank	G	Mgmt	For	For
1e	Elect Director Laurie H. Glimcher	G	Mgmt	For	For
1f	Elect Director Karen M. Golz	G	Mgmt	For	For
1g	Elect Director Peter B. Henry	G	Mgmt	For	For
1h	Elect Director Mercedes Johnson	G	Mgmt	For	For
1i	Elect Director Ray Stata	G	Mgmt	For	For
1j	Elect Director Andrea F. Wainer	G	Mgmt	For	For
1k	Elect Director Susie Wee	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Reduce Certain Supermajority Vote Requirement	G	Mgmt	For	For

## Andritz AG

Meeting Date: 27/03/2025

Country: Austria

Ticker: ANDR

Record Date: 17/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	For

## Andritz AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
5	Approve Remuneration of Supervisory Board Members	G	Mgmt	For	For
6.1	Ratify Auditors for Fiscal Year 2025	G	Mgmt	For	For
6.2	Ratify Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
7.1	Elect Wolfgang Bernhard as Supervisory Board Member	G	Mgmt	For	For
7.2	Elect Barbara Steger as Supervisory Board Member	G	Mgmt	For	For
8	Approve Remuneration Report	G	Mgmt	For	For
9	Approve Remuneration Policy	G	Mgmt	For	For

## Anima Holding SpA

**Meeting Date:** 31/03/2025      **Country:** Italy      **Ticker:** ANIM  
**Record Date:** 20/03/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Allocation of Income	G	Mgmt	For	For
2.1	Approve Remuneration Policy	G	Mgmt	For	For
2.2	Approve Second Section of the Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-006] Vesting conditions and performance hurdles are unsatisfactory. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					

## Apple Inc.

**Meeting Date:** 25/02/2025      **Country:** USA      **Ticker:** AAPL  
**Record Date:** 02/01/2025      **Meeting Type:** Annual

## Apple Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Wanda Austin	G	Mgmt	For	For
1b	Elect Director Tim Cook	G	Mgmt	For	For
1c	Elect Director Alex Gorsky	G	Mgmt	For	For
1d	Elect Director Andrea Jung	G	Mgmt	For	For
1e	Elect Director Art Levinson	G	Mgmt	For	For
1f	Elect Director Monica Lozano	G	Mgmt	For	For
1g	Elect Director Ron Sugar	G	Mgmt	For	For
1h	Elect Director Sue Wagner	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Report on Ethical AI Data Acquisition and Usage	S	SH	Against	Against
<i>Blended Rationale: The company already has policies and disclosures in place to address the request being made by the proposal</i>					
5	Report on Child Safety Online	S	SH	Against	Against
<i>Blended Rationale: The company already provides transparent reporting and maintains board oversight of this issue</i>					
6	Consider Abolishing DEI Policies, Programs, Departments, and Goals	E, S	SH	Against	Against
<i>Blended Rationale: The board is best positioned to determine policies that align with the company's business strategy and compliance obligations</i>					
7	Report on Discrimination in Charitable Contributions	E, S	SH	Against	Against
<i>Blended Rationale: The company already provides sufficient disclosure and/or reporting regarding this issue</i>					

## Applied Materials, Inc.

**Meeting Date:** 06/03/2025

**Country:** USA

**Ticker:** AMAT

**Record Date:** 08/01/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Rani Borkar	G	Mgmt	For	For
1b	Elect Director Judy Bruner	G	Mgmt	For	For
1c	Elect Director Xun (Eric) Chen	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Applied Materials, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Aart J. de Geus	G	Mgmt	For	For
1e	Elect Director Gary E. Dickerson	G	Mgmt	For	For
1f	Elect Director Thomas J. Iannotti	G	Mgmt	For	For
1g	Elect Director Alexander A. Karsner	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1h	Elect Director Kevin P. March	G	Mgmt	For	For
1i	Elect Director Yvonne McGill	G	Mgmt	For	For
1j	Elect Director Scott A. McGregor	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

## Aramark

**Meeting Date:** 24/01/2025      **Country:** USA      **Ticker:** ARMK  
**Record Date:** 26/11/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Susan M. Cameron	G	Mgmt	For	For
1b	Elect Director Greg Creed	G	Mgmt	For	For
1c	Elect Director Brian M. DelGhiaccio	G	Mgmt	For	For
1d	Elect Director Richard W. Dreiling	G	Mgmt	For	For
1e	Elect Director Bridgette P. Heller	G	Mgmt	For	For
1f	Elect Director Kenneth M. Keverian	G	Mgmt	For	For
1g	Elect Director Karen M. King	G	Mgmt	For	For
1h	Elect Director Patricia E. Lopez	G	Mgmt	For	For
1i	Elect Director Stephen I. Sadove	G	Mgmt	For	For
1j	Elect Director Kevin G. Wills	G	Mgmt	For	For
1k	Elect Director John J. Zillmer	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation



## Aramark

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

## Arca Continental SAB de CV

**Meeting Date:** 25/03/2025 **Country:** Mexico **Ticker:** AC  
**Record Date:** 11/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve CEO's Report on Results and Operations of Company, Auditor's Report and Board's Opinion; Approve Board's Report on Activities; Approve Report of Audit and Corporate Practices Committee; Receive Report on Adherence to Fiscal Obligations	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
2	Approve Allocation of Income and Cash Dividends of MXN 4.12 Per Share	G	Mgmt	For	For
3	Set Maximum Amount of Share Repurchase Reserve	G	Mgmt	For	For
4	Elect Directors, Verify their Independence Classification, Approve their Remuneration and Elect Secretaries	G	Mgmt	For	For
5	Elect Chair of Audit and Corporate Practices Committee; Approve Remuneration of Board Committee Members	G	Mgmt	For	For
6	Appoint Legal Representatives	G	Mgmt	For	For
7	Approve Minutes of Meeting	G	Mgmt	For	For

## Arcelik AS

**Meeting Date:** 28/03/2025 **Country:** Turkey **Ticker:** ARCLK.E  
**Record Date:** **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting and Elect Presiding Council of Meeting	G	Mgmt	For	For
2	Accept Board Report	G	Mgmt	For	For
3	Accept Aduit Report	G	Mgmt	For	For
4	Accept Financial Statements	G	Mgmt	For	For
5	Approve Discharge of Board	G	Mgmt	For	For
6	Approve Profit Distribution Policy	G	Mgmt	For	For
7	Approve Allocation of Income	G	Mgmt	For	For
8	Approve Share Capital Increase without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
9	Receive Information on Share Repurchase Program	G	Mgmt		
10	Elect Directors	G	Mgmt	For	For
11	Approve Remuneration Policy and Director Remuneration Paid in 2024	G	Mgmt	For	For
12	Approve Director Remuneration	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
13	Ratify External Auditors	G	Mgmt	For	For
14	Approve Upper Limit of Donations for 2025 and Receive Information on Donations Made in 2024	S	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
15	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	G	Mgmt		
16	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	G	Mgmt	For	For
17	Receive Information on Low Carbon Economy Transition Plan	E	Mgmt		
18	Wishes	G	Mgmt		

Meeting Date: 20/03/2025

Country: France

Ticker: ARG

Record Date: 18/03/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Discharge Management Board Members and Supervisory Board Members	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income	G	Mgmt	For	For
4	Approve Dividends of EUR 3.30 per Share	G	Mgmt	For	For
5	Approve Stock Dividend Program	G	Mgmt	For	For
6	Approve Auditors' Special Report on Related-Party Transactions	G	Mgmt	For	For
7	Approve Remuneration Policy of Chairman of the Supervisory Board	G	Mgmt	For	For
8	Approve Remuneration Policy of Supervisory Board Members	G	Mgmt	For	For
9	Approve Remuneration Policy of Chairman of the Management Board	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
10	Approve Remuneration Policy of Management Board Members	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
11	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Approve Compensation of Ronan Le Lan, Chairman of the Management Board	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
13	Approve Compensation of Francis Albertinelli, Management Board Member	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
14	Approve Compensation of Frederic Larroumets, Management Board Member	G	Mgmt	For	For
15	Approve Compensation of Aymar de Germay, Management Board Member	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
16	Approve Compensation of Stephane Cassagne, Management Board Member	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
17	Approve Compensation of Jean-Claude Le Lan, Chairman of the Supervisory Board	G	Mgmt	For	For
18	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 165,600	G	Mgmt	For	For
19	Reelect Jean-Claude Le Lan as Supervisory Board Member	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i></p>					

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
20	Reelect Hubert Rodarie as Supervisory Board Member	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
21	Ratify Appointment of Eric Donnet as Supervisory Board Member	G	Mgmt	For	For
22	Appoint Veronique Le Lan as Censor	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0157-001] The company has not provided a rationale for the election of a censor.</i>					
23	Appoint Florence Habib-Deloncle as Censor	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0157-001] The company has not provided a rationale for the election of a censor.</i>					
24	Appoint EXPONENS as Auditor for Sustainability Reporting	G	Mgmt	For	For
25	Appoint FORVIS MAZARS SA as Auditor for Sustainability Reporting	G	Mgmt	For	For
26	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>					
27	Extraordinary Business Authorize Capitalization of Reserves of Up to EUR 15 Million for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
28	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 25 Million	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential.</i>					
29	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 20 Million	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential. [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					

## Argan SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
30	Approve Issuance of Equity or Equity-Linked Securities for up to 20 Percent of Issued Capital Per Year for Private Placements	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential. [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
31	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential. [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
32	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential. [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
33	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3600-001] Authority has antitakeover potential. [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
34	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
35	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 50 Million	G	Mgmt	For	For
36	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
37	Amend Article 16 of Bylaws Re: Powers and Obligations of Management Board	G	Mgmt	For	For
38	Amend Article 25 of Bylaws Re: Board Deliberations	G	Mgmt	For	For
39	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

## Aristocrat Leisure Limited

**Meeting Date:** 20/02/2025

**Country:** Australia

**Ticker:** ALL

**Record Date:** 18/02/2025

**Meeting Type:** Annual

## Aristocrat Leisure Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Arlene Tansey as Director	G	Mgmt	For	For
2	Elect Sylvia Summers Couder as Director	G	Mgmt	For	For
3	Elect Kathleen Conlon as Director	G	Mgmt	For	For
4	Elect Natasha Chand as Director	G	Mgmt	For	For
5	Approve Grant of Performance Share Rights to Trevor Croker Under the Long-Term Incentive Plan	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For

## Arrowhead Pharmaceuticals, Inc.

Meeting Date: 12/03/2025

Country: USA

Ticker: ARWR

Record Date: 17/01/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Hongbo Lu	G	Mgmt	For	For
1b	Elect Director Michael S. Perry	G	Mgmt	For	For
1c	Elect Director Christopher Anzalone	G	Mgmt	For	For
1d	Elect Director Mauro Ferrari	G	Mgmt	For	For
1e	Elect Director Adeoye Olukotun	G	Mgmt	For	For
1f	Elect Director William Waddill	G	Mgmt	For	For
1g	Elect Director Victoria Vakiener	G	Mgmt	For	For
1h	Elect Director Douglas Ingram	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
<i>Blended Rationale: [SF-M0552-002] We believe that it is in the best interests of shareholders for issuers to hold votes on executive compensation every year.</i>					
4	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

## Asahi Group Holdings Ltd.

Meeting Date: 26/03/2025

Country: Japan

Ticker: 2502

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 27	G	Mgmt	For	For
2	Amend Articles to Adopt Board Structure with Three Committees - Clarify Director Authority on Shareholder Meetings - Amend Provisions on Number of Directors - Clarify Director Authority on Board Meetings	G	Mgmt	For	For
3.1	Elect Director Katsuki, Atsushi	G	Mgmt	For	For
3.2	Elect Director Tanimura, Keizo	G	Mgmt	For	For
3.3	Elect Director Sakita, Kaoru	G	Mgmt	For	For
3.4	Elect Director Sasae, Kenichiro	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3.5	Elect Director Ohashi, Tetsuji	G	Mgmt	For	For
3.6	Elect Director Matsunaga, Mari	G	Mgmt	For	For
3.7	Elect Director Sato, Chika	G	Mgmt	For	For
3.8	Elect Director Melanie Brock	G	Mgmt	For	For
3.9	Elect Director Fukuda, Yukitaka	G	Mgmt	For	For
3.10	Elect Director Oshima, Akiko	G	Mgmt	For	For
3.11	Elect Director Oyagi, Shigeo	G	Mgmt	For	For
3.12	Elect Director Tanaka, Sanae	G	Mgmt	For	For
3.13	Elect Director Miyakawa, Akiko	G	Mgmt	For	For

## Ascencio SCA

Meeting Date: 31/01/2025

Country: Belgium

Ticker: ASCE

Record Date: 17/01/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
I.1	Receive Directors' Reports (Non-Voting)	G	Mgmt		



## Ascencio SCA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
I.2	Receive Auditors' Reports (Non-Voting)	G	Mgmt		
I.3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	G	Mgmt		
I.4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 4.30 per Share	G	Mgmt	For	For
I.5	Approve Discharge of Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i></p>					
I.6	Approve Discharge of Auditor	G	Mgmt	For	For
I.7	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
II	Approve Change-of-Control Clause Re: Credit Agreements with ABN-AMRO, Belfius Bank, CBC Banque, Belfius Banque and Caisse d'Epargne et de Prevoyance Hauts de France	G	Mgmt	For	For
III.1	Acknowledge Resignation of SCRL DELOITTE as Auditor	G	Mgmt		
III.2	Ratify KPMG as Auditors and Approve Auditors' Remuneration	G	Mgmt	For	For
IV	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	G	Mgmt	For	For
V	Transact Other Business	G	Mgmt		

## Ashland Inc.

**Meeting Date:** 21/01/2025

**Country:** USA

**Ticker:** ASH

**Record Date:** 25/11/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Steven D. Bishop	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Ashland Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Sanat Chattopadhyay	G	Mgmt	For	For
1.3	Elect Director Suzan F. Harrison	G	Mgmt	For	For
1.4	Elect Director Ashish K. Kulkarni	G	Mgmt	For	For
1.5	Elect Director Susan L. Main	G	Mgmt	For	For
1.6	Elect Director Guillermo Novo	G	Mgmt	For	For
1.7	Elect Director Sergio Pedreiro	G	Mgmt	For	For
1.8	Elect Director Jerome A. Peribere	G	Mgmt	For	For
1.9	Elect Director Scott A. Tozier	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

## ASICS Corp.

Meeting Date: 28/03/2025

Country: Japan

Ticker: 7936

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 10	G	Mgmt	For	For
2	Amend Articles to Amend Business Lines	G	Mgmt	For	For
3.1	Elect Director Hirota, Yasuhito	G	Mgmt	For	For
3.2	Elect Director Tominaga, Mitsuyuki	G	Mgmt	For	For
3.3	Elect Director Murai, Mitsuru	G	Mgmt	For	For
3.4	Elect Director Suto, Miwa	G	Mgmt	For	For
3.5	Elect Director Kumanomido, Tomoko	G	Mgmt	For	For
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
5	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	G	Mgmt	For	For
6	Approve Restricted Stock Plan	G	Mgmt	For	For

## ASICS Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approve Donation of Treasury Shares to ASICS Foundation	G	Mgmt	For	For
<i>Blended Rationale: .</i>					

## Atkore Inc.

**Meeting Date:** 30/01/2025      **Country:** USA      **Ticker:** ATKR  
**Record Date:** 06/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director B. Joanne Edwards	G	Mgmt	For	For
1b	Elect Director Jeri L. Isbell	G	Mgmt	For	For
1c	Elect Director Wilbert W. James, Jr.	G	Mgmt	For	For
1d	Elect Director Justin A. Kershaw	G	Mgmt	For	For
1e	Elect Director Scott H. Muse	G	Mgmt	For	For
1f	Elect Director Michael V. Schrock	G	Mgmt	For	For
1g	Elect Director William E. Waltz, Jr.	G	Mgmt	For	For
1h	Elect Director Betty R. Wynn	G	Mgmt	For	For
1i	Elect Director A. Mark Zeffiro	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

## Atlantic Union Bankshares Corporation

**Meeting Date:** 05/02/2025      **Country:** USA      **Ticker:** AUB  
**Record Date:** 12/12/2024      **Meeting Type:** Special

## Atlantic Union Bankshares Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Issue Shares in Connection with Merger	G	Mgmt	For	For
2	Adjourn Meeting	G	Mgmt	For	For

## Atmos Energy Corporation

**Meeting Date:** 05/02/2025      **Country:** USA      **Ticker:** ATO  
**Record Date:** 13/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director J. Kevin Akers	G	Mgmt	For	For
1b	Elect Director John C. Ale	G	Mgmt	For	For
1c	Elect Director Kim R. Cocklin	G	Mgmt	For	For
1d	Elect Director Kelly H. Compton	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-034] Greater climate-related disclosure, including ISSB aligned reporting and relevant metrics and targets, would enable investors to better assess climate-related investment risks and opportunities.</i>					
1e	Elect Director Sean Donohue	G	Mgmt	For	For
1f	Elect Director Rafael G. Garza	G	Mgmt	For	For
1g	Elect Director Edward J. Geiser	G	Mgmt	For	For
1h	Elect Director Nancy K. Quinn	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1i	Elect Director Richard A. Sampson	G	Mgmt	For	For
1j	Elect Director Telisa Toliver	G	Mgmt	For	For
1k	Elect Director Frank Yoho	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-034] Greater climate-related disclosure, including ISSB aligned reporting and relevant metrics and targets, would enable investors to better assess climate-related investment risks and opportunities.</i>					
2	Amend Omnibus Stock Plan	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

# Atrium Ljungberg AB

Meeting Date: 20/03/2025

Country: Sweden

Ticker: ATRLJ.B

Record Date: 12/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chair of Meeting	G	Mgmt	For	For
2	Approve Agenda of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
5	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8.1	Approve Discharge of Johan Ljungberg	G	Mgmt	For	For
8.2	Approve Discharge of Conny Fogelstrom	G	Mgmt	For	For
8.3	Approve Discharge of Johan Thorell	G	Mgmt	For	For
8.4	Approve Discharge of Sara Laurell	G	Mgmt	For	For
8.5	Approve Discharge of Simon de Chateau	G	Mgmt	For	For
8.6	Approve Discharge of Gunilla Berg	G	Mgmt	For	For
8.7	Approve Discharge of CEO Annica Anas	G	Mgmt	For	For
9	Approve Allocation of Income and Dividends of SEK 3.60 Per Share	G	Mgmt	For	For
10	Determine Number of Members (6) and Deputy Members (0) of Board	G	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of SEK 480,000 for Chair, and SEK 240,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
12.11	Reelect Johan Ljungberg as Director	G	Mgmt	For	For
12.12	Reelect Gunilla Berg as Director	G	Mgmt	For	For
12.13	Reelect Simon de Chateau as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Atrium Ljungberg AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12.14	Reelect Conny Fogelstrom as Director	G	Mgmt	For	For
12.15	Reelect Sara Laurell as Director	G	Mgmt	For	For
12.16	Reelect Johan Thorell as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
12.2	Reelect Johan Ljungberg as Board Chair	G	Mgmt	For	For
13.1	Ratify Deloitte AB as Auditors	G	Mgmt	For	For
14	Approve Remuneration Report	G	Mgmt	For	For
15	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	G	Mgmt	For	For
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
17	Approve 5:1 Stock Split; Amend Articles	G	Mgmt	For	For
18	Close Meeting	G	Mgmt		

## Avid Bioservices, Inc.

**Meeting Date:** 30/01/2025      **Country:** USA      **Ticker:** CDMO  
**Record Date:** 11/12/2024      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	G	Mgmt	For	For
<p><i>Blended Rationale: The board of Avid Bioservices, Inc. (CDMO) seeks shareholder approval to be acquired by GHO Capital Partners and Ampersand Capital Partners. Under the terms of the agreement, CDMO shareholders will receive \$12.50 per share in cash, which represents a 13.8% premium to the unaffected price. Unanimous board support with fairness opinion by Moelis &amp; Company, LLC.</i></p>					
2	Advisory Vote on Golden Parachutes	G	Mgmt	For	For
3	Adjourn Meeting	G	Mgmt	For	For

## Avon Technologies Plc

**Meeting Date:** 31/01/2025      **Country:** United Kingdom      **Ticker:** AVON  
**Record Date:** 29/01/2025      **Meeting Type:** Annual

## Avon Technologies Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Final Dividend	G	Mgmt	For	For
4	Re-elect Jos Sclater as Director	G	Mgmt	For	For
5	Re-elect Rich Cashin as Director	G	Mgmt	For	For
6	Re-elect Bruce Thompson as Director	G	Mgmt	For	For
7	Re-elect Bindi Foyle as Director	G	Mgmt	For	For
8	Re-elect Victor Chavez as Director	G	Mgmt	For	For
9	Elect Maggie Brereton as Director	G	Mgmt	For	For
10	Reappoint KPMG LLP as Auditors	G	Mgmt	For	For
11	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
12	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
13	Authorise Issue of Equity	G	Mgmt	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
16	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For
18	Approve Employee Share Purchase Plan	G	Mgmt	For	For

## Axfood AB

**Meeting Date:** 19/03/2025

**Country:** Sweden

**Ticker:** AXFO

**Record Date:** 11/03/2025

**Meeting Type:** Annual

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>ESG Pillar</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1	Elect Chair of Meeting	G	Mgmt	For	For
2	Prepare and Approve List of Shareholders	G	Mgmt	For	For
3	Approve Agenda of Meeting	G	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
5	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7	Receive President's Report	G	Mgmt		
8	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
9.1	Approve Discharge of Thomas Ekman	G	Mgmt	For	For
9.2	Approve Discharge of Mia Brunell Livfors	G	Mgmt	For	For
9.3	Approve Discharge of Fabian Bengtsson	G	Mgmt	For	For
9.4	Approve Discharge of Caroline Berg	G	Mgmt	For	For
9.5	Approve Discharge of Christian Luiga	G	Mgmt	For	For
9.6	Approve Discharge of Peter Ruzicka	G	Mgmt	For	For
9.7	Approve Discharge of Sara Ohrvall	G	Mgmt	For	For
9.8	Approve Discharge of Anders Helsing	G	Mgmt	For	For
9.9	Approve Discharge of Michael Sjoren	G	Mgmt	For	For
9.10	Approve Discharge of Lars Ostberg	G	Mgmt	For	For
9.11	Approve Discharge of Frida Antbrink	G	Mgmt	For	For
9.12	Approve Discharge of Ann-Catrin Alnervik	G	Mgmt	For	For
9.13	Approve Discharge of Patrik Thorin	G	Mgmt	For	For
9.14	Approve Discharge of CEO Simone Margulies	G	Mgmt	For	For
9.15	Approve Discharge of Former CEO Klas Balkow	G	Mgmt	For	For



Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Approve Allocation of Income and Dividends of SEK 8.75 Per Share	G	Mgmt	For	For
11	Approve Remuneration Report	G	Mgmt	For	For
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
12	Determine Number of Members (8) and Deputy Members (0) of Board	G	Mgmt	For	For
13.1	Approve Remuneration of Directors in the Amount of SEK 850,000 for Chair and SEK 545,000 for Other Directors	G	Mgmt	For	For
13.2	Approve Remuneration of Auditors	G	Mgmt	For	For
14.1	Reelect Fabian Bengtsson as Director	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
14.2	Reelect Caroline Berg as Director	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
14.3	Reelect Mia Brunell Livfors as Director	G	Mgmt	For	For
14.4	Reelect Christian Luiga as Director	G	Mgmt	For	For
14.5	Reelect Peter Ruzicka as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
14.6	Reelect Sara Ohrvall as Director	G	Mgmt	For	For
14.7	Elect Bjorn Annwall as New Director	G	Mgmt	For	For
14.8	Elect Kristofer Tonstrom as New Director	G	Mgmt	For	For
14.9	Elect Carolin Berg as Board Chair	G	Mgmt	For	For
15.a	Approve Performance Share Plan LTIP 2025 for Key Employees	G	Mgmt	For	For
15.b	Approve Equity Plan Financing Through Repurchase and Transfer of Shares	G	Mgmt	For	For

## Axiata Group Berhad

Meeting Date: 24/03/2025

Country: Malaysia

Ticker: 6888

Record Date: 17/03/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Proposed Merger of PT XL Axiata TBK (XL), PT Smartfren Telecom TBK (SMARTFREN) and PT Smart Telecom (ST)	G	Mgmt	For	For

## Azenta, Inc.

Meeting Date: 30/01/2025

Country: USA

Ticker: AZTA

Record Date: 09/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Frank E. Casal	G	Mgmt	For	For
1.2	Elect Director William L. Cornog	G	Mgmt	For	For
1.3	Elect Director Robyn C. Davis	G	Mgmt	For	For
1.4	Elect Director Dipal Doshi	G	Mgmt	For	For
1.5	Elect Director Quentin G. Koffey	G	Mgmt	For	For
1.6	Elect Director Martin D. Madaus	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.7	Elect Director Alan J. Malus	G	Mgmt	For	For
1.8	Elect Director John P. Marotta	G	Mgmt	For	For
1.9	Elect Director Erica J. McLaughlin	G	Mgmt	For	For
1.10	Elect Director Tina S. Nova	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

## B&M European Value Retail SA

Meeting Date: 20/01/2025

Country: Luxembourg

Ticker: BME

Record Date: 06/01/2025

Meeting Type: Ordinary Shareholders

## B&M European Value Retail SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Euan Sutherland as Director	G	Mgmt	For	For

## B3 SA-Brasil, Bolsa, Balcão

**Meeting Date:** 14/03/2025      **Country:** Brazil      **Ticker:** B3SA3  
**Record Date:**      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Ratify Deloitte Touche Tohmatsu Auditores Independentes Ltda. as Independent Firm to Appraise Proposed Transaction	G	Mgmt	For	For
2	Approve Independent Firm's Appraisals	G	Mgmt	For	For
3	Approve Agreement to Absorb Neoway Tecnologia Integrada, Assessoria e Negocios S.A. (Neoway) and Neurotech Tecnologia da Informacao S.A. (Neurotech)	G	Mgmt	For	For
4	Approve Absorption of Neoway and Neurotech	G	Mgmt	For	For
5	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

## Banco Bilbao Vizcaya Argentaria SA

**Meeting Date:** 20/03/2025      **Country:** Spain      **Ticker:** BBVA  
**Record Date:** 16/03/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	G	Mgmt	For	For
1.2	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
1.3	Approve Allocation of Income and Dividends	G	Mgmt	For	For

## Banco Bilbao Vizcaya Argentaria SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.4	Approve Discharge of Board	G	Mgmt	For	For
2.1	Reelect Carlos Torres Vila as Director	G	Mgmt	For	For
2.2	Reelect Onur Genc as Director	G	Mgmt	For	For
2.3	Reelect Connie Hedegaard Koksang as Director	G	Mgmt	For	For
3	Approve Reduction in Share Capital via Cancellation of Treasury Shares	G	Mgmt	For	For
4	Renew Grant of Board Powers Re: Issuance of Shares in Connection with the Acquisition of Banco de Sabadell SA	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
5	Fix Maximum Variable Compensation Ratio	G	Mgmt	For	For
6	Renew Appointment of Ernst & Young as Auditor	G	Mgmt	For	For
7	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For
8	Advisory Vote on Remuneration Report	G	Mgmt	For	For

## Banco BPM SpA

**Meeting Date:** 28/02/2025      **Country:** Italy      **Ticker:** BAMI  
**Record Date:** 19/02/2025      **Meeting Type:** Ordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Authorizations Related to the Voluntary Tender Offer Launched by Banco BPM Vita	G	Mgmt	For	For
<i>Blended Rationale: .</i>					

## Banco Bradesco SA

**Meeting Date:** 10/03/2025      **Country:** Brazil      **Ticker:** BBDC4  
**Record Date:**      **Meeting Type:** Extraordinary Shareholders

## Banco Bradesco SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Rogerio Pedro Camara as Director	G	Mgmt	For	For
2	Amend Article 6 to Reflect Changes in Capital	G	Mgmt	For	For

## Banco Bradesco SA

Meeting Date: 10/03/2025

Country: Brazil

Ticker: BBDC4

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i></p>					
2	Approve Allocation of Income and Dividends	G	Mgmt	For	For
3	Elect Fiscal Council Members	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [RU-M0201-037] We are abstaining from this director due to operational voting requirements in this market.</i></p>					
4	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	G	Mgmt	None	Against
<p><i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i></p>					
5	Elect Ludmila de Melo Souza as Fiscal Council Member and Monica Pires da Silva as Alternate Appointed by Minority Shareholder	G	SH	None	For
<p><i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i></p>					
6	Approve Remuneration of Company's Management	G	Mgmt	For	For
7	Approve Remuneration of Fiscal Council Members	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Banco Bradesco SA

Meeting Date: 10/03/2025

Country: Brazil

Ticker: BBDC4

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Meeting for Preferred Shareholders Elect Ava Cohn as Fiscal Council Member and Marcos Aparecido Galende as Alternate Appointed by Preferred Shareholder	G	Mgmt SH	None	For

*Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.*

## Banco de Chile SA

Meeting Date: 27/03/2025

Country: Chile

Ticker: CHILE

Record Date: 21/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
a	Approve Financial Statements and Statutory Reports	G	Mgmt	For	Abstain
b	Approve Allocation of Income and Dividends of CLP 9.85 Per Share	G	Mgmt	For	For
c	Approve Remuneration of Directors	G	Mgmt	For	For
d	Approve Remuneration and Budget of Directors and Audit Committee	G	Mgmt	For	For
e	Appoint Auditors	G	Mgmt	For	For
f	Designate Risk Assessment Companies	G	Mgmt	For	For
g	Present Directors and Audit Committee's Report	G	Mgmt		
h	Receive Report Regarding Related-Party Transactions	G	Mgmt		
i	Other Business	G	Mgmt		

*Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.*

Meeting Date: 19/03/2025

Country: Spain

Ticker: SAB

Record Date: 14/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements and Discharge of Board	G	Mgmt	For	For
2	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
3	Approve Allocation of Income and Dividends	G	Mgmt	For	For
4	Approve Shareholder Remuneration Policy	G	Mgmt	For	For
5	Reactivate Share Repurchase and Capital Reduction via Amortization of Repurchased Shares Approved at the 2024 AGM	G	Mgmt	For	For
6	Authorize Share Repurchase and Capital Reduction via Cancellation of Repurchased Shares	G	Mgmt	For	For
7	Amend Articles Re: Board of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0400-003] We believe this proposal is not in the best interest of shareholders.</i>					
8	Receive Amendments to Board of Directors Regulations	G	Mgmt		
9.1	Reelect Cesar Gonzalez-Bueno Mayer Wittgenstein as Director	G	Mgmt	For	For
9.2	Reelect Manuel Valls Morato as Director	G	Mgmt	For	For
9.3	Elect Maria Gloria Hernandez Garcia as Director	G	Mgmt	For	For
9.4	Elect Margarita Salvans Puigbo as Director	G	Mgmt	For	For
10	Fix Maximum Variable Compensation Ratio of Designated Group Members	G	Mgmt	For	For
11	Renew Appointment of KPMG Auditores as Auditor	G	Mgmt	For	For
12	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For
13	Advisory Vote on Remuneration Report	G	Mgmt	For	For
<i>Blended Rationale: .</i>					

## Bancolombia SA

Meeting Date: 14/03/2025

Country: Colombia

Ticker: PFBCOLOM

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Verify Quorum	G	Mgmt		
2	Approve Meeting Agenda	G	Mgmt	For	For
3	Elect Meeting Approval Committee	G	Mgmt	For	For
4	Present Board and Chairman Reports	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
5	Present Audit Committee's Report	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
6	Present Individual and Consolidated Financial Statements	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
7	Present Auditor's Report	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
8	Approve Financial Statements and Statutory Reports	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
9	Approve Allocation of Income, Constitution of Reserves and Donations	G	Mgmt	For	For
10	Elect Financial Consumer Representative	G	Mgmt	For	For

## Bank Leumi Le-Israel B.M.

Meeting Date: 13/03/2025

Country: Israel

Ticker: LUMI

Record Date: 05/02/2025

Meeting Type: Special



## Bank Leumi Le-Israel B.M.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Employment Terms of Uri Alon, Chairman	G	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	G	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney		Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	G	Mgmt	None	For

## Bank Millennium SA

**Meeting Date:** 27/03/2025

**Country:** Poland

**Ticker:** MIL

**Record Date:** 11/03/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Receive Information on Voting Procedures	G	Mgmt		
3	Elect Meeting Chairman	G	Mgmt	For	For
4	Acknowledge Proper Convening of Meeting	G	Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

# Bank Millennium SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Agenda of Meeting	G	Mgmt	For	For
6	Elect Members of Vote Counting Commission	G	Mgmt	For	For
7	Approve Financial Statements, Management Board Reports on Company's and Group's Operations and Non-Financial Information	G	Mgmt	For	For
8	Approve Consolidated Financial Statements	G	Mgmt	For	For
9	Approve Supervisory Board Reports	G	Mgmt	For	For
10	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
11.1	Approve Discharge of Joao Nuno Lima Bras Jorge (CEO)	G	Mgmt	For	For
11.2	Approve Discharge of Fernando Maria Cardoso Rodrigues Bicho (Deputy CEO)	G	Mgmt	For	For
11.3	Approve Discharge of Wojciech Haase (Management Board Member)	G	Mgmt	For	For
11.4	Approve Discharge of Andrzej Glinski (Management Board Member)	G	Mgmt	For	For
11.5	Approve Discharge of Wojciech Rybak (Management Board Member)	G	Mgmt	For	For
11.6	Approve Discharge of Antonio Ferreira Pinto Junior (Management Board Member)	G	Mgmt	For	For
11.7	Approve Discharge of Jaroslaw Hermann (Management Board Member)	G	Mgmt	For	For
11.8	Approve Discharge of Boguslaw Kott (Supervisory Board Chairman)	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
11.9	Approve Discharge of Nuno Manuel da Silva Amado (Supervisory Board Deputy Chairman)	G	Mgmt	For	For
11.10	Approve Discharge of Dariusz Rosati (Supervisory Board Deputy Chairman and Secretary)	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11.11	Approve Discharge of Miguel de Campos Pereira de Braganca (Supervisory Board Member)	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
11.12	Approve Discharge of Anna Jakubowski (Supervisory Board Member)	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
11.13	Approve Discharge of Grzegorz Jedrys (Supervisory Board Member)	G	Mgmt	For	For
11.14	Approve Discharge of Alojzy Nowak (Supervisory Board Member)	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
11.15	Approve Discharge of Jose Miguel Bensliman Schorcht da Silva Pessanha (Supervisory Board Member)	G	Mgmt	For	For
11.16	Approve Discharge of Miguel Maya Dias Pinheiro (Supervisory Board Member)	G	Mgmt	For	For
11.17	Approve Discharge of Lingjiang Xu (Supervisory Board Member)	G	Mgmt	For	For
11.18	Approve Discharge of Olga Grygier-Siddons (Supervisory Board Member)	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
11.19	Approve Discharge of Beata Stelmach (Supervisory Board Member)	G	Mgmt	For	For
12	Approve Assessment of Remuneration Policy	G	Mgmt	For	For
13	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
14	Approve Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
15	Approve Remuneration of Supervisory Board Members	G	Mgmt	For	For

## Bank Millennium SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16	Approve Assessment of Adequacy of Regulations on Supervisory Board	G	Mgmt	For	For
17	Fix Number of Supervisory Board Members	G	Mgmt	For	For
18.1	Elect Supervisory Board Member	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
18.2	Approve Collective Suitability of Supervisory Board Members	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
19	Approve Information on Regulations on Supervisory Board	G	Mgmt	For	For
20.1	Approve Management Board Authorization to Increase Share Capital within Limits of Target Capital with Preemptive Rights; Amend Statute Accordingly	G	Mgmt	For	For
20.2	Amend Statute	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
20.3	Amend Statute Re: Supervisory Board	G	Mgmt	For	For
21	Authorize Share Repurchase Program for Purposes of Performance Share Plan; Approve Creation of Reserve Capital for Purposes of Share Repurchase Program	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
22	Close Meeting	G	Mgmt		

## Bank of Jiangsu Co., Ltd.

**Meeting Date:** 15/01/2025

**Country:** China

**Ticker:** 600919

**Record Date:** 08/01/2025

**Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Issuance of Financial Bonds	G	Mgmt	For	For
2	Elect Song Yunyun as Supervisor	G	Mgmt	For	For

## Bank of Ningbo Co., Ltd.

Meeting Date: 06/01/2025

Country: China

Ticker: 002142

Record Date: 31/12/2024

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Daily Related Party Transactions	G	Mgmt	For	For
2	Approve Medium and Long-term Capital Plan	G	Mgmt	For	For
3	Approve Shareholder Return Plan	G	Mgmt	For	For

## BANK POLSKA KASA OPIEKI SA

Meeting Date: 06/03/2025

Country: Poland

Ticker: PEO

Record Date: 18/02/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals		Mgmt		
1	Open Meeting	G	Mgmt		
2	Elect Meeting Chairman	G	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
	Shareholder Proposals Submitted by PFR SA and PZU SA		Mgmt		
5.1	Recall Supervisory Board Member	G	SH	None	Against
	<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>				
5.2	Elect Supervisory Board Member	G	SH	None	Against
	<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>				
6	Approve Collective Suitability Assessment of Supervisory Board Members	G	SH	None	Against
	<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>				
7	Approve Decision on Covering Costs of Convocation of EGM	G	SH	None	Against
	<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>				

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

# BANK POLSKA KASA OPIEKI SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals		Mgmt		
8	Close Meeting	G	Mgmt		

## Bankinter SA

Meeting Date: 27/03/2025

Country: Spain

Ticker: BKT

Record Date: 21/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	G	Mgmt	For	For
2	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
3	Approve Discharge of Board	G	Mgmt	For	For
4	Approve Allocation of Income and Dividends	G	Mgmt	For	For
5	Renew Appointment of PricewaterhouseCoopers as Auditor	G	Mgmt	For	For
6.1	Fix Number of Directors at 12	G	Mgmt	For	For
6.2	Elect Juan Antonio Zufiria Zatarain as Director	G	Mgmt	For	For
6.3	Elect Alfonso Villanueva Rodriguez as Director	G	Mgmt	For	For
6.4	Reelect Marcelino Botin-Sanz de Sautuola y Naveda as Director	G	Mgmt	For	For
6.5	Reelect Fernando Maria Masaveu Herrero as Director	G	Mgmt	For	For
6.6	Reelect Cristina Garcia-Peri Alvarez as Director	G	Mgmt	For	For
7	Approve Restricted Capitalization Reserve	G	Mgmt	For	For
8	Authorize Share Repurchase and Capital Reduction via Cancellation of Repurchased Shares	G	Mgmt	For	For
9.1	Approve Annual Maximum Remuneration	G	Mgmt	For	For
9.2	Approve Delivery of Shares under FY 2024 Variable Pay Scheme	G	Mgmt	For	For
9.3	Fix Maximum Variable Compensation Ratio	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Bankinter SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For
11	Advisory Vote on Remuneration Report	G	Mgmt	For	For
12	Receive Amendments to Board of Directors Regulations	G	Mgmt		

## Baoshan Iron & Steel Co., Ltd.

**Meeting Date:** 24/02/2025      **Country:** China      **Ticker:** 600019  
**Record Date:** 18/02/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Zhou Xuedong as Non-independent Director	G	Mgmt	For	For

## Becton, Dickinson and Company

**Meeting Date:** 28/01/2025      **Country:** USA      **Ticker:** BDJ  
**Record Date:** 09/12/2024      **Meeting Type:** Annual

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

## Becton, Dickinson and Company

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

## Beijing-Shanghai High-Speed Railway Co., Ltd.

**Meeting Date:** 17/01/2025      **Country:** China      **Ticker:** 601816  
**Record Date:** 09/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Li Jingwei as Non-independent Director	G	Mgmt	For	For
2	Approve Signing of the Beijing-Shanghai High-Speed Railway Entrusted Transportation Management Contract and the Beijing-Shanghai High-Speed Railway Passenger Station Commercial Assets Entrusted Operation Contract	G	Mgmt	For	For

## Beijing-Shanghai High-Speed Railway Co., Ltd.

**Meeting Date:** 21/03/2025      **Country:** China      **Ticker:** 601816  
**Record Date:** 14/03/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Zhao Jun as Non-independent Director	G	Mgmt	For	For

## BELIMO Holding AG

**Meeting Date:** 24/03/2025      **Country:** Switzerland      **Ticker:** BEAN  
**Record Date:**      **Meeting Type:** Annual



Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 9.50 per Share	G	Mgmt	For	For
3	Approve Non-Financial Report	E, S	Mgmt	For	For
4	Approve Remuneration Report	G	Mgmt	For	For
5	Approve Discharge of Board of Directors	G	Mgmt	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 1.6 Million	G	Mgmt	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 9.5 Million	G	Mgmt	For	For
7.1.1	Reelect Adrian Altenburger as Director	G	Mgmt	For	For
7.1.2	Reelect Patrick Burkhalter as Director	G	Mgmt	For	For
7.1.3	Reelect Sandra Emme as Director	G	Mgmt	For	For
7.1.4	Reelect Urban Linsi as Director	G	Mgmt	For	For
7.1.5	Reelect Ines Poeschel as Director	G	Mgmt	For	For
7.1.6	Reelect Stefan Ranstrand as Director	G	Mgmt	For	For
7.1.7	Reelect Martin Zwyszig as Director	G	Mgmt	For	For
7.2	Elect Thomas Hallam as Director	G	Mgmt	For	For
7.3.1	Reelect Patrick Burkhalter as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
7.3.2	Reelect Martin Zwyszig as Deputy Chair	G	Mgmt	For	For
7.4.1	Reappoint Sandra Emme as Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					

## BELIMO Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.4.2	Reappoint Urban Linsi as Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
7.4.3	Reappoint Ines Poeschel as Member of the Nomination and Compensation Committee	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
7.5	Designate Proxy Voting Services GmbH as Independent Proxy	G	Mgmt	For	For
7.6	Ratify Ernst & Young AG as Auditors	G	Mgmt	For	For
8	Transact Other Business (Voting)	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i>					

## BellRing Brands, Inc.

**Meeting Date:** 28/01/2025

**Country:** USA

**Ticker:** BRBR

**Record Date:** 02/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Declassify the Board of Directors	G	Mgmt	For	For
2.1	Elect Director Robert V. Vitale	G	Mgmt	For	For
2.2	Elect Director Chonda J. Nwamu	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
5	Adopt Director Election Resignation Guideline	G	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					

## Berry Global Group, Inc.

Meeting Date: 05/02/2025

Country: USA

Ticker: BERY

Record Date: 06/01/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director B. Evan Bayh	G	Mgmt	For	For
1b	Elect Director Jonathan F. Foster	G	Mgmt	For	For
1c	Elect Director James T. Glerum, Jr.	G	Mgmt	For	For
1d	Elect Director Meredith R. Harper	G	Mgmt	For	For
1e	Elect Director Idalene F. Kesner	G	Mgmt	For	For
1f	Elect Director Kevin J. Kwilinski	G	Mgmt	For	For
1g	Elect Director Jill A. Rahman	G	Mgmt	For	For
1h	Elect Director Chaney M. Sheffield, Jr.	G	Mgmt	For	For
1i	Elect Director Robert A. Steele	G	Mgmt	For	For
1j	Elect Director Stephen E. Sterrett	G	Mgmt	For	For
1k	Election of Directors: Elect Director Peter T. Thomas	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<p><i>Blended Rationale: 1 - [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. 2 - [SF-M0500-010] Pay is not aligned with performance and peers.</i></p>					
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

## Berry Global Group, Inc.

Meeting Date: 25/02/2025

Country: USA

Ticker: BERY

Record Date: 17/01/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0400-001] BERY has entered into a merger agreement with AMCR. Shareholders will receive 7.25 AMCR per BERY share. The merger consideration represents a premium of approx. 7.5% to the closing price 60 days prior to announcement.</i></p>					

## Berry Global Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote on Golden Parachutes	G	Mgmt	For	For
3	Adjourn Meeting	G	Mgmt	For	For

## BGF Retail Co., Ltd.

**Meeting Date:** 26/03/2025      **Country:** South Korea      **Ticker:** 282330  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Hwang Hwan-jo as Inside Director	G	Mgmt	For	For
2.2	Elect Cha Gyeong-hwan as Outside Director	G	Mgmt	For	For
2.3	Elect Choi Ja-won as Outside Director	G	Mgmt	For	For
3	Elect Cho Ja-young as Outside Director to serve as an Audit Committee Member	G	Mgmt	For	For
4	Elect Choi Ja-won as a Member of Audit Committee	G	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## BIG Shopping Centers Ltd.

**Meeting Date:** 04/03/2025      **Country:** Israel      **Ticker:** BIG  
**Record Date:** 04/02/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Sarah Gani as External Director	G	Mgmt	For	For
2	Approve Grant of Options to Sarah Gani (Subject to Her Election) and to Certain Directors	G	Mgmt	For	For

## BIG Shopping Centers Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
A	<p>Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager</p> <p>Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney</p>	G	Mgmt	None	Against
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	G	Mgmt	None	For

## Blue Bird Corporation

**Meeting Date:** 14/03/2025

**Country:** USA

**Ticker:** BLBD

**Record Date:** 15/01/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mark Blaufuss	G	Mgmt	For	For
1.2	Elect Director Julie A. Fream	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.3	Elect Director Simon J. Newman	G	Mgmt	For	For
2	Ratify BDO USA, P.C. as Auditors	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Amendments to Articles of Association and Other Systems	G	Mgmt	For	For
2	Amend Rules and Procedures Regarding Meetings of Board of Supervisors	G	Mgmt	For	For
3	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
4.1	Elect Chen Yanshun as Director	G	Mgmt	For	For
4.2	Elect Feng Qiang as Director	G	Mgmt	For	For
4.3	Elect Gao Wenbao as Director	G	Mgmt	For	For
4.4	Elect Wang Xiping as Director	G	Mgmt	For	For
4.5	Elect Guo Chuan as Director	G	Mgmt	For	For
4.6	Elect Ye Feng as Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0100-004] Vote against, as shareholders would benefit from greater disclosure/evidence on how the company is mitigating adverse impacts and/or managing related risks.</i>				
4.7	Elect Jin Chunyan as Director	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
5.1	Elect Tang Shoulian as Director	G	Mgmt	For	For
5.2	Elect Zhang Xinmin as Director	G	Mgmt	For	For
5.3	Elect Guo He as Director	G	Mgmt	For	For
5.4	Elect Wang Jixiang as Director	G	Mgmt	For	For
	ELECT SUPERVISORS VIA CUMULATIVE VOTING		Mgmt		
6.1	Elect Wang Jin as Supervisor	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
6.2	Elect Song Ligong as Supervisor	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				

## BOE Technology Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.3	Elect Wei Shuanglai as Supervisor	G	SH	For	For

*Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.*

## Boliden AB

**Meeting Date:** 23/01/2025

**Country:** Sweden

**Ticker:** BOL

**Record Date:** 15/01/2025

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chairman of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspectors of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Approve Issuance of up to 15 Percent of Issued Shares without Preemptive Rights	G	Mgmt	For	For
8	Close Meeting	G	Mgmt		

## Bosideng International Holdings Limited

**Meeting Date:** 27/03/2025

**Country:** Cayman Islands

**Ticker:** 3998

**Record Date:** 21/03/2025

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Proposed Annual Caps and Renewal of Transactions	G	Mgmt	For	For

## Boubyan Bank KSC

**Meeting Date:** 16/03/2025

**Country:** Kuwait

**Ticker:** BOUBYAN

**Record Date:** 06/03/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Board Report on Company Operations for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
3	Approve Shariah Supervisory Board Report for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
4	Approve External Shariah Auditor Report for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
5	Accept Financial Statements and Statutory Reports for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
6	Approve Special Report on Penalties for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
7	Approve Related Party Transactions and Providing Banking Facilities to Directors for FY 2025	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>					
8	Approve Transfer of 10 Percent of Net Income to Statutory Reserve, and Discontinue Transfer to Optional Reserve for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
9	Approve Discharge of Directors for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
10	Appoint or Reappoint Auditors and Authorize Board to Fix Their Remuneration for the Fiscal Year Ending 31/12/2025	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
11	Appoint or Reappoint Shariah Supervisory Board Members and Authorize Board to Fix Their Remuneration for the Fiscal Year Ending 31/12/2025	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					



# Boubyan Bank KSC

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Appoint or Reappoint External Shariah Auditors and Authorize Board to Fix Their Remuneration for the Fiscal Year Ending 31/12/2025	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
13	Approve Proposal of Board to Distribute Annual or Semi Annual Dividends and Authorize Board to Ratify and Execute Resolutions	G	Mgmt	For	For
14	Approve Dividends of KWD 0.010 per Share for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
15	Authorize Distribution of Bonus Shares of 5 Percent of the Issued and Paid-up Capital	G	Mgmt	For	For
16	Approve Timeline of Due Date and Distribution Date of Cash Dividends and Bonus Shares and Authorize the Board to Dispose Shares Fractions and Amend Timeline	G	Mgmt	For	For
17	Authorize Share Repurchase Program of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
18	Approve Remuneration of Directors of KWD 580,000 for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
19	Authorize Issuance of Sukuk or Other Shariah Compliant Instruments and Authorize Board to Set Terms of Issuance	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
20.1	Elect Abdulazeez Al Shayiea as Director	G	Mgmt	None	For
20.2	Elect Adil Al Majid as Director	G	Mgmt	None	For
20.3	Elect Hazim Al Muteeri as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
20.4	Elect Mohammed Al Saqr as Director	G	Mgmt	None	For
20.5	Elect Fahd Al Fouzan as Director	G	Mgmt	None	For
20.6	Elect Waleed Al Hamad as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
20.7	Elect Waleed Al Yaqout as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Boubyan Bank KSC

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
20.8	Elect Waleed Al Ayadhi as Director	G	Mgmt	None	For
21.1	Elect Khalid Al Mudhaf as Independent Director	G	Mgmt	None	For
21.2	Elect Abdullah Al Badr as Independent Director	G	Mgmt	None	For
21.3	Elect Amani Boursli as Independent Director	G	Mgmt	None	For
21.4	Elect Rabah Al Rabah as Independent Director	G	Mgmt	None	For
21.5	Elect Zayd Al Naqeeb as Independent Director	G	Mgmt	None	For
21.6	Elect Thamir Arab as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
21.7	Elect Basmah Al Jasim as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
21.8	Elect Haya Boudi as Independent Director	G	Mgmt	None	For

## Boubyan Bank KSC

**Meeting Date:** 16/03/2025

**Country:** Kuwait

**Ticker:** BOUBYAN

**Record Date:** 06/03/2025

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business		Mgmt		
1	Authorize Increase of Authorized, Issued, and Paid Up Capital by Issuing 210,039,181 Bonus Shares and Authorize the Board to Dispose Shares Fractions and Amend the Distribution Timeline	G	Mgmt	For	For
2	Amend Article 6 of Memorandum of Association and Article 5 of Articles of Association	G	Mgmt	For	For

## BRF SA

**Meeting Date:** 31/03/2025

**Country:** Brazil

**Ticker:** BRFS3

**Record Date:**

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
2	Approve Allocation of Income and Dividends	G	Mgmt	For	For
3	Approve Remuneration of Company's Management	G	Mgmt	For	For
4.1	Elect Antonio Mathias Nogueira Moreira as Fiscal Council Member and Attilio Guaspari as Alternate	G	Mgmt	For	For
4.2	Elect Ricardo Florence dos Santos as Fiscal Council Member and Marco Antonio Peixoto Simoes Velozo as Alternate	G	Mgmt	For	For
4.3	Elect Alexandre Eduardo De Melo as Fiscal Council Member and Jose Luiz de Souza Gurgel as Alternate	G	Mgmt	For	For
5	Approve Remuneration of Fiscal Council Members	G	Mgmt	For	For

## Bridgestone Corp.

**Meeting Date:** 25/03/2025

**Country:** Japan

**Ticker:** 5108

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 105	G	Mgmt	For	For
2.1	Elect Director Ishibashi, Shuichi	G	Mgmt	For	For
2.2	Elect Director Banno, Masato	G	Mgmt	For	For
2.3	Elect Director Scott Trevor Davis	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.4	Elect Director Masuda, Kenichi	G	Mgmt	For	For
<i>Blended Rationale: .</i>					

## Bridgestone Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.5	Elect Director Yamamoto, Kenzo	G	Mgmt	For	For
2.6	Elect Director Suzuki, Yoko	G	Mgmt	For	For
2.7	Elect Director Kobayashi, Yukari	G	Mgmt	For	For
2.8	Elect Director Nakajima, Yasuhiro	G	Mgmt	For	For
2.9	Elect Director Morikawa, Noriko	G	Mgmt	For	For
2.10	Elect Director Itagaki, Toshiaki	G	Mgmt	For	For
2.11	Elect Director Matsuda, Akira	G	Mgmt	For	For
2.12	Elect Director Yoshimi, Tsuyoshi	G	Mgmt	For	For

## Broadleaf Co., Ltd.

Meeting Date: 21/03/2025

Country: Japan

Ticker: 3673

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 2	G	Mgmt	For	For
2.1	Elect Director Oyama, Kenji	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2.2	Elect Director Yamanaka, Kenichi	G	Mgmt	For	For
2.3	Elect Director Kizawa, Morio	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2.4	Elect Director Takada, Hiroshi	G	Mgmt	For	For
2.5	Elect Director Yamaguchi, Unemi	G	Mgmt	For	For
3.1	Appoint Alternate Statutory Auditor Yamaguchi, Junichi	G	Mgmt	For	For
3.2	Appoint Alternate Statutory Auditor Asakura, Yusuke	G	Mgmt	For	For

## Brookfield Asset Management Ltd.

Meeting Date: 27/01/2025

Country: Canada

Ticker: BAM

Record Date: 12/11/2024

Meeting Type: Special

## Brookfield Asset Management Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Arrangement Resolution	G	Mgmt	For	For
2	Approve Increase in Number of Directors from Twelve to Fourteen	G	Mgmt	For	For

## Cabot Corporation

**Meeting Date:** 13/03/2025      **Country:** USA      **Ticker:** CBT  
**Record Date:** 15/01/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Michael M. Morrow	G	Mgmt	For	For
1.2	Elect Director Thierry Vanlancker	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.3	Elect Director Michelle Williams	G	Mgmt	For	For
1.4	Elect Director Frank A. Wilson	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

## Canon Electronics, Inc.

**Meeting Date:** 27/03/2025      **Country:** Japan      **Ticker:** 7739  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 35	G	Mgmt	For	For
2.1	Elect Director Hashimoto, Takeshi	G	Mgmt	For	For
2.2	Elect Director Uchiyama, Takeshi	G	Mgmt	For	For

## Canon Electronics, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.3	Elect Director Okita, Hiroyuki	G	Mgmt	For	For
2.4	Elect Director Katsuyama, Akira	G	Mgmt	For	For
2.5	Elect Director Kamura, Taku	G	Mgmt	For	For
2.6	Elect Director Sako, Nobutada	G	Mgmt	For	For
2.7	Elect Director Togari, Toshikazu	G	Mgmt	For	For
2.8	Elect Director Maekawa, Atsushi	G	Mgmt	For	For
2.9	Elect Director Sugimoto, Kazuyuki	G	Mgmt	For	For
2.10	Elect Director Kondo, Tomohiro	G	Mgmt	For	For
2.11	Elect Director Yamagami, Keiko	G	Mgmt	For	For
3	Appoint Statutory Auditor Takahashi, Junichi	G	Mgmt	For	For
4	Approve Annual Bonus	G	Mgmt	For	For
5	Approve Career Achievement Bonus for Director	G	Mgmt	For	For

*Blended Rationale:* .

## Canon Marketing Japan, Inc.

**Meeting Date:** 27/03/2025

**Country:** Japan

**Ticker:** 8060

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 80	G	Mgmt	For	For
2.1	Elect Director Adachi, Masachika	G	Mgmt	For	For
2.2	Elect Director Mizoguchi, Minoru	G	Mgmt	For	For
2.3	Elect Director Hirukawa, Hatsumi	G	Mgmt	For	For
2.4	Elect Director Osato, Tsuyoshi	G	Mgmt	For	For
2.5	Elect Director Osawa, Yoshio	G	Mgmt	For	For
2.6	Elect Director Hasebe, Toshiharu	G	Mgmt	For	For
2.7	Elect Director Kawamoto, Hiroko	G	Mgmt	For	For
2.8	Elect Director Miyahara, Satsuki	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Canon Marketing Japan, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Annual Bonus	G	Mgmt	For	For

## Canon, Inc.

**Meeting Date:** 28/03/2025      **Country:** Japan      **Ticker:** 7751  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 80	G	Mgmt	For	For
2.1	Elect Director Mitarai, Fujio	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2.2	Elect Director Tanaka, Toshizo	G	Mgmt	For	For
2.3	Elect Director Homma, Toshio	G	Mgmt	For	For
2.4	Elect Director Ogawa, Kazuto	G	Mgmt	For	For
2.5	Elect Director Takeishi, Hiroaki	G	Mgmt	For	For
2.6	Elect Director Asada, Minoru	G	Mgmt	For	For
2.7	Elect Director Kawamura, Yusuke	G	Mgmt	For	For
2.8	Elect Director Ikegami, Masayuki	G	Mgmt	For	For
2.9	Elect Director Suzuki, Masaki	G	Mgmt	For	For
2.10	Elect Director Ito, Akiko	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Morikawa, Takeshi	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Shigetomi, Yuka	G	Mgmt	For	For
4	Approve Annual Bonus	G	Mgmt	For	For

## Capital One Financial Corporation

**Meeting Date:** 18/02/2025      **Country:** USA      **Ticker:** COF  
**Record Date:** 27/12/2024      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Issue Shares in Connection with Merger	G	Mgmt	For	For

## Capital One Financial Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Adjourn Meeting	G	Mgmt	For	For

## Carl Zeiss Meditec AG

**Meeting Date:** 26/03/2025      **Country:** Germany      **Ticker:** AFX  
**Record Date:** 04/03/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023/24 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.60 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023/24	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023/24	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024/25	G	Mgmt	For	For
6.1	Elect Andreas Pecher to the Supervisory Board	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>					
6.2	Elect Isabel De Paoli to the Supervisory Board	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>					
6.3	Elect Angelika Bullinger-Hoffmann to the Supervisory Board	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>					
7	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
8	Approve Supervisory Board Remuneration Policy	G	Mgmt	For	For



## Carlsberg A/S

**Meeting Date:** 17/03/2025

**Country:** Denmark

**Ticker:** CARL.B

**Record Date:** 10/03/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	G	Mgmt		
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 27 Per Share	G	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
5.A	Approve Remuneration of Directors	G	Mgmt	For	For
5.B	Approve DKK 32 Million Reduction in Share Capital via Share Cancellation	G	Mgmt	For	For
6.a	Reelect Henrik Poulsen as Director	G	Mgmt	For	For
6.b	Reelect Majken Schultz as Director	G	Mgmt	For	For
6.c	Reelect Magdi Batato as Director	G	Mgmt	For	For
6.d	Reelect Lilian Fossum Biner as Director	G	Mgmt	For	For
6.e	Reelect Bob Kunze-Concewitz as Director	G	Mgmt	For	For
6.f	Reelect Punita Lal as Director	G	Mgmt	For	For
6.g	Elect Jens Hjorth as New Director	G	Mgmt	For	For
6.h	Elect Winnie Ma as New Director	G	Mgmt	For	For
7	Ratify PricewaterhouseCoopers as Auditors	G	Mgmt	For	For
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	G	Mgmt	For	For

## Celltrion Pharm Inc.

**Meeting Date:** 25/03/2025

**Country:** South Korea

**Ticker:** 068760

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Amend Articles of Incorporation	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3500-001] Proposal might result in excessive dilution.</i>					
3.1	Elect Seo Jeong-jin as Inside Director	G	Mgmt	For	For
3.2	Elect Song Tae-young as Outside Director	G	Mgmt	For	For
3.3	Elect Yang Sang-woo as Outside Director	G	Mgmt	For	For
3.4	Elect Ahn Young-gyun as Outside Director	G	Mgmt	For	For
3.5	Elect Won Bong-hui as Outside Director	G	Mgmt	For	For
3.6	Elect Ryu Ho-gil as Outside Director	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For
5	Authorize Board to Fix Remuneration of Internal Auditor(s)	G	Mgmt	For	For
6	Approve Stock Option Grants	G	Mgmt	For	For
7	Approve Terms of Retirement Pay	G	Mgmt	For	For

## Celltrion, Inc.

**Meeting Date:** 25/03/2025

**Country:** South Korea

**Ticker:** 068270

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Approval of Reduction of Capital Reserve	G	Mgmt	For	For
3	Elect Seo Jeong-jin as Inside Director	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Celltrion, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Terms of Retirement Pay	G	Mgmt	For	For

## CEMEX SAB de CV

Meeting Date: 25/03/2025

Country: Mexico

Ticker: CEMEXCPO

Record Date: 27/02/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for ADR Holders		Mgmt		
	Ordinary General Shareholders Meeting		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i></p>					
2	Approve Allocation of Income and Cash Dividends of USD 130 Million	G	Mgmt	For	For
3	Set Maximum Amount of Share Repurchase Reserve	G	Mgmt	For	For
4.a	Elect Rogelio Zambrano Lozano as Board Chair	G	Mgmt	For	For
4.b	Elect Armando J. Garcia Segovia as Director	G	Mgmt	For	For
4.c	Elect Rodolfo Garcia Muriel as Director	G	Mgmt	For	For
4.d	Elect Francisco Javier Fernandez Carbajal as Director	G	Mgmt	For	For
4.e	Elect David Martinez Guzman as Director	G	Mgmt	For	For
4.f	Elect Everardo Elizondo Almaguer as Director	G	Mgmt	For	For
4.g	Elect Marcelo Zambrano Lozano as Director	G	Mgmt	For	For
4.h	Elect Ramiro Gerardo Villarreal Morales as Director	G	Mgmt	For	For
4.i	Elect Gabriel Jaramillo Sanint as Director	G	Mgmt	For	For
4.j	Elect Isabel Maria Aguilera Navarro as Director	G	Mgmt	For	For
4.k	Elect Maria de Lourdes Melgar Palacios as Director	G	Mgmt	For	For

# CEMEX SAB de CV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.l	Elect Isauro Alfaro Alvarez as Director	G	Mgmt	For	For
4.m	Elect Roger Saldana Madero as Board Secretary	G	Mgmt	For	For
4.n	Elect Guillermo Francisco Hernandez Morales as Deputy Secretary	G	Mgmt	For	For
5.a	Elect Ramiro Gerardo Villarreal Morales as Chair of Audit Committee	G	Mgmt	For	For
5.b	Elect Everardo Elizondo Almaguer as Member of Audit Committee	G	Mgmt	For	For
5.c	Elect Gabriel Jaramillo Sanint as Member of Audit Committee	G	Mgmt	For	For
5.d	Elect Roger Saldana Madero as Secretary of Audit Committee	G	Mgmt	For	For
5.e	Elect Guillermo Francisco Hernandez Morales as Deputy Secretary of Audit Committee	G	Mgmt	For	For
6.a	Elect Francisco Javier Fernandez Carbajal as Chair of Corporate Practices and Finance Committee	G	Mgmt	For	For
6.b	Elect Rodolfo Garcia Muriel as Member of Corporate Practices and Finance Committee	G	Mgmt	For	For
6.c	Elect Isauro Alfaro Alvarez as Member of Corporate Practices and Finance Committee	G	Mgmt	For	For
6.d	Elect Roger Saldana Madero as Secretary of Corporate Practices and Finance Committee	G	Mgmt	For	For
6.e	Elect Guillermo Francisco Hernandez Morales as Deputy Secretary of Corporate Practices and Finance Committee	G	Mgmt	For	For
7.a	Elect Armando J. Garcia Segovia as Chair of Sustainability, Climate Action, Social Impact and Diversity Committee	G	Mgmt	For	For
7.b	Elect Marcelo Zambrano Lozano as Member of Sustainability, Climate Action, Social Impact and Diversity Committee	G	Mgmt	For	For
7.c	Elect Isabel Maria Aguilera Navarro as Member of Sustainability, Climate Action, Social Impact and Diversity Committee	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## CEMEX SAB de CV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.d	Elect Maria de Lourdes Melgar Palacios as Member of Sustainability, Climate Action, Social Impact and Diversity Committee	G	Mgmt	For	For
7.e	Elect Roger Saldana Madero as Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee	G	Mgmt	For	For
7.f	Elect Guillermo Francisco Hernandez Morales as Deputy Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee	G	Mgmt	For	For
8	Approve Remuneration of Directors and Members of Audit, Corporate Practices and Finance, Sustainability, Climate Action, Social Impact and Diversity Committees	G	Mgmt	For	For
9	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For
	Extraordinary General Shareholders Meeting		Mgmt		
1	Amend Articles 23 (Board Meetings), 27 (Board Functions), 28 (CEO), 31 (Committees) and 32 (Board Remunerations); Add New Transitory Article 3	G	Mgmt	For	For
2	Approve Certification of Company's Bylaws	G	Mgmt	For	For
3	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

## Cencora, Inc.

**Meeting Date:** 06/03/2025

**Country:** USA

**Ticker:** COR

**Record Date:** 10/01/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ornella Barra	G	Mgmt	For	For
1b	Elect Director Werner Baumann	G	Mgmt	For	For
1c	Elect Director Frank K. Clyburn	G	Mgmt	For	For
1d	Elect Director Steven H. Collis	G	Mgmt	For	For
1e	Elect Director D. Mark Durcan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Cencora, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director Lon R. Greenberg	G	Mgmt	For	For
1g	Elect Director Lorence H. Kim	G	Mgmt	For	For
1h	Elect Director Robert P. Mauch	G	Mgmt	For	For
1i	Elect Director Redonda G. Miller	G	Mgmt	For	For
1j	Elect Director Dennis M. Nally	G	Mgmt	For	For
1k	Elect Director Lauren M. Tyler	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

## Centrais Eletricas Brasileiras SA

**Meeting Date:** 26/02/2025      **Country:** Brazil      **Ticker:** ELET6  
**Record Date:**      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Article 3 Re: Corporate Purpose	G	Mgmt	For	For
2	Amend Articles	G	Mgmt	For	For
3	Amend Articles	G	Mgmt	For	For
4	Consolidate Bylaws	G	Mgmt	For	For

## Cerence Inc.

**Meeting Date:** 13/02/2025      **Country:** USA      **Ticker:** CRNC  
**Record Date:** 16/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Arun Sarin	G	Mgmt	For	For
1.2	Elect Director Brian Krzanich	G	Mgmt	For	For
1.3	Elect Director Marianne Budnik	G	Mgmt	For	For
1.4	Elect Director Douglas Davis	G	Mgmt	For	For
1.5	Elect Director Marcy Klevorn	G	Mgmt	For	For

## Cerence Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.6	Elect Director Kristi Ann Matus	G	Mgmt	For	For
1.7	Elect Director Alfred Nietzel	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify BDO USA PC as Auditors	G	Mgmt	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For

## CGI Inc.

**Meeting Date:** 29/01/2025

**Country:** Canada

**Ticker:** GIB.A

**Record Date:** 02/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Holders of Class A Subordinate Voting and Class B Multiple Voting Shares		Mgmt		
1.1	Elect Director Francois Boulanger	G	Mgmt	For	For
1.2	Elect Director Sophie Brochu	G	Mgmt	For	For
1.3	Elect Director George A. Cope	G	Mgmt	For	For
1.4	Elect Director Jacynthe Cote	G	Mgmt	For	For
1.5	Elect Director Julie Godin	G	Mgmt	For	For
1.6	Elect Director Serge Godin	G	Mgmt	For	For
1.7	Elect Director Gilles Labbe	G	Mgmt	For	For
1.8	Elect Director Michael B. Pedersen	G	Mgmt	For	For
1.9	Elect Director Stephen S. Poloz	G	Mgmt	For	For
1.10	Elect Director Mary G. Powell	G	Mgmt	For	For
1.11	Elect Director Alison C. Reed	G	Mgmt	For	For
1.12	Elect Director George D. Schindler	G	Mgmt	For	For
1.13	Elect Director Kathy N. Waller	G	Mgmt	For	For
1.14	Elect Director Frank Witter	G	Mgmt	For	For

## CGI Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize the Audit and Risk Management Committee to Fix Their Remuneration	G	Mgmt	For	For

## Changchun High-Tech Industry (Group) Co., Ltd.

**Meeting Date:** 22/01/2025 **Country:** China **Ticker:** 000661  
**Record Date:** 16/01/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Change Usage of the Repurchased Shares and Cancellation	G	Mgmt	For	For
2	Approve Increase in Registered Capital and Amend Articles of Association	G	Mgmt	For	For
3	Approve Decrease in Registered Capital and Amend Articles of Association	G	Mgmt	For	For

## Changjiang Securities Co., Ltd.

**Meeting Date:** 19/03/2025 **Country:** China **Ticker:** 000783  
**Record Date:** 13/03/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Liu Zhengbin as Legal Representative of the Company	G	Mgmt	For	For

## Charter Communications, Inc.

**Meeting Date:** 26/02/2025 **Country:** USA **Ticker:** CHTR  
**Record Date:** 13/01/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	G	Mgmt	For	For



## Charter Communications, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Issue Shares in Connection with Merger	G	Mgmt	For	For
3	Adjourn Meeting	G	Mgmt	For	For

## China CITIC Bank Corporation Limited

**Meeting Date:** 25/03/2025      **Country:** China      **Ticker:** 998  
**Record Date:** 19/03/2025      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
	ELECT EXECUTIVE DIRECTOR VIA CUMULATIVE VOTING		Mgmt		
1.01	Elect Lu Wei as Director	G	Mgmt	For	For
	ELECT NON-EXECUTIVE DIRECTOR VIA CUMULATIVE VOTING		Mgmt		
2.01	Elect Fu Yamin as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
3	Approve Extension of the Authorization Period to the Board of Directors and Its Authorized Person(s) to Deal with Relevant Matters in Relation to the Rights Issue	G	Mgmt	For	For

## China CITIC Bank Corporation Limited

**Meeting Date:** 25/03/2025      **Country:** China      **Ticker:** 998  
**Record Date:** 19/03/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES		Mgmt		

## China CITIC Bank Corporation Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Extension of the Authorization Period to the Board of Directors and Its Authorized Person(s) to Deal with Relevant Matters in Relation to the Rights Issue	G	Mgmt	For	For

## China CSSC Holdings Ltd.

Meeting Date: 18/02/2025

Country: China

Ticker: 600150

Record Date: 10/02/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Share-swap Merger Constitutes as Related Party Transaction	G	Mgmt	For	Do Not Vote
2	Approve Share-swap Merger Constitutes as Major Asset Restructure	G	Mgmt	For	Do Not Vote
3	Approve Share-swap Merger Complies with Relevant Laws and Regulations on Major Asset Restructuring of Listed Companies	G	Mgmt	For	Do Not Vote
	APPROVE SHARE SWAP MERGER AND RELATED PARTY TRANSACTION		Mgmt		
4.1	Approve Share Swap and Absorption and Merger	G	Mgmt	For	Do Not Vote
4.2	Approve Issue Type and Par Value	G	Mgmt	For	Do Not Vote
4.3	Approve Equity Registration Date	G	Mgmt	For	Do Not Vote
4.4	Approve Exchange Price and Ratio	G	Mgmt	For	Do Not Vote
4.5	Approve Number of Shares Issued	G	Mgmt	For	Do Not Vote
4.6	Approve Listing Location	G	Mgmt	For	Do Not Vote
4.7	Approve Treatment of Shares Held by Shareholders with Restricted Rights	G	Mgmt	For	Do Not Vote
4.8	Approve Interest Protection Mechanism for Dissenting Shareholders of the Company	G	Mgmt	For	Do Not Vote
4.9	Approve Interest Protection Mechanism for Dissenting Shareholders of China Shipbuilding	G	Mgmt	For	Do Not Vote

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## China CSSC Holdings Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.10	Approve Disposal of Claims and Debts Involved in this Transaction	G	Mgmt	For	Do Not Vote
4.11	Approve Transitional Arrangements	G	Mgmt	For	Do Not Vote
4.12	Approve Arrangement for Transfer or Delivery of Relevant Assets Involved in this Transaction	G	Mgmt	For	Do Not Vote
4.13	Approve Staff Placement	G	Mgmt	For	Do Not Vote
4.14	Approve Arrangement for Accumulation of Retained Earnings	G	Mgmt	For	Do Not Vote
4.15	Approve Resolution Validity Period	G	Mgmt	For	Do Not Vote
5	Approve Report (Draft) and Summary on Share Swap Merger	G	Mgmt	For	Do Not Vote
6	Approve Transaction Does Not Constitutes a Restructuring and Listing as Stipulated in Article 13 of the Measures for the Administration of Major Asset Restructuring of Listed Companies	G	Mgmt	For	Do Not Vote
7	Approve Transaction Complying with Article 4 of the Guidelines for the Supervision of Listed Companies No. 9	G	Mgmt	For	Do Not Vote
8	Approve Preparation of Consolidated Financial Report and Other Related Documents of Share Swap Merger	G	Mgmt	For	Do Not Vote
9	Approve Confirming the CITIC Securities Valuation Report on Share Swap Merger	G	Mgmt	For	Do Not Vote
10	Approve Independence of Appraiser, the Validity of Hypothesis, the Relevance of Valuation Purpose and Approach as Well as the Fairness of Pricing	G	Mgmt	For	Do Not Vote
11	Approve Transaction Complies with Article 11 and Article 43 of the Measures for the Administration of Major Asset Restructuring of Listed Companies	G	Mgmt	For	Do Not Vote
12	Approve Completeness and Compliance of Implementation of Legal Proceedings of the Transactions and Validity of the Submitted Legal Documents Regarding this Transaction	G	Mgmt	For	Do Not Vote

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## China CSSC Holdings Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13	Approve Relevant Entities Does Not Participate in Major Asset Restructure of Listed Companies and Does Not Have Article 12 of the Guidelines for the Supervision of Listed Companies No. 7	G	Mgmt	For	Do Not Vote
14	Approve Dilution Immediate Returns, Remedial Measures and Commitments of Relevant Entities in this Transaction	G	Mgmt	For	Do Not Vote
15	Approve Shareholder Return Plan	G	Mgmt	For	Do Not Vote
16	Approve Letter of Commitment Regarding Changes in Controlling Shareholder and Ultimate Controlling Shareholder to Avoid Horizontal Competition	G	Mgmt	For	Do Not Vote
17	Approve Signing of Share Swap Merger with Effective Conditions	G	Mgmt	For	Do Not Vote
18	Approve Fluctuation of Stock Price Before Release of this Transaction	G	Mgmt	For	Do Not Vote
19	Approve Authorization of the Board to Handle All Related Matters	G	Mgmt	For	Do Not Vote
20	Approve Related Party Transaction	G	Mgmt	For	Do Not Vote
<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks.</i>					
21	Approve Financial Service Agreement	G	Mgmt	For	Do Not Vote
<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks</i>					
22	Approve Framework Agreement on Provision of Guarantee	G	Mgmt	For	Do Not Vote
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
23	Approve to Conduct Futures and Derivatives Trading	G	Mgmt	For	Do Not Vote

## China Energy Engineering Corporation Limited

**Meeting Date:** 28/03/2025

**Country:** China

**Ticker:** 3996

**Record Date:** 20/03/2025

**Meeting Type:** Extraordinary Shareholders

## China Energy Engineering Corporation Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Extension of the Validity Period of the General Meeting and Class Meetings' Resolutions on the Issuance of A Shares to Specific Subscribers	G	Mgmt	For	For
2	Approve Extension of the Validity Period of Authorization to the Board to Deal with Relevant Matters in Relation to the Issuance of A Shares to Specific Subscribers to be Submitted at the General Meeting and Class Meetings	G	Mgmt	For	For

## China Energy Engineering Corporation Limited

**Meeting Date:** 28/03/2025

**Country:** China

**Ticker:** 3996

**Record Date:** 20/03/2025

**Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Extension of the Validity Period of the General Meeting and Class Meetings' Resolutions on the Issuance of A Shares to Specific Subscribers	G	Mgmt	For	For
2	Approve Extension of the Validity Period of Authorization to the Board to Deal with Relevant Matters in Relation to the Issuance of A Shares to Specific Subscribers to be Submitted at the General Meeting and Class Meetings	G	Mgmt	For	For

## China Everbright Bank Company Limited

**Meeting Date:** 07/01/2025

**Country:** China

**Ticker:** 6818

**Record Date:** 31/12/2024

**Meeting Type:** Extraordinary Shareholders

## China Everbright Bank Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Interim Profit Distribution Plan	G	Mgmt	For	For
2	Approve Credit Line for the Related Legal Person China Everbright Environment Group Limited	G	Mgmt	For	For
3	Approve Comprehensive Credit Line for the Related Legal Person Everbright Securities Company Limited	G	Mgmt	For	For
4	Amend Plan of Authorization by the Shareholders' General Meeting to the Board of Directors	G	Mgmt	For	For
5	Elect Huang Zhenzhong as Director	G	Mgmt	For	For

## China Everbright Bank Company Limited

**Meeting Date:** 07/01/2025

**Country:** China

**Ticker:** 6818

**Record Date:** 27/12/2024

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Interim Profit Distribution Plan	G	Mgmt	For	For
2	Approve Credit Line for the Related Legal Person China Everbright Environment Group Limited	G	Mgmt	For	For
3	Approve Comprehensive Credit Line for the Related Legal Person Everbright Securities Company Limited	G	Mgmt	For	For
4	Amend Plan of Authorization by the Shareholders' General Meeting to the Board of Directors	G	Mgmt	For	For
5	Elect Huang Zhenzhong as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## China Galaxy Securities Co., Ltd.

**Meeting Date:** 17/02/2025

**Country:** China

**Ticker:** 6881

**Record Date:** 11/02/2025

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	EGM BALLOT FOR HOLDERS OF H SHARES Approve Amendments to the Plan on Authorization Granted by the General Meeting to the Board of Directors	G	Mgmt	For	Against

*Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.*

## China Galaxy Securities Co., Ltd.

**Meeting Date:** 17/02/2025

**Country:** China

**Ticker:** 6881

**Record Date:** 10/02/2025

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	EGM BALLOT FOR HOLDERS OF A SHARES Approve Amendments to the Plan on Authorization Granted by the General Meeting to the Board of Directors	G	Mgmt	For	Against

*Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.*

## China Merchants Energy Shipping Co., Ltd.

**Meeting Date:** 15/01/2025

**Country:** China

**Ticker:** 601872

**Record Date:** 08/01/2025

**Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Provision of Guarantee APPROVE RELATED PARTY TRANSACTION	G	Mgmt	For	For

## China Merchants Energy Shipping Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.1	Approve Related Party Transaction with China Merchants Industry Group Co., Ltd.	G	Mgmt	For	For
2.2	Approve Related Party Transaction with China Petrochemical Corporation	G	Mgmt	For	For
2.3	Approve Related Party Transaction with China Merchants Haitong Trading Co., Ltd.	G	Mgmt	For	For
2.4	Approve Related Party Transaction with Guangzhou Haishun Maritime Service Co., Ltd.	G	Mgmt	For	For
2.5	Approve Related Party Transaction with Sinotrans & CSC Holdings Limited	G	Mgmt	For	For
2.6	Approve Related Party Transaction with Sinotrans Limited	G	Mgmt	For	For
2.7	Approve Related Party Transaction with Liaoning Port Group Co., Ltd.	G	Mgmt	For	For
2.8	Approve Related Party Transaction with China Merchants Shared Services Co., Ltd.	G	Mgmt	For	For
3	Approve Long-term Lease of Bulk Carriers with China Merchants Commerce Financial Leasing Co.,Ltd	G	Mgmt	For	For
4	Approve Long-term Lease of Bulk Carriers with CMB Financial Leasing Co., Ltd	G	Mgmt	For	For

## China National Building Material Company Limited

**Meeting Date:** 19/02/2025

**Country:** China

**Ticker:** 3323

**Record Date:** 13/02/2025

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Miao Xiaoling as Director and Authorize Board to Fix Her Remuneration	G	SH	For	For

*Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.*



## China National Building Material Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Conditional Cash Offer by Morgan Stanley Asia Limited, Reduction of Registered Capital and Related Transactions	G	Mgmt	For	For
3	Approve Whitewash Waiver and Related Transactions	G	Mgmt	For	For

## China National Building Material Company Limited

**Meeting Date:** 19/02/2025      **Country:** China      **Ticker:** 3323  
**Record Date:** 13/02/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	CLASS MEETING FOR HOLDERS OF H SHARES Approve Conditional Cash Offer by Morgan Stanley Asia Limited, Reduction of Registered Capital and Related Transactions	G	Mgmt	For	For

## China Northern Rare Earth (Group) High-Tech Co., Ltd.

**Meeting Date:** 13/03/2025      **Country:** China      **Ticker:** 600111  
**Record Date:** 05/03/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Project Investment Plan	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
2.1	Elect Liu Peixun as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
2.2	Elect Wang Huiwen as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
2.3	Elect Qu Yedong as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				

# China Northern Rare Earth (Group) High-Tech Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.4	Elect Zhang Qingfeng as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
2.5	Elect Wu Yonggang as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
2.6	Elect Wang Zhaoming as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
2.7	Elect Bai Baosheng as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
2.8	Elect Song Ling as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
2.9	Elect Zhang Lihua as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
3.1	Elect Du Ying as Director	G	Mgmt	For	For
3.2	Elect Li Xingguo as Director	G	Mgmt	For	For
3.3	Elect Dai Lu as Director	G	Mgmt	For	For
3.4	Elect Yang Wenhao as Director	G	Mgmt	For	For
3.5	Elect Wu Shaopeng as Director	G	Mgmt	For	For
	ELECT SUPERVISORS VIA CUMULATIVE VOTING		Mgmt		
4.1	Elect Liu Huiying as Supervisor	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
4.2	Elect Wu Yao as Supervisor	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
4.3	Elect Ma Rong as Supervisor	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
4.4	Elect Zhao Mei as Supervisor	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				

## China Rare Earth Resources & Technology Co., Ltd.

Meeting Date: 14/02/2025

Country: China

Ticker: 000831

Record Date: 07/02/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Related Party Transaction	G	Mgmt	For	For
2	Elect Dai Zhiwei as Supervisor	G	SH	For	For

*Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.*

## China Resources Sanjiu Medical & Pharmaceutical Co., Ltd.

Meeting Date: 17/01/2025

Country: China

Ticker: 000999

Record Date: 10/01/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Related Party Transaction	G	Mgmt	For	For

## China Resources Sanjiu Medical & Pharmaceutical Co., Ltd.

Meeting Date: 21/03/2025

Country: China

Ticker: 000999

Record Date: 18/03/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Compliance with Conditions for Major Asset Restructuring	G	Mgmt	For	For
	APPROVE MAJOR ASSET PURCHASE PLAN		Mgmt		
2.1	Approve Agreement Subject	G	Mgmt	For	For
2.2	Approve Transaction Price and Pricing Basis	G	Mgmt	For	For
2.3	Approve Source of Funds for Transaction	G	Mgmt	For	For
2.4	Approve Payment Method and Payment Arrangement	G	Mgmt	For	For
2.5	Approve Matters Agreed by Both Parties	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## China Resources Sanjiu Medical & Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.6	Approve Employee Placement Plan	G	Mgmt	For	For
2.7	Approve Debt and Credit Disposal Plan	G	Mgmt	For	For
2.8	Approve Resolution Validity Period	G	Mgmt	For	For
3	Approve Company's Major Asset Purchase Not Constituted as Related-Party Transaction	G	Mgmt	For	For
4	Approve Report (Draft) and Summary on Company's Major Assets Acquisition	G	Mgmt	For	For
5	Approve Signing of Share Transfer Agreement and Supplemental Agreement to the Share Transfer Agreement with Effective Conditions	G	Mgmt	For	For
6	Approve Restructuring Not Constituting a Restructuring and Listing as Specified in Article 13 of the Measures for the Administration of Major Asset Restructuring of Listed Companies	G	Mgmt	For	For
7	Approve Fluctuation of Company's Stock Price Before Announcement of Reorganization	G	Mgmt	For	For
8	Approve Relevant Entities Does Not Participate in Circumstances Specified in Article 12 of Guidelines for the Supervision of Listed Companies No. 7 - Supervision of Abnormal Stock Transactions Related to Major Asset Reorganization of Listed Companies	G	Mgmt	For	For
9	Approve Reorganization is in Compliance with Proposals Set Out in Article 4 of the Guidelines for the Supervision of Listed Companies No. 9 - Regulatory Requirements for Listed Companies to Plan and Implement Major Asset Reorganizations	G	Mgmt	For	For
10	Approve Impact of Dilution of Current Returns on Major Financial Indicators and the Relevant Measures to be Taken	G	Mgmt	For	For
11	Approve Audit Report, Asset Valuation Report and Pro Forma Review Report of the Transaction	G	Mgmt	For	For

## China Resources Sanjiu Medical & Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Approve Independence of Appraiser, the Validity of Hypothesis, the Relevance of Valuation Purpose and Approach as Well as the Fairness of Pricing	G	Mgmt	For	For
13	Approve Authorization of the Board to Handle All Related Matters	G	Mgmt	For	For

## China Ruyi Holdings Limited

**Meeting Date:** 26/03/2025      **Country:** Bermuda      **Ticker:** 136  
**Record Date:** 21/03/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Equity Transfer Agreement, Grant of Specific Mandate to Issue Consideration Shares to Tencent Hong Kong or Its Designated Parties and Related Transactions	G	Mgmt	For	For

## China Suntien Green Energy Corporation Limited

**Meeting Date:** 12/03/2025      **Country:** China      **Ticker:** 956  
**Record Date:** 07/03/2025      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	EGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Provision of Loan to a Subsidiary of the Company by Using the Proceeds from the Issuance of Perpetual Medium-Term Notes	G	Mgmt	For	For

## China United Network Communications Ltd.

**Meeting Date:** 20/01/2025      **Country:** China      **Ticker:** 600050  
**Record Date:** 13/01/2025      **Meeting Type:** Special

## China United Network Communications Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Cancellation of Repurchased Shares and Decrease in Registered Capital	G	Mgmt	For	For

## Chofu Seisakusho Co., Ltd.

**Meeting Date:** 21/03/2025 **Country:** Japan **Ticker:** 5946  
**Record Date:** 31/12/2024 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 23	G	Mgmt	For	For
2.1	Elect Director Kawakami, Yasuo	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-021] AGAINST directors responsible for company's poor ROE/ROA performance. [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure. [RJ-M0201-030] Against directors responsible for lack of transparent capital policy.</i>					
2.2	Elect Director Yamashita, Gaku	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.3	Elect Director Kawakami, Yasuhiro	G	Mgmt	For	For
2.4	Elect Director Wada, Takeshi	G	Mgmt	For	For
2.5	Elect Director Hayashi, Tetsuro	G	Mgmt	For	For
2.6	Elect Director Mikubo, Tadatoshi	G	Mgmt	For	For
2.7	Elect Director Nishijima, Kazuyuki	G	Mgmt	For	For
2.8	Elect Director Saito, Tetsuya	G	Mgmt	For	For

## Chugai Pharmaceutical Co., Ltd.

**Meeting Date:** 27/03/2025 **Country:** Japan **Ticker:** 4519  
**Record Date:** 31/12/2024 **Meeting Type:** Annual

## Chugai Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 57	G	Mgmt	For	For
2.1	Elect Director Okuda, Osamu	G	Mgmt	For	For
2.2	Elect Director Taniguchi, Iwaaki	G	Mgmt	For	For
2.3	Elect Director Iikura, Hitoshi	G	Mgmt	For	For
2.4	Elect Director Momoi, Mariko	G	Mgmt	For	For
2.5	Elect Director Tateishi, Fumio	G	Mgmt	For	For
2.6	Elect Director Teramoto, Hideo	G	Mgmt	For	For
2.7	Elect Director Thomas Schinecker	G	Mgmt	For	For
2.8	Elect Director Teresa A. Graham	G	Mgmt	For	For
2.9	Elect Director Boris L. Zaitra	G	Mgmt	For	For
3	Appoint Statutory Auditor Higuchi, Masayoshi	G	Mgmt	For	For

## CI Financial Corp.

**Meeting Date:** 12/02/2025      **Country:** Canada      **Ticker:** CIX  
**Record Date:** 30/12/2024      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Acquisition by Accelerate Holdings Corp.	G	Mgmt	For	For

## Cibus Nordic Real Estate AB

**Meeting Date:** 14/01/2025      **Country:** Sweden      **Ticker:** CIBUS  
**Record Date:** 03/01/2025      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chairman of Meeting	G	Mgmt	For	For

## Cibus Nordic Real Estate AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
5	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
6	Approve Agenda of Meeting	G	Mgmt	For	For
7	Approve Creation of Pool of Capital without Preemptive Rights	G	Mgmt	For	For
8	Approve Creation of Pool of Capital without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
9	Approve Dividends	G	Mgmt	For	For
10	Close Meeting	G	Mgmt		

## Ciena Corporation

**Meeting Date:** 27/03/2025

**Country:** USA

**Ticker:** CIEN

**Record Date:** 27/01/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Lawton W. Fitt	G	Mgmt	For	For
1b	Elect Director Devinder Kumar	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

## CJ CheilJedang Corp.

**Meeting Date:** 25/03/2025

**Country:** South Korea

**Ticker:** 097950

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For



## CJ CheilJedang Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Amend Articles of Incorporation	G	Mgmt	For	For
3.1	Elect Son Gyeong-sik as Inside Director	G	Mgmt	For	For
3.2	Elect Lee Hyeong-jun as Inside Director	G	Mgmt	For	For
3.3	Elect Jeong Hwang-geun as Outside Director	G	Mgmt	For	For
3.4	Elect Kim Hye-young as Outside Director	G	Mgmt	For	For
4.1	Elect Jeong Hwang-geun as a Member of Audit Committee	G	Mgmt	For	For
4.2	Elect Kim Hye-young as a Member of Audit Committee	G	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## CJ Corp.

**Meeting Date:** 26/03/2025

**Country:** South Korea

**Ticker:** 001040

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Amend Articles of Incorporation	G	Mgmt	For	For
3.1	Elect Lee Han-me as Inside Director	G	Mgmt	For	For
3.2	Elect Lee Ju-yeol as Outside Director	G	Mgmt	For	For
3.3	Elect Moon Hui-cheol as Outside Director	G	Mgmt	For	For
4.1	Elect Lee Ju-yeol as a Member of Audit Committee	G	Mgmt	For	For
4.2	Elect Moon Hui-cheol as a Member of Audit Committee	G	Mgmt	For	For
5	Elect Han Ae-ra as Outside Director to serve as an Audit Committee Member	G	Mgmt	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## CJ ENM Co., Ltd.

Meeting Date: 27/03/2025

Country: South Korea

Ticker: 035760

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Amend Articles of Incorporation	G	Mgmt	For	For
3.1	Elect Yoon Sang-hyeon as Inside Director	G	Mgmt	For	For
3.2	Elect Lee Jong-hwa as Inside Director	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## CleanSpark, Inc.

Meeting Date: 03/03/2025

Country: USA

Ticker: CLSK

Record Date: 09/01/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.01	Elect Director Zachary K. Bradford	G	Mgmt	For	For
1.02	Elect Director S. Matthew Schultz	G	Mgmt	For	For
1.03	Elect Director Larry McNeill	G	Mgmt	For	Withhold
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.</i>					
1.04	Elect Director Thomas L. Wood	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.05	Elect Director Roger P. Beynon	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.06	Elect Director Amanda Cavaleri	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i>					
3	Ratify BDO USA, P.C. as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Clicks Group Ltd.

Meeting Date: 30/01/2025

Country: South Africa

Ticker: CLS

Record Date: 24/01/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for the Year Ended 31 August 2024	G	Mgmt	For	For
2	Reappoint KPMG Inc as Auditors with Ivan Engels as the Designated Auditor	G	Mgmt	For	For
3	Re-elect Penelope Moumakwa as Director	G	Mgmt	For	For
4	Re-elect Sango Ntsaluba as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
5.1	Re-elect Richard Inskip as Member of the Audit and Risk Committee	G	Mgmt	For	For
5.2	Re-elect Nomgando Matyumza as Member of the Audit and Risk Committee	G	Mgmt	For	For
5.3	Re-elect Sango Ntsaluba as Member of the Audit and Risk Committee	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
5.4	Re-elect Kandimathie Ramon as Member of the Audit and Risk Committee	G	Mgmt	For	For
6	Approve Remuneration Policy	G	Mgmt	For	For
7	Approve Remuneration Implementation Report	G	Mgmt	For	For
8	Authorise Repurchase of Issued Share Capital	G	Mgmt	For	For
9	Approve Directors' Fees	G	Mgmt	For	For
10	Approve Financial Assistance in Terms of Section 45 of the Companies Act	G	Mgmt	For	For

## Coca-Cola Bottlers Japan Holdings, Inc.

Meeting Date: 26/03/2025

Country: Japan

Ticker: 2579

Record Date: 31/12/2024

Meeting Type: Annual

## Coca-Cola Bottlers Japan Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 28	G	Mgmt	For	For
2.1	Elect Director Calin Dragan	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.2	Elect Director Bjorn Ivar Ulgenes	G	Mgmt	For	For
2.3	Elect Director Wada, Hiroko	G	Mgmt	For	For
2.4	Elect Director Yamura, Hirokazu	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
2.5	Elect Director Gyotoku, Celso	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Hamada, Nami	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Stacy Apter	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
3.3	Elect Director and Audit Committee Member Sanket Ray	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
3.4	Elect Director and Audit Committee Member Saeki, Rika	G	Mgmt	For	For

## Cogeco Inc.

**Meeting Date:** 14/01/2025      **Country:** Canada      **Ticker:** CGO  
**Record Date:** 02/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Multiple Voting and Subordinate Voting Shareholders		Mgmt		
1.1	Elect Director Louis Audet	G	Mgmt	For	For
1.2	Elect Director Mary-Ann Bell	G	Mgmt	For	For
1.3	Elect Director Robin Bienenstock	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Cogeco Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.4	Elect Director James C. Cherry	G	Mgmt	For	For
1.5	Elect Director Samih Elhage	G	Mgmt	For	For
1.6	Elect Director Normand Legault	G	Mgmt	For	For
1.7	Elect Director Caroline Papadatos	G	Mgmt	For	For
1.8	Elect Director Frederic Perron	G	Mgmt	For	For
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

## Coherus BioSciences, Inc.

**Meeting Date:** 11/03/2025

**Country:** USA

**Ticker:** CHRS

**Record Date:** 27/01/2025

**Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Sale of Company Assets	G	Mgmt	For	For

*Blended Rationale: The board of Coherus BioSciences seeks shareholder approval for the sale of the UDENYCA franchise to Intas Pharmaceuticals. Under the terms of the agreement, the company's proposed asset sale would be for an upfront cash payment of \$483.4 million, subject to closing adjustments and two potential earnout payments of \$37.5 million each, payable upon achievement of certain net sales milestones. Unanimous board support with fairness opinion by J.P. Morgan.*

## Commercial International Bank - Egypt (CIB) SAE

**Meeting Date:** 23/03/2025

**Country:** Egypt

**Ticker:** COMI

**Record Date:**

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Board Report on Company Operations for FY 2024	G	Mgmt	For	Do Not Vote
2	Approve Corporate Governance Report for FY 2024 and Related Auditor's Report	G	Mgmt	For	Do Not Vote
3	Approve Auditors' Report on Company Standalone and Consolidated Financial Statements for FY 2024	G	Mgmt	For	Do Not Vote

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Commercial International Bank - Egypt (CIB) SAE

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Accept Standalone and Consolidated Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	Do Not Vote
5	Approve Allocation of Income and Dividends for FY 2024 and Authorize the Board to Set the Guidelines on Employees Profit Distribution	G	Mgmt	For	Do Not Vote
6	Authorize Increase in Issued and Paid in Capital to be Allocated to Employee Stock Purchase Plan and Amend Articles 6 and 7 of Bylaws Accordingly	G	Mgmt	For	Do Not Vote
7	Ratify Changes in the Composition of the Board Since 25/03/2024	G	Mgmt	For	Do Not Vote
8	Approve Discharge of Chairman and Directors for FY 2024	G	Mgmt	For	Do Not Vote
9	Approve Remuneration of Chairman and Non Executive Directors for the Board and Committees Membership for FY 2025	G	Mgmt	For	Do Not Vote
10	Ratify Auditors and Fix Their Remuneration for FY 2025	G	Mgmt	For	Do Not Vote
11	Authorize the Board to Donate Charitable Donations Above EGP 1,000 for FY 2025 and Ratify the Charitable Donations During FY 2024	S	Mgmt	For	Do Not Vote
12	Allow Non Executive Directors to be Involved with Other Companies	G	Mgmt	For	Do Not Vote

## Commercial Metals Company

**Meeting Date:** 15/01/2025

**Country:** USA

**Ticker:** CMC

**Record Date:** 18/11/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Lisa M. Barton	G	Mgmt	For	For
1.2	Elect Director Gary E. McCullough	G	Mgmt	For	For
1.3	Elect Director Charles L. Szews	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Commercial Metals Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

## Compagnie des Alpes SA

Meeting Date: 13/03/2025 Country: France Ticker: CDA  
Record Date: 11/03/2025 Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of EUR 1 per Share	G	Mgmt	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	G	Mgmt	For	For
5	Reelect Gisele Rossat-Mignod as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
6	Reelect Carole Montillet as Director	G	Mgmt	For	For
7	Ratify Appointment of Martine Gerow as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
8	Ratify Appointment of Audrey Girard as Director	G	Mgmt	For	For
9	Appoint Forvis Mazars as Auditor for Sustainability Reporting	G	Mgmt	For	For
10	Appoint KPMG as Auditor for Sustainability Reporting	G	Mgmt	For	For
11	Approve Compensation of Gisele Rossat-Mignod, Chairwoman of the Board	G	Mgmt	For	For
12	Approve Compensation of Dominique Thillaud, CEO	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					

# Compagnie des Alpes SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13	Approve Compensation of Loic Bonhoure, Vice-CEO Until August 31, 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
14	Approve Remuneration Policy of Chairwoman of the Board	G	Mgmt	For	For
15	Approve Remuneration Policy of CEO	G	Mgmt	For	For
16	Approve Remuneration of Directors in the Aggregate Amount of EUR 280,000	G	Mgmt	For	For
17	Approve Remuneration Policy of Directors	G	Mgmt	For	For
18	Approve Compensation Report for Corporate Officers	G	Mgmt	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
21	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 12 Million	G	Mgmt	For	For
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i></p>					
24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 2.5 Million	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i></p>					



## Compagnie des Alpes SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
25	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
26	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
27	Authorize Capitalization of Reserves of Up to EUR 4 Million for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	For
29	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 22-28 at EUR 12 Million	G	Mgmt	For	For
30	Amend Article 11 of Bylaws Re: Board Deliberations	G	Mgmt	For	For
31	Authorize Filing of Required Documents/Other Formalities	G	Mgmt	For	For

## Compass Group Plc

**Meeting Date:** 06/02/2025      **Country:** United Kingdom      **Ticker:** CPG  
**Record Date:** 04/02/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Policy	G	Mgmt	For	For
3	Approve Remuneration Report	G	Mgmt	For	For
4	Approve Final Dividend	G	Mgmt	For	For
5	Elect Liat Ben-Zur as Director	G	Mgmt	For	For
6	Elect Juliana Chugg as Director	G	Mgmt	For	For
7	Re-elect Ian Meakins as Director	G	Mgmt	For	For
8	Re-elect Dominic Blakemore as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Compass Group Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Re-elect Petros Parras as Director	G	Mgmt	For	For
10	Re-elect Palmer Brown as Director	G	Mgmt	For	For
11	Re-elect Stefan Bomhard as Director	G	Mgmt	For	For
12	Re-elect John Bryant as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
13	Re-elect Arlene Isaacs-Lowe as Director	G	Mgmt	For	For
14	Re-elect Anne-Francoise Nesmes as Director	G	Mgmt	For	For
15	Re-elect Sundar Raman as Director	G	Mgmt	For	For
16	Re-elect Leanne Wood as Director	G	Mgmt	For	For
17	Reappoint KPMG LLP as Auditors	G	Mgmt	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
19	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
20	Amend Long Term Incentive Plan	G	Mgmt	For	For
21	Approve Restricted Share Award Plan	G	Mgmt	For	For
22	Authorise Issue of Equity	G	Mgmt	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
25	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
26	Authorise the Company to Call General Meeting with 14 Clear Days' Notice	G	Mgmt	For	For

## Compass Minerals International, Inc.

**Meeting Date:** 06/03/2025

**Country:** USA

**Ticker:** CMP

**Record Date:** 06/01/2025

**Meeting Type:** Annual

## Compass Minerals International, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Edward C. Dowling, Jr.	G	Mgmt	For	For
1b	Elect Director Richard P. Dealy	G	Mgmt	For	For
1c	Elect Director Vance O. Holtzman	G	Mgmt	For	For
1d	Elect Director Gareth T. Joyce	G	Mgmt	For	For
1e	Elect Director Melissa M. Miller	G	Mgmt	For	For
1f	Elect Director Joseph E. Reece	G	Mgmt	For	For
1g	Elect Director Shane T. Wagnon	G	Mgmt	For	For
1h	Elect Director Lori A. Walker	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

## ConnectOne Bancorp, Inc.

**Meeting Date:** 14/02/2025      **Country:** USA      **Ticker:** CNOB  
**Record Date:** 16/12/2024      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Issue Shares in Connection with Merger	G	Mgmt	For	For
2	Adjourn Meeting	G	Mgmt	For	For

## Construction Partners, Inc.

**Meeting Date:** 20/03/2025      **Country:** USA      **Ticker:** ROAD  
**Record Date:** 20/01/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Ned N. Fleming, III	G	Mgmt	For	For

*Blended Rationale:* .

## Construction Partners, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Charles E. Owens	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i>					
1c	Elect Director Fred J. (Jule) Smith, III	G	Mgmt	For	For
2	Ratify RSM US LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

## Contemporary Amperex Technology Co., Ltd.

**Meeting Date:** 17/01/2025      **Country:** China      **Ticker:** 300750  
**Record Date:** 10/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AMEND ARTICLES OF ASSOCIATION AND ITS ANNEXES		Mgmt		
1.1	Approve Amendments to Articles of Association	G	Mgmt	For	For
1.2	Amend Rules and Procedures Regarding General Meetings of Shareholders	G	Mgmt	For	For
1.3	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	Mgmt	For	For
1.4	Amend Rules and Procedures Regarding Meetings of Board of Supervisors	G	Mgmt	For	For
2	Approve Issuance of Shares and Listing on the Hong Kong United Exchange Co., Ltd.	G	Mgmt	For	For
	APPROVE PLAN ON ISSUANCE OF SHARES AND LISTING ON THE HONG KONG UNITED EXCHANGE CO., LTD.		Mgmt		
3.1	Approve Share Type and Par Value	G	Mgmt	For	For
3.2	Approve Issue Time	G	Mgmt	For	For
3.3	Approve Issue Manner	G	Mgmt	For	For
3.4	Approve Issue Size	G	Mgmt	For	For
3.5	Approve Manner of Pricing	G	Mgmt	For	For
3.6	Approve Target Subscribers	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Contemporary Amperex Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.7	Approve Offering Principle	G	Mgmt	For	For
4	Approve Conversion of Company into an Overseas Fundraising Company Limited by Shares	G	Mgmt	For	For
5	Approve Use of Proceeds Plan	G	Mgmt	For	For
6	Approve Resolution Validity Period	G	Mgmt	For	For
7	Approve Authorization of Board to Handle All Related Matters	G	Mgmt	For	For
8	Approve Profit Distribution Plan for Before Issuing H Shares	G	Mgmt	For	For
	AMEND ARTICLES OF ASSOCIATION AND ITS ANNEXES IN RELATION TO THE ISSUANCE OF H SHARES AND LISTING OF THE COMPANY		Mgmt		
9.1	Approve Amendments to Articles of Association (Draft)	G	Mgmt	For	For
9.2	Amend Rules and Procedures Regarding General Meetings of Shareholders (Draft)	G	Mgmt	For	For
9.3	Amend Rules and Procedures Regarding Meetings of Board of Directors (Draft)	G	Mgmt	For	For
10	Approve Determining the Roles of Company Directors	G	Mgmt	For	For
11	Approve Appointment of H-share Audit Firm	G	Mgmt	For	For

## Cosan SA

**Meeting Date:** 08/01/2025

**Country:** Brazil

**Ticker:** CSAN3

**Record Date:**

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Agreement to Absorb Cosan Oito S.A.	G	Mgmt	For	For
2	Ratify SOPARC - Auditores e Consultores S.S. Ltda. as Independent Firm to Appraise Proposed Transaction	G	Mgmt	For	For
3	Approve Independent Firm's Appraisal	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Cosan SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Absorption of Cosan Oito S.A.	G	Mgmt	For	For
5	Authorize Executives to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

## Cosmo AM&T Co., Ltd.

Meeting Date: 24/03/2025

Country: South Korea

Ticker: 005070

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Hong Dong-hwan as Inside Director	G	Mgmt	For	For
2.2	Elect Kim Chang-su as Inside Director	G	Mgmt	For	For
2.3	Elect Park Deuk-gyu as Inside Director	G	Mgmt	For	For
2.4	Elect Kim Du-young as Inside Director	G	Mgmt	For	For
2.5	Elect Kang Seon-gu as Inside Director	G	Mgmt	For	For
2.6	Elect Seon Yang-guk as Outside Director	G	Mgmt	For	For
2.7	Elect Choi Dong-ryeol as Outside Director	G	Mgmt	For	For
3	Elect Lee Jong-ryeong as Outside Director to serve as an Audit Committee Member	G	Mgmt	For	For
4.1	Elect Seon Yang-guk as a Member of Audit Committee	G	Mgmt	For	For
4.2	Elect Choi Dong-ryeol as a Member of Audit Committee	G	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Costco Wholesale Corporation

Meeting Date: 23/01/2025

Country: USA

Ticker: COST

Record Date: 15/11/2024

Meeting Type: Annual

## Costco Wholesale Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Susan L. Decker	G	Mgmt	For	For
1b	Elect Director Kenneth D. Denman	G	Mgmt	For	For
1c	Elect Director Helena B. Foulkes	G	Mgmt	For	For
1d	Elect Director Hamilton E. James	G	Mgmt	For	For
1e	Elect Director Sally Jewell	G	Mgmt	For	For
1f	Elect Director Jeffrey S. Raikes	G	Mgmt	For	For
1g	Elect Director John W. Stanton	G	Mgmt	For	For
1h	Elect Director Ron M. Vachris	G	Mgmt	For	For
1i	Elect Director Mary Agnes (Maggie) Wilderotter	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Report on Risks of Maintaining Diversity, Equity, and Inclusion Efforts	E, S	SH	Against	Against

*Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.*

## COWAY Co., Ltd.

**Meeting Date:** 31/03/2025

**Country:** South Korea

**Ticker:** 021240

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Amend Articles of Incorporation (Introduction of Cumulative Voting) (Shareholder Proposal)	G	SH	Against	For

*Blended Rationale: [HK-S0000-001] We consider this to be in the best interests of shareholders.*

## COWAY Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.2	Amend Articles of Incorporation (Differentiated Cumulative Voting for Directors)	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					
2.3	Amend Articles of Incorporation (Business Objectives)	G	Mgmt	For	For
2.4	Amend Articles of Incorporation (Record date for Dividends)	G	Mgmt	For	For
3.1	Elect Kim Jeong-ho as Outside Director	G	Mgmt	For	For
3.2	Elect Kim Tae-hong as Outside Director	G	Mgmt	For	For
3.3	Elect Lee Gil-yeon as Outside Director	G	Mgmt	For	For
4.1	Elect Kim Tae-hong as a Member of Audit Committee	G	Mgmt	For	For
4.2	Elect Lee Gil-yeon as a Member of Audit Committee	G	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For
6	Approve Reduction in Capital	G	Mgmt	For	For

## CRRC Corporation Limited

**Meeting Date:** 18/02/2025      **Country:** China      **Ticker:** 1766  
**Record Date:** 12/02/2025      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Amend Articles of Association	G	Mgmt	For	For
2	Amend Rules of Procedure for General Meetings	G	Mgmt	For	For
3	Amend Rules of Procedure for the Board	G	Mgmt	For	For



## CRRC Corporation Limited

**Meeting Date:** 18/02/2025

**Country:** China

**Ticker:** 1766

**Record Date:** 07/02/2025

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Amend Articles of Association	G	Mgmt	For	For
2	Amend Rules of Procedure for General Meetings	G	Mgmt	For	For
3	Amend Rules of Procedure for the Board	G	Mgmt	For	For

## CS Wind Corp.

**Meeting Date:** 26/03/2025

**Country:** South Korea

**Ticker:** 112610

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Approval of Reduction of Capital Reserve	G	Mgmt	For	For
3	Elect Kim Seong-su as Outside Director	G	Mgmt	For	For
4	Elect Kim Seong-su as a Member of Audit Committee	G	Mgmt	For	For
5	Elect Eom Eun-suk as Outside Director to serve as an Audit Committee Member	G	Mgmt	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## CSC Financial Co., Ltd.

**Meeting Date:** 17/01/2025

**Country:** China

**Ticker:** 6066

**Record Date:** 13/01/2025

**Meeting Type:** Extraordinary Shareholders

## CSC Financial Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	EGM BALLOT FOR HOLDERS OF H SHARES Elect Lin Xuan as Supervisor	G	SH	For	For

*Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.*

## CSC Financial Co., Ltd.

**Meeting Date:** 17/01/2025      **Country:** China      **Ticker:** 6066  
**Record Date:** 09/01/2025      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	EGM BALLOT FOR HOLDERS OF A SHARES Elect Lin Xuan as Supervisor	G	SH	For	For

*Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.*

## CSC Financial Co., Ltd.

**Meeting Date:** 13/03/2025      **Country:** China      **Ticker:** 6066  
**Record Date:** 07/03/2025      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	EGM BALLOT FOR HOLDERS OF H SHARES Elect Liu Cheng as Director	G	SH	For	For

*Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.*

## CSC Financial Co., Ltd.

**Meeting Date:** 13/03/2025      **Country:** China      **Ticker:** 6066  
**Record Date:** 05/03/2025      **Meeting Type:** Extraordinary Shareholders

## CSC Financial Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	EGM BALLOT FOR HOLDERS OF A SHARES Elect Liu Cheng as Director	G	SH	For	For

*Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.*

## CSPC Innovation Pharmaceutical Co., Ltd.

**Meeting Date:** 08/01/2025      **Country:** China      **Ticker:** 300765  
**Record Date:** 03/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Daily Related Party Transactions	G	Mgmt	For	For
2	Amend Articles of Association	G	Mgmt	For	For
3	Amend Rules and Procedures Regarding Meetings of Board of Directors and Rules for the Work of Independent Directors	G	Mgmt	For	For

## CSSC Science & Technology Co., Ltd.

**Meeting Date:** 13/01/2025      **Country:** China      **Ticker:** 600072  
**Record Date:** 06/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Daily Related Party Transactions	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks.</i>					
2	Approve Financial Services Agreement and Related Party Transaction	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks.</i>					
3	Approve Provision of External Guarantees	G	Mgmt	For	For
4	Approve Amount of Loan	G	Mgmt	For	For
5	Approve External Investments	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## D.R. Horton, Inc.

Meeting Date: 16/01/2025

Country: USA

Ticker: DHI

Record Date: 29/11/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director David V. Auld	G	Mgmt	For	For
1b	Elect Director Paul J. Romanowski	G	Mgmt	For	For
1c	Elect Director Brad S. Anderson	G	Mgmt	For	For
1d	Elect Director Michael R. Buchanan	G	Mgmt	For	Against
<p><i>Blended Rationale: [DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.[DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
1e	Elect Director Benjamin S. Carson, Sr.	G	Mgmt	For	For
1f	Elect Director M. Chad Crow	G	Mgmt	For	For
1g	Elect Director Elaine D. Crowley	G	Mgmt	For	For
1h	Elect Director Maribess L. Miller	G	Mgmt	For	For
1i	Elect Director Barbara R. Smith	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

## Daetwyler Holding AG

Meeting Date: 18/03/2025

Country: Switzerland

Ticker: DAE

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	Do Not Vote
1.2	Approve Sustainability Report	E, S	Mgmt	For	Do Not Vote
1.3	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	Do Not Vote
2	Approve Allocation of Income and Dividends of CHF 0.64 per Registered Share and CHF 3.20 per Bearer Share	G	Mgmt	For	Do Not Vote

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

# Daetwyler Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Discharge of Board and Senior Management	G	Mgmt	For	Do Not Vote
4.1.1	Renominate Martin Hirzel as Candidate at the Special Meeting of Holders of Bearer Shares	G	Mgmt	For	Do Not Vote
4.1.2	Renominate Dirk Lambrecht as Candidate at the Special Meeting of Holders of Bearer Shares	G	Mgmt	For	Do Not Vote
4.1.3	Nominate Britt Hendriksen as Candidate at the Special Meeting of Holders of Bearer Shares	G	Mgmt	For	Do Not Vote
4.2	Reelect Paul Haelg as Director and Board Chair	G	Mgmt	For	Do Not Vote
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
4.3	Reelect Hanspeter Faessler as Director	G	Mgmt	For	Do Not Vote
4.4	Reelect Jens Breu as Director	G	Mgmt	For	Do Not Vote
4.5	Reelect Claude Cornaz as Director	G	Mgmt	For	Do Not Vote
4.6	Reelect Juerg Fedier as Director	G	Mgmt	For	Do Not Vote
4.7	Reelect Gabi Huber as Director	G	Mgmt	For	Do Not Vote
4.8.1	Reelect Martin Hirzel as Director	G	Mgmt	For	Do Not Vote
4.8.2	Reelect Dirk Lambrecht as Director	G	Mgmt	For	Do Not Vote
4.8.3	Elect Britt Hendriksen as Director	G	Mgmt	For	Do Not Vote
5.1	Reappoint Hanspeter Faessler as Member of the Nomination and Compensation Committee	G	Mgmt	For	Do Not Vote
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee. [LN-M0201-007] As nomination committee member, responsible for lack of independence. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
5.2	Reappoint Claude Cornaz as Member of the Nomination and Compensation Committee	G	Mgmt	For	Do Not Vote
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee. [LN-M0201-007] As nomination committee member, responsible for lack of independence. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
5.3	Reappoint Jens Breu as Member of the Nomination and Compensation Committee	G	Mgmt	For	Do Not Vote
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					

## Daetwyler Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Ratify KPMG as Auditors	G	Mgmt	For	Do Not Vote
7	Designate Remo Baumann as Independent Proxy	G	Mgmt	For	Do Not Vote
8.1	Approve Remuneration of Directors in the Amount of CHF 2.35 Million	G	Mgmt	For	Do Not Vote
8.2	Approve Remuneration of Executive Committee in the Amount of CHF 7.5 Million	G	Mgmt	For	Do Not Vote
9	Transact Other Business (Voting)	G	Mgmt	For	Do Not Vote

*Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.*

## Daifuku Co., Ltd.

**Meeting Date:** 28/03/2025

**Country:** Japan

**Ticker:** 6383

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Geshiro, Hiroshi	G	Mgmt	For	For
1.2	Elect Director Terai, Tomoaki	G	Mgmt	For	For
1.3	Elect Director Sato, Seiji	G	Mgmt	For	For
1.4	Elect Director Takubo, Hideaki	G	Mgmt	For	For
1.5	Elect Director Hibi, Tetsuya	G	Mgmt	For	For
1.6	Elect Director Ozawa, Yoshiaki	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
1.7	Elect Director Kato, Kaku	G	Mgmt	For	For
1.8	Elect Director Kaneko, Keiko	G	Mgmt	For	For
1.9	Elect Director Gideon Franklin	G	Mgmt	For	For
1.10	Elect Director Yoshida, Haruyuki	G	Mgmt	For	For
1.11	Elect Director Kanzaki, Yuki	G	Mgmt	For	For
2	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

## DAIWA INDUSTRIES LTD.

Meeting Date: 28/03/2025

Country: Japan

Ticker: 6459

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Clarify Provisions on Alternate Statutory Auditors	G	Mgmt	For	For
2.1	Elect Director Ozaki, Atsushi	G	Mgmt	For	For
2.2	Elect Director Ozaki, Masahiro	G	Mgmt	For	For
2.3	Elect Director Sugita, Toshihiro	G	Mgmt	For	For
2.4	Elect Director Ohara, Shinichi	G	Mgmt	For	For
2.5	Elect Director Suido, Yoshihiro	G	Mgmt	For	For
2.6	Elect Director Soeda, Chinatsu	G	Mgmt	For	For
2.7	Elect Director Taoda, Akihiro	G	Mgmt	For	For
2.8	Elect Director Nakanishi, Misato	G	Mgmt	For	For
2.9	Elect Director Furuya, Eiji	G	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Kiyomatsu, Hiroaki	G	Mgmt	For	For

## Dajin Heavy Industry Co., Ltd.

Meeting Date: 20/01/2025

Country: China

Ticker: 002487

Record Date: 15/01/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Change of Raised Funds Investment Project and Investment in Construction of Marine Engineering Base Phase 1	G	Mgmt	For	For
2	Approve Credit Line Application and Provision of Guarantee	G	Mgmt	For	For

## Dallah Healthcare Co.

Meeting Date: 12/03/2025

Country: Saudi Arabia

Ticker: 4004

Record Date:

Meeting Type: Extraordinary Shareholders

## Dallah Healthcare Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business		Mgmt		
1	Approve Increase of Company's Capital to Acquire 97.41% of Al Ahsa Medical Services Co. Shares and All Share of Al Salam Medical Services Co. from Ayyan Investment Co. and Approve the Acquisition and Subscription Agreement, and Amend Article 7 of Bylaws	G	Mgmt	For	For
2	Approve Remuneration Policy of Board Members, Committees, and Executive Management	G	Mgmt	For	For

## Danske Bank A/S

**Meeting Date:** 20/03/2025      **Country:** Denmark      **Ticker:** DANSKE  
**Record Date:** 13/03/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	G	Mgmt		
2	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 9.35 Per Share; Approve Extraordinary Dividends of DKK 5.35 per Share	G	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
5	Approve Remuneration Policy	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
6	Approve Remuneration of Directors in the Amount of DKK 2.6 Million for Chair, DKK 1.3 for Vice Chair and DKK 790.000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
7	Determine Number of Members and Deputy Members of Board	G	Mgmt	For	For
7.a	Reelect Martin Blessing as Director	G	Mgmt	For	For



Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.b	Reelect Martin Norkjaer Larsen as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
7.c	Reelect Lars-Erik Brenoe as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
7.d	Reelect Jacob Dahl as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
7.e	Reelect Lieve Mostrey as Director	G	Mgmt	For	For
7.f	Reelect Allan Polack as Director	G	Mgmt	For	For
7.g	Reelect Helle Valentin as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
7.h	Elect Rafael Salinas as New Director	G	Mgmt	For	For
7.i	Elect Marianne Sorensen as New Director	G	Mgmt	For	For
8	Ratify Deloitte as Auditors	G	Mgmt	For	For
9.a	Approve DKK 271.9 Million Reduction in Share Capital via Share Cancellation	G	Mgmt	For	For
9.b	Approve Creation of DKK 1.66 Billion Pool of Capital with Preemptive Rights; Approve Issuance of Convertible Loans	G	Mgmt	For	For
9.c	Approve Creation of DKK 830 Million Pool of Capital without Preemptive Rights	G	Mgmt	For	For
9.d	Approve Creation of Pool of Capital without Preemptive Rights; Approve Issuance of Convertible Loans	G	Mgmt	For	For
9.e	Authorize Share Repurchase Program	G	Mgmt	For	For
10	Approve Indemnification of Members of the Board of Directors and Executive Management	G	Mgmt	For	For
	Shareholder Proposals Submitted by Henrik Rosengaard Jensen		Mgmt		
11.a	Change Dividend Policy	G	SH	Against	Against
	<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>				
	Management Proposals		Mgmt		

## Danske Bank A/S

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	G	Mgmt	For	For
13	Other Business	G	Mgmt		

## Davide Campari-Milano NV

Meeting Date: 15/01/2025

Country: Netherlands

Ticker: CPR

Record Date: 18/12/2024

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Meeting Agenda		Mgmt		
1	Open Meeting	G	Mgmt		
2	Elect Simon Hunt as Executive Director	G	Mgmt	For	For
3	Close Meeting	G	Mgmt		

## DB HITEK Co., Ltd.

Meeting Date: 20/03/2025

Country: South Korea

Ticker: 000990

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Cho Gi-seok as Inside Director	G	Mgmt	For	For
2.2	Elect Yang Seung-ju as Inside Director	G	Mgmt	For	For
2.3	Elect Jeong Ji-yeon as Outside Director	G	Mgmt	For	For
2.4	Elect Hong Nam-gi as Outside Director	G	Mgmt	For	For
2.5	Elect Park Geon-su as Outside Director	G	Mgmt	For	For
3.1	Elect Jeong Ji-yeon as Audit Committee Member	G	Mgmt	For	For
3.2	Elect Park Geon-su as Audit Committee Member	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Elect Bae Hong-gi as Outside Director to Serve as a Member of Audit Committee	G	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For
6.1	Amend Articles of Incorporation (Number of Directors)	G	Mgmt	For	For
6.2	Amend Articles of Incorporation (Interim Dividend) (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					
6.3	Amend Articles of Incorporation (Disposition of Treasury Shares) (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					
6.4	Amend Articles of Incorporation (Shareholder Meeting Related) (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					
6.5	Amend Articles of Incorporation (Minority Shareholder Rights) (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					
6.6	Amend Articles of Incorporation (Introduction of Cumulative Voting) (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					
6.7	Amend Articles of Incorporation (Advisory Shareholder Proposals) (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					
6.8	Amend Articles of Incorporation (Remuneration for Directors) (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					
7	Approve Cancellation of Treasury Shares (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					

## DB HITEK Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Sales in Company's Non-core Assets (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					
9	Approve Report on Performance of Directors subject to Remuneration Disclosure (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					

## DB Insurance Co., Ltd.

**Meeting Date:** 21/03/2025      **Country:** South Korea      **Ticker:** 005830  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Amend Articles of Incorporation (Authority of the board)	G	Mgmt	For	For
2.2	Amend Articles of Incorporation (Board Committee)	G	Mgmt	For	For
3.1	Elect Jeon Seon-ae as Outside Director	G	Mgmt	For	For
3.2	Elect Yoon Yong-roh as Outside Director	G	Mgmt	For	For
3.3	Elect Kim Cheol-ho as Outside Director	G	Mgmt	For	For
3.4	Elect Park Se-min as Outside Director	G	Mgmt	For	For
4	Elect Jeong Chae-woong as Outside Director to serve as an Audit Committee Member	G	Mgmt	For	For
5.1	Elect Yoon Yong-roh as a Member of Audit Committee	G	Mgmt	For	For
5.2	Elect Park Se-min as a Member of Audit Committee	G	Mgmt	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## DBS Group Holdings Ltd.

Meeting Date: 28/03/2025

Country: Singapore

Ticker: D05

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Financial Statements and Directors' and Auditors' Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Approve Directors' Remuneration	G	Mgmt	For	For
4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Elect Olivier Lim Tse Ghow as Director	G	Mgmt	For	For
6	Elect Bonghan Cho as Director	G	Mgmt	For	For
7	Elect Tham Sai Choy as Director	G	Mgmt	For	For
8	Elect Tan Su Shan as Director	G	Mgmt	For	For
9	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	For
10	Approve Issuance of Shares Pursuant to the DBSH Scrip Dividend Scheme	G	Mgmt	For	For
11	Authorize Share Repurchase Program	G	Mgmt	For	For

## Deere & Company

Meeting Date: 26/02/2025

Country: USA

Ticker: DE

Record Date: 30/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	G	Mgmt	For	For
1b	Elect Director Tamra A. Erwin	G	Mgmt	For	For
1c	Elect Director R. Preston Feight	G	Mgmt	For	For
1d	Elect Director Alan C. Heuberger	G	Mgmt	For	For
1e	Elect Director L. Neil Hunn	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Deere & Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1f	Elect Director Michael O. Johanns	G	Mgmt	For	For
1g	Elect Director John C. May	G	Mgmt	For	For
1h	Elect Director Gregory R. Page	G	Mgmt	For	For
1i	Elect Director Sherry M. Smith	G	Mgmt	For	For
1j	Elect Director Dmitri L. Stockton	G	Mgmt	For	For
1k	Elect Director Sheila G. Talton	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Report on Statistical Differences in Hiring Across Race and Gender	E, S	SH	Against	Against
<i>Blended Rationale: 1- [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.2- [SF-S0000-101] No demonstrable economical benefit to shareholders.</i>					
5	Report on Effectiveness of Efforts to Create a Meritocratic Workplace	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-101] No demonstrable economical benefit to shareholders.</i>					
6	Establish a Board Committee on Corporate Financial Sustainability	E, S	SH	Against	Against
<i>Blended Rationale: 1- [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company2- [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					
7	Report on a Civil Rights Audit	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-101] No demonstrable economical benefit to shareholders.</i>					
8	Report on Discrimination in Charitable Contributions	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-101] No demonstrable economical benefit to shareholders.</i>					

## Demant A/S

**Meeting Date:** 06/03/2025

**Country:** Denmark

**Ticker:** DEMANT

**Record Date:** 27/02/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	G	Mgmt		
2	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Demant A/S

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5	Approve Remuneration of Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
6.a	Reelect Niels B. Christiansen as Director	G	Mgmt	For	Abstain
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
6.b	Reelect Niels Jacobsen as Director	G	Mgmt	For	Abstain
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
6.c	Reelect Sisse Fjølsted Rasmussen as Director	G	Mgmt	For	For
6.d	Reelect Kristian Villumsen as Director	G	Mgmt	For	For
6.e	Elect Katrin Pucknat as New Director	G	Mgmt	For	For
7	Ratify PricewaterhouseCoopers as Auditors	G	Mgmt	For	For
8.a	Approve DKK 1.5 Million Reduction in Share Capital	G	Mgmt	For	For
8.b	Authorize Share Repurchase Program	G	Mgmt	For	For
8.c	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	G	Mgmt	For	For
9	Other Business	G	Mgmt		

## Dentsu Group, Inc.

**Meeting Date:** 28/03/2025

**Country:** Japan

**Ticker:** 4324

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Matsui, Gan	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.2	Elect Director Igarashi, Hiroshi	G	Mgmt	For	For

## Dentsu Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Soga, Arinobu	G	Mgmt	For	For
1.4	Elect Director Paul Candland	G	Mgmt	For	For
1.5	Elect Director Andrew House	G	Mgmt	For	For
1.6	Elect Director Sagawa, Keiichi	G	Mgmt	For	For
1.7	Elect Director Sogabe, Mihoko	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.8	Elect Director Matsuda, Yuka	G	Mgmt	For	For
1.9	Elect Director Kawamura, Yoshihiko	G	Mgmt	For	For
1.10	Elect Director Takashima, Norimitsu	G	Mgmt	For	For
1.11	Elect Director Ichikawa, Naoko	G	Mgmt	For	For

## Despegar.com, Corp.

**Meeting Date:** 04/03/2025      **Country:** Virgin Isl (UK)      **Ticker:** DESP  
**Record Date:** 27/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	G	Mgmt	For	For
2	Adjourn Meeting	G	Mgmt	For	For

## Deutsche Wohnen SE

**Meeting Date:** 23/01/2025      **Country:** Germany      **Ticker:** DWNI  
**Record Date:** 31/12/2024      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Domination Agreement with Vonovia SE	G	Mgmt	For	For

## DiaSorin SpA

**Meeting Date:** 28/02/2025      **Country:** Italy      **Ticker:** DIA  
**Record Date:** 19/02/2025      **Meeting Type:** Extraordinary Shareholders



Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Extraordinary Business Allow Additional Voting Rights for Shares with Double Voting Rights	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i></p>					

## Diploma Plc

**Meeting Date:** 15/01/2025      **Country:** United Kingdom      **Ticker:** DPLM  
**Record Date:** 13/01/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Re-elect David Lowden as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
4	Re-elect Johnny Thomson as Director	G	Mgmt	For	For
5	Re-elect Chris Davies as Director	G	Mgmt	For	For
6	Re-elect Jennifer Ward as Director	G	Mgmt	For	For
7	Re-elect Geraldine Huse as Director	G	Mgmt	For	For
8	Re-elect Dean Finch as Director	G	Mgmt	For	For
9	Elect Janice Stipp as Director	G	Mgmt	For	For
10	Elect Katie Bickerstaffe as Director	G	Mgmt	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
12	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
13	Approve Remuneration Report	G	Mgmt	For	For
14	Approve Remuneration Policy	G	Mgmt	For	For

## Diploma Plc

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

## Direct Line Insurance Group Plc

**Meeting Date:** 10/03/2025      **Country:** United Kingdom      **Ticker:** DLG  
**Record Date:** 06/03/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Cash and Share Offer for Direct Line Insurance Group plc by Aviva plc	G	Mgmt	For	For

## Direct Line Insurance Group Plc

**Meeting Date:** 10/03/2025      **Country:** United Kingdom      **Ticker:** DLG  
**Record Date:** 06/03/2025      **Meeting Type:** Court

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Court Meeting		Mgmt		
1	Approve Scheme of Arrangement	G	Mgmt	For	For

## Discover Financial Services

**Meeting Date:** 18/02/2025      **Country:** USA      **Ticker:** DFS  
**Record Date:** 27/12/2024      **Meeting Type:** Special

## Discover Financial Services

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	G	Mgmt	For	For
2	Advisory Vote on Golden Parachutes	G	Mgmt	For	For
3	Adjourn Meeting	G	Mgmt	For	For

## Diversified Energy Co. Plc

**Meeting Date:** 10/03/2025      **Country:** United Kingdom      **Ticker:** DEC  
**Record Date:** 06/03/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Ordinary Shareholders		Mgmt		
1	Authorise Issue of Equity in Connection with the Acquisition of Maverick Natural Resources, LLC	G	Mgmt	For	For

## DKSH Holding Ltd.

**Meeting Date:** 27/03/2025      **Country:** Switzerland      **Ticker:** DKSH  
**Record Date:**      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Sustainability Report	E, S	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 2.35 per Share	G	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 2.8 Million	G	Mgmt	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 19.5 Million	G	Mgmt	For	For
5.3	Approve Remuneration Report	G	Mgmt	For	For

## DKSH Holding Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.1.1	Reelect Gabriel Baertschi as Director	G	Mgmt	For	For
6.1.2	Reelect Wolfgang Baier as Director	G	Mgmt	For	For
6.1.3	Reelect Jack Clemons as Director	G	Mgmt	For	For
6.1.4	Reelect Adrian Keller as Director	G	Mgmt	For	For
6.1.5	Reelect Andreas Keller as Director	G	Mgmt	For	For
6.1.6	Reelect Annette Koehler as Director	G	Mgmt	For	For
6.1.7	Reelect Eunice Zehnder-Lai as Director	G	Mgmt	For	For
6.1.8	Reelect Marco Gadola as Director and Board Chair	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
6.1.9	Elect Suwannee Rathayabandith as Director	G	Mgmt	For	For
6.2.1	Reappoint Gabriel Baertschi as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
6.2.2	Reappoint Adrian Keller as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
6.2.3	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
7	Ratify Ernst and Young AG as Auditors	G	Mgmt	For	For
8	Designate Ernst Widmer as Independent Proxy	G	Mgmt	For	For
9	Transact Other Business (Voting)	G	Mgmt	For	Abstain

*Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.*

## DMG MORI CO., LTD.

**Meeting Date:** 27/03/2025

**Country:** Japan

**Ticker:** 6141

**Record Date:** 31/12/2024

**Meeting Type:** Annual

## DMG MORI CO., LTD.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	G	Mgmt	For	For
2	Amend Articles to Change Location of Head Office	G	Mgmt	For	For
3.1	Elect Director Mori, Masahiko	G	Mgmt	For	For
3.2	Elect Director Tamai, Hiroaki	G	Mgmt	For	For
3.3	Elect Director Kobayashi, Hirotake	G	Mgmt	For	For
3.4	Elect Director Fujishima, Makoto	G	Mgmt	For	For
3.5	Elect Director James Nudo	G	Mgmt	For	For
3.6	Elect Director Alfred Geibler	G	Mgmt	For	For
3.7	Elect Director Irene Bader	G	Mgmt	For	For
3.8	Elect Director Mitachi, Takashi	G	Mgmt	For	For
3.9	Elect Director Nakajima, Makoto	G	Mgmt	For	For
3.10	Elect Director Watanabe, Hiroko	G	Mgmt	For	For
3.11	Elect Director Mitsubishi, Mamoru	G	Mgmt	For	For
3.12	Elect Director Kawai, Eriko	G	Mgmt	For	For
4	Appoint Statutory Auditor Iwase, Takahiro	G	Mgmt	For	For

## Dolby Laboratories, Inc.

Meeting Date: 04/02/2025

Country: USA

Ticker: DLB

Record Date: 06/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kevin Yeaman	G	Mgmt	For	For
1.2	Elect Director Peter Gotcher	G	Mgmt	For	For
1.3	Elect Director David Dolby	G	Mgmt	For	For
1.4	Elect Director Tony Prophet	G	Mgmt	For	For
1.5	Elect Director Emily Rollins	G	Mgmt	For	For
1.6	Elect Director Simon Segars	G	Mgmt	For	For
1.7	Elect Director Anjali Sud	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Dolby Laboratories, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.8	Elect Director Avadis Tevanian, Jr.	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
4	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	G	Mgmt	For	For
5	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

## Dongfang Electric Corporation Limited

**Meeting Date:** 14/03/2025      **Country:** China      **Ticker:** 1072  
**Record Date:** 07/03/2025      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	EGM BALLOT FOR HOLDERS OF A SHARES Approve Renewal of the General Mandate to Issue Shares Granted to the Board	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
2	Approve Shareholders' Return Plan for the Next Three Years (2025-2027)	G	Mgmt	For	For
3.01	ELECT DIRECTOR VIA CUMULATIVE VOTING Elect Zhang Shaofeng as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					

## Doosan Bobcat, Inc.

**Meeting Date:** 26/03/2025      **Country:** South Korea      **Ticker:** 241560  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

## Doosan Bobcat, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Amend Articles of Incorporation	G	Mgmt	For	For
3	Elect Kim Mu-gyeom as Outside Director	G	Mgmt	For	For
4	Elect Kim Mu-gyeom as a Member of Audit Committee	G	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Doosan Enerbility Co., Ltd.

Meeting Date: 31/03/2025

Country: South Korea

Ticker: 034020

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Jeong Yeon-in as Inside Director	G	Mgmt	For	For
2.2	Elect Jeong Jin-taek as Outside Director	G	Mgmt	For	For
3	Elect Jeong Jin-taek as a Member of Audit Committee	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Doosan Fuel Cell Co., Ltd.

Meeting Date: 26/03/2025

Country: South Korea

Ticker: 336260

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Yoon Jae-dong as Inside Director	G	Mgmt	For	For

## Doosan Fuel Cell Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.2	Elect Lee Je-ho as Outside Director	G	Mgmt	For	For
3	Elect Lee Je-ho as a Member of Audit Committee	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Doosan Robotics, Inc.

**Meeting Date:** 31/03/2025      **Country:** South Korea      **Ticker:** 454910  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Elect Kim Min-pyo as Inside Director	G	Mgmt	For	For
3	Elect Yoo Hye-ryeon as Outside Director to Serve as an Audit Committee Member	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## DSV A/S

**Meeting Date:** 20/03/2025      **Country:** Denmark      **Ticker:** DSV  
**Record Date:** 13/03/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	G	Mgmt		
2	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 7 Per Share	G	Mgmt	For	For
4	Approve Remuneration of Directors	G	Mgmt	For	For
5	Approve Remuneration Report	G	Mgmt	For	For



Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.1	Reelect Thomas Plenborg as Director	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
6.2	Reelect Jorgen Moller as Director	G	Mgmt	For	For
6.3	Reelect Beat Walti as Director	G	Mgmt	For	For
6.4	Reelect Tarek Sultan Al-Essa as Director	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
6.5	Reelect Benedikte Leroy as Director	G	Mgmt	For	For
6.6	Elect Natalie Shaverdian Riise-Knudsen as New Director	G	Mgmt	For	For
6.7	Elect Sabine Bendiek as New Director	G	Mgmt	For	For
7	Ratify PricewaterhouseCoopers as Auditor	G	Mgmt	For	For
8.1	Approve Creation of DKK 48.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 48.1 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 48.1 Million	G	Mgmt	For	For
8.2	Authorize Share Repurchase Program	G	Mgmt	For	For
8.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	G	Mgmt	For	For
9	Other Business	G	Mgmt		

## Dubai Electricity & Water Authority

**Meeting Date:** 21/03/2025      **Country:** United Arab Emirates      **Ticker:** DEWA  
**Record Date:** 20/03/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		

## Dubai Electricity & Water Authority

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Board Report on Company Operations and Its Financial Position for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
3	Accept Financial Statements and Statutory Reports for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
4	Approve Dividends of AED 0.062 per Share for First Half of FY 2024	G	Mgmt	For	For
5	Approve Dividends of AED 0.062 per Share for Second Half of FY 2024	G	Mgmt	For	For
6	Authorize the Board to Distribute Interim Dividends of AED 0.062 per Share for First Half of FY 2025	G	Mgmt	For	For
7	Approve Discharge of Directors for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
8	Approve Discharge of Auditors for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
9	Appoint Auditor and Fix His Remuneration for the Fiscal Year Ending 31/12/2025	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
10	Approve Remuneration of Directors for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
11	Elect Directors for the Next Three Years	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					

## Dubai Islamic Bank PJSC

**Meeting Date:** 13/03/2025

**Country:** United Arab Emirates

**Ticker:** DIB

**Record Date:** 12/03/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		

# Dubai Islamic Bank PJSC

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Board Report on Company Operations and Financial Position for FY 2024	G	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
3	Approve Internal Shariah Supervisory Committee Report for FY 2024	G	Mgmt	For	For
4	Accept Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
5	Approve Cash Dividends of AED 0.45 Per Share for FY 2024	G	Mgmt	For	For
6	Approve Remuneration of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
7	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
8	Approve Discharge of Auditors for FY 2024	G	Mgmt	For	For
9	Ratify the Appointment of the Internal Shariah Supervisory Committee Members for FY 2025	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
10	Ratify Auditors and Fix Their Remuneration for FY 2025	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
11	Appoint Representatives of Shareholders Who Wish to Be Represented and Voted on Their Behalf	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
12	Authorize the Board to Issue Non-Convertible Senior Sukuk Up to USD 12.5 Billion, Determine the Date of the Issuance and to Execute All the Necessary Actions and Procedures Related to the Issuance	G	Mgmt	For	For
13	Authorize the Board to Issue Non-Convertible Tier 2 Sukuk Up to USD 1 Billion, Determine the Date of the Issuance and to Execute All the Necessary Actions and Procedures Related to the Issuance	G	Mgmt	For	For

## Dubai Islamic Bank PJSC

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Authorize the Board to Issue an Additional Non-Convertible Tier 1 Sukuk Up to USD 1 Billion, Determine the Date of the Issuance and to Execute All the Necessary Actions and Procedures Related to the Issuance	G	Mgmt	For	For

## Easyhome New Retail Group Co., Ltd.

**Meeting Date:** 03/03/2025      **Country:** China      **Ticker:** 000785  
**Record Date:** 24/02/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Provision of Guarantee	G	Mgmt	For	For

## easyJet Plc

**Meeting Date:** 13/02/2025      **Country:** United Kingdom      **Ticker:** EZJ  
**Record Date:** 11/02/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Policy	G	Mgmt	For	For
3	Approve Remuneration Report	G	Mgmt	For	For
4	Approve Final Dividend	G	Mgmt	For	For
5	Re-elect Sir Stephen Hester as Director	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
6	Re-elect Kenton Jarvis as Director	G	Mgmt	For	For
7	Re-elect Sue Clark as Director	G	Mgmt	For	For
8	Re-elect Catherine Bradley as Director	G	Mgmt	For	For
9	Re-elect Rianne van der Eijk as Director	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Re-elect Harald Eisenacher as Director	G	Mgmt	For	For
11	Re-elect David Robbie as Director	G	Mgmt	For	For
12	Re-elect Dettlef Trefzger as Director	G	Mgmt	For	For
13	Elect Jan De Raeymaeker as Director	G	Mgmt	For	For
14	Elect Julie Chakraverty as Director	G	Mgmt	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
17	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
18	Authorise Issue of Equity	G	Mgmt	For	For
19	Approve UK Sharesave Plan and International Sharesave Plan	G	Mgmt	For	For
20	Approve Share Incentive Plan and International Share Incentive Plan	G	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
22	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

Ebara Corp.

Meeting Date: 26/03/2025

Country: Japan

Ticker: 6361

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 32	G	Mgmt	For	For
2.1	Elect Director Asami, Masao	G	Mgmt	For	For
2.2	Elect Director Hosoda, Shugo	G	Mgmt	For	For
2.3	Elect Director Oeda, Hiroshi	G	Mgmt	For	For

## Ebara Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.4	Elect Director Nishiyama, Junko	G	Mgmt	For	For
2.5	Elect Director Fujimoto, Mie	G	Mgmt	For	For
2.6	Elect Director Nagamine, Akihiko	G	Mgmt	For	For
2.7	Elect Director Shimamura, Takuya	G	Mgmt	For	For
2.8	Elect Director Koge, Teiji	G	Mgmt	For	For
2.9	Elect Director Numagami, Tsuyoshi	G	Mgmt	For	For
2.10	Elect Director Kitamoto, Kaeko	G	Mgmt	For	For

## EC Healthcare

**Meeting Date:** 05/02/2025

**Country:** Cayman Islands

**Ticker:** 2138

**Record Date:** 03/02/2025

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Acquisition Agreements, Share Purchase Agreement and Related Transactions	G	Mgmt	For	For

## Ecopetrol SA

**Meeting Date:** 28/03/2025

**Country:** Colombia

**Ticker:** ECOPETROL

**Record Date:**

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Safety Guidelines	G	Mgmt		
2	Verify Quorum	G	Mgmt		
3	Opening by Chief Executive Officer	G	Mgmt		
4	Approve Meeting Agenda	G	Mgmt	For	For
5	Elect Chairman of Meeting	G	Mgmt	For	For
6	Appoint Committee in Charge of Scrutinizing Elections and Polling	G	Mgmt	For	For

## Ecopetrol SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Elect Meeting Approval Committee	G	Mgmt	For	For
8	Present Board of Directors' Report on its Operation, Development and Compliance with the Corporate Governance Code	G	Mgmt		
9	Present 2024 Integrated Management Report	G	Mgmt		
10	Present Individual and Consolidated Financial Statements	G	Mgmt		
11	Present Auditor's Report	G	Mgmt		
12	Approve Board of Directors' Report on its Operation, Development and Compliance with the Corporate Governance Code	G	Mgmt	For	For
13	Approve 2024 Integrated Management Report	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i></p>					
14	Approve Individual and Consolidated Financial Statements	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i></p>					
15	Approve Allocation of Income	G	Mgmt	For	For
16	Approve Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
17	Elect Directors	G	Mgmt	For	For
18	Amend Regulations on General Meetings	G	Mgmt	For	For
19	Approve Board Succession Policy	G	Mgmt	For	For
20	Transact Other Business (Non-Voting)	G	Mgmt		

## Ecopro BM Co., Ltd.

**Meeting Date:** 25/03/2025

**Country:** South Korea

**Ticker:** 247540

**Record Date:** 31/12/2024

**Meeting Type:** Annual

## Ecopro BM Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Amend Articles of Incorporation	G	Mgmt	For	For
3.1	Elect Choi Moon-ho as Inside Director	G	Mgmt	For	For
3.2	Elect Kim Jang-woo as Inside Director	G	Mgmt	For	For
3.3	Elect Bae Moon-soon as Inside Director	G	Mgmt	For	For
3.4	Elect Kang Gi-seok as Outside Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification.</i>					
3.5	Elect Cho Jae-jeong as Outside Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification.</i>					
3.6	Elect Ahn Wan-gi as Outside Director	G	Mgmt	For	For
4	Elect Lee Hwa-ryeon as Outside Director to Serve as an Audit Committee Member	G	Mgmt	For	For
5.1	Elect Cho Jae-jeong as a Member of Audit Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification.</i>					
5.2	Elect Lee Gi-hwan as a Member of Audit Committee	G	Mgmt	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## ECOPRO Co., Ltd.

**Meeting Date:** 26/03/2025

**Country:** South Korea

**Ticker:** 086520

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Amend Articles of Incorporation (Business Objectives)	G	Mgmt	For	For



## ECOPRO Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.2	Amend Articles of Incorporation (Miscellaneous)	G	Mgmt	For	For
3.1	Elect Choi Ik-jun as Inside Director	G	Mgmt	For	For
3.2	Elect Kim Jae-jeong as Outside Director	G	Mgmt	For	For
3.3	Elect Noh Sang-seop as Outside Director	G	Mgmt	For	For
3.4	Elect Lee Hae-eun as Outside Director	G	Mgmt	For	For
4	Elect Ha Jong-hwa as Outside Director to Serve as an Audit Committee Member	G	Mgmt	For	For
5.1	Elect Kim Jae-jeong as a Member of Audit Committee	G	Mgmt	For	For
5.2	Elect Noh Sang-seop as a Member of Audit Committee	G	Mgmt	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Electra Ltd.

**Meeting Date:** 12/01/2025

**Country:** Israel

**Ticker:** ELTR

**Record Date:** 03/12/2024

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	G	Mgmt		
2	Reappoint Kost Forer Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
3.1	Reelect Michael Salkind as Director	G	Mgmt	For	For
3.2	Reelect Daniel Salkind as Director	G	Mgmt	For	For
3.3	Reelect Abraham Israeli as Director	G	Mgmt	For	For
4	Reelect Debora Aljanati as External Director	G	Mgmt	For	For

## Electra Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
A	<p>Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager</p> <p>Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney</p>	G	Mgmt	None	Against
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	G	Mgmt	None	For

## Elia Group SA/NV

**Meeting Date:** 14/03/2025      **Country:** Belgium      **Ticker:** ELI  
**Record Date:** 28/02/2025      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	<p>Extraordinary Shareholders' Meeting Agenda</p> <p>Amend Articles 3, 4, 9, 13 and 17 of the Articles of Association in Line with the Belgian Electricity Act</p>	G	Mgmt	For	For

## Emaar Properties PJSC

**Meeting Date:** 25/03/2025      **Country:** United Arab Emirates      **Ticker:** EMAAR  
**Record Date:** 24/03/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Board Report on Company Operations and Its Financial Position for FY 2024	G	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
3	Accept Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
4	Approve Dividends of AED 1 per Share	G	Mgmt	For	For
5	Approve Remuneration of Directors	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
6	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
7	Approve Discharge of Auditors for FY 2024	G	Mgmt	For	For
8	Appoint Auditors and Fix Their Remuneration for FY 2025	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
9	Allow Directors to Carry on Activities Included in the Objects of the Company	G	Mgmt	For	For

## E-Mart, Inc.

**Meeting Date:** 26/03/2025      **Country:** South Korea      **Ticker:** 139480  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Choi Taek-won as Inside Director	G	Mgmt	For	For
2.2	Elect Lee Sang-ho as Outside Director	G	Mgmt	For	For
2.3	Elect Lee Jun-oh as Outside Director	G	Mgmt	For	For
2.4	Elect Choi Ji-hye as Outside Director	G	Mgmt	For	For

## E-Mart, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Elect Kim Jae-wook as Outside Director to Serve as an Audit Committee Member	G	Mgmt	For	For
4.1	Elect Lee Sang-ho as a Member of Audit Committee	G	Mgmt	For	For
4.2	Elect Lee Jun-oh as a Member of Audit Committee	G	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For
6.1	Redisclosure of the Corporate Value-up Plan as of February 11, 2025	G	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					
6.2	Quarterly Disclosure of the Implementation Status of Corporate Value-up Plan	G	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					

## Emerson Electric Co.

**Meeting Date:** 04/02/2025

**Country:** USA

**Ticker:** EMR

**Record Date:** 26/11/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Joshua B. Bolten	G	Mgmt	For	For
1b	Elect Director Calvin G. Butler, Jr.	G	Mgmt	For	For
1c	Elect Director Surendralal (Lal) L. Karsanbhai	G	Mgmt	For	For
1d	Elect Director Lori M. Lee	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Declassify the Board of Directors	G	Mgmt	For	For
4a	Reduce Supermajority Vote Requirement to Remove Directors	G	Mgmt	None	For
4b	Reduce Supermajority Vote Requirement in Connection with the Fair Price Provisions for Certain Business Combinations	G	Mgmt	None	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Emerson Electric Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4c	Reduce Supermajority Vote Requirement for Amendments to the Terms of any Series of Preferred Stock	G	Mgmt	None	For
5	Approve Qualified Employee Stock Purchase Plan	G	Mgmt	For	For
6	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

## Emirates NBD Bank (P.J.S.C)

**Meeting Date:** 24/02/2025

**Country:** United Arab Emirates

**Ticker:** EMIRATESNBD

**Record Date:** 21/02/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Board Report on Company Operations and Financial Statements for Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
3	Approve Internal Shariah Supervisory Committee Report for Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
4	Accept Financial Statements and Statutory Reports for Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
5	Approve Dividends of AED 1 per Share for Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
6	Approve Remuneration of Directors for Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
7	Approve Discharge of Directors for Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
8	Approve Discharge of Auditors for Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
9	Approve Appointment of Auditor and Fix His Remuneration for Fiscal 2025	G	Mgmt	For	For

## Emirates NBD Bank (P.J.S.C)

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Approve Membership Renewal of the Internal Shariah Supervision Committee Members	G	Mgmt	For	For
11	Elect Directors	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
	Extraordinary Business		Mgmt		
12	Approve Board Proposal Re: Non-convertible Securities to be Issued by the Bank, Subject to Obtaining to Approvals from the Relevant Regulatory Authorities	G	Mgmt	For	For
13	Authorize Board and Any Authorized Person by the Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

## Enagas SA

**Meeting Date:** 26/03/2025

**Country:** Spain

**Ticker:** ENG

**Record Date:** 21/03/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	G	Mgmt	For	For
2	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
3	Approve Allocation of Income and Dividends	G	Mgmt	For	For
4	Approve Dividends Charged Against Reserves	G	Mgmt	For	For
5	Approve Discharge of Board	G	Mgmt	For	For
6	Appoint Deloitte as Auditor	G	Mgmt	For	For
7.1	Reelect Maria Teresa Arcos Sanchez as Director	G	Mgmt	For	For
7.2	Elect Maria Elena Massot Puey as Director	G	Mgmt	For	For
7.3	Maintain Number of Directors at 15	G	Mgmt	For	For
8	Authorize Share Repurchase Program	G	Mgmt	For	For
9	Approve Long-Term Incentive Plan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Enagas SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Advisory Vote on Remuneration Report	G	Mgmt	For	For
11	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

## Enanta Pharmaceuticals, Inc.

**Meeting Date:** 13/03/2025      **Country:** USA      **Ticker:** ENTA  
**Record Date:** 21/01/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mark G. Foletta	G	Mgmt	For	For
1.2	Elect Director Lesley Russell	G	Mgmt	For	For
2	Amend Omnibus Stock Plan	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
5	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

## Enchem Co. Ltd.

**Meeting Date:** 31/03/2025      **Country:** South Korea      **Ticker:** 348370  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Elect Three Inside Directors (Bundled)	G	Mgmt	For	For
3	Elect Lee Seung-ho as Outside Director to serve as an Audit Committee Member	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	Against

*Blended Rationale: [KR-M0549-001] Company has not provided justification for the proposed increase in remuneration cap.*

## Enerpac Tool Group Corp.

Meeting Date: 06/02/2025

Country: USA

Ticker: EPAC

Record Date: 02/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Alfredo Altavilla	G	Mgmt	For	For
1.2	Elect Director Judy L. Altmaier	G	Mgmt	For	For
1.3	Elect Director J. Palmer Clarkson	G	Mgmt	For	For
1.4	Elect Director Danny L. Cunningham	G	Mgmt	For	For
1.5	Elect Director E. James Ferland	G	Mgmt	For	For
1.6	Elect Director Colleen M. Healy	G	Mgmt	For	For
1.7	Elect Director Richard D. Holder	G	Mgmt	For	For
1.8	Elect Director Lynn C. Minella	G	Mgmt	For	For
1.9	Elect Director Sidney S. Simmons	G	Mgmt	For	For
1.10	Elect Director Paul E. Sternlieb	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

## Enghouse Systems Limited

Meeting Date: 10/03/2025

Country: Canada

Ticker: ENGH

Record Date: 28/01/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Stephen Sadler	G	Mgmt	For	For
1B	Elect Director Pierre Lassonde	G	Mgmt	For	For
1C	Elect Director Vivian Leung	G	Mgmt	For	For
1D	Elect Director Jane Mowat	G	Mgmt	For	For
1E	Elect Director Melissa Sonberg	G	Mgmt	For	For
1F	Elect Director Paul Stoyan	G	Mgmt	For	For
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation



## Enghouse Systems Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

## Enka Insaat ve Sanayi AS

Meeting Date: 28/03/2025

Country: Turkey

Ticker: ENKAI.E

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Elect Presiding Council of Meeting and Authorize Presiding Council to Sign Meeting Minutes	G	Mgmt	For	For
2	Accept Board Report	G	Mgmt	For	For
3	Accept Audit Report	G	Mgmt	For	For
4	Receive Information on Donations Made in 2024	S	Mgmt		
5	Accept Financial Statements	G	Mgmt	For	For
6	Approve Discharge of Board	G	Mgmt	For	For
7	Elect Directors	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
8	Approve Director Remuneration	G	Mgmt	For	For
9	Ratify External Auditors	G	Mgmt	For	For
10	Approve Allocation of Income	G	Mgmt	For	For
11	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	G	Mgmt		
12	Authorize Board to Distribute Advance Dividends	G	Mgmt	For	For
13	Approve Terms of Advance Dividends	G	Mgmt	For	For
14	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	G	Mgmt	For	For
15	Wishes	G	Mgmt		

# Eregli Demir ve Celik Fabrikalari TAS

Meeting Date: 26/03/2025

Country: Turkey

Ticker: EREGL.E

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting and Elect Presiding Council of Meeting	G	Mgmt	For	For
2	Authorize Presiding Council to Sign Minutes of Meeting	G	Mgmt	For	For
3	Accept Board Report	G	Mgmt	For	For
4	Accept Audit Report	G	Mgmt	For	For
5	Accept Financial Statements	G	Mgmt	For	For
6	Approve Discharge of Board	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-032] Greater climate-related disclosure, including disclosure aligned with all four pillars of TCFD, would enable investors to better assess climate-related risks and opportunities.[DC-D0000-002] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i></p>					
7	Approve Allocation of Income	G	Mgmt	For	For
8	Elect Directors	G	Mgmt	For	For
9	Approve Director Remuneration	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i></p>					
10	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	G	Mgmt	For	For
11	Ratify External Auditors	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i></p>					
12	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	G	Mgmt		
13	Approve Upper Limit of Donations for 2025 and Receive Information on Donations Made in 2024	S	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i></p>					

## Eregli Demir ve Celik Fabrikalari TAS

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Approve Cancellation of General Meeting of Shareholders Decision Dated March 30, 2006	G	Mgmt	For	For
15	Close Meeting	G	Mgmt		

## ESCO Technologies Inc.

**Meeting Date:** 04/02/2025 **Country:** USA **Ticker:** ESE  
**Record Date:** 27/11/2024 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director David A. Campbell	G	Mgmt	For	For
1.2	Elect Director Penelope M. Conner	G	Mgmt	For	For
1.3	Elect Director Gloria L. Valdez	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For

## ESR Kendall Square REIT Co., Ltd.

**Meeting Date:** 26/02/2025 **Country:** South Korea **Ticker:** 365550  
**Record Date:** 30/11/2024 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Elect Choi Chun-woong as Non-Independent Non-Executive Director	G	Mgmt	For	For
3	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For
4	Authorize Board to Fix Remuneration of Internal Auditor(s)	G	Mgmt	For	For
5	Approve Appropriation of Income	G	Mgmt	For	For
6	Approve Business Plan	G	Mgmt	For	For

## ESR Kendall Square REIT Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Approval of Reduction of Capital Reserve	G	Mgmt	For	For

## Essity AB

Meeting Date: 27/03/2025

Country: Sweden

Ticker: ESSITY.B

Record Date: 19/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chair of Meeting	G	Mgmt	For	For
2	Prepare and Approve List of Shareholders	G	Mgmt	For	For
3	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
4	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
5	Approve Agenda of Meeting	G	Mgmt	For	For
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7	Receive President, Chair and Auditor Review	G	Mgmt		
8.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8.b	Approve Allocation of Income and Dividends of SEK 8.25 Per Share	G	Mgmt	For	For
8.c1	Approve Discharge of Ewa Bjorling	G	Mgmt	For	For
8.c2	Approve Discharge of Par Boman	G	Mgmt	For	For
8.c3	Approve Discharge of Maria Carell	G	Mgmt	For	For
8.c4	Approve Discharge of Annemarie Gardshol	G	Mgmt	For	For
8.c5	Approve Discharge of Magnus Groth	G	Mgmt	For	For
8.c6	Approve Discharge of Jan Gurander	G	Mgmt	For	For
8.c7	Approve Discharge of Torbjorn Loof	G	Mgmt	For	For
8.c8	Approve Discharge of Bert Nordberg	G	Mgmt	For	For
8.c9	Approve Discharge of Barbara M. Thoralfsson	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.c10	Approve Discharge of Karl Aberg	G	Mgmt	For	For
8.c11	Approve Discharge of Sofia Lafqvist	G	Mgmt	For	For
8.c12	Approve Discharge of Andeas Larsson	G	Mgmt	For	For
8.c13	Approve Discharge of Suasanna Lind	G	Mgmt	For	For
8.c14	Approve Discharge of Orjan Svensson	G	Mgmt	For	For
8.c15	Approve Discharge of Niclas Thulin	G	Mgmt	For	For
8.c16	Approve Discharge of Magnus Groth (President)	G	Mgmt	For	For
9	Determine Number of Directors (10) and Deputy Members (0) of Board	G	Mgmt	For	For
10	Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For
11.a	Approve Remuneration of Directors in the Amount of SEK 2.9 Million for Chair and SEK 960,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
11.b	Approve Remuneration of Auditors	G	Mgmt	For	For
12.a	Reelect Maria Carell as Director	G	Mgmt	For	For
12.b	Reelect Annemarie Gardshol as Director	G	Mgmt	For	For
12.c	Reelect Magnus Groth as Director	G	Mgmt	For	For
12.d	Reelect Jan Gurander as Director	G	Mgmt	For	For
12.e	Reelect Torbjorn Loof as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
12.f	Reelect Bert Nordberg as Director	G	Mgmt	For	For
12.g	Reelect Barbara M. Thoralfsson as Director	G	Mgmt	For	For
12.h	Reelect Karl Aberg as Director	G	Mgmt	For	For
12.i	Elect Alexander Lacik as New Director	G	Mgmt	For	For
12.j	Elect Katarina Martinson as New Director	G	Mgmt	For	For

## Essity AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13	Reelect Jan Gurander as Board Chair	G	Mgmt	For	For
14	Ratify Ernst & Young as Auditor	G	Mgmt	For	For
15	Approve Remuneration Report	G	Mgmt	For	For
16	Approve Cash-Based Incentive Program (Program 2025-2027) for Key Employees	G	Mgmt	For	For
17	Approve SEK 31 Million Reduction in Share Capital via Share Cancellation; Approve Share Capital Increase Through Bonus Issue; Amend Articles	G	Mgmt	For	For
18.a	Authorize Share Repurchase Program	G	Mgmt	For	For
18.b	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	For

## EVN AG

**Meeting Date:** 26/02/2025

**Country:** Austria

**Ticker:** EVN

**Record Date:** 16/02/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023/24 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023/24	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023/24	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
5	Ratify BDO Assurance GmbH as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2024/25	G	Mgmt	For	For

## EVN AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Remuneration Report	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
7	Approve Remuneration of Supervisory Board Members	G	Mgmt	For	For

## F&F Co., Ltd.

**Meeting Date:** 26/03/2025      **Country:** South Korea      **Ticker:** 383220  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Elect Hwang Il-chan as Inside Director	G	Mgmt	For	For
3	Elect Bae Jun-geun as Outside Director to Serve as an Audit Committee Member	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## F5, Inc.

**Meeting Date:** 13/03/2025      **Country:** USA      **Ticker:** FFIV  
**Record Date:** 07/01/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Marianne N. Budnik	G	Mgmt	For	For
1b	Elect Director Elizabeth L. Buse	G	Mgmt	For	For
1c	Elect Director Michel Combes	G	Mgmt	For	For
1d	Elect Director Michael L. Dreyer	G	Mgmt	For	For
1e	Elect Director Tami Erwin	G	Mgmt	For	For
1f	Elect Director Julie M. Gonzalez	G	Mgmt	For	For
1g	Elect Director Alan J. Higginson	G	Mgmt	For	For

## F5, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1h	Elect Director Peter S. Klein	G	Mgmt	For	For
1i	Elect Director Francois Locoh-Donou	G	Mgmt	For	For
1j	Elect Director Maya McReynolds	G	Mgmt	For	For
1k	Elect Director Nikhil Mehta	G	Mgmt	For	For
1l	Elect Director Michael F. Montoya	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

## Fair Isaac Corporation

Meeting Date: 05/03/2025

Country: USA

Ticker: FICO

Record Date: 06/01/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Braden R. Kelly	G	Mgmt	For	For
1b	Elect Director Fabiola R. Arredondo	G	Mgmt	For	For
1c	Elect Director William J. Lansing	G	Mgmt	For	For
1d	Elect Director Eva Manolis	G	Mgmt	For	For
1e	Elect Director Marc F. McMorris	G	Mgmt	For	For
1f	Elect Director Joanna Rees	G	Mgmt	For	For
1g	Elect Director David A. Rey	G	Mgmt	For	For
1h	Elect Director H. Tayloe Stansbury	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

## Fangda Special Steel Technology Co. Ltd.

Meeting Date: 16/01/2025

Country: China

Ticker: 600507

Record Date: 13/01/2025

Meeting Type: Special



## Fangda Special Steel Technology Co. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Daily Related Party Transactions	G	Mgmt	For	For
2	Approve Use of Idle Funds to Invest in Financial Products	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0469-001] Such investments could expose company to unnecessary risks</i>					
3	Amend Remuneration Management System for Senior Management Members	G	Mgmt	For	For

## Fangda Special Steel Technology Co. Ltd.

**Meeting Date:** 26/02/2025      **Country:** China      **Ticker:** 600507  
**Record Date:** 21/02/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Provision of Guarantee for Wholly-owned Indirect Subsidiaries and Accepting Unrestricted Guarantees from Related Parties	G	Mgmt	For	For

## Finnair Oyj

**Meeting Date:** 27/03/2025      **Country:** Finland      **Ticker:** FIA1S  
**Record Date:** 17/03/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Call the Meeting to Order	G	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	G	Mgmt		
4	Acknowledge Proper Convening of Meeting	G	Mgmt		
5	Prepare and Approve List of Shareholders	G	Mgmt		

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report	G	Mgmt		
7	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
9	Approve Discharge of Board and President	G	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
11	Approve Amended Remuneration Policy	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i></p>					
12	Approve Remuneration of Directors in the Amount of EUR 80,000 for Chair, EUR 48,000 for Vice Chair and EUR 40,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	G	Mgmt	For	For
13	Fix Number of Directors at Eight	G	Mgmt	For	For
14	Reelect Jukka Erlund, Hannele Jakosuo-Jansson, Jussi Siitonen and Sanna Suvanto-Harsaae (Chair) as Directors; Elect Andreas Bierwirth, Nicolas Boutin, Lisa Farrar and Mika Ihamuotila (Vice Chair) as New Directors	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
15	Approve Remuneration of Auditors	G	Mgmt	For	For

## Finnair Oyj

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16	Ratify KPMG Oy as Auditors	G	Mgmt	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	G	Mgmt	For	For
18	Appoint KPMG Oy as Auditor for Sustainability Reporting	G	Mgmt	For	For
19	Authorize Share Repurchase Program	G	Mgmt	For	For
20	Approve Issuance of up to 1.2 Million Shares without Preemptive Rights	G	Mgmt	For	For
21	Approve Charitable Donations of up to EUR 250,000	S	Mgmt	For	For
22	Close Meeting	G	Mgmt		

## First Abu Dhabi Bank PJSC

**Meeting Date:** 11/03/2025

**Country:** United Arab Emirates

**Ticker:** FAB

**Record Date:** 10/03/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Board Report on Company Operations and Its Financial Statement for FY 2024	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
3	Approve Internal Shariah Supervisory Committee Annual Report	G	Mgmt	For	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
4	Ratify Payable Zakat in Relation to the Bank's Islamic Activities for FY 2024	G	Mgmt	For	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
5	Accept Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## First Abu Dhabi Bank PJSC

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Board Proposal Regarding the Provisions, Reserves and Allocation of Income and Dividends of AED 0.75 Per Share for FY 2024	G	Mgmt	For	For
7	Approve Remuneration of Directors	G	Mgmt	For	For
8	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
9	Approve Discharge of Auditors for FY 2024	G	Mgmt	For	For
10	Appoint Auditors and Fix Their Remuneration for FY 2025	G	Mgmt	For	For
11	Ratify the Appointment of Khalid Al Siyari as a Member of the Internal Shariah Supervisory Board	G	Mgmt	For	For
	Extraordinary Business		Mgmt		
12.a	Authorize Issuance of Non-Convertible Bonds, Sukuk or Other Securities Up to USD 10 Billion Under a Programme or Standalone Basis, Authorize the Board to Determine Terms of the Issuance and to Execute All the Necessary Procedures Related to the Issuance	G	Mgmt	For	For
12.b	Authorize Issuance of an Additional Tier 1 Bonds or Islamic Sukuk for Regulatory Capital Purposes Up to USD 3 Billion and Authorize the Board to Determine Terms of the Issuance and to Execute All the Necessary Procedures Related to the Issuance	G	Mgmt	For	For
12.c	Authorize Issuance of Tier 2 Bonds or Islamic Sukuk for Regulatory Capital Purposes Up to USD 3 Billion and Authorize the Board to Determine the Terms of the Issuance and to Execute All the Necessary Actions and Procedures Related to the Issuance	G	Mgmt	For	For

## First International Bank of Israel Ltd.

**Meeting Date:** 04/03/2025

**Country:** Israel

**Ticker:** FIBI

**Record Date:** 04/02/2025

**Meeting Type:** Special

## First International Bank of Israel Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Amended Compensation Policy for the Directors and Officers of the Company	G	Mgmt	For	For
2	Approve Updated Employment Terms of Eliyahu Cohen, CEO	G	Mgmt	For	For
3	Approve Updated Employment Terms of Ron Levkovich, Chairman	G	Mgmt	For	For
A	<p>Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager</p> <p>Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney</p>	G	Mgmt	None	Against
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	G	Mgmt	None	For

## First Majestic Silver Corp.

**Meeting Date:** 14/01/2025

**Country:** Canada

**Ticker:** AG

**Record Date:** 25/11/2024

**Meeting Type:** Special

## First Majestic Silver Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Issuance of Shares in Connection with the Acquisition of Gatos Silver, Inc.	G	Mgmt	For	For

*Blended Rationale: The board of First Majestic Silver Corp. (AG) seeks shareholder approval to issue up to 190 million common shares in connection with the acquisition of Gatos Silver, Inc. (GATO). Under the terms of the agreement, GATO shareholders will receive 2.55 AG shares per GATO share held, valuing the target at approximately \$1.3 billion, on an on-diluted basis. Following the closing, AG shareholders are expected to control approximately 61.4% of the combined company. Unanimous board support with fairness opinions by National Bank Financial and TD Securities.*

## Fluence Energy, Inc.

**Meeting Date:** 17/03/2025      **Country:** USA      **Ticker:** FLNC  
**Record Date:** 17/01/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Cynthia Arnold	G	Mgmt	For	For
1.2	Elect Director Herman Bulls	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.3	Elect Director Ricardo Falu	G	Mgmt	For	For
1.4	Elect Director Elizabeth Fessenden	G	Mgmt	For	For
1.5	Elect Director Harald von Heynitz	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.6	Elect Director Barbara Humpton	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.7	Elect Director Peter Chi-Shun Luk	G	Mgmt	For	For
1.8	Elect Director Axel Meier	G	Mgmt	For	For
1.9	Elect Director Letitia ("Tish") Mendoza	G	Mgmt	For	For
1.10	Elect Director Julian Nebreda	G	Mgmt	For	For
1.11	Elect Director John Christopher ("Chris") Shelton	G	Mgmt	For	For
1.12	Elect Director Simon James Smith	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

## Fluence Energy, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

## Ford Otomotiv Sanayi AS

Meeting Date: 26/03/2025 Country: Turkey Ticker: FROTO.E  
Record Date: Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting and Elect Presiding Council of Meeting	G	Mgmt	For	For
2	Accept Board Report	G	Mgmt	For	For
3	Accept Audit Report	G	Mgmt	For	For
4	Accept Financial Statements	G	Mgmt	For	For
5	Approve Discharge of Board	G	Mgmt	For	For
6	Approve Allocation of Income	G	Mgmt	For	For
7	Elect Directors	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence</i>					
8	Approve Remuneration Policy and Director Remuneration Paid in 2024	G	Mgmt	For	For
9	Approve Director Remuneration	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
10	Ratify External Auditors	G	Mgmt	For	For
11	Approve Upper Limit of Donations for 2025 and Receive Information on Donations Made in 2024	S	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
12	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	G	Mgmt		
13	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	G	Mgmt	For	For

## Ford Otomotiv Sanayi AS

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Receive Information on Low Carbon Economy Transition Plan	E	Mgmt		
15	Wishes	G	Mgmt		

## Franklin Resources, Inc.

Meeting Date: 04/02/2025 Country: USA Ticker: BEN  
 Record Date: 09/12/2024 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mariann Byerwalter	G	Mgmt	For	For
1b	Elect Director Alexander S. Friedman	G	Mgmt	For	For
1c	Elect Director Gregory E. Johnson	G	Mgmt	For	For
1d	Elect Director Jennifer M. Johnson	G	Mgmt	For	For
1e	Elect Director Rupert H. Johnson, Jr.	G	Mgmt	For	For
1f	Elect Director John Y. Kim	G	Mgmt	For	For
1g	Elect Director Karen M. King	G	Mgmt	For	For
1h	Elect Director Anthony J. Noto	G	Mgmt	For	For
1i	Elect Director John W. Thiel	G	Mgmt	For	For
1j	Elect Director Seth H. Waugh	G	Mgmt	For	For
1k	Elect Director Geoffrey Y. Yang	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

## Frasers Centrepoint Trust

Meeting Date: 14/01/2025 Country: Singapore Ticker: J69U  
 Record Date: Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Financial Statements and Trustee and Auditors' Reports	G	Mgmt	For	For



## Frasers Centrepont Trust

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve KPMG LLP as Manager and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	For
4	Approve Proposed Amendment to the Trust Deed in Relation to Repurchase And Redemption of Units	G	Mgmt	For	For
5	Approve Adoption of Unit Repurchase Mandate	G	Mgmt	For	For

## Frasers Hospitality Trust

**Meeting Date:** 15/01/2025      **Country:** Singapore      **Ticker:** ACV  
**Record Date:**      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Financial Statements and Trustee-Manager and Auditors' Reports	G	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Manager to Fix Their Remuneration	G	Mgmt	For	For
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	For

## Frasers Logistics & Commercial Trust

**Meeting Date:** 15/01/2025      **Country:** Singapore      **Ticker:** BUOU  
**Record Date:**      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt Financial Statements and Trustee and Auditors' Reports	G	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Manager to Fix Their Remuneration	G	Mgmt	For	For
3	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	G	Mgmt	For	For

## Frasers Logistics & Commercial Trust

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Proposed Amendment to the Trust Deed in Relation to Repurchase And Redemption of Units	G	Mgmt	For	For
5	Approve Adoption of Unit Repurchase Mandate	G	Mgmt	For	For

## Fukuda Corp.

Meeting Date: 27/03/2025 Country: Japan Ticker: 1899  
Record Date: 31/12/2024 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Fukuda, Katsuyuki	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.</i>					
1.2	Elect Director Araaki, Masanori	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.</i>					
1.3	Elect Director Yamaga, Yutaka	G	Mgmt	For	For
1.4	Elect Director Saito, Hideaki	G	Mgmt	For	For
1.5	Elect Director Otsuka, Shinichi	G	Mgmt	For	For
1.6	Elect Director Sunada, Shuichi	G	Mgmt	For	For
1.7	Elect Director Omi, Toshio	G	Mgmt	For	For
1.8	Elect Director Eizuka, Jumatsu	G	Mgmt	For	For
1.9	Elect Director Uehara, Sayuri	G	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Iwasaki, Katsuhiko	G	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Nakata, Yoshinao	G	Mgmt	For	For
2.3	Elect Director and Audit Committee Member Wakatsuki, Yoshihiro	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
3	Elect Alternate Director and Audit Committee Member Tsurui, Kazutomo	G	Mgmt	For	For

## Funai Soken Holdings, Inc.

Meeting Date: 29/03/2025

Country: Japan

Ticker: 9757

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 38	G	Mgmt	For	For
2	Amend Articles to Amend Business Lines - Change Location of Head Office	G	Mgmt	For	For
3.1	Elect Director Nakatani, Takayuki	G	Mgmt	For	For
3.2	Elect Director Ono, Tatsuro	G	Mgmt	For	For
3.3	Elect Director Haruta, Motoki	G	Mgmt	For	For
3.4	Elect Director Isagawa, Nobuyuki	G	Mgmt	For	For
3.5	Elect Director Yamamoto, Taeko	G	Mgmt	For	For
3.6	Elect Director Murakami, Tomomi	G	Mgmt	For	For
4	Elect Director and Audit Committee Member Nakajima, Nobuko	G	Mgmt	For	For

## Future Plc

Meeting Date: 05/02/2025

Country: United Kingdom

Ticker: FUTR

Record Date: 03/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Final Dividend	G	Mgmt	For	For
3	Approve Remuneration Report	G	Mgmt	For	For
4	Re-elect Richard Huntingford as Director	G	Mgmt	For	For
5	Re-elect Jon Steinberg as Director	G	Mgmt	For	For
6	Re-elect Meredith Amdur as Director	G	Mgmt	For	For
7	Re-elect Mark Brooker as Director	G	Mgmt	For	For
8	Re-elect Rob Hattrell as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Future Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Re-elect Ivana Kirkbride as Director	G	Mgmt	For	For
10	Re-elect Alan Newman as Director	G	Mgmt	For	For
11	Re-elect Angela Seymour-Jackson as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
12	Elect Sharjeel Suleman as Director	G	Mgmt	For	For
13	Reappoint Deloitte LLP as Auditors	G	Mgmt	For	For
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
15	Authorise Issue of Equity	G	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
17	Approve Deferred Annual Bonus Plan	G	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

## Ganfeng Lithium Group Co., Ltd.

**Meeting Date:** 17/03/2025

**Country:** China

**Ticker:** 1772

**Record Date:** 11/03/2025

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Investment in Wealth Management Products with Self-Owned Funds	G	Mgmt	For	For
<i>Blended Rationale: .</i>					

## Ganfeng Lithium Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Engagement in Foreign Exchange Hedging Business by the Company and Its Controlled Subsidiaries	G	Mgmt	For	For
3	Approve Continuing Related-Party Transactions	G	Mgmt	For	For
4	Approve Provision of External Financial Assistance by Controlled Subsidiary Shenzhen Yichu	G	Mgmt	For	For
5	Approve Provision of Guarantees to Hong Kong Luyuan by the Company	G	Mgmt	For	For
6	Approve Pledges and Guarantee of Equity Interest and Mining Rights in Subsidiaries	G	Mgmt	For	For

## Ganfeng Lithium Group Co., Ltd.

**Meeting Date:** 17/03/2025

**Country:** China

**Ticker:** 1772

**Record Date:** 11/03/2025

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
	SPECIAL RESOLUTIONS		Mgmt		
1	Approve Provision of External Financial Assistance by Controlled Subsidiary Shenzhen Yichu	G	Mgmt	For	For
2	Approve Provision of Guarantees to Hong Kong Luyuan by the Company	G	Mgmt	For	For
	ORDINARY RESOLUTIONS		Mgmt		
1	Approve Investment in Wealth Management Products with Self-Owned Funds	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Approve Engagement in Foreign Exchange Hedging Business by the Company and Its Controlled Subsidiaries	G	Mgmt	For	For
3	Approve Continuing Related-Party Transactions	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Ganfeng Lithium Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Pledges and Guarantee of Equity Interest and Mining Rights in Subsidiaries	G	Mgmt	For	For

## Gav-Yam Lands Corp. Ltd.

**Meeting Date:** 08/01/2025      **Country:** Israel      **Ticker:** GVYM  
**Record Date:** 26/11/2024      **Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	G	Mgmt		
2	Reappoint Kesselman & Kesselman (PwC) as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
3	Reelect Michael Josseph Salkind as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
4	Reelect Zahi Nahmias as Director	G	Mgmt	For	For
5	Reelect Yuval Bronstein as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
6	Reelect Nataly Zakai as Director	G	Mgmt	For	For
7	Elect Avraham Jacobovitz as Director	G	Mgmt	For	For
8	Approve Retirement Grant to Avraham Jacobovitz, Exiting CEO	G	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	G	Mgmt	None	Against

## Gav-Yam Lands Corp. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney		Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	G	Mgmt	None	For

## GCL System Integration Technology Co., Ltd.

**Meeting Date:** 03/03/2025

**Country:** China

**Ticker:** 002506

**Record Date:** 26/02/2025

**Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Extension of Resolution Validity Period of Issuance of Shares to Specific Targets	G	Mgmt	For	For
2	Approve Extension of Authorization of the Board on Issuance of Shares to Specific Targets	G	Mgmt	For	For

## GCL System Integration Technology Co., Ltd.

**Meeting Date:** 31/03/2025

**Country:** China

**Ticker:** 002506

**Record Date:** 26/03/2025

**Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve External Investment and Related Party Transaction	G	Mgmt	For	Against

*Blended Rationale: [SF-M0400-003] We believe this proposal is not in the best interest of shareholders.*

## Geely Automobile Holdings Limited

**Meeting Date:** 10/01/2025

**Country:** Cayman Islands

**Ticker:** 175

**Record Date:** 06/01/2025

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve LYNK & CO Equity Transfer Agreement and Related Transactions	G	Mgmt	For	For
2	Approve LYNK & CO Capital Injection Agreement and Related Transactions	G	Mgmt	For	For

## GEM Co., Ltd.

**Meeting Date:** 24/01/2025

**Country:** China

**Ticker:** 002340

**Record Date:** 16/01/2025

**Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Assistance After Transfer of Equity of Subsidiary	G	Mgmt	For	For
2	Approve Registration to Issue Debt Financing Instruments for Non-financial Enterprise in the Inter-bank Bond Market	G	Mgmt	For	For
3	Amend Articles of Association	G	Mgmt	For	For
4	Approve Provision of Guarantee Due to Changes in Scope of Consolidated Financial Statements	G	Mgmt	For	For
5	Elect Pan Hua as Non-independent Director	G	Mgmt	For	For

## GEM Co., Ltd.

**Meeting Date:** 13/02/2025

**Country:** China

**Ticker:** 002340

**Record Date:** 05/02/2025

**Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	APPROVE REPURCHASE OF THE COMPANY'S SHARES		Mgmt		



## GEM Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve Purpose of Share Repurchase	G	Mgmt	For	For
1.2	Approve Company's Eligibility for Share Repurchase	G	Mgmt	For	For
1.3	Approve Manner and Price Range of Share Repurchase	G	Mgmt	For	For
1.4	Approve Type, Usage, Number, Proportion and Total Capital of Share Repurchase	G	Mgmt	For	For
1.5	Approve Capital Source of Share Repurchase	G	Mgmt	For	For
1.6	Approve Implementation Period for Share Repurchase	G	Mgmt	For	For
1.7	Approve Authorization of Board to Handle All Related Matters	G	Mgmt	For	For

## GEM Co., Ltd.

**Meeting Date:** 07/03/2025

**Country:** China

**Ticker:** 002340

**Record Date:** 28/02/2025

**Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Daily Related Party Transactions	G	Mgmt	For	For
2	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	G	Mgmt	For	For
3	Amend Articles of Association	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
4.1	Elect Xu Kaihua as Director	G	Mgmt	For	For
4.2	Elect Wang Min as Director	G	Mgmt	For	For
4.3	Elect Zhou Bo as Director	G	Mgmt	For	For
4.4	Elect Pan Hua as Director	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
5.1	Elect Pan Feng as Director	G	Mgmt	For	For
5.2	Elect Tang Sheng as Director	G	Mgmt	For	For
	ELECT SUPERVISORS VIA CUMULATIVE VOTING		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## GEM Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.1	Elect Lu Xijin as Supervisor	G	Mgmt	For	For
6.2	Elect Song Jiale as Supervisor	G	Mgmt	For	For

## Genmab A/S

Meeting Date: 12/03/2025

Country: Denmark

Ticker: GMAB

Record Date: 05/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	G	Mgmt		
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	G	Mgmt	For	For
3	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
5.a	Reelect Deirdre P. Connelly as Director	G	Mgmt	For	Abstain
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
5.b	Reelect Pernille Erenbjerg as Director	G	Mgmt	For	For
5.c	Reelect Rolf Hoffmann as Director	G	Mgmt	For	For
5.d	Reelect Elizabeth OFarrell as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
5.e	Reelect Paolo Paoletti as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
5.f	Reelect Anders Gersel Pedersen as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
6	Ratify Deloitte as Auditors	G	Mgmt	For	For
7.a	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	G	Mgmt	For	For
<i>Blended Rationale: .</i>					

## Genmab A/S

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.b	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 600,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
7.c	Approve DKK 2.08 Million Reduction in Share Capital via Share Cancellation	G	Mgmt	For	For
7.d	Authorize Share Repurchase Program	G	Mgmt	For	For
7.e	Approve Equity Plan Financing Through Issuance of Warrants up to a Nominal Value of DKK 750,000	G	Mgmt	For	For
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	G	Mgmt	For	For
9	Other Business	G	Mgmt		

## GF Securities Co., Ltd.

**Meeting Date:** 13/02/2025      **Country:** China      **Ticker:** 1776  
**Record Date:** 07/02/2025      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Amend Articles of Association	G	Mgmt	For	For
2	Approve Change of Use and Cancellation of the Repurchased A Shares	G	Mgmt	For	For

## GF Securities Co., Ltd.

**Meeting Date:** 13/02/2025      **Country:** China      **Ticker:** 1776  
**Record Date:** 07/02/2025      **Meeting Type:** Extraordinary Shareholders

## GF Securities Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Amend Articles of Association	G	Mgmt	For	For
2	Approve Change of Use and Cancellation of the Repurchased A Shares	G	Mgmt	For	For

## GF Securities Co., Ltd.

**Meeting Date:** 13/02/2025      **Country:** China      **Ticker:** 1776  
**Record Date:** 07/02/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Change of Use and Cancellation of the Repurchased A Shares	G	Mgmt	For	For

## GF Securities Co., Ltd.

**Meeting Date:** 13/02/2025      **Country:** China      **Ticker:** 1776  
**Record Date:** 07/02/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Change of Use and Cancellation of the Repurchased A Shares	G	Mgmt	For	For

## Ginlong Technologies Co., Ltd.

**Meeting Date:** 24/02/2025      **Country:** China      **Ticker:** 300763  
**Record Date:** 17/02/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Company's Eligibility for Issuance of Convertible Bonds	G	Mgmt	For	For
	APPROVE ISSUANCE OF CONVERTIBLE BONDS		Mgmt		
2.1	Approve Issue Type	G	Mgmt	For	For
2.2	Approve Issue Size	G	Mgmt	For	For
2.3	Approve Par Value and Issue Price	G	Mgmt	For	For
2.4	Approve Bond Maturity	G	Mgmt	For	For
2.5	Approve Bond Interest Rate	G	Mgmt	For	For
2.6	Approve Repayment Period and Manner	G	Mgmt	For	For
2.7	Approve Conversion Period	G	Mgmt	For	For
2.8	Approve Determination and Adjustment of Conversion Price	G	Mgmt	For	For
2.9	Approve Terms for Downward Adjustment of Conversion Price	G	Mgmt	For	For
2.10	Approve Method of Determining the Number of Conversion Shares and Method on Handling Fractional Shares Upon Conversion	G	Mgmt	For	For
2.11	Approve Terms of Redemption	G	Mgmt	For	For
2.12	Approve Terms of Sell-Back	G	Mgmt	For	For
2.13	Approve Dividend Distribution Post Conversion	G	Mgmt	For	For
2.14	Approve Issue Manner and Target Parties	G	Mgmt	For	For
2.15	Approve Placing Arrangement for Shareholders	G	Mgmt	For	For
2.16	Approve Matters Related to Bondholders Meeting	G	Mgmt	For	For
2.17	Approve Usage of Raised Funds	G	Mgmt	For	For
2.18	Approve Depository of Raised Funds	G	Mgmt	For	For
2.19	Approve Guarantee Matters	G	Mgmt	For	For
2.20	Approve Rating Matters	G	Mgmt	For	For
2.21	Approve Resolution Validity Period	G	Mgmt	For	For
3	Approve Plan on Convertible Bond Issuance	G	Mgmt	For	For

## Ginlong Technologies Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Demonstration Analysis Report in Connection to Convertible Bond Issuance	G	Mgmt	For	For
5	Approve Feasibility Analysis Report on the Use of Proceeds	G	Mgmt	For	For
6	Approve Impact of Dilution of Current Returns on Major Financial Indicators, the Relevant Measures to be Taken and Commitment from Relevant Parties	G	Mgmt	For	For
7	Approve Shareholder Dividend Return Plan	G	Mgmt	For	For
8	Approve Principles of Bondholders Meeting	G	Mgmt	For	For
9	Approve Report on the Usage of Previously Raised Funds	G	Mgmt	For	For
10	Approve Authorization of Board to Handle All Related Matters	G	Mgmt	For	For

## Givaudan SA

**Meeting Date:** 20/03/2025

**Country:** Switzerland

**Ticker:** GIVN

**Record Date:**

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Non-Financial Report	E, S	Mgmt	For	For
3	Approve Remuneration Report	G	Mgmt	For	For
4	Approve Allocation of Income and Dividends of CHF 70.00 per Share	G	Mgmt	For	For
5	Approve Discharge of Board of Directors	G	Mgmt	For	For
6.1.1	Reelect Victor Balli as Director	G	Mgmt	For	For
6.1.2	Reelect Ingrid Deltenre as Director	G	Mgmt	For	For
6.1.3	Reelect Sophie Gasperment as Director	G	Mgmt	For	For
6.1.4	Reelect Calvin Grieder as Director and Board Chair	G	Mgmt	For	For

## Givaudan SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.1.5	Reelect Roberto Guidetti as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
6.1.6	Reelect Tom Knutzen as Director	G	Mgmt	For	For
6.2.1	Elect Melanie Maas-Brunner as Director	G	Mgmt	For	For
6.2.2	Elect Louie D'Amico as Director	G	Mgmt	For	For
6.3.1	Reappoint Victor Balli as Member of the Compensation Committee	G	Mgmt	For	For
6.3.2	Reappoint Ingrid Deltenre as Member of the Compensation Committee	G	Mgmt	For	For
6.3.3	Appoint Tom Knutzen as Member of the Compensation Committee	G	Mgmt	For	For
6.4	Designate Manuel Isler as Independent Proxy	G	Mgmt	For	For
6.5	Ratify KPMG AG as Auditors	G	Mgmt	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	G	Mgmt	For	For
7.2.1	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 7 Million	G	Mgmt	For	For
7.2.2	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 16.5 Million	G	Mgmt	For	For
8	Transact Other Business (Voting)	G	Mgmt	For	Abstain

*Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.*

## Gjensidige Forsikring ASA

**Meeting Date:** 20/03/2025      **Country:** Norway      **Ticker:** GJF  
**Record Date:** 13/03/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

# Gjensidige Forsikring ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Registration of Attending Shareholders and Proxies	G	Mgmt		
4	Approve Notice of Meeting and Agenda	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 9.00 Per Share; Approve Extraordinary Dividends of NOK 1.00 Per Share	G	Mgmt	For	For
7	Discuss Company's Corporate Governance Statement	G	Mgmt		
8	Approve Remuneration Statement	G	Mgmt	For	Against

*Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.*

9	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
10.a	Authorize Board to Distribute Dividends	G	Mgmt	For	For
10.b	Approve Equity Plan Financing Through Share Repurchase Program	G	Mgmt	For	For
10.c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
10.d	Approve Creation of NOK 100 Million Pool of Capital without Preemptive Rights	G	Mgmt	For	For
10.e	Authorize Board to Raise Subordinated Loans and Other External Financing	G	Mgmt	For	For



## Gjensidige Forsikring ASA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11.a	Reelect Eivind Elnan, Gunnar Robert Sellaeg, Gyrid Skalleberg Ingero and Tor Magne Lonnum as Directors; Elect Dag Mejdell (Chair), Mari Thjomoe and Simona Trombetta as New Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [SD-M0201-005] Nominee is not independent and serves on a key committee. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
11.b1	Reelect Trine Riis Groven (Chair) as Member of Nominating Committee	G	Mgmt	For	For
11.b2	Reelect Hans Seierstad as Member of Nominating Committee	G	Mgmt	For	For
11.b3	Reelect Henrik Bachke Madsen as Member of Nominating Committee	G	Mgmt	For	For
11.b4	Reelect Inger Groggaard Stensaker as Member of Nominating Committee	G	Mgmt	For	For
11.b5	Reelect Pernille Moen Masdal as Member of Nominating Committee	G	Mgmt	For	For
11.c	Ratify Deloitte as Auditors	G	Mgmt	For	For
12	Approve Remuneration of Directors; Approve Remuneration of Auditors; Approve Remuneration for Committee Work	G	Mgmt	For	For

## GMO Internet Group, Inc.

**Meeting Date:** 21/03/2025

**Country:** Japan

**Ticker:** 9449

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Business Lines - Add/Amend Provisions on Corporate Philosophy	G	Mgmt	For	For

## GMO Internet Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect Director Kumagai, Masatoshi	G	Mgmt	For	Against
<p><i>Blended Rationale: [RJ-M0201-019] AGAINST directors responsible as the board installed poison pills w/o shareholder approval. [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure. [RJ-M0201-034] AGAINST directors responsible for board composition as the board lacks diversity at TOPIX500 companies.</i></p>					
2.2	Elect Director Yasuda, Masashi	G	Mgmt	For	For
2.3	Elect Director Nishiyama, Hiroyuki	G	Mgmt	For	For
2.4	Elect Director Ainora, Issei	G	Mgmt	For	For
2.5	Elect Director Ito, Tadashi	G	Mgmt	For	For
3	Elect Director and Audit Committee Member Matsui, Hideyuki	G	Mgmt	For	For

## GN Store Nord A/S

**Meeting Date:** 12/03/2025

**Country:** Denmark

**Ticker:** GN

**Record Date:** 05/03/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	G	Mgmt		
2	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Discharge of Management and Board	G	Mgmt	For	For
4	Approve Allocation of Income and Omission of Dividend	G	Mgmt	For	For
5	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
6	Approve Remuneration of Directors in the Amount of DKK 1.6 Million for Chair, DKK 1.09 Million for Vice Chair and DKK 545,000 for Other Members; Approve Remuneration for Committee Work; Approve Meeting Fees	G	Mgmt	For	For
7.a	Determine Number of Members (7) and Deputy Members (0) of Board	G	Mgmt	For	For

## GN Store Nord A/S

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.b.1	Reelect Jukka Pekka Pertola as Director	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i></p>					
7.b.2	Reelect Klaus Holse as Director	G	Mgmt	For	For
7.b.3	Reelect Helene Barnekow as Director	G	Mgmt	For	For
7.b.4	Reelect Kim Vejlbj Hansen as Director	G	Mgmt	For	For
7.b.5	Reelect Jorgen Bundgaard Hansen as Director	G	Mgmt	For	For
7.b.6	Elect Charlotte Johs as New Director	G	Mgmt	For	For
7.b.7	Elect Lise Skaarup Mortensen as New Director	G	Mgmt	For	For
8	Ratify PricewaterhouseCoopers as Auditors	G	Mgmt	For	For
9.a	Authorize Share Repurchase Program	G	Mgmt	For	For
9.b	Approve Convening of General Meetings and Preparation of Material in Danish and/or English	G	Mgmt	For	For
10	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	G	Mgmt	For	For
11	Other Proposals from Shareholders (None Submitted)	G	Mgmt		
12	Other Business (Non-Voting)	G	Mgmt		

## Grainger Plc

**Meeting Date:** 05/02/2025

**Country:** United Kingdom

**Ticker:** GRI

**Record Date:** 03/02/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Final Dividend	G	Mgmt	For	For

## Grainger Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Re-elect Mark Clare as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
5	Re-elect Helen Gordon as Director	G	Mgmt	For	For
6	Re-elect Robert Hudson as Director	G	Mgmt	For	For
7	Re-elect Justin Read as Director	G	Mgmt	For	For
8	Re-elect Janette Bell as Director	G	Mgmt	For	For
9	Re-elect Carol Hui as Director	G	Mgmt	For	For
10	Re-elect Michael Brodtman as Director	G	Mgmt	For	For
11	Reappoint KPMG LLP as Auditors	G	Mgmt	For	For
12	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
13	Authorise Issue of Equity	G	Mgmt	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
16	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For
18	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For

## Great Wall Motor Company Limited

**Meeting Date:** 17/01/2025

**Country:** China

**Ticker:** 2333

**Record Date:** 10/01/2025

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve 2025-2027 Proposed Ordinary Related Party Transactions	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Great Wall Motor Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Proposed Caps on the Connected Transactions in Respect of Purchase of Products	G	Mgmt	For	For

## Great Wall Motor Company Limited

**Meeting Date:** 17/01/2025      **Country:** China      **Ticker:** 2333  
**Record Date:** 10/01/2025      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve 2025-2027 Proposed Ordinary Related Party Transactions	G	Mgmt	For	For
2	Approve Proposed Caps on the Connected Transactions in Respect of Purchase of Products	G	Mgmt	For	For

## Great Wall Motor Company Limited

**Meeting Date:** 24/01/2025      **Country:** China      **Ticker:** 2333  
**Record Date:** 20/01/2025      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Ordinary Related Party Transactions with Spotlight Automotive Ltd. under the SSE Listing Rules	G	Mgmt	For	For

## Great Wall Motor Company Limited

**Meeting Date:** 24/01/2025      **Country:** China      **Ticker:** 2333  
**Record Date:** 20/01/2025      **Meeting Type:** Extraordinary Shareholders

# Great Wall Motor Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	EGM BALLOT FOR HOLDERS OF A SHARES Approve Ordinary Related Party Transactions with Spotlight Automotive Ltd. under the SSE Listing Rules	G	Mgmt	For	For

## Griffon Corporation

Meeting Date: 11/03/2025      Country: USA      Ticker: GFF  
Record Date: 21/01/2025      Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Henry A. Alpert	G	Mgmt	For	For
1.2	Elect Director Jerome L. Coben	G	Mgmt	For	For
1.3	Elect Director H. C. Charles Diao	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.4	Elect Director Louis J. Grabowsky	G	Mgmt	For	For
1.5	Elect Director Lacy M. Johnson	G	Mgmt	For	For
1.6	Elect Director Ronald J. Kramer	G	Mgmt	For	For
1.7	Elect Director James W. Sight	G	Mgmt	For	For
1.8	Elect Director Samanta Hegedus Stewart	G	Mgmt	For	For
1.9	Elect Director Kevin F. Sullivan	G	Mgmt	For	For
1.10	Elect Director Michelle L. Taylor	G	Mgmt	For	For
1.11	Elect Director Cheryl L. Turnbull	G	Mgmt	For	For
2	Change Range for Size of the Board	G	Mgmt	For	For
3	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
5	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For

## GS Holdings Corp.

Meeting Date: 26/03/2025

Country: South Korea

Ticker: 078930

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Approve Terms of Retirement Pay	G	Mgmt	For	For
3	Elect Moon Hyo-eun as Outside Director	G	Mgmt	For	For
4	Elect Moon Hyo-eun as a Member of Audit Committee	G	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Guangdong Haid Group Co., Ltd.

Meeting Date: 09/01/2025

Country: China

Ticker: 002311

Record Date: 02/01/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Gao Zexia as Independent Director and Adjustment of Members of Special Committees of the Board of Directors	G	Mgmt	For	For
2	Approve Application of Credit Lines	G	Mgmt	For	For
3	Approve Provision of Guarantee	G	Mgmt	For	For
4	Approve External Provision of Guarantee	G	Mgmt	For	For

## Guangdong HEC Technology Holding Co., Ltd.

Meeting Date: 17/01/2025

Country: China

Ticker: 600673

Record Date: 10/01/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Provision of External Counter Guarantees	G	Mgmt	For	For

# Guangdong Hongda Holdings Group Co., Ltd.

Meeting Date: 27/01/2025

Country: China

Ticker: 002683

Record Date: 22/01/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Transaction Constitutes as Major Assets Restructuring	G	Mgmt	For	For
2	Approve Transaction Complies with Relevant Laws and Regulations	G	Mgmt	For	For
	APPROVE TRANSACTION PLAN		Mgmt		
3.1	Approve Overall Plan	G	Mgmt	For	For
3.2	Approve Transaction Parties	G	Mgmt	For	For
3.3	Approve Target Assets	G	Mgmt	For	For
3.4	Approve Pricing Basis and Transaction Price	G	Mgmt	For	For
3.5	Approve Pricing Reference Date and Attribution of Profit and Loss During the Transition Period	G	Mgmt	For	For
3.6	Approve Contractual Obligations and Liability for Breach of Contract in Handling Transfer of Ownership	G	Mgmt	For	For
3.7	Approve Resolution Validity Period	G	Mgmt	For	For
4	Approve Conditional Share Transfer Agreement	G	Mgmt	For	For
5	Approve Report (Draft) and Summary on Company's Major Assets Acquisition	G	Mgmt	For	For
6	Approve Transaction Does Not Constitute as Related-Party Transaction	G	Mgmt	For	For
7	Approve Transaction Complies with Article 11 of the Measures for the Administration of Major Asset Restructuring of Listed Companies	G	Mgmt	For	For
8	Approve Transaction Complies with Article 4 of Listed Company Supervision Guidelines No. 9	G	Mgmt	For	For
9	Approve Transaction Does Not Constitute as Restructuring for Listing as Stipulated in Article 13 of the Measures for the Administration of Major Asset Restructuring of Listed Companies	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation



## Guangdong Hongda Holdings Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Approve Relevant Parties of the Transaction Does Not Fall Under Circumstances Specified in Article 12 of Listed Company Supervision Guidelines No. 7	G	Mgmt	For	For
11	Approve Impact of Dilution of Current Returns on Major Financial Indicators, the Relevant Measures to be Taken and Commitment from Relevant Parties	G	Mgmt	For	For
12	Approve Relevant Audit Reports, Review Report and Evaluation Report of This Transaction	G	Mgmt	For	For
13	Approve Independence of Appraiser, the Validity of Hypothesis, the Relevance of Valuation Purpose and Approach as Well as the Fairness of Pricing	G	Mgmt	For	For
14	Approve Completeness and Compliance of Implementation of Legal Proceedings of the Transactions and Validity of the Submitted Legal Documents Regarding This Transaction	G	Mgmt	For	For
15	Approve Authorization of the Board to Handle All Related Matters	G	Mgmt	For	For

## Guangdong Hongda Holdings Group Co., Ltd.

**Meeting Date:** 28/02/2025

**Country:** China

**Ticker:** 002683

**Record Date:** 24/02/2025

**Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Provision of Guarantees	G	Mgmt	For	For
2	Elect Zheng Xiangmiao as Non-independent Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
3	Elect Yu Changshun as Independent Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Guangdong Investment Limited

**Meeting Date:** 08/01/2025

**Country:** Hong Kong

**Ticker:** 270

**Record Date:** 02/01/2025

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Proposed Distribution and Related Transactions	G	Mgmt	For	For

## Guangzhou Automobile Group Co., Ltd.

**Meeting Date:** 27/01/2025

**Country:** China

**Ticker:** 2238

**Record Date:** 22/01/2025

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	EGM BALLOT FOR HOLDERS OF H SHARES Approve Provision of Loans to an Investee Company in Proportion to Equity Interest	G	Mgmt	For	For

## Guangzhou Automobile Group Co., Ltd.

**Meeting Date:** 28/03/2025

**Country:** China

**Ticker:** 2238

**Record Date:** 25/03/2025

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.01	EGM BALLOT FOR HOLDERS OF H SHARES ELECT DIRECTORS VIA CUMULATIVE VOTING Elect Feng Xingya as Director	G	Mgmt	For	For
1.02	Elect Chen Xiaomu as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-034] Greater climate-related disclosure, including relevant metrics and targets, would enable investors to better assess climate-related investment risks and opportunities.</i>					
1.03	Elect Zhou Kaiquan as Director	G	Mgmt	For	For
1.04	Elect Wang Yiwei as Director	G	Mgmt	For	For
1.05	Elect Hong Suli as Director	G	Mgmt	For	For

## Guangzhou Automobile Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	ELECT INDEPENDENT NON-EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
2.01	Elect Zhao Fuquan as Director	G	Mgmt	For	For
2.02	Elect Xiao Shengfang as Director	G	Mgmt	For	For
2.03	Elect Wong Hakkun as Director	G	Mgmt	For	For
2.04	Elect Song Tiebo as Director	G	Mgmt	For	For

## Guangzhou Tinci Materials Technology Co., Ltd.

**Meeting Date:** 23/01/2025 **Country:** China **Ticker:** 002709  
**Record Date:** 17/01/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Zhao Jianqing as Independent Director	G	Mgmt	For	For
2	Approve Cancellation of Partial Stock Options and Repurchase and Cancellation of Performance Shares	G	Mgmt	For	For
3	Approve Signing the Equity Purchase Agreement and External Investment	G	Mgmt	For	Against

*Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.*

## GungHo Online Entertainment, Inc.

**Meeting Date:** 28/03/2025 **Country:** Japan **Ticker:** 3765  
**Record Date:** 31/12/2024 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Morishita, Kazuki	G	Mgmt	For	For
1.2	Elect Director Sakai, Kazuya	G	Mgmt	For	For
1.3	Elect Director Kitamura, Yoshinori	G	Mgmt	For	For
1.4	Elect Director Yoshida, Koji	G	Mgmt	For	For
1.5	Elect Director Ichikawa, Akihiko	G	Mgmt	For	For

## GungHo Online Entertainment, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.6	Elect Director Oba, Norikazu	G	Mgmt	For	For
1.7	Elect Director Onishi, Hidetsugu	G	Mgmt	For	For
1.8	Elect Director Miyakawa, Keiji	G	Mgmt	For	For
1.9	Elect Director Tanaka, Susumu	G	Mgmt	For	For
1.10	Elect Director Hara, Etsuko	G	Mgmt	For	For
2.1	Appoint Statutory Auditor Ochi, Masato	G	Mgmt	For	For
2.2	Appoint Statutory Auditor Kikkawa, Tomohiro	G	Mgmt	For	For
2.3	Appoint Statutory Auditor Nemoto, Masataka	G	Mgmt	For	For
3	Disclose Reasons for Change in Fixed Compensation for Representative Directors	G	SH	Against	Against
<i>Blended Rationale: [TK-S0810-002] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
4	Change Cash Compensation Mix and Indicator Used to Calculate Performance-Based Cash Compensation	G	SH	Against	Against
<i>Blended Rationale: [TK-S0810-002] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
5	Approve Restricted Stock Plan	G	SH	Against	Against
<i>Blended Rationale: [TK-S0810-002] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
6	Approve Additional Dividend so that Final Dividend per Share Equals to JPY 318	G	SH	Against	Against
<i>Blended Rationale: [TK-S0810-002] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
7	Amend Articles to Generally Mandate Shareholder Approval for Income Allocation and Share Buybacks	G	SH	Against	For
<i>Blended Rationale: [TK-S0810-001] FOR shareholder proposal as the proposal will serve shareholder's interest.</i>					
8	Amend Articles to Allow Shareholder Meeting Resolutions on Cancellation of Treasury Shares	G	SH	Against	For
<i>Blended Rationale: [TK-S0810-001] FOR shareholder proposal as the proposal will serve shareholder's interest.</i>					
9	Cancel the Company's Treasury Shares	G	SH	Against	Against
<i>Blended Rationale: [TK-S0810-002] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					

## GuoCheng Mining Co., Ltd.

**Meeting Date:** 06/01/2025

**Country:** China

**Ticker:** 000688

**Record Date:** 31/12/2024

**Meeting Type:** Special

## GuoCheng Mining Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Equity Transfer and Related Party Transaction	G	Mgmt	For	For
2	Approve Passive Formation of Related Financial Assistance	G	Mgmt	For	For
3	Approve Signing of the Cooperation Framework Agreement and Related Party Transaction	G	Mgmt	For	For
4	Approve Provision of Guarantee	G	SH	For	For

*Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.*

## GuoCheng Mining Co., Ltd.

**Meeting Date:** 24/01/2025

**Country:** China

**Ticker:** 000688

**Record Date:** 21/01/2025

**Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Provision of Guarantee	G	Mgmt	For	For

## GuoCheng Mining Co., Ltd.

**Meeting Date:** 10/02/2025

**Country:** China

**Ticker:** 000688

**Record Date:** 05/02/2025

**Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Provision of Guarantee and Related Party Transaction	G	Mgmt	For	For

## GuoCheng Mining Co., Ltd.

**Meeting Date:** 17/03/2025

**Country:** China

**Ticker:** 000688

**Record Date:** 12/03/2025

**Meeting Type:** Special

## GuoCheng Mining Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Estimated Amount of External Guarantees	G	Mgmt	For	For
2	Approve Change Business Scope and Amendment of Articles of Association	G	Mgmt	For	For

## Haisco Pharmaceutical Group Co., Ltd.

**Meeting Date:** 15/01/2025      **Country:** China      **Ticker:** 002653  
**Record Date:** 10/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Profit Distribution Plan for the First Three Quarters	G	Mgmt	For	For
2	Approve Completion of Raised Funds Investment Project and Subsequent Arrangements for the Remaining Funds	G	SH	For	For

*Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.*

## Hana Financial Group, Inc.

**Meeting Date:** 25/03/2025      **Country:** South Korea      **Ticker:** 086790  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Amend Articles of Incorporation	G	Mgmt	For	For
3.1	Elect Park Dong-moon as Outside Director	G	Mgmt	For	For
3.2	Elect Lee Gang-won as Outside Director	G	Mgmt	For	For
3.3	Elect Lee Jun-seo as Outside Director	G	Mgmt	For	For
3.4	Elect Seo Young-suk as Outside Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Hana Financial Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.5	Elect Hahm Young-ju as Inside Director	G	Mgmt	For	For
3.6	Elect Lee Seung-yeol as Inside Director	G	Mgmt	For	For
3.7	Elect Kang Seong-muk as Inside Director	G	Mgmt	For	For
4	Elect Won Suk-yeon as Outside Director to Serve as an Audit Committee Member	G	Mgmt	For	For
5.1	Elect Park Dong-moon as a Member of Audit Committee	G	Mgmt	For	For
5.2	Elect Lee Jae-min as a Member of Audit Committee	G	Mgmt	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Hangzhou First Applied Material Co., Ltd.

**Meeting Date:** 17/01/2025      **Country:** China      **Ticker:** 603806  
**Record Date:** 10/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Completion of Partial Fundraising Projects of the Company and the Permanent Replenishment of Remaining Raised Funds	G	Mgmt	For	For

## Hangzhou First Applied Material Co., Ltd.

**Meeting Date:** 13/03/2025      **Country:** China      **Ticker:** 603806  
**Record Date:** 07/03/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Downward Adjustment on Conversion Price of Convertible Bonds	G	Mgmt	For	Against

*Blended Rationale: [SF-M0400-003] We believe this proposal is not in the best interest of shareholders.*

## HANJIN KAL Corp.

Meeting Date: 26/03/2025

Country: South Korea

Ticker: 180640

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Park Seong-ho as Outside Director	G	Mgmt	For	For
2.2	Elect Cho In-young as Outside Director	G	Mgmt	For	For
3	Elect Ryu Gyeong-pyo as Inside Director	G	Mgmt	For	For
4.1	Amend Articles of Incorporation (Record Date)	G	Mgmt	For	For
4.2	Amend Articles of Incorporation (Equivalent Dividend)	G	Mgmt	For	For
4.3	Amend Articles of Incorporation (Electronic Registration)	G	Mgmt	For	For
4.4	Amend Articles of Incorporation (Addendum)	G	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## HANKOOK TIRE & TECHNOLOGY Co., Ltd.

Meeting Date: 26/03/2025

Country: South Korea

Ticker: 161390

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Amend Articles of Incorporation (Board Committee name change)	G	Mgmt	For	For
2.2	Amend Articles of Incorporation (Interim Dividend)	G	Mgmt	For	For
2.3	Amend Articles of Incorporation (Addendum)	G	Mgmt	For	For
3.1	Elect Lee Sang-hun as Inside Director	G	Mgmt	For	For
3.2	Elect Ahn Jong-seon as Inside Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation



## HANKOOK TIRE & TECHNOLOGY Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.3	Elect Park Jeong-su as Inside Director	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Hanmi Pharmaceutical Co., Ltd.

Meeting Date: 26/03/2025

Country: South Korea

Ticker: 128940

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Amend Articles of Incorporation	G	Mgmt	For	For
3.1	Elect Choi In-young as Inside Director	G	Mgmt	For	For
3.2	Elect Kim Jae-gyo as Non-Independent Non-Executive Director	G	Mgmt	For	For
4	Elect Lee Young-gu as Outside Director to Serve as an Audit Committee Member	G	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## HANMI Semiconductor Co., Ltd.

Meeting Date: 21/03/2025

Country: South Korea

Ticker: 042700

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Approval of Reduction of Capital Reserve	G	Mgmt	For	For
3	Elect Gwak Dong-shin as Inside Director	G	Mgmt	For	For
4	Elect Lee Ga-geun as Outside Director	G	Mgmt	For	For

## HANMI Semiconductor Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	Against
<i>Blended Rationale: [KR-M0549-001] Company has not provided justification for the proposed increase in remuneration cap.</i>					
6	Authorize Board to Fix Remuneration of Internal Auditor(s)	G	Mgmt	For	For

## Hanon Systems

**Meeting Date:** 03/01/2025      **Country:** South Korea      **Ticker:** 018880  
**Record Date:** 18/11/2024      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles of Incorporation	G	Mgmt	For	For
2.1	Elect Lee Su-il as Inside Director	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-007] Nominee has not demonstrated ability to effectively represent shareholders' best interests.</i>					
2.2	Elect Park Jeong-ho as Inside Director	G	Mgmt	For	For
2.3	Elect Park Jong-ho as Non-Independent Non-Executive Director	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-007] Nominee has not demonstrated ability to effectively represent shareholders' best interests.</i>					

## Hanon Systems

**Meeting Date:** 31/03/2025      **Country:** South Korea      **Ticker:** 018880  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Appropriation of Income	G	Mgmt	For	For
2.1	Amend Articles of Incorporation (Electronic Registration)	G	Mgmt	For	For
2.2	Amend Articles of Incorporation (Dividends)	G	Mgmt	For	For

## Hanon Systems

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.3	Amend Articles of Incorporation (Duties and Liabilities of Directors)	G	Mgmt	For	For
2.4	Amend Articles of Incorporation (Amendments Related to Audit Committee)	G	Mgmt	For	For
2.5	Amend Articles of Incorporation (Addendum)	G	Mgmt	For	For
3.1	Elect Hong Seok-cheol as Outside Director	G	Mgmt	For	For
3.2	Elect Kim Hye-gyeong as Outside Director	G	Mgmt	For	For
4	Elect Heo Bo-hui as Outside Director to Serve as an Audit Committee Member	G	Mgmt	For	For
5.1	Elect Hong Seok-cheol as a Member of Audit Committee	G	Mgmt	For	For
5.2	Elect Kim Hye-gyeong as a Member of Audit Committee	G	Mgmt	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Hansol Chemical Co., Ltd.

**Meeting Date:** 18/03/2025

**Country:** South Korea

**Ticker:** 014680

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1.1	Elect Park Won-hwan as Inside Director	G	Mgmt	For	For
2.1.2	Elect Han Jang-ahn as Inside Director	G	Mgmt	For	For
2.2	Elect Park Jin-won as Outside Director	G	Mgmt	For	For
3	Elect Kim Sol as Outside Director to Serve as an Audit Committee Member	G	Mgmt	For	For
4	Elect Park Jin-won as a Member of Audit Committee	G	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For
6	Approve Stock Option Grants	G	Mgmt	For	For

Meeting Date: 20/03/2025

Country: South Korea

Ticker: 042660

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Amend Articles of Incorporation (Equivalent Dividend)	G	Mgmt	For	For
2.2	Amend Articles of Incorporation (Electronic Registration)	G	Mgmt	For	For
2.3	Amend Articles of Incorporation (Dividend Procedure)	G	Mgmt	For	For
2.4	Amend Articles of Incorporation (Addendum)	G	Mgmt	For	For
3.1	Elect Kim Jong-seo as Inside Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence.</i>					
3.2	Elect Philippe Levy as Inside Director	G	Mgmt	For	For
3.3	Elect Kim Dong-gwan as Non-Independent Non-Executive Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence.</i>					
3.4	Elect Hyeon Nak-hui as Outside Director	G	Mgmt	For	For
3.5	Elect George P. Bush as Outside Director	G	Mgmt	For	For
3.6	Elect Choi Hun as Outside Director	G	Mgmt	For	For
3.7	Elect Ahn Wan-gi as Outside Director	G	Mgmt	For	For
4	Elect Kim Bong-hwan as Outside Director to Serve as an Audit Committee Member	G	Mgmt	For	For
5.1	Elect Hyeon Nak-hui as a Member of Audit Committee	G	Mgmt	For	For
5.2	Elect Ahn Wan-gi as a Member of Audit Committee	G	Mgmt	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## HANWHA SOLUTIONS CORP.

**Meeting Date:** 25/03/2025

**Country:** South Korea

**Ticker:** 009830

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Amend Articles of Incorporation (Business Objectives)	G	Mgmt	For	For
2.2	Amend Articles of Incorporation (Equivalent Dividend)	G	Mgmt	For	For
2.3	Amend Articles of Incorporation (Shareholder Meeting)	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					
2.4	Amend Articles of Incorporation (Model AOI)	G	Mgmt	For	For
3	Elect Kim In-hwan as Non-Independent Non-Executive Director	G	Mgmt	For	For
4	Elect Jang Jae-su as Outside Director to serve as an Audit Committee Member	G	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Hapvida Participacoes e Investimentos SA

**Meeting Date:** 18/02/2025

**Country:** Brazil

**Ticker:** HAPV3

**Record Date:**

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Add Chapter XII and Article 49 Re: Mandatory Bid Provision	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					
2	Consolidate Bylaws	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					

## HD Hyundai Electric Co., Ltd.

Meeting Date: 25/03/2025

Country: South Korea

Ticker: 267260

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Elect Kim Young-gi as Inside Director	G	Mgmt	For	For
3	Elect Jeon Soon-ock as Outside Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification.</i>					
4	Elect Jeon Soon-ock as a Member of Audit Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification.</i>					
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## HD Hyundai Heavy Industries Co., Ltd.

Meeting Date: 26/03/2025

Country: South Korea

Ticker: 329180

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Elect Park Hyeon-jeong as Outside Director to serve as a Member of Audit Committee	G	Mgmt	For	For
3	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## HD Hyundai Mipo Co., Ltd.

Meeting Date: 25/03/2025

Country: South Korea

Ticker: 010620

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For

## HD Hyundai Mipo Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect Kim Hyeong-gwan as Inside Director	G	Mgmt	For	For
2.2	Elect Namgoong Hun as Inside Director	G	Mgmt	For	For
2.3	Elect Kim Seong-eun as Outside Director	G	Mgmt	For	For
3	Elect Kim Seong-eun as a Member of Audit Committee	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## HD Korea Shipbuilding & Offshore Engineering Co., Ltd.

**Meeting Date:** 26/03/2025      **Country:** South Korea      **Ticker:** 009540  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Jeong Gi-seon as Inside Director	G	Mgmt	For	For
2.2	Elect Cho Young-hui as Outside Director	G	Mgmt	For	For
3	Elect Cho Young-hui as a Member of Audit Committee	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## HEICO Corporation

**Meeting Date:** 14/03/2025      **Country:** USA      **Ticker:** HEI  
**Record Date:** 17/01/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Thomas M. Culligan	G	Mgmt	For	For
1.2	Elect Director Carol F. Fine	G	Mgmt	For	For
1.3	Elect Director Adolfo Henriques	G	Mgmt	For	For
1.4	Elect Director Mark H. Hildebrandt	G	Mgmt	For	For

## HEICO Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.5	Elect Director Eric A. Mendelson	G	Mgmt	For	For
1.6	Elect Director Laurans A. Mendelson	G	Mgmt	For	For
1.7	Elect Director Victor H. Mendelson	G	Mgmt	For	For
1.8	Elect Director Julie Neitzel	G	Mgmt	For	For
1.9	Elect Director Alan Schriesheim	G	Mgmt	For	Against
<i>Blended Rationale: 1- [HK-M0201-014] Director responsible for lack of timely refreshment of board.2- [SD-M0201-001] The Chairman of the board is not independent and a lead independent director has not been identified.</i>					
1.10	Elect Director Frank J. Schwitter	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

## Helmerich & Payne, Inc.

**Meeting Date:** 05/03/2025      **Country:** USA      **Ticker:** HP  
**Record Date:** 06/01/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Delaney M. Bellinger	G	Mgmt	For	For
1b	Elect Director Belgacem Chariag	G	Mgmt	For	For
1c	Elect Director Kevin G. Cramton	G	Mgmt	For	For
1d	Elect Director Randy A. Foutch	G	Mgmt	For	For
1e	Elect Director Hans Helmerich	G	Mgmt	For	For
1f	Elect Director Elizabeth R. Killinger	G	Mgmt	For	For
1g	Elect Director John W. Lindsay	G	Mgmt	For	For
1h	Elect Director Jose R. Mas	G	Mgmt	For	For
1i	Elect Director Donald F. Robillard, Jr.	G	Mgmt	For	For
1j	Elect Director John D. Zeglis	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For



## Helmerich & Payne, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

## Hengli Petrochemical Co., Ltd.

**Meeting Date:** 26/03/2025      **Country:** China      **Ticker:** 600346  
**Record Date:** 20/03/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Li Xiaoming as Non-independent Director	G	SH	For	For

*Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.*

## Hillenbrand, Inc.

**Meeting Date:** 18/02/2025      **Country:** USA      **Ticker:** HI  
**Record Date:** 13/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Gary L. Collar	G	Mgmt	For	For
1.2	Elect Director Joy M. Greenway	G	Mgmt	For	For
1.3	Elect Director Joseph T. Lower	G	Mgmt	For	For
1.4	Elect Director Dennis W. Pullin	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

## Hisense Home Appliances Group Co., Ltd.

**Meeting Date:** 10/03/2025      **Country:** China      **Ticker:** 921  
**Record Date:** 27/02/2025      **Meeting Type:** Extraordinary Shareholders

## Hisense Home Appliances Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	EGM BALLOT FOR HOLDERS OF H SHARES Approve Expected Limits of Guarantee	G	Mgmt	For	Against

*Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.*

## HLB Co., Ltd.

**Meeting Date:** 31/03/2025      **Country:** South Korea      **Ticker:** 028300  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Han Yong-hae as Inside Director	G	Mgmt	For	For
2.2	Elect Yang Chung-mo as Outside Director	G	Mgmt	For	For
3	Elect Yang Chung-mo as a Member of Audit Committee	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For
5	Approve Terms of Retirement Pay	G	Mgmt	For	Against

*Blended Rationale: [LN-M0550-001] Design of remuneration arrangements does not sufficiently align with long-term shareholder economic interests.*

## HMM Co., Ltd.

**Meeting Date:** 26/03/2025      **Country:** South Korea      **Ticker:** 011200  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Choi Won-hyeok as Inside Director	G	Mgmt	For	For

## HMM Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.2	Elect Lee Jeong-yeop as Inside Director	G	Mgmt	For	For
3	Elect Seo Geun-woo as Outside Director to serve as an Audit Committee Member	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification.</i>					
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For
5	Approve Terms of Retirement Pay	G	Mgmt	For	For

## Holmen AB

Meeting Date: 31/03/2025      Country: Sweden      Ticker: HOLM.B  
Record Date: 21/03/2025      Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Designate Inspectors of Minutes of Meeting	G	Mgmt	For	For
5	Approve Agenda of Meeting	G	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	G	Mgmt		
8	Allow Questions	G	Mgmt		
9	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 12.00 Per Share; Approve Record Date for Dividend Payment	G	Mgmt	For	For
11	Approve Discharge of Board and President	G	Mgmt	For	For
12	Determine Number of Members (9) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	G	Mgmt	For	For

## Holmen AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13	Approve Remuneration of Directors in the Amount of SEK 910,000 for Chair and SEK 455,000 for Other Directors; Approve Remuneration of Auditor	G	Mgmt	For	For
14	Reelect Fredrik Lundberg (Chair), Alice Kempe, Louise Lindh, Ulf Lundahl, Fredrik Persson, Henrik Sjolund, Henriette Zeuchner and Carina Akerstrom as Directors; Elect Stefan Widing as New Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
15	Ratify PricewaterhouseCoopers AB as Auditor	G	Mgmt	For	For
16	Approve Remuneration Report	G	Mgmt	For	For
17.a	Approve Performance Share Matching Plan LTIP 2025 for Key Employees	G	Mgmt	For	For
17.b1	Approve Equity Plan Financing	G	Mgmt	For	For
17.b2	Approve Alternative Equity Plan Financing - if Item 17.b1 is Not Approved	G	Mgmt	For	For
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
19	Close Meeting	G	Mgmt		

## Hologic Inc.

**Meeting Date:** 26/02/2025      **Country:** USA      **Ticker:** HOLX  
**Record Date:** 06/01/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Stephen P. MacMillan	G	Mgmt	For	For
1b	Elect Director Charles J. Dockendorff	G	Mgmt	For	For
1c	Elect Director Ludwig N. Hantson	G	Mgmt	For	For
1d	Elect Director Martin Madaus	G	Mgmt	For	For
1e	Elect Director Nanaz Mohtashami	G	Mgmt	For	For
1f	Elect Director Christiana Stamoulis	G	Mgmt	For	For

## Hologic Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director Stacey D. Stewart	G	Mgmt	For	For
1h	Elect Director Amy M. Wendell	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Adopt Simple Majority Vote	G	SH	None	For

*Blended Rationale: [SF-S0311-001] Supermajority vote requirement serves as an entrenchment device for management.*

## Home REIT PLC

**Meeting Date:** 20/02/2025      **Country:** United Kingdom      **Ticker:** HOME  
**Record Date:** 18/02/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0105-002] Vote against accepting because of serious qualifications by auditors.</i>					
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Remuneration Policy	G	Mgmt	For	For
4	Elect Roderick Day as Director	G	Mgmt	For	For
5	Re-elect Michael O'Donnell as Director	G	Mgmt	For	For
6	Elect Peter Williams as Director	G	Mgmt	For	For
7	Reappoint BDO LLP as Auditors	G	Mgmt	For	For
8	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
9	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
10	Authorise Market Purchase of Ordinary Shares Pursuant to the Tender Offer	G	Mgmt	For	For
11	Approve Cancellation of the Share Premium Account	G	Mgmt	For	For
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Horiba Ltd.

Meeting Date: 29/03/2025

Country: Japan

Ticker: 6856

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Horiba, Atsushi	G	Mgmt	For	For
1.2	Elect Director Saito, Juichi	G	Mgmt	For	For
1.3	Elect Director Adachi, Masayuki	G	Mgmt	For	For
1.4	Elect Director Koishi, Hideyuki	G	Mgmt	For	For
1.5	Elect Director George Gillespie	G	Mgmt	For	For
1.6	Elect Director Horiba, Dan	G	Mgmt	For	For
1.7	Elect Director Toyama, Haruyuki	G	Mgmt	For	For
1.8	Elect Director Matsuda, Fumihiko	G	Mgmt	For	For
1.9	Elect Director Tanabe, Tomoko	G	Mgmt	For	For
2	Approve Fixed Cash Compensation Ceiling and Performance-Based Cash Compensation Ceiling for Directors	G	Mgmt	For	For

## Hormel Foods Corporation

Meeting Date: 28/01/2025

Country: USA

Ticker: HRL

Record Date: 29/11/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Gary C. Bhojwani	G	Mgmt	For	For
1b	Elect Director Stephen M. Lacy	G	Mgmt	For	For
1c	Elect Director Elsa A. Murano	G	Mgmt	For	For
1d	Elect Director William A. Newlands	G	Mgmt	For	For
1e	Elect Director Christopher J. Policinski	G	Mgmt	For	For
1f	Elect Director Debra L. Schoneman	G	Mgmt	For	For
1g	Elect Director Sally J. Smith	G	Mgmt	For	For
1h	Elect Director James P. Snee	G	Mgmt	For	For
1i	Elect Director Steven A. White	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Hormel Foods Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1j	Elect Director Michael P. Zechmeister	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Publish Measurable Timebound Targets for Increasing Group Sow Housing in Supply Chain	S	SH	Against	Against

*Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.*

## Hoshino Resorts REIT, Inc.

**Meeting Date:** 30/01/2025

**Country:** Japan

**Ticker:** 3287

**Record Date:** 31/10/2024

**Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Authorize Public Announcements in Electronic Format - Amend Permitted Investment Types - Update Asset Management Compensation in Connection with Unit Split	G	Mgmt	For	For
2	Elect Executive Director Akimoto, Kenji	G	Mgmt	For	For
3.1	Elect Supervisory Director Shinagawa, Hiroshi	G	Mgmt	For	For
3.2	Elect Supervisory Director Fujikawa, Yukiko	G	Mgmt	For	For
4	Elect Alternate Executive Director Kabuki, Takahiro	G	Mgmt	For	For
5	Elect Alternate Supervisory Director Takahashi, Junji	G	Mgmt	For	For

## HOSHIZAKI Corp.

**Meeting Date:** 26/03/2025

**Country:** Japan

**Ticker:** 6465

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sakamoto, Seishi	G	Mgmt	For	For
1.2	Elect Director Kobayashi, Yasuhiro	G	Mgmt	For	For
1.3	Elect Director Tomozoe, Masanao	G	Mgmt	For	For
1.4	Elect Director Goto, Masahiko	G	Mgmt	For	For
1.5	Elect Director Ieta, Yasushi	G	Mgmt	For	For
1.6	Elect Director Nishiguchi, Shiro	G	Mgmt	For	For
1.7	Elect Director Seki, Ryuichiro	G	Mgmt	For	For
1.8	Elect Director Tanjima, Toshikazu	G	Mgmt	For	For
2	Elect Director and Audit Committee Member Tsuge, Satoe	G	Mgmt	For	For

**HOTEL SHILLA Co., Ltd.**

**Meeting Date:** 20/03/2025      **Country:** South Korea      **Ticker:** 008770  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles of Incorporation	G	Mgmt	For	For
2	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
3.1	Elect Cho Byeong-jun as Inside Director	G	Mgmt	For	For
3.2	Elect Kim Hyeon-woong as Outside Director	G	Mgmt	For	For
3.3	Elect Kim Jun-gi as Outside Director	G	Mgmt	For	For
3.4	Elect Jin Jeong-gu as Outside Director	G	Mgmt	For	For
4.1	Elect Kim Hyeon-woong as a Member of Audit Committee	G	Mgmt	For	For
4.2	Elect Kim Jun-gi as a Member of Audit Committee	G	Mgmt	For	For
5	Elect Kim Nak-hoe as Outside Director to Serve as an Audit Committee Member	G	Mgmt	For	For



## HOTEL SHILLA Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Hoymiles Power Electronics, Inc.

**Meeting Date:** 15/01/2025      **Country:** China      **Ticker:** 688032  
**Record Date:** 09/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles of Association	G	Mgmt	For	For

## Hua Xia Bank Co., Ltd.

**Meeting Date:** 17/03/2025      **Country:** China      **Ticker:** 600015  
**Record Date:** 07/03/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Yang Shujian as Non-independent Director	G	Mgmt	For	For

## Hufvudstaden AB

**Meeting Date:** 20/03/2025      **Country:** Sweden      **Ticker:** HUFV.A  
**Record Date:** 12/03/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt	For	For
5	Approve Agenda of Meeting	G	Mgmt	For	For
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive CEO's Report	G	Mgmt		

## Hufvudstaden AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Receive Financial Statements and Statutory Reports; Report on Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt		
9	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
10	Approve Allocation of Income and Dividends of SEK 2.80 Per Share	G	Mgmt	For	For
11	Approve Discharge of Management and Board	G	Mgmt	For	For
12	Determine Number of Members and Deputy Members of Board; Determine Number of Auditors and Deputy Auditors	G	Mgmt	For	For
13	Approve Remuneration of Directors in the Amount of SEK 580,000 for Chair, and SEK 290,000 for Other Directors; Approve Remuneration of Auditors	G	Mgmt	For	For
14	Reelect Claes Boustedt, Peter Egardt, Liv Forhaug, Louise Lindh, Katarina Ljungqvist, Fredrik Lundberg (Chair), Anders Nygren, Fredrik Persson and Sten Peterson as Directors; Ratify PricewaterhouseCoopers AB as Auditor	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i></p>					
15	Approve Remuneration Report	G	Mgmt	For	For
16	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
17	Close Meeting	G	Mgmt		

## Huizhou Desay SV Automotive Co., Ltd.

**Meeting Date:** 06/01/2025

**Country:** China

**Ticker:** 002920

**Record Date:** 30/12/2024

**Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Repurchase and Cancellation of Performance Shares	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Huizhou Desay SV Automotive Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Change in Registered Capital and Amendment of Articles of Association	G	Mgmt	For	For
3	Approve Daily Related Party Transactions	G	Mgmt	For	For
4	Approve Estimated Amount of External Guarantees	G	Mgmt	For	For

## Hulic Co., Ltd.

**Meeting Date:** 26/03/2025      **Country:** Japan      **Ticker:** 3003  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 28	G	Mgmt	For	For

## Hutchmed (China) Limited

**Meeting Date:** 31/03/2025      **Country:** Cayman Islands      **Ticker:** 13  
**Record Date:** 25/03/2025      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Sale and Purchase of Equity Interest in Shanghai Hutchison Pharmaceuticals Limited under Various Agreements and Related Transactions	G	Mgmt	For	For

## HYBE Co., Ltd.

**Meeting Date:** 31/03/2025      **Country:** South Korea      **Ticker:** 352820  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For

## HYBE Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect Lee Mi-gyeong as Outside Director	G	Mgmt	For	For
2.2	Elect Lee Sang-seung as Outside Director	G	Mgmt	For	For
2.3	Elect Baek Seung-ju as Outside Director	G	Mgmt	For	For
2.4	Elect Cho Won-gyeong as Outside Director	G	Mgmt	For	For
3.1	Elect Baek Seung-ju as a Member of Audit Committee	G	Mgmt	For	For
3.2	Elect Cho Won-gyeong as a Member of Audit Committee	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For
5	Approve Stock Option Grants	G	Mgmt	For	For

## Hygon Information Technology Co., Ltd.

Meeting Date: 17/03/2025

Country: China

Ticker: 688041

Record Date: 12/03/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Profit Distribution	G	Mgmt	For	For
2	Approve Increase in Daily Related Party Transactions	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTOR VIA CUMULATIVE VOTING		Mgmt		
3.1	Elect Chen Jian as Director	G	Mgmt	For	For

## Hyosung TNC Corp.

Meeting Date: 23/01/2025

Country: South Korea

Ticker: 298020

Record Date: 27/12/2024

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Acquire Certain Assets of Another Company	G	Mgmt	For	For

## Hyosung TNC Corp.

Meeting Date: 20/03/2025

Country: South Korea

Ticker: 298020

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Elect Eun Seong-su as Outside Director to serve as an Audit Committee Member	G	Mgmt	For	For
3	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## HYUNDAI ENGINEERING & CONSTRUCTION Co., Ltd.

Meeting Date: 03/01/2025

Country: South Korea

Ticker: 000720

Record Date: 03/12/2024

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Lee Han-woo as Inside Director	G	Mgmt	For	For

## HYUNDAI ENGINEERING & CONSTRUCTION Co., Ltd.

Meeting Date: 20/03/2025

Country: South Korea

Ticker: 000720

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Amend Articles of Incorporation	G	Mgmt	For	For
3.1	Elect Hwang Jun-ha as Inside Director	G	Mgmt	For	For
3.2	Elect Jeong Moon-gi as Outside Director	G	Mgmt	For	For
4	Elect Jeong Moon-gi as a Member of Audit Committee	G	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Hyundai GLOVIS Co., Ltd.

Meeting Date: 25/03/2025

Country: South Korea

Ticker: 086280

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Elect Jan Eyvin-wang as Non-Independent Non-Executive Director	G	Mgmt	For	For
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence</i>					
3	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## HYUNDAI MARINE & FIRE INSURANCE Co., Ltd.

Meeting Date: 21/03/2025

Country: South Korea

Ticker: 001450

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Amend Articles of Incorporation	G	Mgmt	For	For
3.1	Elect Jeong Mong-yoon as Inside Director	G	Mgmt	For	For
3.2	Elect Lee Seok-hyeon as Inside Director	G	Mgmt	For	For
3.3	Elect Hwang In-gwan as Inside Director	G	Mgmt	For	For
3.4	Elect Jang Bong-gyu as Outside Director	G	Mgmt	For	For
4	Elect Doh Hyo-jeong as Outside Director to Serve as an Audit Committee Member	G	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Hyundai Mobis Co., Ltd.

Meeting Date: 19/03/2025

Country: South Korea

Ticker: 012330

Record Date: 31/12/2024

Meeting Type: Annual

## Hyundai Mobis Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Appropriation of Income	G	Mgmt	For	For
3.1	Elect Kim Hwa-jin as Outside Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence[SF-M0201-025] The nomination committee is not majority independent.</i>					
3.2	Elect Lee Gyu-seok as Inside Director	G	Mgmt	For	For
3.3	Elect Cho Yoon-deok as Inside Director	G	Mgmt	For	For
4	Elect Kim Hwa-jin as a Member of Audit Committee	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-006] Director responsible for failing to ensure sufficient board independence[SF-M0201-025] The nomination committee is not majority independent.</i>					
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For
6	Amend Articles of Incorporation	G	Mgmt	For	For

## Hyundai Motor Co., Ltd.

**Meeting Date:** 20/03/2025

**Country:** South Korea

**Ticker:** 005380

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Amend Articles of Incorporation (Business Objectives)	G	Mgmt	For	For
2.2	Amend Articles of Incorporation (Quarterly Dividend)	G	Mgmt	For	For
2.3	Amend Articles of Incorporation (Addendum)	G	Mgmt	For	For
3.1.1	Elect Kim Su-i as Outside Director	G	Mgmt	For	For
3.1.2	Elect Doh Jin-myeong as Outside Director	G	Mgmt	For	For
3.1.3	Elect Tan Benjamin as Outside Director	G	Mgmt	For	For

## Hyundai Motor Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.2.1	Elect Jeong Ui-seon as Inside Director	G	Mgmt	For	For
3.2.2	Elect Jin Eun-suk as Inside Director	G	Mgmt	For	For
4.1	Elect Kim Sui-i as a Member of Audit Committee Member	G	Mgmt	For	For
4.2	Elect Doh Jin-myeong as a Member of Audit Committee Member	G	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## HYUNDAI ROTEM Co.

Meeting Date: 26/03/2025

Country: South Korea

Ticker: 064350

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Kim Du-hong as Inside Director	G	Mgmt	For	For
2.2	Elect Yoon Ji-won as Outside Director	G	Mgmt	For	For
2.3	Elect Baek Seung-geun as Outside Director	G	Mgmt	For	For
3	Elect Kim Tae-yeon as Outside Director to serve as a Member of Audit Committee	G	Mgmt	For	For
4	Elect Baek Seung-geun as a Member of Audit Committee	G	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Hyundai Steel Co.

Meeting Date: 25/03/2025

Country: South Korea

Ticker: 004020

Record Date: 31/12/2024

Meeting Type: Annual



## Hyundai Steel Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Lee Bo-ryong as Inside Director	G	Mgmt	For	For
2.2	Elect Park Ji-soon as Outside Director	G	Mgmt	For	For
2.3	Elect Lee Young-guk as Outside Director	G	Mgmt	For	For
3.1	Elect Park Ji-soon as a Member of Audit Committee	G	Mgmt	For	For
3.2	Elect Lee Young-guk as a Member of Audit Committee	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Ichikoh Industries Ltd.

Meeting Date: 27/03/2025

Country: Japan

Ticker: 7244

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 6.5	G	Mgmt	For	For
2.1	Elect Director Ali Ordoobadi	G	Mgmt	For	For
2.2	Elect Director Christophe Vilatte	G	Mgmt	For	For
2.3	Elect Director Miyashita, Kazuyuki	G	Mgmt	For	For
2.4	Elect Director Shirato, Hideki	G	Mgmt	For	For
2.5	Elect Director Maurizio Martinelli	G	Mgmt	For	For
2.6	Elect Director Raul Perez	G	Mgmt	For	For
2.7	Elect Director Aomatsu, Hideo	G	Mgmt	For	For
2.8	Elect Director Sagawa, Akemi	G	Mgmt	For	For
2.9	Elect Director Francois-Xavier Lienhart	G	Mgmt	For	For
3	Appoint Statutory Auditor Takamori, Masaki	G	Mgmt	For	For

## Ichikoh Industries Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Appoint Alternate Statutory Auditor Saito, Shigenori	G	Mgmt	For	For

## ICL Group Ltd.

**Meeting Date:** 06/03/2025      **Country:** Israel      **Ticker:** ICL  
**Record Date:** 27/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Compensation Terms of Elad Aharonson, CEO	G	Mgmt	For	For
2	Approve Grant of Options to Elad Aharonson, CEO	G	Mgmt	For	For
3	Approve Renewal of Compensation Terms of Yoav Doppelt, Chairman	G	Mgmt	For	For
4	Approve Grant of Options to Yoav Doppelt, Chairman	G	Mgmt	For	For

## Imugene Limited

**Meeting Date:** 22/01/2025      **Country:** Australia      **Ticker:** IMU  
**Record Date:** 20/01/2025      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Terms of the Noteholder Warrants to be Issued to the Noteholder in Connection with Convertible Note Raising	G	Mgmt	For	For
2	Approve Issuance of Convertible Notes and Noteholder Warrants to CVI Investments, Inc., in Connection with Convertible Note Raising	G	Mgmt	For	For

## Infineon Technologies AG

**Meeting Date:** 20/02/2025      **Country:** Germany      **Ticker:** IFX  
**Record Date:** 13/02/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.35 per Share	G	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2024	G	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Elke Reichart (from Nov. 1, 2023) for Fiscal Year 2024	G	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2024	G	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Andreas Urschitz for Fiscal Year 2024	G	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Rutger Wijburg for Fiscal Year 2024	G	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Constanze Hufenbecher (until Oct. 31, 2023) for Fiscal Year 2024	G	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Herbert Diess for Fiscal Year 2024	G	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Xiaoqun Clever-Steg for Fiscal Year 2024	G	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2024	G	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2024	G	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2024	G	Mgmt	For	For

# Infiniteon Technologies AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.6	Approve Discharge of Supervisory Board Member Hermann Eul (from Feb. 23, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2024	G	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Klaus Helmrich for Fiscal Year 2024	G	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2024	G	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Manfred Puffer (until Feb. 23, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2024	G	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2024	G	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2024	G	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2024	G	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Mirco Synde for Fiscal Year 2024	G	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2024	G	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Ute Wolf for Fiscal Year 2024	G	Mgmt	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2025	G	Mgmt	For	For
6	Ratify Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Infinion Technologies AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.1	Elect Xiaoqun Clever-Steg to the Supervisory Board	G	Mgmt	For	For
7.2	Elect Friedrich Eichiner to the Supervisory Board	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
7.3	Elect Ulrich Spiesshofer to the Supervisory Board	G	Mgmt	For	For
7.4	Elect Margret Suckale to the Supervisory Board	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
8	Approve Creation of EUR 30 Million Pool of Authorized Capital 2025/I for Employee Participation Plans	G	Mgmt	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For
10	Approve Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-006] Vesting conditions and performance hurdles are unsatisfactory. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
11	Approve Remuneration Report	G	Mgmt	For	For

## Infomart Corp.

Meeting Date: 26/03/2025

Country: Japan

Ticker: 2492

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 0.97	G	Mgmt	For	For
2	Amend Articles to Reduce Directors' Term	G	Mgmt	For	For
3.1	Elect Director Nakajima, Ken	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i>					
3.2	Elect Director Fujita, Naotake	G	Mgmt	For	For
3.3	Elect Director Nagao, Osamu	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Infomart Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.4	Elect Director Murakami, Hajime	G	Mgmt	For	For
3.5	Elect Director Kimura, Shin	G	Mgmt	For	For
3.6	Elect Director Kato, Kazutaka	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
3.7	Elect Director Okahashi, Terukazu	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
3.8	Elect Director Kanekawa, Maki	G	Mgmt	For	For
3.9	Elect Director Sungil Lee	G	Mgmt	For	For
4	Appoint Statutory Auditor Takino, Yoshio	G	Mgmt	For	For

## Ingles Markets, Incorporated

**Meeting Date:** 03/03/2025      **Country:** USA      **Ticker:** IMKTA  
**Record Date:** 03/01/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ernest E. Ferguson	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified. [SF-M0201-005] Vote against for failure of the nom/gov committee to take action with respect to substantial votes against one or more directors last year.</i>					
1.2	Elect Director John R. Lowden	G	Mgmt	For	Withhold
<i>Blended Rationale: [RU-M0201-006] Nominee has demonstrated a pattern of poor meeting attendance.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Increase Size of the Board by 2 Members	G	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					

## Inner Mongolia Yuan Xing Energy Co., Ltd.

**Meeting Date:** 21/03/2025      **Country:** China      **Ticker:** 000683  
**Record Date:** 18/03/2025      **Meeting Type:** Special

## Inner Mongolia Yuan Xing Energy Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect He Yong as Supervisor	G	SH	For	For

*Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.*

## INPEX Corp.

**Meeting Date:** 28/03/2025      **Country:** Japan      **Ticker:** 1605  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 17,200 for Class Ko Shares, and JPY 43 for Ordinary Shares	G	Mgmt	For	For
2.1	Elect Director Ueda, Takayuki	G	Mgmt	For	For
2.2	Elect Director Fujii, Hiroshi	G	Mgmt	For	For
2.3	Elect Director Okawa, Hitoshi	G	Mgmt	For	For
2.4	Elect Director Yamada, Daisuke	G	Mgmt	For	For
2.5	Elect Director Takimoto, Toshiaki	G	Mgmt	For	For
2.6	Elect Director Yanai, Jun	G	Mgmt	For	For
2.7	Elect Director Iio, Norinao	G	Mgmt	For	For
2.8	Elect Director Nishimura, Atsuko	G	Mgmt	For	For
2.9	Elect Director Morimoto, Hideka	G	Mgmt	For	For
2.10	Elect Director Bruce Miller	G	Mgmt	For	For
3	Approve Compensation Ceiling for Directors	G	Mgmt	For	For
4	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

## Integratin Holdings Plc

**Meeting Date:** 27/02/2025      **Country:** United Kingdom      **Ticker:** IHP  
**Record Date:** 25/02/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Remuneration Policy	G	Mgmt	For	For
4	Approve Combined Incentive Plan	G	Mgmt	For	For
5	Re-elect Richard Cranfield as Director	G	Mgmt	For	For
6	Re-elect Alexander Scott as Director	G	Mgmt	For	For
7	Re-elect Michael Howard as Director	G	Mgmt	For	For
8	Re-elect Euan Marshall as Director	G	Mgmt	For	For
9	Re-elect Caroline Banzsky as Director	G	Mgmt	For	For
10	Re-elect Victoria Cochrane as Director	G	Mgmt	For	For
11	Elect Irene Brown as Director	G	Mgmt	For	For
12	Re-elect Rita Dhut as Director	G	Mgmt	For	For
13	Re-elect Charles Lister as Director	G	Mgmt	For	For
14	Reappoint Ernst & Young LLP as Auditors	G	Mgmt	For	For
15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
17	Authorise Issue of Equity	G	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
20	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For



## Interconexión Eléctrica SA ESP

**Meeting Date:** 26/03/2025

**Country:** Colombia

**Ticker:** ISA

**Record Date:**

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Verify Quorum	G	Mgmt		
2	Approve Meeting Agenda	G	Mgmt	For	For
3	Elect Chairman of Meeting	G	Mgmt	For	For
4	Present Meeting Secretary's Report Re: Minutes of Meeting Held on March 21, 2024	G	Mgmt		
5	Elect Meeting Approval Committee	G	Mgmt	For	For
6	Welcome Message from Chairman and Presentation of Board Report	G	Mgmt		
7	Approve Management Report	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
8	Present Individual and Consolidated Financial Statements	G	Mgmt		
9	Present Auditor's Report	G	Mgmt		
10	Approve Individual and Consolidated Financial Statements	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
11	Approve Allocation of Income and Constitution of Reserves	G	Mgmt	For	For
12	Approve Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
13	Elect Directors	G	Mgmt	For	For
14	Approve Remuneration Policy	G	Mgmt	For	For
15	Transact Other Business (Non-Voting)	G	Mgmt		

## International Holdings Co. PJSC

**Meeting Date:** 24/03/2025

**Country:** United Arab Emirates

**Ticker:** IHC

**Record Date:** 21/03/2025

**Meeting Type:** Annual

## International Holdings Co. PJSC

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Board Report on Company Operations and Its Financial Position for FY 2024	G	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
3	Accept Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
4	Approve Absence of Dividends for FY 2024	G	Mgmt	For	For
5	Approve Remuneration of Directors for FY 2024	G	Mgmt	For	For
6	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
7	Approve Discharge of Auditors for FY 2024	G	Mgmt	For	For
8	Appoint Auditors and Fix Their Remuneration for FY 2025	G	Mgmt	For	For

## Intra-Cellular Therapies, Inc.

**Meeting Date:** 27/03/2025      **Country:** USA      **Ticker:** ITCI  
**Record Date:** 13/02/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	G	Mgmt	For	For
	<i>Blended Rationale: The board seeks shareholder approval for the company to be acquired by Johnson &amp; Johnson (JNJ). Under the terms of the agreement, ITCI shareholders will receive \$132.00.00 per share in cash, or \$14.0 billion in aggregate. The merger consideration represents a premium of 59.9 percent over the price on the unaffected date. Unanimous Board support with fairness opinion by Centerview Partners LLC</i>				
2	Advisory Vote on Golden Parachutes	G	Mgmt	For	For
3	Adjourn Meeting	G	Mgmt	For	For

## Intuit Inc.

**Meeting Date:** 23/01/2025      **Country:** USA      **Ticker:** INTU  
**Record Date:** 25/11/2024      **Meeting Type:** Annual

## Intuit Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Eve Burton	G	Mgmt	For	For
1b	Elect Director Scott D. Cook	G	Mgmt	For	For
1c	Elect Director Richard L. Dalzell	G	Mgmt	For	For
1d	Elect Director Sasan K. Goodarzi	G	Mgmt	For	For
1e	Elect Director Deborah Liu	G	Mgmt	For	For
1f	Elect Director Takedra Mawakana	G	Mgmt	For	For
1g	Elect Director Suzanne Nora Johnson	G	Mgmt	For	For
1h	Elect Director Forrest Norrod	G	Mgmt	For	For
1i	Elect Director Vasant Prabhu	G	Mgmt	For	For
1j	Elect Director Ryan Roslansky	G	Mgmt	For	For
1k	Elect Director Thomas Szkutak	G	Mgmt	For	For
1l	Elect Director Raul Vazquez	G	Mgmt	For	For
1m	Elect Director Eric S. Yuan	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For

## iRay Technology Co., Ltd.

**Meeting Date:** 14/01/2025

**Country:** China

**Ticker:** 688301

**Record Date:** 06/01/2025

**Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Amendments to Articles of Association	G	Mgmt	For	For

## Isracard Ltd.

**Meeting Date:** 15/01/2025

**Country:** Israel

**Ticker:** ISCD

**Record Date:** 17/11/2024

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	G	Mgmt		
2	Reappoint Somekh Chaikin (KPMG) as Auditors	G	Mgmt	For	For
3	Reelect Dalia Narkys as External Director	G	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	G	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney		Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	G	Mgmt	None	For

**Meeting Date:** 20/02/2025

**Country:** Israel

**Ticker:** ISCD

**Record Date:** 23/01/2025

**Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Issuance of Shares to Delek Group Ltd. in Connection with Acquisition Which Grant Control of the Company	G	Mgmt	For	For

## Isracard Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Amend Articles	G	Mgmt	For	For
A	<p>Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager</p> <p>Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney</p>	G	Mgmt	None	Against
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	G	Mgmt	None	For

## J&J Snack Foods Corp.

**Meeting Date:** 12/02/2025

**Country:** USA

**Ticker:** JJSF

**Record Date:** 17/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Director Kathleen E. Ciaramello	G	Mgmt	For	For
2	Ratify Grant Thornton LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Issuance of H Class Shares and Listing in The Stock Exchange of Hong Kong Limited	G	Mgmt	For	For
	APPROVE PLAN ON ISSUANCE OF H CLASS SHARES AND LISTING IN THE STOCK EXCHANGE OF HONG KONG LIMITED		Mgmt		
2.1	Approve Share Type and Par Value	G	Mgmt	For	For
2.2	Approve Issue Time	G	Mgmt	For	For
2.3	Approve Issue Manner	G	Mgmt	For	For
2.4	Approve Issue Size	G	Mgmt	For	For
2.5	Approve Pricing Method	G	Mgmt	For	For
2.6	Approve Target Subscribers	G	Mgmt	For	For
2.7	Approve Issue Principle	G	Mgmt	For	For
2.8	Approve Listing Location	G	Mgmt	For	For
2.9	Approve Underwriting Manner	G	Mgmt	For	For
2.10	Approve Analysis of Financing Costs	G	Mgmt	For	For
2.11	Approve Selection and Appointment of Issuance Agent	G	Mgmt	For	For
3	Approve Conversion to an Overseas Fundraising Company	G	Mgmt	For	For
4	Approve Usage Plan of Raised Funds	G	Mgmt	For	For
5	Approve Resolution Validity Period	G	Mgmt	For	For
6	Approve Authorization of the Board and its Authorized Persons to Handle All Related Matters	G	Mgmt	For	For
7	Approve Distribution Arrangement of Cumulative Earnings	G	Mgmt	For	For
8	Approve Amendments to Articles of Association and Relevant Rules of Procedure	G	Mgmt	For	For
	APPROVE AMENDMENT AND FORMULATION OF INTERNAL CORPORATE GOVERNANCE SYSTEM		Mgmt		

## JA Solar Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9.1	Approve Decision-making System for Related-Party Transaction	G	Mgmt	For	For
9.2	Approve System for Independent Directors	G	Mgmt	For	For
9.3	Approve Information Disclosure Management System	G	Mgmt	For	For
10	Approve Purchase of Liability Insurance for Directors, Supervisors, and Senior Management Members and Prospectus liability Insurance	G	Mgmt	For	For
11	Approve to Appoint Auditor	G	Mgmt	For	For
12	Elect Zhu Zhongqun as Independent Director	G	Mgmt	For	For
13	Approve Determine the Role of the Company's Directors	G	Mgmt	For	For

## Jabil Inc.

Meeting Date: 23/01/2025

Country: USA

Ticker: JBL

Record Date: 29/11/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Anousheh Ansari	G	Mgmt	For	For
1b	Elect Director Michael Dastoor	G	Mgmt	For	For
1c	Elect Director Christopher S. Holland	G	Mgmt	For	For
1d	Elect Director Mark T. Mondello	G	Mgmt	For	For
1e	Elect Director John C. Plant	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-125] Vote against sitting CEO for serving on an excessive number of public company boards which we believe raises substantial concerns about his/her ability to exercise sufficient oversight on this board.</i></p>					
1f	Elect Director Steven A. Raymund	G	Mgmt	For	For
<p><i>Blended Rationale: .</i></p>					
1g	Elect Director James Siminoff	G	Mgmt	For	For
1h	Elect Director N.V. "Tiger" Tyagarajan	G	Mgmt	For	For
1i	Elect Director Kathleen A. Walters	G	Mgmt	For	For

## Jabil Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	G	SH	Against	Against
<i>Blended Rationale: [SF-S0500-102] Executive compensation matters should be left to the board's compensation committee, which can be held accountable for its decisions through the election of directors.</i>					
5	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	G	SH	Against	Against

*Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.*

## Jack in the Box Inc.

**Meeting Date:** 28/02/2025

**Country:** USA

**Ticker:** JACK

**Record Date:** 03/01/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Guillermo Diaz, Jr.	G	Mgmt	For	For
1b	Elect Director David L. Goebel	G	Mgmt	For	For
1c	Elect Director Darin S. Harris	G	Mgmt	For	For
1d	Elect Director Madeleine A. Kleiner	G	Mgmt	For	For
1e	Elect Director Michael W. Murphy	G	Mgmt	For	For
1f	Elect Director James M. Myers	G	Mgmt	For	For
1g	Elect Director Enrique Ramirez	G	Mgmt	For	For
1h	Elect Director Vivien M. Yeung	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

## Jarir Marketing Co.

**Meeting Date:** 05/03/2025

**Country:** Saudi Arabia

**Ticker:** 4190

**Record Date:**

**Meeting Type:** Ordinary Shareholders



Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Ordinary Business Elect Mohammed bin Abdullah Al Aqeel as Director	G	Mgmt	None	For
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.2	Elect Mohammed bin Abdulrahman Al Aqeel as Director	G	Mgmt	None	For
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.3	Elect Nasir Al Aqeel as Director	G	Mgmt	None	For
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.4	Elect Abdulkareem Al Aqeel as Director	G	Mgmt	None	For
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.5	Elect Fahd Al Qasim as Director	G	Mgmt	None	For
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.6	Elect Mohammed Al Namlah as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.7	Elect Abdullah Al Al Sheikh as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.8	Elect Mohammed Al Shihri as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.9	Elect Ahmed Al Baqshi as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.10	Elect Ahmed Khoqeer as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.11	Elect Usamah Basheikh as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.12	Elect Mohammed Al Dahsh as Director	G	Mgmt	None	For
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.13	Elect Raed Mushtaq as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.14	Elect Asmaa Hamdan as Director	G	Mgmt	None	For
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.15	Elect Badr Al Rabeeah as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.16	Elect Abdullah Al Shareef as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.17	Elect Hasan Al Zahrani as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.18	Elect Huseen Al Abdulqadir as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.19	Elect Mohammed Al Huseen as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.20	Elect Sarah Qasim as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.21	Elect Salih Al Namlah as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.22	Elect Muath Al Zamil as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.23	Elect Raad Al Qahtani as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.24	Elect Abdullah Al Feefi as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
1.25	Elect Abdulrahman Al Anqari as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
1.26	Elect Abdullah Al Hajri as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
1.27	Elect Abdullah Al Ahmed as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
1.28	Elect Abdullah Al Kanhal as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
1.29	Elect Adnan Al Salman as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
1.30	Elect Omar Al Abduljabbar as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
1.31	Elect Fahd Al Aslami as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
1.32	Elect Majid Al Suweegh as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
1.33	Elect Majid Fattah as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
1.34	Elect Mohammed Al Qraynees as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
1.35	Elect Mohammed Qassab as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					

## Jarir Marketing Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.36	Elect Sami Al Rashid as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
1.37	Elect Musaid Al Anzi as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
1.38	Elect Nada Al Harithi as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
1.39	Elect Hathal Al Oteebi as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
1.40	Elect Wael Al Bassam as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
1.41	Elect Ali Abou Ali as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					

## Jefferies Financial Group Inc.

**Meeting Date:** 27/03/2025

**Country:** USA

**Ticker:** JEF

**Record Date:** 27/01/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Linda L. Adamany	G	Mgmt	For	For
1b	Elect Director Robert D. Beyer	G	Mgmt	For	For
1c	Elect Director Matrice Ellis Kirk	G	Mgmt	For	For
1d	Elect Director Brian P. Friedman	G	Mgmt	For	For
1e	Elect Director MaryAnne Gilmartin	G	Mgmt	For	For
1f	Elect Director Richard B. Handler	G	Mgmt	For	For
1g	Elect Director Thomas W. Jones	G	Mgmt	For	For
1h	Elect Director Jacob M. Katz	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Jefferies Financial Group Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1i	Elect Director Toru Nakashima	G	Mgmt	For	For
1j	Elect Director Michael T. O'Kane	G	Mgmt	For	For
1k	Elect Director Joseph S. Steinberg	G	Mgmt	For	For
1l	Elect Director Melissa V. Weiler	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

## Jiangsu Yanghe Brewery Joint-Stock Co., Ltd.

**Meeting Date:** 15/01/2025      **Country:** China      **Ticker:** 002304  
**Record Date:** 09/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Cash Dividend Return Plan	G	Mgmt	For	For
2	Elect Xu Jun as Non-Independent Director	G	Mgmt	For	For
3	Approve Interim Profit Distribution	G	Mgmt	For	For

## Johnson Controls International plc

**Meeting Date:** 12/03/2025      **Country:** Ireland      **Ticker:** JCI  
**Record Date:** 07/01/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Timothy M. Archer	G	Mgmt	For	For
1b	Elect Director Jean Blackwell	G	Mgmt	For	For
1c	Elect Director Pierre Cohade	G	Mgmt	For	For
1d	Elect Director Patrick K. Decker	G	Mgmt	For	For
1e	Elect Director W. Roy Dunbar	G	Mgmt	For	For
1f	Elect Director Gretchen R. Haggerty	G	Mgmt	For	For

## Johnson Controls International plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director Ayesha Khanna	G	Mgmt	For	For
1h	Elect Director Seetarama (Swamy) Kotagiri	G	Mgmt	For	For
1i	Elect Director George R. Oliver	G	Mgmt	For	For
1j	Elect Director Jurgen Tinggren	G	Mgmt	For	For
1k	Elect Director Mark Vergnano	G	Mgmt	For	For
1l	Elect Director John D. Young	G	Mgmt	For	For
2a	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
2b	Authorize Board to Fix Remuneration of Auditors	G	Mgmt	For	For
3	Authorize Market Purchases of Company Shares	G	Mgmt	For	For
4	Determine Price Range for Reissuance of Treasury Shares	G	Mgmt	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
6	Approve the Directors' Authority to Allot Shares	G	Mgmt	For	For
7	Approve the Disapplication of Statutory Pre-Emption Rights	G	Mgmt	For	For

## Johnson Outdoors Inc.

**Meeting Date:** 27/02/2025      **Country:** USA      **Ticker:** JOUT  
**Record Date:** 19/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Paul G. Alexander	G	Mgmt	For	For
1.2	Elect Director John M. Fahey, Jr.	G	Mgmt	For	For
1.3	Elect Director Jeffrey M. Stutz	G	Mgmt	For	For
2	Ratify RSM US LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

## JOINN Laboratories (China) Co., Ltd.

**Meeting Date:** 23/01/2025

**Country:** China

**Ticker:** 6127

**Record Date:** 17/01/2025

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Change of Registered Capital	G	Mgmt	For	For
2	Amend Articles of Association	G	Mgmt	For	For
	ELECT EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
3.1	Elect Luo Xi as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
3.2	Elect Gu Jingliang as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
	ELECT INDEPENDENT NON-EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
4.1	Elect Yang Fuquan as Director	G	Mgmt	For	For
4.2	Elect Yang Changyun as Director	G	Mgmt	For	For
4.3	Elect Ying Fangtian as Director	G	Mgmt	For	For

## JOINN Laboratories (China) Co., Ltd.

**Meeting Date:** 23/01/2025

**Country:** China

**Ticker:** 6127

**Record Date:** 16/01/2025

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Change of Registered Capital	G	Mgmt	For	For
2	Amend Articles of Association	G	Mgmt	For	For
	ELECT EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING		Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## JOINN Laboratories (China) Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.1	Elect Luo Xi as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
3.2	Elect Gu Jingliang as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
	ELECT INDEPENDENT NON-EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
4.1	Elect Yang Fuquan as Director	G	Mgmt	For	For
4.2	Elect Yang Changyun as Director	G	Mgmt	For	For
4.3	Elect Ying Fangtian as Director	G	Mgmt	For	For

## JOINN Laboratories (China) Co., Ltd.

**Meeting Date:** 23/01/2025      **Country:** China      **Ticker:** 6127  
**Record Date:** 16/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Change of Registered Capital	G	Mgmt	For	For
2	Amend Articles of Association	G	Mgmt	For	For

## JOINN Laboratories (China) Co., Ltd.

**Meeting Date:** 23/01/2025      **Country:** China      **Ticker:** 6127  
**Record Date:** 17/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Change of Registered Capital	G	Mgmt	For	For
2	Amend Articles of Association	G	Mgmt	For	For



## JR Global REIT

Meeting Date: 31/03/2025

Country: South Korea

Ticker: 348950

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Appropriation of Income	G	Mgmt	For	For
3	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For
4	Authorize Board to Fix Remuneration of Internal Auditor(s)	G	Mgmt	For	For
5	Approve Business Plan	G	Mgmt	For	For
6	Approve Financing and Bond Issuance Plan	G	Mgmt	For	For
7	Amend Articles of Incorporation (Shareholder Proposal)	G	SH	Against	For

Blended Rationale: [HK-S0000-001] Proposal considered to be in the best interests of shareholders

## Jumbo SA

Meeting Date: 19/03/2025

Country: Greece

Ticker: BELA

Record Date: 13/03/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Extraordinary Meeting Agenda Approve Special Dividend	G	Mgmt	For	For

## JYP Entertainment Corp.

Meeting Date: 25/03/2025

Country: South Korea

Ticker: 035900

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## JYP Entertainment Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Amend Articles of Incorporation	G	Mgmt	For	For
3	Elect Lee Jeong-min as Outside Director	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Jyske Bank A/S

**Meeting Date:** 25/03/2025

**Country:** Denmark

**Ticker:** JYSK

**Record Date:** 18/03/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
a	Receive Report of Board	G	Mgmt		
b	Accept Financial Statements and Statutory Reports; Approve Allocation of Income	G	Mgmt	For	For
c	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
d.1	Approve Remuneration of Committee of Representatives	G	Mgmt	For	For
d.2	Approve Remuneration of Directors	G	Mgmt	For	For
e	Authorize Share Repurchase Program	G	Mgmt	For	For
f.1	Approve DKK 27.7 Million Reduction in Share Capital via Share Cancellation	G	Mgmt	For	For
f.2	Amend Articles	G	Mgmt	For	For
f.3	Approve Creation of DKK 120 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 60 Million Pool of Capital without Preemptive Rights; Approve Convertible Loans with and without Preemptive Rights	G	Mgmt	For	For
g.1	Elect Members of Committee of Representatives (Vote for All Candidates)	G	Mgmt	For	For
g.1.1	Elect Anker Laden-Andersen as Member of Committee of Representatives	G	Mgmt	For	For
g.1.2	Elect Henrik Carstensen as Member of Committee of Representatives	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
g.1.3	Elect Lise Bjorn Jorgensen as Member of Committee of Representatives	G	Mgmt	For	For
g.1.4	Elect Palle Buhl Jorgensen as Member of Committee of Representatives	G	Mgmt	For	For
g.1.5	Elect Birgitte Haurum as Member of Committee of Representatives	G	Mgmt	For	For
g.1.6	Elect Bo Richard Ulsoe as Member of Committee of Representatives	G	Mgmt	For	For
g.1.7	Elect Carsten Jensen as Member of Committee of Representatives	G	Mgmt	For	For
g.1.8	Elect Christian Dybdal Christensen as Member of Committee of Representatives	G	Mgmt	For	For
g.1.9	Elect Elsebeth Lyngø as Member of Committee of Representatives	G	Mgmt	For	For
g.1.10	Elect Erling Sorensen as Member of Committee of Representatives	G	Mgmt	For	For
g.1.11	Elect Ernst Kier as Member of Committee of Representatives	G	Mgmt	For	For
g.1.12	Elect Finn Langballe as Member of Committee of Representatives	G	Mgmt	For	For
g.1.13	Elect Hans Christian Schur as Member of Committee of Representatives	G	Mgmt	For	For
g.1.14	Elect Hans Mortensen as Member of Committee of Representatives	G	Mgmt	For	For
g.1.15	Elect Henning Fuglsang as Member of Committee of Representatives	G	Mgmt	For	For
g.1.16	Elect Jens Jorgen Hansen as Member of Committee of Representatives	G	Mgmt	For	For
g.1.17	Elect Kristina Skeldal Sorensen as Member of Committee of Representatives	G	Mgmt	For	For
g.1.18	Elect Ole Steffensen as Member of Committee of Representatives	G	Mgmt	For	For
g.1.19	Elect Poul Konrad Beck as Member of Committee of Representatives	G	Mgmt	For	For
g.1.20	Elect Steffen Falk Knudsen as Member of Committee of Representatives	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
g.121	Elect Stig Hellstern as Member of Committee of Representatives	G	Mgmt	For	For
g.122	Elect Soren Nygaard as Member of Committee of Representatives	G	Mgmt	For	For
g.123	Elect Tom Amby as Member of Committee of Representatives	G	Mgmt	For	For
g.124	Elect Bente Overgaard as Member of Committee of Representatives	G	Mgmt	For	For
g.125	Elect Per Schnack as Member of Committee of Representatives	G	Mgmt	For	For
g.126	Elect Peter Rosenkrands as Member of Committee of Representatives	G	Mgmt	For	For
g.127	Elect Simon Ahlfeldt Mortensen as Member of Committee of Representatives	G	Mgmt	For	For
g.128	Elect Diana Ostergaard as Member of Committee of Representatives	G	Mgmt	For	For
g.129	Elect Steen Hintze as Member of Committee of Representatives	G	Mgmt	For	For
g.130	Elect Camilla Avlbjerg Christiansen as Member of Committee of Representatives	G	Mgmt	For	For
g.131	Elect Eva Berner as Member of Committee of Representatives	G	Mgmt	For	For
g.132	Elect Jesper Norup as Member of Committee of Representatives	G	Mgmt	For	For
g.133	Elect Lisbeth Henriksen as Member of Committee of Representatives	G	Mgmt	For	For
g.134	Elect Pia Moller Rasmussen as Member of Committee of Representatives	G	Mgmt	For	For
g.135	Elect Christel Arpalice Piron as Member of Committee of Representatives	G	Mgmt	For	For
g.136	Elect Lars Andersen as Member of Committee of Representatives	G	Mgmt	For	For
g.2.1	Reelect Lisbeth Holm as Director	G	Mgmt	For	For
g.2.2	Reelect Glenn Soderholm as Director	G	Mgmt	For	For
h.1	Ratify Ernst & Young as Auditor	G	Mgmt	For	For

## Jyske Bank A/S

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
h.2	Ratify Ernst & Young as Authorized Sustainability Auditor	G	Mgmt	For	For
i	Other Business	G	Mgmt		

## Kagome Co., Ltd.

**Meeting Date:** 27/03/2025      **Country:** Japan      **Ticker:** 2811  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Yamaguchi, Satoshi	G	Mgmt	For	For
1.2	Elect Director Hairo, Yoshihisa	G	Mgmt	For	For
1.3	Elect Director Okuya, Harunobu	G	Mgmt	For	For
1.4	Elect Director Saeki, Takeshi	G	Mgmt	For	For
1.5	Elect Director Arakane, Kumi	G	Mgmt	For	For
1.6	Elect Director Kumekawa, Shigeru	G	Mgmt	For	For

## Kakao Corp.

**Meeting Date:** 26/03/2025      **Country:** South Korea      **Ticker:** 035720  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Amend Articles of Incorporation (Business Objectives)	G	Mgmt	For	For
2.2	Amend Articles of Incorporation (Convocation of Shareholder Meeting)	G	Mgmt	For	For
2.3	Amend Articles of Incorporation (Issuance of Convertible Bonds)	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3500-001] Proposal might result in excessive dilution</i>					
3.1	Elect Choi Se-jeong as Outside Director	G	Mgmt	For	For

## Kakao Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.2	Elect Park Sae-rom as Outside Director	G	Mgmt	For	For
3.3	Elect Shin Jong-hwan as Inside Director	G	Mgmt	For	For
4	Elect Kim Seon-wook as Outside Director to Serve as an Audit Committee Member	G	Mgmt	For	For
5	Elect Cha Gyeong-jin as a Member of Audit Committee	G	Mgmt	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For
7	Approve Cancellation of Treasury Shares	G	Mgmt	For	For

## Kakao Games Corp.

**Meeting Date:** 26/03/2025

**Country:** South Korea

**Ticker:** 293490

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Jang Jae-moon as Non-Independent Non-Executive Director	G	Mgmt	For	For
2.2	Elect Noh Jeong-yeon as Outside Director	G	Mgmt	For	For
2.3	Elect Seung-hun Robbins as Outside Director	G	Mgmt	For	For
2.4	Elect Oh Myeong-jeon as Outside Director	G	Mgmt	For	For
2.5	Elect Lim Seung-yeon as Outside Director	G	Mgmt	For	For
2.6	Elect Choi Young-geun as Outside Director	G	Mgmt	For	For
3	Elect Jeong Seon-yeol as Outside Director to Serve as an Audit Committee Member	G	Mgmt	For	For
4.1	Elect Oh Myeong-jeon as Audit Committee Member	G	Mgmt	For	For
4.2	Elect Lim Seung-yeon as Audit Committee Member	G	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## KakaoBank Corp.

Meeting Date: 26/03/2025

Country: South Korea

Ticker: 323410

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Amend Articles of Incorporation	G	Mgmt	For	For
3.1	Elect Yoon Ho-young as Inside Director	G	Mgmt	For	For
3.2	Elect Jin Woong-seop as Outside Director	G	Mgmt	For	For
3.3	Elect Yoo Ho-seok as Outside Director	G	Mgmt	For	For
4	Elect Yoon Ho-young as CEO	G	Mgmt	For	For
5.1	Elect Kim Jeong-gi as Outside Director to serve as an Audit Committee Member	G	Mgmt	For	For
5.2	Elect Eom Sang-seop as Outside Director to serve as an Audit Committee Member	G	Mgmt	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Kangwon Land, Inc.

Meeting Date: 26/03/2025

Country: South Korea

Ticker: 035250

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	Against

Blended Rationale: [KR-M0549-001] Company has not provided justification for the proposed increase in remuneration cap.

## Kao Corp.

Meeting Date: 21/03/2025

Country: Japan

Ticker: 4452

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 76	G	Mgmt	For	For
2.1	Elect Director Hasebe, Yoshihiro	G	Mgmt	For	For
2.2	Elect Director Negoro, Masakazu	G	Mgmt	For	For
2.3	Elect Director Nishiguchi, Toru	G	Mgmt	For	For
2.4	Elect Director Lisa MacCallum	G	Mgmt	For	For
2.5	Elect Director Shinobe, Osamu	G	Mgmt	For	For
2.6	Elect Director Sakurai, Eriko	G	Mgmt	For	For
2.7	Elect Director Nishii, Takaaki	G	Mgmt	For	For
2.8	Elect Director Takashima, Makoto	G	Mgmt	For	For
2.9	Elect Director Sarah L. Casanova	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Murata, Mami	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Naito, Junya	G	Mgmt	For	For
4.1	Appoint Shareholder Director Nominee Yannis Skoufalos	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0250-002] AGAINST shareholder proposal as the proposed candidate is not likely to contribute to improvement of corporate governance of the company.</i>					
4.2	Appoint Shareholder Director Nominee Martha Velando	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0250-002] AGAINST shareholder proposal as the proposed candidate is not likely to contribute to improvement of corporate governance of the company.</i>					
4.3	Appoint Shareholder Director Nominee Lanchi Venator	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0250-002] AGAINST shareholder proposal as the proposed candidate is not likely to contribute to improvement of corporate governance of the company.</i>					
4.4	Appoint Shareholder Director Nominee Hugh G. Dineen	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0250-002] AGAINST shareholder proposal as the proposed candidate is not likely to contribute to improvement of corporate governance of the company.</i>					
4.5	Appoint Shareholder Director Nominee Anja Lagodny	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0250-002] AGAINST shareholder proposal as the proposed candidate is not likely to contribute to improvement of corporate governance of the company.</i>					
5	Approve Compensation Ceiling for Outside Directors	G	SH	Against	Against
<i>Blended Rationale: [TK-S0810-002] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					



## Kao Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve Restricted Stock Plan for Outside Directors	G	SH	Against	Against
<i>Blended Rationale: [TK-S0810-002] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
7	Approve Performance Share Plan and Restricted Stock Plan	G	SH	Against	Against
<i>Blended Rationale: [TK-S0511-002] AGAINST shareholder proposal as proposed amendment will not provide appropriate incentive to the management.</i>					

## Katakura Industries Co., Ltd.

**Meeting Date:** 28/03/2025      **Country:** Japan      **Ticker:** 3001  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	G	Mgmt	For	For
2.1	Elect Director Joko, Ryosuke	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-021] AGAINST directors responsible for company's poor ROE/ROA performance.</i>					
2.2	Elect Director Kakimoto, Katsuhiro	G	Mgmt	For	For
2.3	Elect Director Mizusawa, Kenichi	G	Mgmt	For	For
2.4	Elect Director Omuro, Koichi	G	Mgmt	For	For
2.5	Elect Director Kuwahara, Michio	G	Mgmt	For	For
2.6	Elect Director Kanamaru, Tetsuya	G	Mgmt	For	For
2.7	Elect Director Mashimo, Yoko	G	Mgmt	For	For

## Kawasaki Kisen Kaisha, Ltd.

**Meeting Date:** 28/03/2025      **Country:** Japan      **Ticker:** 9107  
**Record Date:** 31/12/2024      **Meeting Type:** Special

## Kawasaki Kisen Kaisha, Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Adopt Board Structure with Three Committees - Limit Rights of Odd-Lot Holders - Clarify Director Authority on Shareholder Meetings - Authorize Board to Determine Income Allocation	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0461-021] AGAINST authorizing board to determine income allocation in face of major blockholders.</i>					
2.1	Elect Director Myochin, Yukikazu	G	Mgmt	For	For
2.2	Elect Director Arai, Kunihiko	G	Mgmt	For	For
2.3	Elect Director Igarashi, Takenori	G	Mgmt	For	For
2.4	Elect Director Yamada, Keiji	G	Mgmt	For	For
2.5	Elect Director Uchida, Ryuhei	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-031] AGAINST affiliated outsiders at board with three committee structure.</i>					
2.6	Elect Director Kotaka, Koji	G	Mgmt	For	For
2.7	Elect Director Maki, Hiroyuki	G	Mgmt	For	For
2.8	Elect Director Masai, Takako	G	Mgmt	For	For
2.9	Elect Director Harasawa, Atsumi	G	Mgmt	For	For
2.10	Elect Director Kubo, Shinsuke	G	Mgmt	For	For

## KB Financial Group, Inc.

**Meeting Date:** 26/03/2025      **Country:** South Korea      **Ticker:** 105560  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Amend Articles of Incorporation	G	Mgmt	For	For
3.1	Elect Lee Hwan-ju as Non-Independent Non-Executive Director	G	Mgmt	For	For
3.2	Elect Yeo Jeong-seong as Outside Director	G	Mgmt	For	For

## KB Financial Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.3	Elect Choi Jae-hong as Outside Director	G	Mgmt	For	For
3.4	Elect Kim Seong-yong as Outside Director	G	Mgmt	For	For
3.5	Elect Cha Eun-young as Outside Director	G	Mgmt	For	For
4	Elect Cho Hwa-jun as Outside Director to Serve as an Audit Committee Member	G	Mgmt	For	For
5	Elect Kim Seon-yeop as Outside Director to Serve as an Audit Committee Member	G	Mgmt	For	For
6.1	Elect Kim Seong-yong as a Member of Audit Committee	G	Mgmt	For	For
6.2	Elect Cha Eun-young as a Member of Audit Committee	G	Mgmt	For	For
7	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## KCC Corp.

**Meeting Date:** 26/03/2025

**Country:** South Korea

**Ticker:** 002380

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles of Incorporation	G	Mgmt	For	For
2.1	Elect Jeong Mong-jin as Inside Director	G	Mgmt	For	For
2.2	Elect Cha Seung-yeol as Inside Director	G	Mgmt	For	For
3	Elect Shin Dong-ryeol as Outside Director to serve as an Audit Committee Member	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-007] Nominee has not demonstrated ability to effectively represent shareholders' best interests.</i>					
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For
5	Approve Financial Statements and Appropriation of Income	G	Mgmt	For	For

## Kerry Logistics Network Limited

**Meeting Date:** 23/01/2025

**Country:** Bermuda

**Ticker:** 636

**Record Date:** 21/01/2025

**Meeting Type:** Special

## Kerry Logistics Network Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Purchase Contract and Related Transactions	G	Mgmt	For	For

## Kerry Logistics Network Limited

**Meeting Date:** 28/03/2025      **Country:** Bermuda      **Ticker:** 636  
**Record Date:** 26/03/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Change of English Name and Cease the Use of Chinese Name of the Company and Related Transactions	G	Mgmt	For	For
2	Approve Alteration to the Memorandum and Adopt New Memorandum and Related Transactions	G	Mgmt	For	For
3	Amend Bye-Laws and Adopt Amended and Restated Bye-Laws and Related Transactions	G	Mgmt	For	For

## Kesko Oyj

**Meeting Date:** 24/03/2025      **Country:** Finland      **Ticker:** KESKOB  
**Record Date:** 12/03/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Call the Meeting to Order	G	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	G	Mgmt		
4	Acknowledge Proper Convening of Meeting	G	Mgmt		
5	Prepare and Approve List of Shareholders	G	Mgmt		
6	Receive CEO's Review	G	Mgmt		
7	Receive Financial Statements and Statutory Reports	G	Mgmt		

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
9	Approve Allocation of Income and Dividends of EUR 0.90 Per Share	G	Mgmt	For	For
10	Approve Discharge of Board and President	G	Mgmt	For	For
11	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
12	Approve Remuneration of Directors in the Amount of EUR 120,000 for Chair, EUR 75,000 for Vice Chair and EUR 55,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	G	Mgmt	For	For
13	Fix Number of Directors at Seven	G	Mgmt	For	For
14	Reelect Esa Kiiskinen, Jannica Fagerholm, Pauli Jaakola, Piia Karhu, Jussi Perala, TimoRitakallio as Directors; Elect Tiina Alahuhta-Kasko as New Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i></p>					
15	Approve Remuneration of Auditors	G	Mgmt	For	For
16	Ratify Deloitte as Auditors	G	Mgmt	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	G	Mgmt	For	For
18	Appoint Deloitte as Auditor for Sustainability Reporting	G	Mgmt	For	For
19	Authorize Share Repurchase Program	G	Mgmt	For	For
20	Approve Issuance of up to 33 Million Class B Shares without Preemptive Rights	G	Mgmt	For	For
21	Approve Charitable Donations of up to EUR 300,000	S	Mgmt	For	For
22	Close Meeting	G	Mgmt		

## Kewpie Corp.

Meeting Date: 27/02/2025

Country: Japan

Ticker: 2809

Record Date: 30/11/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Nakashima, Amane	G	Mgmt	For	For
1.2	Elect Director Takamiya, Mitsuru	G	Mgmt	For	For
1.3	Elect Director Watanabe, Ryota	G	Mgmt	For	For
1.4	Elect Director Yamamoto, Shinichiro	G	Mgmt	For	For
1.5	Elect Director Hamasaki, Shinya	G	Mgmt	For	For
1.6	Elect Director Kashiwaki, Hitoshi	G	Mgmt	For	For
1.7	Elect Director Fukushima, Atsuko	G	Mgmt	For	For
1.8	Elect Director Nishikawa, Kuniko	G	Mgmt	For	For
1.9	Elect Director Harold George Meij	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Approve Restricted Stock Plan	G	Mgmt	For	For

## Keysight Technologies, Inc.

Meeting Date: 20/03/2025

Country: USA

Ticker: KEYS

Record Date: 22/01/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director James G. Cullen	G	Mgmt	For	For
1.2	Elect Director Michelle J. Holthaus	G	Mgmt	For	For
1.3	Elect Director Jean M. Nye	G	Mgmt	For	For
1.4	Elect Director Joanne B. Olsen	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Keysight Technologies, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Declassify the Board of Directors	G	SH	Against	For
<i>Blended Rationale: [SF-S0201-002] Directors should be elected annually to discourage entrenchment and allow shareholders sufficient opportunity to exercise their oversight of the board.</i>					

## KGHM Polska Miedz SA

**Meeting Date:** 08/01/2025      **Country:** Poland      **Ticker:** KGH  
**Record Date:** 23/12/2024      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals		Mgmt		
1	Open Meeting	G	Mgmt		
2	Elect Meeting Chairman	G	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
	Shareholder Proposals		Mgmt		
5.1	Recall Supervisory Board Member	G	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					
5.2	Elect Supervisory Board Member	G	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					
6	Approve Decision on Covering Costs of Convocation of EGM	G	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					
	Management Proposal		Mgmt		
7	Close Meeting	G	Mgmt		

## Kia Corp.

**Meeting Date:** 14/03/2025      **Country:** South Korea      **Ticker:** 000270  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Amend Articles of Incorporation	G	Mgmt	For	For
3.1	Elect Song Ho-seong as Inside Director	G	Mgmt	For	For
3.2	Elect Jeong Ui-seon as Inside Director	G	Mgmt	For	For
3.3	Elect Kim Seung-jun as Inside Director	G	Mgmt	For	For
3.4	Elect Shin Hyeon-jeong as Outside Director	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

Kirin Holdings Co., Ltd.

Meeting Date: 28/03/2025 Country: Japan Ticker: 2503  
 Record Date: 31/12/2024 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 35.5	G	Mgmt	For	For
2.1	Elect Director Isozaki, Yoshinori	G	Mgmt	For	For
2.2	Elect Director Minakata, Takeshi	G	Mgmt	For	For
2.3	Elect Director Tsuboi, Junko	G	Mgmt	For	For
2.4	Elect Director Yoshimura, Toru	G	Mgmt	For	For
2.5	Elect Director Akieda, Shinjiro	G	Mgmt	For	For
2.6	Elect Director Yanagi, Hiroyuki	G	Mgmt	For	For
2.7	Elect Director Shiono, Noriko	G	Mgmt	For	For
2.8	Elect Director Rod Eddington	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.9	Elect Director Katanozaka, Shinya	G	Mgmt	For	For
2.10	Elect Director Ando, Yoshiko	G	Mgmt	For	For



## Kirin Holdings Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.11	Elect Director Konomoto, Shingo	G	Mgmt	For	For
2.12	Elect Director Mikami, Naoko	G	Mgmt	For	For
3	Approve Trust-Type Equity Compensation Plan and Phantom Stock Plan	G	Mgmt	For	For

## KIWOOM Securities Co., Ltd.

**Meeting Date:** 26/03/2025      **Country:** South Korea      **Ticker:** 039490  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Amend Articles of Incorporation	G	Mgmt	For	For
3.1	Elect Lee Hyeon as Inside Director	G	Mgmt	For	For
3.2	Elect Kim Dong-jun as Inside Director	G	Mgmt	For	For
3.3	Elect Park Seong-su as Outside Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification.</i>					
3.4	Elect Kim Yong-jin as Outside Director	G	Mgmt	For	For
4.1	Elect Park Seong-su as a Member of Audit Committee	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification.</i>					
4.2	Elect Kim Yong-jin as a Member of Audit Committee	G	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Kobayashi Pharmaceutical Co., Ltd.

**Meeting Date:** 19/02/2025      **Country:** Japan      **Ticker:** 4967  
**Record Date:** 31/12/2024      **Meeting Type:** Special

## Kobayashi Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Appoint Shin Ushijima as Independent Investigator of Beni-Koji Scandal	G	SH	Against	Against
	<i>Blended Rationale: [TK-M0000-001] AGAINST as the proposal is not in shareholders' best interests.</i>				
2.1	Appoint Shareholder Director Nominee Nakamura, Yoshio	G	SH	Against	Against
	<i>Blended Rationale: [RJ-S0250-002] AGAINST shareholder proposal as the proposed candidate is not likely to contribute to improvement of corporate governance of the company.</i>				
2.2	Appoint Shareholder Director Nominee Richard Dols Young	G	SH	Against	Against
	<i>Blended Rationale: [RJ-S0250-002] AGAINST shareholder proposal as the proposed candidate is not likely to contribute to improvement of corporate governance of the company.</i>				
2.3	Appoint Shareholder Director Nominee Tomoko Chubachi	G	SH	Against	Against
	<i>Blended Rationale: [RJ-S0250-002] AGAINST shareholder proposal as the proposed candidate is not likely to contribute to improvement of corporate governance of the company.</i>				

## Kobayashi Pharmaceutical Co., Ltd.

**Meeting Date:** 28/03/2025

**Country:** Japan

**Ticker:** 4967

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Clarify Director Authority on Board Meetings	G	Mgmt	For	For
2.1	Elect Director Ota, Yoshihito	G	Mgmt	For	For
2.2	Elect Director Toyoda, Norikazu	G	Mgmt	For	For
2.3	Elect Director Matsushima, Yuji	G	Mgmt	For	For
2.4	Elect Director Kobayashi, Akihiro	G	Mgmt	For	For
2.5	Elect Director Katae, Yoshiro	G	Mgmt	For	For
2.6	Elect Director Takahashi, Akio	G	Mgmt	For	For
2.7	Elect Director Mori, Masato	G	Mgmt	For	For
2.8	Elect Director Matsumoto, Shinsuke	G	Mgmt	For	For
2.9	Elect Director Kusumoto, Misa	G	Mgmt	For	For
2.10	Elect Director Monkawa, Toshiaki	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Kobayashi Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Appoint Alternate Statutory Auditor Takai, Shintaro	G	Mgmt	For	For

## Kobe Bussan Co., Ltd.

**Meeting Date:** 29/01/2025 **Country:** Japan **Ticker:** 3038  
**Record Date:** 31/10/2024 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Numata, Hirokazu	G	Mgmt	For	For
1.2	Elect Director Tanaka, Yasuhiro	G	Mgmt	For	For
1.3	Elect Director Kido, Yasuharu	G	Mgmt	For	For
1.4	Elect Director Asami, Kazuo	G	Mgmt	For	For
1.5	Elect Director Nishida, Satoshi	G	Mgmt	For	For
1.6	Elect Director Watanabe, Akihito	G	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Machida, Misa	G	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Inada, Yutaka	G	Mgmt	For	For
3	Approve Stock Option Plan	G	Mgmt	For	For

## Kojamo Oyj

**Meeting Date:** 13/03/2025 **Country:** Finland **Ticker:** KOJAMO  
**Record Date:** 03/03/2025 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Call the Meeting to Order	G	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	G	Mgmt		
4	Acknowledge Proper Convening of Meeting	G	Mgmt		
5	Prepare and Approve List of Shareholders	G	Mgmt		

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
9	Approve Discharge of Board and President	G	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
11	Approve Remuneration of Directors in the Amount of EUR 76,000 for Chair, EUR 45,000 for Vice Chair and EUR 38,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	G	Mgmt	For	For
12	Fix Number of Directors at Seven	G	Mgmt	For	For
13	Reelect Mikael Aro (Chair), Kari Kauniskangas, Anne Koutonen, Mikko Mursula, Veronica Lindholm, Andreas Segal and Annica Anas as Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
14	Approve Remuneration of Auditors	G	Mgmt	For	For
15	Ratify KPMG as Auditor	G	Mgmt	For	For
16	Approve Remuneration of Auditor for Sustainability Reporting	G	Mgmt	For	For
17	Appoint KPMG as Auditor for Sustainability Reporting	G	Mgmt	For	For
18.A	Authorize Share Repurchase Program	G	Mgmt	For	For
	Shareholder Proposals Submitted by Brummer Multi-Manager Fund Limited and Brummer Multi-Strategy Cayman Master Ltd		Mgmt		

## Kojamo Oyj

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
18.B	Authorize Share Repurchase Program	G	SH	None	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>					
	Management Proposals		Mgmt		
19	Approve Issuance of up to 24.7 Million Shares without Preemptive Rights	G	Mgmt	For	For
20	Close Meeting	G	Mgmt		

## KOKUYO CO., LTD.

**Meeting Date:** 28/03/2025

**Country:** Japan

**Ticker:** 7984

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 39	G	Mgmt	For	For
2.1	Elect Director Kamigama, Takehiro	G	Mgmt	For	For
2.2	Elect Director Omori, Shinichiro	G	Mgmt	For	For
2.3	Elect Director Sugie, Riku	G	Mgmt	For	For
2.4	Elect Director Toyoshi, Yoko	G	Mgmt	For	For
2.5	Elect Director Hashimoto, Fukutaka	G	Mgmt	For	For
2.6	Elect Director Gomi, Yuko	G	Mgmt	For	For
2.7	Elect Director Tojo, Katsuaki	G	Mgmt	For	For
2.8	Elect Director Kuroda, Hidekuni	G	Mgmt	For	For
2.9	Elect Director Naito, Toshio	G	Mgmt	For	For

## Kone Oyj

**Meeting Date:** 05/03/2025

**Country:** Finland

**Ticker:** KNEBV

**Record Date:** 21/02/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Call the Meeting to Order	G	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	G	Mgmt		
4	Acknowledge Proper Convening of Meeting	G	Mgmt		
5	Prepare and Approve List of Shareholders	G	Mgmt		
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 1.7975 per Class A Share and EUR 1.80 per Class B Share	G	Mgmt	For	For
9	Approve Discharge of Board and President	G	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chair, EUR 125,000 for Vice Chair and EUR 110,000 for Other Directors	G	Mgmt	For	For
12	Fix Number of Directors at Nine	G	Mgmt	For	For
13.a	Elect Banmali Agrawala as New Director	G	Mgmt	For	For
13.b	Reelect Matti Alahuhta as Director	G	Mgmt	For	For
13.c	Reelect Susan Duinhoven as Director	G	Mgmt	For	For
13.d	Reelect Marika Fredriksson as Director	G	Mgmt	For	For
13.e	Reelect Antti Herlin as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i></p>					
13.f	Reelect Iris Herlin as Director	G	Mgmt	For	For
13.g	Reelect Jussi Herlin as Director	G	Mgmt	For	For
13.h	Reelect Timo Ihamuotila as Director	G	Mgmt	For	For
13.i	Reelect Krishna Mikkilineni as Director	G	Mgmt	For	For
14	Approve Remuneration of Auditors	G	Mgmt	For	For
15	Fix Number of Auditors at One	G	Mgmt	For	For

## Kone Oyj

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16	Ratify Ernst & Young as Auditors	G	Mgmt	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	G	Mgmt	For	For
18	Appoint Ernst & Young as Auditor for Sustainability Reporting	G	Mgmt	For	For
19	Authorize Share Repurchase Program	G	Mgmt	For	For
20	Approve Issuance of Shares and Options without Preemptive Rights	G	Mgmt	For	For
21	Close Meeting	G	Mgmt		

## Konecranes Oyj

**Meeting Date:** 27/03/2025

**Country:** Finland

**Ticker:** KCR

**Record Date:** 17/03/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Call the Meeting to Order	G	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	G	Mgmt		
4	Acknowledge Proper Convening of Meeting	G	Mgmt		
5	Prepare and Approve List of Shareholders	G	Mgmt		
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 1.65 Per Share	G	Mgmt	For	For
9	Approve Discharge of Board and President	G	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Approve Remuneration of Directors in the Amount of EUR 160,000 for Chair, EUR 100,000 for Vice Chair and EUR 72,000 for Other Directors; Approve Meeting Fees and Compensation for Committee Work	G	Mgmt	For	For
12	Fix Number of Directors at Eight	G	Mgmt	For	For
13	Reelect Pauli Anttila, Pasi Laine (Chair), Ulf Liljedahl, Gun Nilsson, Sami Piittisjarvi, Paivi Rekonen, Thomas Schulz and Birgit Seeger as Directors	G	Mgmt	For	For
14	Amend Articles	G	Mgmt	For	For
15	Approve Remuneration of Auditors for the Terms of Office 2025 and 2026	G	Mgmt	For	For
16	Ratify Ernst & Young as Auditor for the Term of Office 2025	G	Mgmt	For	For
17	Ratify Deloitte as Auditor for the Term of Office 2026	G	Mgmt	For	For
18	Approve Remuneration of Auditor for Sustainability Reporting for the Terms of Office 2025 and 2026	G	Mgmt	For	For
19	Appoint Ernst & Young as Auditor for Sustainability Reporting for the Term of Office 2025	G	Mgmt	For	For
20	Appoint Deloitte as Auditor for Sustainability Reporting for the Term of Office 2026	G	Mgmt	For	For
21	Amend Charter of the Shareholders Nomination Board	G	Mgmt	For	For
22	Authorize Share Repurchase Program	G	Mgmt	For	For
23	Approve Issuance of up to 7.5 Million Shares without Preemptive Rights	G	Mgmt	For	For
24	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	For
25	Approve Equity Plan Financing	G	Mgmt	For	For
26	Approve Charitable Donations of up to EUR 400,000	S	Mgmt	For	For
27	Close Meeting	G	Mgmt		



## KOREA AEROSPACE INDUSTRIES Ltd.

Meeting Date: 26/03/2025

Country: South Korea

Ticker: 047810

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Cha Jae-byeong as Inside Director	G	Mgmt	For	For
2.2	Elect Lee Sang-won as Outside Director	G	Mgmt	For	For
2.3	Elect Cho Jin-su as Outside Director	G	Mgmt	For	For
3	Elect Hong Cheol-gyu as Outside Director to serve as an Audit Committee Member	G	Mgmt	For	For
4.1	Elect Lee Sang-won as a Member of Audit Committee	G	Mgmt	For	For
4.2	Elect Cho Jin-su as a Member of Audit Committee	G	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Korea Investment Holdings Co., Ltd.

Meeting Date: 28/03/2025

Country: South Korea

Ticker: 071050

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles of Incorporation	G	Mgmt	For	For
2	Approval of Reduction of Capital Reserve	G	Mgmt	For	For
3.1	Elect Kim Hui-jae as Outside Director	G	Mgmt	For	For
3.2	Elect Ji Young-jo as Outside Director	G	Mgmt	For	For
3.3	Elect Lee Seong-gyu as Outside Director	G	Mgmt	For	For
3.4	Elect Baek Young-jae as Outside Director	G	Mgmt	For	For
4	Elect Choi Su-mi as Outside Director to Serve as an Audit Committee Member	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Korea Investment Holdings Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.1	Elect Ji Young-jo as a Member of Audit Committee	G	Mgmt	For	For
5.2	Elect Lee Seong-gyu as a Member of Audit Committee	G	Mgmt	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Korea Zinc Co., Ltd.

**Meeting Date:** 23/01/2025

**Country:** South Korea

**Ticker:** 010130

**Record Date:** 20/12/2024

**Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Amend Articles of Incorporation (Introduction of Cumulative Voting) (Shareholder Proposal)	G	SH	For	For
<i>Blended Rationale: [HK-S0000-001] Proposal considered to be in the best interests of shareholders</i>					
1.2	Amend Articles of Incorporation (Number of Directors)	G	Mgmt	For	For
1.3	Amend Articles of Incorporation (Introduction of Executive Officer System) (Shareholder Proposal)	G	SH	For	For
<i>Blended Rationale: [HK-S0000-001] Proposal considered to be in the best interests of shareholders</i>					
1.4	Amend Articles of Incorporation (Stock Split)	G	Mgmt	For	For
1.5	Amend Articles of Incorporation (Amendment Relating to Minority Shareholder Protection)	G	Mgmt	For	For
1.6	Amend Articles of Incorporation (Chairman of the board)	G	Mgmt	For	For
1.7	Amend Articles of Incorporation (Record date for Dividends)	G	Mgmt	For	For
1.8	Amend Articles of Incorporation (Interim Dividend)	G	Mgmt	For	For
2.1	Elect Lee Sang-hun as Outside Director	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.2	Elect Lee Hyeong-gyu as Outside Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0201-999] AGAINST Management. Supporting item 2.1 and 2.4 whom we believe can bring value to the board.</i>				
2.3	Elect Kim Gyeong-won as Outside Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0201-999] AGAINST Management. Supporting item 2.1 and 2.4 whom we believe can bring value to the board.</i>				
2.4	Elect James Andrew Murphy as Outside Director	G	Mgmt	For	For
2.5	Elect Jeong Da-mi as Outside Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0201-999] AGAINST Management. Supporting item 2.1 and 2.4 whom we believe can bring value to the board.</i>				
2.6	Elect Lee Jae-yong as Outside Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0201-999] AGAINST Management. Supporting item 2.1 and 2.4 whom we believe can bring value to the board.</i>				
2.7	Elect Choi Jae-sik as Outside Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0201-999] AGAINST Management. Supporting item 2.1 and 2.4 whom we believe can bring value to the board.</i>				
2.8	Elect Kang Seong-du as Non-Independent Non-Executive Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 2.9 and 2.19 whom we believe can bring value to the board.</i>				
2.9	Elect Kim Gwang-il as Non-Independent Non-Executive Director (Shareholder Proposal)	G	SH	Against	For
	<i>Blended Rationale: [SD-S0250-999] FOR Shareholder. Supporting item 2.9 and 2.19 whom we believe can bring value to the board.</i>				
2.10	Elect Kwon Gwang-seok as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 2.9 and 2.19 whom we believe can bring value to the board.</i>				
2.11	Elect Kim Myeong-jun as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 2.9 and 2.19 whom we believe can bring value to the board.</i>				
2.12	Elect Kim Su-jin as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 2.9 and 2.19 whom we believe can bring value to the board.</i>				

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.13	Elect Kim Yong-jin as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 2.9 and 2.19 whom we believe can bring value to the board.</i>				
2.14	Elect Kim Jae-seop as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 2.9 and 2.19 whom we believe can bring value to the board.</i>				
2.15	Elect Byeon Hyeon-cheol as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 2.9 and 2.19 whom we believe can bring value to the board.</i>				
2.16	Elect Son Ho-sang as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 2.9 and 2.19 whom we believe can bring value to the board.</i>				
2.17	Elect Yoon Seok-heon as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 2.9 and 2.19 whom we believe can bring value to the board.</i>				
2.18	Elect Lee Deuk-hong as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 2.9 and 2.19 whom we believe can bring value to the board.</i>				
2.19	Elect Jeong Chang-hwa as Outside Director (Shareholder Proposal)	G	SH	Against	For
	<i>Blended Rationale: [SD-S0250-999] FOR Shareholder. Supporting item 2.9 and 2.19 whom we believe can bring value to the board.</i>				
2.20	Elect Cheon Jun-beom as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 2.9 and 2.19 whom we believe can bring value to the board.</i>				
2.21	Elect Hong Ik-tae as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 2.9 and 2.19 whom we believe can bring value to the board.</i>				
3.1.1	Elect Seven Directors by Cumulative Voting	G	Mgmt	For	For
3.1.2	Elect 14 Directors by Cumulative Voting	G	SH	Against	Against
	<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>				
3.2.a	Elect Lee Sang-hun as Outside Director	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.2.b	Elect Lee Hyeong-gyu as Outside Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0201-999] AGAINST Management. Supporting item 3.2.a and 3.2.d whom we believe can bring value to the board.</i>				
3.2.c	Elect Kim Gyeong-won as Outside Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0201-999] AGAINST Management. Supporting item 3.2.a and 3.2.d whom we believe can bring value to the board.</i>				
3.2.d	Elect James Andrew Murphy as Outside Director	G	Mgmt	For	For
3.2.e	Elect Jeong Da-mi as Outside Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0201-999] AGAINST Management. Supporting item 3.2.a and 3.2.d whom we believe can bring value to the board.</i>				
3.2.f	Elect Lee Jae-yong as Outside Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0201-999] AGAINST Management. Supporting item 3.2.a and 3.2.d whom we believe can bring value to the board.</i>				
3.2.g	Elect Choi Jae-sik as Outside Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0201-999] AGAINST Management. Supporting item 3.2.a and 3.2.d whom we believe can bring value to the board.</i>				
3.2.h	Elect Kang Seong-du as Non-Independent Non-Executive Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 3.2.i and 3.2.s whom we believe can bring value to the board.</i>				
3.2.i	Elect Kim Gwang-il as Non-Independent Non-Executive Director (Shareholder Proposal)	G	SH	Against	For
	<i>Blended Rationale: [SD-S0250-999] FOR Shareholder. Supporting item 3.2.i and 3.2.s whom we believe can bring value to the board.</i>				
3.2.j	Elect Kwon Gwang-seok as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 3.2.i and 3.2.s whom we believe can bring value to the board.</i>				
3.2.k	Elect Kim Myeong-jun as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 3.2.i and 3.2.s whom we believe can bring value to the board.</i>				
3.2.l	Elect Kim Su-jin as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 3.2.i and 3.2.s whom we believe can bring value to the board.</i>				

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.2.m	Elect Kim Yong-jin as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 3.2.i and 3.2.s whom we believe can bring value to the board.</i>				
3.2.n	Elect Kim Jae-seop as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 3.2.i and 3.2.s whom we believe can bring value to the board.</i>				
3.2.o	Elect Byeon Hyeon-cheol as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 3.2.i and 3.2.s whom we believe can bring value to the board.</i>				
3.2.p	Elect Son Ho-sang as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 3.2.i and 3.2.s whom we believe can bring value to the board.</i>				
3.2.q	Elect Yoon Seok-heon as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 3.2.i and 3.2.s whom we believe can bring value to the board.</i>				
3.2.r	Elect Lee Deuk-hong as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 3.2.i and 3.2.s whom we believe can bring value to the board.</i>				
3.2.s	Elect Jeong Chang-hwa as Outside Director (Shareholder Proposal)	G	SH	Against	For
	<i>Blended Rationale: [SD-S0250-999] FOR Shareholder. Supporting item 3.2.i and 3.2.s whom we believe can bring value to the board.</i>				
3.2.t	Elect Cheon Jun-beom as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 3.2.i and 3.2.s whom we believe can bring value to the board.</i>				
3.2.u	Elect Hong Ik-tae as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 3.2.i and 3.2.s whom we believe can bring value to the board.</i>				
3.3.a	Elect Lee Sang-hun as Outside Director	G	Mgmt	For	For
3.3.b	Elect Lee Hyeong-gyu as Outside Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0201-999] AGAINST Management. Supporting item 3.3.a and 3.3.d whom we believe can bring value to the board.</i>				

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>ESG Pillar</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
3.3.c	Elect Kim Gyeong-won as Outside Director	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-999] AGAINST Management. Supporting item 3.3.a and 3.3.d whom we believe can bring value to the board.</i>					
3.3.d	Elect James Andrew Murphy as Outside Director	G	Mgmt	For	For
3.3.e	Elect Jeong Da-mi as Outside Director	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-999] AGAINST Management. Supporting item 3.3.a and 3.3.d whom we believe can bring value to the board.</i>					
3.3.f	Elect Lee Jae-yong as Outside Director	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-999] AGAINST Management. Supporting item 3.3.a and 3.3.d whom we believe can bring value to the board.</i>					
3.3.g	Elect Choi Jae-sik as Outside Director	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-999] AGAINST Management. Supporting item 3.3.a and 3.3.d whom we believe can bring value to the board.</i>					
3.3.h	Elect Kang Seong-du as Non-Independent Non-Executive Director (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 3.3.i and 3.3.s whom we believe can bring value to the board.</i>					
3.3.i	Elect Kim Gwang-il as Non-Independent Non-Executive Director (Shareholder Proposal)	G	SH	Against	For
<i>Blended Rationale: [SD-S0250-999] FOR Shareholder. Supporting item 3.3.i and 3.3.s whom we believe can bring value to the board.</i>					
3.3.j	Elect Kwon Gwang-seok as Outside Director (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 3.3.i and 3.3.s whom we believe can bring value to the board.</i>					
3.3.k	Elect Kim Myeong-jun as Outside Director (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 3.3.i and 3.3.s whom we believe can bring value to the board.</i>					
3.3.l	Elect Kim Su-jin as Outside Director (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 3.3.i and 3.3.s whom we believe can bring value to the board.</i>					
3.3.m	Elect Kim Yong-jin as Outside Director (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 3.3.i and 3.3.s whom we believe can bring value to the board.</i>					

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.3.n	Elect Kim Jae-seop as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 3.3.i and 3.3.s whom we believe can bring value to the board.</i>				
3.3.o	Elect Byeon Hyeon-cheol as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 3.3.i and 3.3.s whom we believe can bring value to the board.</i>				
3.3.p	Elect Son Ho-sang as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 3.3.i and 3.3.s whom we believe can bring value to the board.</i>				
3.3.q	Elect Yoon Seok-heon as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 3.3.i and 3.3.s whom we believe can bring value to the board.</i>				
3.3.r	Elect Lee Deuk-hong as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 3.3.i and 3.3.s whom we believe can bring value to the board.</i>				
3.3.s	Elect Jeong Chang-hwa as Outside Director (Shareholder Proposal)	G	SH	Against	For
	<i>Blended Rationale: [SD-S0250-999] FOR Shareholder. Supporting item 3.3.i and 3.3.s whom we believe can bring value to the board.</i>				
3.3.t	Elect Cheon Jun-beom as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 3.3.i and 3.3.s whom we believe can bring value to the board.</i>				
3.3.u	Elect Hong Ik-tae as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 3.3.i and 3.3.s whom we believe can bring value to the board.</i>				
4.1	Elect Lee Sang-hun as Outside Director	G	Mgmt	For	For
4.2	Elect Lee Hyeong-gyu as Outside Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0201-999] AGAINST Management. Supporting item 4.1 and 4.4 whom we believe can bring value to the board.</i>				
4.3	Elect Kim Gyeong-won as Outside Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0201-999] AGAINST Management. Supporting item 4.1 and 4.4 whom we believe can bring value to the board.</i>				
4.4	Elect James Andrew Murphy as Outside Director	G	Mgmt	For	For



# Korea Zinc Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.5	Elect Jeong Da-mi as Outside Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0201-999] AGAINST Management. Supporting item 4.1 and 4.4 whom we believe can bring value to the board.</i>				
4.6	Elect Lee Jae-yong as Outside Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0201-999] AGAINST Management. Supporting item 4.1 and 4.4 whom we believe can bring value to the board.</i>				
4.7	Elect Choi Jae-sik as Outside Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0201-999] AGAINST Management. Supporting item 4.1 and 4.4 whom we believe can bring value to the board.</i>				
4.8	Elect Kang Seong-du as Non-Independent Non-Executive Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 4.9 and 4.19 whom we believe can bring value to the board.</i>				
4.9	Elect Kim Gwang-il as Non-Independent Non-Executive Director (Shareholder Proposal)	G	SH	Against	For
	<i>Blended Rationale: [SD-S0250-999] FOR Shareholder. supporting item 4.9 and 4.19 whom we believe can bring value to the board.</i>				
4.10	Elect Kwon Gwang-seok as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 4.9 and 4.19 whom we believe can bring value to the board.</i>				
4.11	Elect Kim Myeong-jun as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 4.9 and 4.19 whom we believe can bring value to the board.</i>				
4.12	Elect Kim Su-jin as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 4.9 and 4.19 whom we believe can bring value to the board.</i>				
4.13	Elect Kim Yong-jin as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 4.9 and 4.19 whom we believe can bring value to the board.</i>				
4.14	Elect Kim Jae-seop as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 4.9 and 4.19 whom we believe can bring value to the board.</i>				

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.15	Elect Byeon Hyeon-cheol as Outside Director (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 4.9 and 4.19 whom we believe can bring value to the board.</i>					
4.16	Elect Son Ho-sang as Outside Director (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 4.9 and 4.19 whom we believe can bring value to the board.</i>					
4.17	Elect Yoon Seok-heon as Outside Director (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 4.9 and 4.19 whom we believe can bring value to the board.</i>					
4.18	Elect Lee Deuk-hong as Outside Director (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 4.9 and 4.19 whom we believe can bring value to the board.</i>					
4.19	Elect Jeong Chang-hwa as Outside Director (Shareholder Proposal)	G	SH	Against	For
<i>Blended Rationale: [SD-S0250-999] FOR Shareholder. supporting item 4.9 and 4.19 whom we believe can bring value to the board.</i>					
4.20	Elect Cheon Jun-beom as Outside Director (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 4.9 and 4.19 whom we believe can bring value to the board.</i>					
4.21	Elect Hong Ik-tae as Outside Director (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 4.9 and 4.19 whom we believe can bring value to the board.</i>					
5.1	Elect Lee Sang-hun as Outside Director	G	Mgmt	For	For
5.2	Elect Lee Hyeong-gyu as Outside Director	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-999] AGAINST Management. Supporting item 5.1 and 5.4 whom we believe can bring value to the board.</i>					
5.3	Elect Kim Gyeong-won as Outside Director	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-999] AGAINST Management. Supporting item 5.1 and 5.4 whom we believe can bring value to the board.</i>					
5.4	Elect James Andrew Murphy as Outside Director	G	Mgmt	For	For
5.5	Elect Jeong Da-mi as Outside Director	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-999] AGAINST Management. Supporting item 5.1 and 5.4 whom we believe can bring value to the board.</i>					

# Korea Zinc Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.6	Elect Lee Jae-yong as Outside Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0201-999] AGAINST Management. Supporting item 5.1 and 5.4 whom we believe can bring value to the board.</i>				
5.7	Elect Choi Jae-sik as Outside Director	G	Mgmt	For	Against
	<i>Blended Rationale: [SD-M0201-999] AGAINST Management. Supporting item 5.1 and 5.4 whom we believe can bring value to the board.</i>				
5.8	Elect Kang Seong-du as Non-Independent Non-Executive Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 5.9 and 5.19 whom we believe can bring value to the board.</i>				
5.9	Elect Kim Gwang-il as Non-Independent Non-Executive Director (Shareholder Proposal)	G	SH	Against	For
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 5.9 and 5.19 whom we believe can bring value to the board.</i>				
5.10	Elect Kwon Gwang-seok as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 5.9 and 5.19 whom we believe can bring value to the board.</i>				
5.11	Elect Kim Myeong-jun as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 5.9 and 5.19 whom we believe can bring value to the board.</i>				
5.12	Elect Kim Su-jin as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 5.9 and 5.19 whom we believe can bring value to the board.</i>				
5.13	Elect Kim Yong-jin as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 5.9 and 5.19 whom we believe can bring value to the board.</i>				
5.14	Elect Kim Jae-seop as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 5.9 and 5.19 whom we believe can bring value to the board.</i>				
5.15	Elect Byeon Hyeon-cheol as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 5.9 and 5.19 whom we believe can bring value to the board.</i>				

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Korea Zinc Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.16	Elect Son Ho-sang as Outside Director (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 5.9 and 5.19 whom we believe can bring value to the board.</i>					
5.17	Elect Yoon Seok-heon as Outside Director (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 5.9 and 5.19 whom we believe can bring value to the board.</i>					
5.18	Elect Lee Deuk-hong as Outside Director (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 5.9 and 5.19 whom we believe can bring value to the board.</i>					
5.19	Elect Jeong Chang-hwa as Outside Director (Shareholder Proposal)	G	SH	Against	For
<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 5.9 and 5.19 whom we believe can bring value to the board.</i>					
5.20	Elect Cheon Jun-beom as Outside Director (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 5.9 and 5.19 whom we believe can bring value to the board.</i>					
5.21	Elect Hong Ik-tae as Outside Director (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [SD-S0250-888] AGAINST Shareholder. Supporting item 5.9 and 5.19 whom we believe can bring value to the board.</i>					
6	Elect Kwon Soon-beom as a Member of Audit Committee	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-001] Board has failed to demonstrate ability to effectively represent shareholders' best interests.</i>					

## Korea Zinc Co., Ltd.

**Meeting Date:** 28/03/2025      **Country:** South Korea      **Ticker:** 010130  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve Financial Statements	G	Mgmt	For	For

# Korea Zinc Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2.1	Approve Appropriation of Income (KRW 7,500 of Common Shares, Conversion of Provision to Retained Earnings KRW 1,668,923,543,430)	G	Mgmt	For	For
<i>Blended Rationale: [RU-M0152-001] Company has demonstrated a pattern of poor dividend allocations.</i>					
1.2.2	Approve Appropriation of Income (KRW 7,500 of Common Shares, Conversion of Provision to Retained Earnings KRW 2,077,718,717,500) (Shareholder Proposal)	G	SH	None	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>					
2.1	Amend Articles of Incorporation (Number of Directors)	G	Mgmt	For	For
2.2	Amend Articles of Incorporation (Appointment of Chairman of the Board)	G	Mgmt	For	For
2.3	Amend Articles of Incorporation (Record Date for Dividends)	G	Mgmt	For	For
2.4	Amend Articles of Incorporation (Interim Dividend)	G	Mgmt	For	For
2.5	Amend Articles of Incorporation (Separate Election of Audit Committee Members)	G	Mgmt	For	For
	ELECT EIGHT DIRECTORS OUT OF 22 NOMINEES (In Case of Approval of Item 2.1)		Mgmt		
3.1	Elect Park Gi-deok as Inside Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0276-101] Another proposed director better represents the interests of minority shareholders.</i>					
3.2	Elect Kwon Soon-beom as Outside Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0276-101] Another proposed director better represents the interests of minority shareholders.</i>					
3.3	Elect Kim Bo-young as Outside Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0276-101] Another proposed director better represents the interests of minority shareholders.</i>					
3.4	Elect James Andrew Murphy as Outside Director	G	Mgmt	For	For
3.5	Elect Jeong Da-mi as Outside Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0276-101] Another proposed director better represents the interests of minority shareholders.</i>					

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.6	Elect Kang Seong-du as Non-Independent Non-Executive Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
3.7	Elect Kim Gwang-il as Non-Independent Non-Executive Director (Shareholder Proposal)	G	SH	Against	For
	<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>				
3.8	Elect Kim Jeong-hwan as Non-Independent Non-Executive Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
3.9	Elect Cho Young-ho as Non-Independent Non-Executive Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
3.10	Elect Kwon Gwang-seok as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
3.11	Elect Kim Myeong-jun as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
3.12	Elect Kim Su-jin as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
3.13	Elect Kim Yong-jin as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
3.14	Elect Kim Jae-seop as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
3.15	Elect Byeon Hyeon-cheol as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
3.16	Elect Son Ho-sang as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>ESG Pillar</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
3.17	Elect Yoon Seok-heon as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
3.18	Elect Lee Deuk-hong as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
3.19	Elect Jeong Chang-hwa as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
3.20	Elect Cheon Jun-beom as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
3.21	Elect Hong Ik-tae as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
3.22	Elect Kim Tae-seong as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
	Decide the number of Directors to be elected by cumulative voting		Mgmt		
4.1.1	Elect 12 Directors by Cumulative Voting	G	Mgmt	For	For
4.1.2	Elect 17 Directors by Cumulative Voting (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>				
	ELECT 12 DIRECTORS BY CUMULATIVE VOTING		Mgmt		
4.2.a	Elect Park Gi-deok as Inside Director	G	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0276-101] Another proposed director better represents the interests of minority shareholders.</i>				
4.2.b	Elect Choi Nae-hyeon as Non-Independent Non-Executive Director	G	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0276-101] Another proposed director better represents the interests of minority shareholders.</i>				
4.2.c	Elect Kwon Soon-beom as Outside Director	G	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0276-101] Another proposed director better represents the interests of minority shareholders.</i>				

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.2.d	Elect Kim Bo-young as Outside Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0276-101] Another proposed director better represents the interests of minority shareholders.</i>					
4.2.e	Elect James Andrew Murphy as Outside Director	G	Mgmt	For	For
4.2.f	Elect Jeong Da-mi as Outside Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0276-101] Another proposed director better represents the interests of minority shareholders.</i>					
4.2.g	Elect Choi Jae-sik as Outside Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0276-101] Another proposed director better represents the interests of minority shareholders.</i>					
4.2.h	Elect Kwon Jae-yeol as Outside Director	G	Mgmt		
4.2.i	Elect Kang Seong-du as Non-Independent Non-Executive Director (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
4.2.j	Elect Kim Gwang-il as Non-Independent Non-Executive Director (Shareholder Proposal)	G	SH	Against	For
<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>					
4.2.k	Elect Kim Jeong-hwan as Non-Independent Non-Executive Director (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
4.2.l	Elect Cho Young-ho as Non-Independent Non-Executive Director (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
4.2.m	Elect Kwon Gwang-seok as Outside Director (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
4.2.n	Elect Kim Myeong-jun as Outside Director (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
4.2.o	Elect Kim Su-jin as Outside Director (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					



Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.2.p	Elect Kim Yong-jin as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
4.2.q	Elect Kim Jae-seop as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
4.2.r	Elect Byeon Hyeon-cheol as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
4.2.s	Elect Son Ho-sang as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
4.2.t	Elect Yoon Seok-heon as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
4.2.u	Elect Lee Deuk-hong as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
4.2.v	Elect Jeong Chang-hwa as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
4.2.w	Elect Cheon Jun-beom as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
4.2.x	Elect Hong Ik-tae as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
4.2.y	Elect Kim Tae-seong as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
	ELECT 17 DIRECTORS BY CUMULATIVE VOTING		Mgmt		
4.3.a	Elect Park Gi-deok as Inside Director	G	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0276-101] Another proposed director better represents the interests of minority shareholders.</i>				

## Korea Zinc Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.3.b	Elect Choi Nae-hyeon as Non-Independent Non-Executive Director	G	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0276-101] Another proposed director better represents the interests of minority shareholders.</i>				
4.3.c	Elect Kwon Soon-beom as Outside Director	G	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0276-101] Another proposed director better represents the interests of minority shareholders.</i>				
4.3.d	Elect Kim Bo-young as Outside Director	G	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0276-101] Another proposed director better represents the interests of minority shareholders.</i>				
4.3.e	Elect James Andrew Murphy as Outside Director	G	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0276-101] Another proposed director better represents the interests of minority shareholders.</i>				
4.3.f	Elect Jeong Da-mi as Outside Director	G	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0276-101] Another proposed director better represents the interests of minority shareholders.</i>				
4.3.g	Elect Choi Jae-sik as Outside Director	G	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0276-101] Another proposed director better represents the interests of minority shareholders.</i>				
4.3.h	Elect Kwon Jae-yeol as Outside Director	G	Mgmt		
4.3.i	Elect Kang Seong-du as Non-Independent Non-Executive Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
4.3.j	Elect Kim Gwang-il as Non-Independent Non-Executive Director (Shareholder Proposal)	G	SH	Against	For
	<i>Blended Rationale: [LN-S0275-101] This slate better represents the interests of minority shareholders.</i>				
4.3.k	Elect Kim Jeong-hwan as Non-Independent Non-Executive Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
4.3.l	Elect Cho Young-ho as Non-Independent Non-Executive Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
4.3.m	Elect Kwon Gwang-seok as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.3.n	Elect Kim Myeong-jun as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
4.3.o	Elect Kim Su-jin as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
4.3.p	Elect Kim Yong-jin as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
4.3.q	Elect Kim Jae-seop as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
4.3.r	Elect Byeon Hyeon-cheol as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
4.3.s	Elect Son Ho-sang as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
4.3.t	Elect Yoon Seok-heon as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
4.3.u	Elect Lee Deuk-hong as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
4.3.v	Elect Jeong Chang-hwa as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
4.3.w	Elect Cheon Jun-beom as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				
4.3.x	Elect Hong Ik-tae as Outside Director (Shareholder Proposal)	G	SH	Against	Against
	<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>				

## Korea Zinc Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.3.y	Elect Kim Tae-seong as Outside Director (Shareholder Proposal)	G	SH	Against	Against
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
5.1	Elect Kwon Soon-beom as a Member of Audit Committee	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0276-101] Another proposed director better represents the interests of minority shareholders.</i>					
5.2	Elect Lee Min-ho as a Member of Audit Committee	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0276-101] Another proposed director better represents the interests of minority shareholders.</i>					
6	Elect Seo Dae-won as Outside Director to Serve as an Audit Committee Member	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0276-101] Another proposed director better represents the interests of minority shareholders.</i>					
7	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Korean Air Lines Co., Ltd.

**Meeting Date:** 26/03/2025      **Country:** South Korea      **Ticker:** 003490  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Amend Articles of Incorporation	G	Mgmt	For	For
3	Elect Song Jae-yong as Outside Director	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	Against
<i>Blended Rationale: [KR-M0549-001] Company has not provided justification for the proposed increase in remuneration cap.</i>					

## KRAFTON, Inc

**Meeting Date:** 26/03/2025      **Country:** South Korea      **Ticker:** 259960  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For
3	Amend Articles of Incorporation	G	Mgmt	For	For
4	Elect Yoon Gu as a Member of Audit Committee	G	Mgmt	For	For

## Kuala Lumpur Kepong Berhad

**Meeting Date:** 28/02/2025

**Country:** Malaysia

**Ticker:** 2445

**Record Date:** 21/02/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Lee Hau Hian as Director	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0201-008] Audit Committee without majority independence [HK-M0201-013] Remuneration Committee without majority independence [SF-S0250-013] Chair of the Nomination Committee is not independent. [HK-M0201-006] Director responsible for failing to ensure sufficient board independence</i>					
2	Elect Anne Rodrigues as Director	G	Mgmt	For	For
3	Elect Cheryl Khor Hui Peng as Director	G	Mgmt	For	For
4	Approve Directors' Fees	G	Mgmt	For	For
5	Approve Directors' Benefits (other than Directors' fees)	G	Mgmt	For	For
6	Approve BDO PLT as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
7	Authorize Share Repurchase Program	G	Mgmt	For	For
8	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions	G	Mgmt	For	For
9	Approve Renewal of Authority to Issue New Ordinary Shares Under the Dividend Reinvestment Plan	G	Mgmt	For	For

## Kubota Corp.

Meeting Date: 21/03/2025

Country: Japan

Ticker: 6326

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Kitao, Yuichi	G	Mgmt	For	For
1.2	Elect Director Hanada, Shingo	G	Mgmt	For	For
1.3	Elect Director Kimura, Hiroto	G	Mgmt	For	For
1.4	Elect Director Yoshikawa, Masato	G	Mgmt	For	For
1.5	Elect Director Watanabe, Dai	G	Mgmt	For	For
1.6	Elect Director Yoshioka, Eiji	G	Mgmt	For	For
1.7	Elect Director Shintaku, Yutaro	G	Mgmt	For	For
1.8	Elect Director Arakane, Kumi	G	Mgmt	For	For
1.9	Elect Director Kawana, Koichi	G	Mgmt	For	For
1.10	Elect Director Furusawa, Yuri	G	Mgmt	For	For
1.11	Elect Director Yamashita, Yoshinori	G	Mgmt	For	For
2	Appoint Statutory Auditor Ino, Setsuko	G	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Iwamoto, Hogara	G	Mgmt	For	For
4	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

## KUM YANG Co., Ltd.

Meeting Date: 31/03/2025

Country: South Korea

Ticker: 001570

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Ryu Gwang-ji as Inside Director	G	Mgmt	For	For
2.2	Elect Moon Chang-gwon as Outside Director	G	Mgmt	For	For
3	Approve Stock Option Grants	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## KUM YANG Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Authorize Board to Fix Remuneration of Internal Auditor(s)	G	Mgmt	For	For

## Kumho Petrochemical Co., Ltd.

**Meeting Date:** 25/03/2025      **Country:** South Korea      **Ticker:** 011780  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Elect Park Jun-gyeong as Inside Director	G	Mgmt	For	For
3.1	Elect Park Sang-su as Outside Director	G	Mgmt	For	For
3.2	Elect Kwon Tae-gyun as Outside Director	G	Mgmt	For	For
3.3	Elect Lee Ji-yoon as Outside Director	G	Mgmt	For	For
3.4	Elect Min Se-jin as Outside Director	G	Mgmt	For	For
4	Elect Park Sang-su as a Member of Audit Committee	G	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Kumiai Chemical Industry Co., Ltd.

**Meeting Date:** 29/01/2025      **Country:** Japan      **Ticker:** 4996  
**Record Date:** 31/10/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 24	G	Mgmt	For	For
2.1	Elect Director Yokoyama, Masaru	G	Mgmt	For	For
2.2	Elect Director Imai, Katsuki	G	Mgmt	For	For
2.3	Elect Director Yoshimura, Takumi	G	Mgmt	For	For
2.4	Elect Director Ikawa, Teruhiko	G	Mgmt	For	For

## Kumiai Chemical Industry Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.5	Elect Director Yamaji, Yoshihiro	G	Mgmt	For	For
2.6	Elect Director Iwata, Koichi	G	Mgmt	For	For
2.7	Elect Director Nishio, Tadahisa	G	Mgmt	For	For
2.8	Elect Director Ikeda, Kanji	G	Mgmt	For	For
2.9	Elect Director Yamanashi, Chisato	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Nakajima, Takahiro	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Suzuki, Tomitaka	G	Mgmt	For	Against

*Blended Rationale: [RJ-M0280-001] AGAINST affiliated outsiders.*

## Kuwait Finance House KSC

**Meeting Date:** 16/03/2025

**Country:** Kuwait

**Ticker:** KFH

**Record Date:** 06/03/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business Approve Board Report on Company Operations for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	Abstain
2	Approve Auditors' Report on Company Financial Statements for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
3	Approve Fatwa and Shariah Supervisory Board Report for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	Abstain
4	Approve External Shariah Auditor Report for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	Abstain
5	Approve Special Report in Financial and Non-Financial Penalties	G	Mgmt	For	For

*Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.*

*Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.*

*Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.*



# Kuwait Finance House KSC

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Accept Financial Statements and Statutory Reports for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
7	Approve the Second Portion of Dividend of KWD 0.012 per Share for the Fiscal Year Ended 31/12/2024 Noting that Semi-annual Dividends of KWD 0.010 per Share were Distributed on 19/08/2024	G	Mgmt	For	For
8	Authorize Distribution of Bonus Shares of 8 Percent of the Issued and Paid Up Capital for the Fiscal Year Ended 31/12/2024 and Authorize the Board to Dispose Shares Fractions	G	Mgmt	For	For
9	Approve Transfer of 10 Percent of Net Income to Statutory Reserve and 10 Percent of Net Income to Optional Reserve	G	Mgmt	For	For
10	Approve Remuneration of Directors and Its Committees of KWD 1,317,382.500 for FY 2024	G	Mgmt	For	For
11	Approve Financing Directors and Related Parties, and Approve Transactions with Related Parties for FY 2025	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>					
12	Authorize Issuance of Capital or Funding Sukuk or Other Shariah Compliant Debt Funding Instruments and Authorize Board to Set Terms of Issuance	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
13	Authorize Share Repurchase Program of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
14	Approve Discharge of Directors for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
15	Appoint or Reappoint Auditors and Authorize Board to Fix Their Remuneration for the Fiscal Year Ending 31/12/2025	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					

## Kuwait Finance House KSC

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16	Elect or Reelect Fatwa and Shariah Supervisory Board Members and Authorize Board to Fix Their Remuneration for the Fiscal Year Ending 31/12/2025	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
17	Appoint or Reappoint External Shariah Auditors and Authorize Board to Fix Their Remuneration for the Fiscal Year Ending 31/12/2025	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
18	Authorize Board to Distribute Semi Annual Dividends for FY 2025	G	Mgmt	For	For

## Kuwait Finance House KSC

**Meeting Date:** 16/03/2025      **Country:** Kuwait      **Ticker:** KFH  
**Record Date:** 06/03/2025      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business		Mgmt		
1	Authorize Increase of Authorized, Issued, and Paid Up Capital By Issuing Bonus Shares Representing 8 Percent of Capital and Authorize the Board to Dispose Shares Fractions and Amend Timeline	G	Mgmt	For	For
2	Amend Articles 9 of Memorandum of Association and Article 5 of Articles of Association to Reflect Changes in Capital	G	Mgmt	For	For

## Kyowa Kirin Co., Ltd.

**Meeting Date:** 19/03/2025      **Country:** Japan      **Ticker:** 4151  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

## Kyowa Kirin Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 29	G	Mgmt	For	For
2	Amend Articles to Clarify Director Authority on Shareholder Meetings	G	Mgmt	For	For
3.1	Elect Director Miyamoto, Masashi	G	Mgmt	For	For
3.2	Elect Director Abdul Mullick	G	Mgmt	For	For
3.3	Elect Director Yamashita, Takeyoshi	G	Mgmt	For	For
3.4	Elect Director Fujiwara, Daisuke	G	Mgmt	For	For
3.5	Elect Director Oyamada, Takashi	G	Mgmt	For	For
3.6	Elect Director Suzuki, Yoshihisa	G	Mgmt	For	For
3.7	Elect Director Nakata, Rumiko	G	Mgmt	For	For
3.8	Elect Director Kanno, Hiroshi	G	Mgmt	For	For
3.9	Elect Director Ito, Yukiko	G	Mgmt	For	For
4	Appoint Statutory Auditor Wachi, Yoko	G	Mgmt	For	For
5	Approve Compensation Ceiling for Directors	G	Mgmt	For	For

## L&F Co., Ltd.

Meeting Date: 19/03/2025

Country: South Korea

Ticker: 066970

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Approval of Reduction of Capital Reserve	G	Mgmt	For	For
3.1	Elect Park Woo-gyun as Outside Director	G	Mgmt	For	For
3.2	Elect Park Seong-min as Outside Director	G	Mgmt	For	For
4.1	Elect Park Woo-gyun as a Member of Audit Committee	G	Mgmt	For	For
4.2	Elect Kim Gyeong-hui as a Member of Audit Committee	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## L&F Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## LATAM Airlines Group SA

**Meeting Date:** 17/03/2025      **Country:** Chile      **Ticker:** LTM  
**Record Date:** 11/03/2025      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Authorize Share Repurchase Program	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
2	Set Maximum Amount or Percentage to be Acquired, Objective and Duration of Share Repurchase Program	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
3.1	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
3.2	Authorize Board to Repurchase Shares without Applying Prorate Procedure	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
3.3	Authorize Board to Sell Repurchased Shares without Applying Preemptive Rights	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				

## LATAM Airlines Group SA

**Meeting Date:** 24/03/2025      **Country:** Chile      **Ticker:** LTM  
**Record Date:** 18/03/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	Abstain
	<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>				

## LATAM Airlines Group SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Dividends	G	Mgmt	For	For
3	Approve Remuneration of Directors	G	Mgmt	For	For
4	Approve Remuneration and Budget of Directors' Committee	G	Mgmt	For	For
5	Appoint Auditors	G	Mgmt	For	For
6	Designate Risk Assessment Companies	G	Mgmt	For	For
7	Designate Newspaper to Publish Company Announcements	G	Mgmt	For	For
8	Receive Report Regarding Related-Party Transactions	G	Mgmt	For	For
9	Other Business	G	Mgmt	For	Against

*Blended Rationale: SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.*

## Leonteq AG

**Meeting Date:** 27/03/2025

**Country:** Switzerland

**Ticker:** LEON

**Record Date:**

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals		Mgmt		
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Sustainability Report	E, S	Mgmt	For	For
	Shareholder Proposal Submitted by Raiffeisen Switzerland		Mgmt		
2.1	Approve Allocation of Income and Dividends of CHF 3.00 per Share	G	SH	Against	Against
	Management Proposal		Mgmt		
2.2	Approve Allocation of Income and Dividends of CHF 0.25 per Share	G	Mgmt	For	For
	Shareholder Proposal Submitted by Rainer-Marc Frey		Mgmt		
3	Initiate Share Repurchase Program	G	SH	Against	Against

*Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.*

*Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.*

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals		Mgmt		
4.1.1	Reelect Christopher Chambers as Director	G	Mgmt	For	For
4.1.2	Reelect Susana Smith as Director	G	Mgmt	For	For
4.1.3	Reelect Philippe Le Baquer as Director	G	Mgmt	For	For
4.1.4	Reelect Thomas Meier as Director	G	Mgmt	For	For
4.1.5	Reelect Philippe Weber as Director	G	Mgmt	For	For
4.2	Elect Sylvia Steinmann as Director	G	Mgmt	For	For
4.3	Reelect Christopher Chambers as Board Chair	G	Mgmt	For	For
4.4.1	Reappoint Philippe Weber as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
4.4.2	Appoint Philippe Le Baquer as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
4.4.3	Appoint Thomas Meier as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
5	Ratify Deloitte AG as Auditors	G	Mgmt	For	For
6	Designate Proxy Voting Services GmbH as Independent Proxy	G	Mgmt	For	For
7.1	Approve Remuneration Report	G	Mgmt	For	For
7.2	Approve Remuneration of Directors in the Amount of CHF 1.4 Million	G	Mgmt	For	For
7.3	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 972,000	G	Mgmt	For	For
7.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.2 Million	G	Mgmt	For	For
7.5	Approve Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 4.8 Million	G	Mgmt	For	For
8	Additional Voting Instructions - Board of Directors Proposals (Voting)	G	Mgmt	For	Abstain

*Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.*

## Leonteq AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Additional Voting Instructions - Shareholder Proposals (Voting)	G	Mgmt	None	Abstain

*Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.*

## Leslie's, Inc.

**Meeting Date:** 12/03/2025      **Country:** USA      **Ticker:** LESL  
**Record Date:** 15/01/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Yolanda Daniel	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.2	Elect Director Jason McDonell	G	Mgmt	For	For
1.3	Elect Director Maile Naylor	G	Mgmt	For	For
1.4	Elect Director Lorna E. Nagler	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4a	Amend Certificate of Incorporation to Provide Directors May Be Removed With or Without Cause	G	Mgmt	For	For
4b	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For

## LG Chem Ltd.

**Meeting Date:** 24/03/2025      **Country:** South Korea      **Ticker:** 051910  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For

## LG Chem Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.1	Amend Articles of Incorporation (Record date for Dividends)	G	Mgmt	For	For
2.2	Amend Articles of Incorporation (Establishment of Branches)	G	Mgmt	For	For
3.1	Elect Shin Hak-cheol as Inside Director	G	Mgmt	For	For
3.2	Elect Kwon Bong-seok as Non-Independent Non-Executive Director	G	Mgmt	For	For
3.3	Elect Cho Hwa-soon as Outside Director	G	Mgmt	For	For
3.4	Elect Lee Hyeon-ju as Outside Director	G	Mgmt	For	For
4.1	Elect Cho Hwa-soon as a Member of Audit Committee	G	Mgmt	For	For
4.2	Elect Lee Hyeon-ju as a Member of Audit Committee	G	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## LG Corp.

**Meeting Date:** 26/03/2025

**Country:** South Korea

**Ticker:** 003550

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Amend Articles of Incorporation	G	Mgmt	For	For
3	Approve Reduction in Capital	G	Mgmt	For	For
4.1	Elect Kwon Bong-seok as Inside Director	G	Mgmt	For	For
4.2	Elect Ha Beom-jong as Inside Director	G	Mgmt	For	For
4.3	Elect Jeong Doh-jin as Outside Director	G	Mgmt	For	For
5	Elect Jeong Doh-jin as a Member of Audit Committee	G	Mgmt	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For



## LG Electronics, Inc.

Meeting Date: 25/03/2025

Country: South Korea

Ticker: 066570

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Amend Articles of Incorporation	G	Mgmt	For	For
3.1	Elect Kwon Bong-seok as Non-Independent Non-Executive Director	G	Mgmt	For	For
3.2	Elect Cho Ju-wan as Inside Director	G	Mgmt	For	For
3.3	Elect Ryu Chung-ryeol as Outside Director	G	Mgmt	For	For
3.4	Elect Kang Seong-chun as Outside Director	G	Mgmt	For	For
4.1	Elect Ryu Chung-ryeol as a Member of Audit Committee	G	Mgmt	For	For
4.2	Elect Kang Seong-chun as a Member of Audit Committee	G	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## LG Energy Solution Ltd.

Meeting Date: 20/03/2025

Country: South Korea

Ticker: 373220

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Kwon Bong-seok as Non-Independent Non-Executive Director	G	Mgmt	For	For
2.2	Elect Lee Chang-sil as Inside Director	G	Mgmt	For	For
3	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## LG H&H Co., Ltd.

Meeting Date: 25/03/2025

Country: South Korea

Ticker: 051900

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Amend Articles of Incorporation	G	Mgmt	For	For
3.1	Elect Lee Myeong-seok as Inside Director	G	Mgmt	For	For
3.2	Elect Lee Sang-cheol as Outside Director	G	Mgmt	For	For
3.3	Elect Lee Seung-yoon as Outside Director	G	Mgmt	For	For
4	Elect Lee Woo-young as Outside Director to serve as an Audit Committee Member	G	Mgmt	For	For
5.1	Elect Lee Sang-cheol as a Member of Audit Committee	G	Mgmt	For	For
5.2	Elect Lee Seung-yoon as a Member of Audit Committee	G	Mgmt	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## LG Innotek Co., Ltd.

Meeting Date: 24/03/2025

Country: South Korea

Ticker: 011070

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Lee Sang-woo as Non-Independent Non-Executive Director	G	Mgmt	For	For
2.2	Elect Lee Hui-jeong as Outside Director	G	Mgmt	For	For
2.3	Elect Kim Jeong-hoe as Outside Director	G	Mgmt	For	For
3.1	Elect Lee Hui-jeong as a Member of Audit Committee	G	Mgmt	For	For
3.2	Elect Kim Jeong-hoe as a Member of Audit Committee	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## LG Innotek Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## LG Uplus Corp.

**Meeting Date:** 25/03/2025      **Country:** South Korea      **Ticker:** 032640  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Hong Beom-sik as Inside Director	G	Mgmt	For	For
2.2	Elect Kwon Bong-seok as Non-Independent Non-Executive Director	G	Mgmt	For	For
2.3	Elect Nam Hyeong-du as Outside Director	G	Mgmt	For	For
3	Elect Nam Hyeong-du as a Member of Audit Committee	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Lindsay Corporation

**Meeting Date:** 08/01/2025      **Country:** USA      **Ticker:** LNN  
**Record Date:** 12/11/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Pablo Di Si	G	Mgmt	For	For
1.2	Elect Director Mary A. Lindsey	G	Mgmt	For	For
1.3	Elect Director Consuelo E. Madere	G	Mgmt	For	For
2	Approve Omnibus Stock Plan	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

## Link & Motivation, Inc.

Meeting Date: 26/03/2025

Country: Japan

Ticker: 2170

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Ozasa, Yoshihisa	G	Mgmt	For	For
1.2	Elect Director Sakashita, Hideki	G	Mgmt	For	For
1.3	Elect Director Ono, Shunichi	G	Mgmt	For	For
1.4	Elect Director Nakamura, Yuri	G	Mgmt	For	For
1.5	Elect Director Hara, Yukari	G	Mgmt	For	For

## Lion Corp.

Meeting Date: 28/03/2025

Country: Japan

Ticker: 4912

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Clarify Director Authority on Shareholder Meetings - Clarify Director Authority on Board Meetings	G	Mgmt	For	For
2.1	Elect Director Takemori, Masayuki	G	Mgmt	For	For
2.2	Elect Director Fukuda, Kengo	G	Mgmt	For	For
2.3	Elect Director Suzuki, Hitoshi	G	Mgmt	For	For
2.4	Elect Director Noritake, Fumitomo	G	Mgmt	For	For
2.5	Elect Director Suzuki, Ayako	G	Mgmt	For	For
2.6	Elect Director Kawanishi, Takayuki	G	Mgmt	For	For
2.7	Elect Director Matsuzaki, Masatoshi	G	Mgmt	For	For
2.8	Elect Director Uchida, Kazunari	G	Mgmt	For	For
2.9	Elect Director Shiraishi, Takashi	G	Mgmt	For	For
2.10	Elect Director Sugaya, Takako	G	Mgmt	For	For
2.11	Elect Director Yasue, Reiko	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Ito, Akihiro	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Lion Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.2	Appoint Statutory Auditor Hirai, Yumiko	G	Mgmt	For	For
4	Approve Fixed Cash Compensation Ceiling and Annual Bonus Ceiling for Directors	G	Mgmt	For	For
5	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For
6	Approve Compensation Ceiling for Statutory Auditors	G	Mgmt	For	For

## LONGi Green Energy Technology Co., Ltd.

**Meeting Date:** 07/03/2025      **Country:** China      **Ticker:** 601012  
**Record Date:** 28/02/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Downward Adjustment of Conversion Price	G	Mgmt	For	Against

*Blended Rationale: [SF-M0400-003] We believe this proposal is not in the best interest of shareholders.*

## Lotte Corp.

**Meeting Date:** 26/03/2025      **Country:** South Korea      **Ticker:** 004990  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Elect Lee Dong-woo as Inside Director	G	Mgmt	For	For
3	Elect Seo Young-gyeong as Outside Director to serve as an Audit Committee Member	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Lotte Energy Materials Corp.

**Meeting Date:** 24/01/2025      **Country:** South Korea      **Ticker:** 020150  
**Record Date:** 17/12/2024      **Meeting Type:** Special

## Lotte Energy Materials Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles of Incorporation	G	Mgmt	For	Against

*Blended Rationale: [LN-MQ300-001] Potential to be excessively dilutive to existing shareholders.*

## Lotte Energy Materials Corp.

**Meeting Date:** 24/03/2025      **Country:** South Korea      **Ticker:** 020150  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Appropriation of Income	G	Mgmt	For	For
2.1	Elect Kim Yeon-seop as Inside Director	G	Mgmt	For	For
2.2	Elect Park In-gu as Inside Director	G	Mgmt	For	For
2.3	Elect Oh Se-min as Outside Director	G	Mgmt	For	For
2.4	Elect Jeong Seong-yoon as Inside Director	G	Mgmt	For	For
2.5	Elect Chae Jin-ho as Non-Independent Non-Executive Director	G	Mgmt	For	For
3	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For
4	Authorize Board to Fix Remuneration of Internal Auditor(s)	G	Mgmt	For	For

## LOTTE REIT Co., Ltd.

**Meeting Date:** 20/03/2025      **Country:** South Korea      **Ticker:** 330590  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Appropriation of Income	G	Mgmt	For	For

## LOTTE REIT Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Business Plan	G	Mgmt	For	For
4	Approve Financing Plan	G	Mgmt	For	For
5	Amend Articles of Incorporation	G	Mgmt	For	For
6	Approve Change in Asset Retainment Contract	G	Mgmt	For	For
7.1	Elect Jeong Jae-pil as Non-Independent Non-Executive Director	G	Mgmt	For	For
7.2	Elect Park Young-ran as Non-Independent Non-Executive Director	G	Mgmt	For	For
8	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## LS Corp.

**Meeting Date:** 27/03/2025      **Country:** South Korea      **Ticker:** 006260  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Elect Myeong Noh-hyeon as Inside Director	G	Mgmt	For	For
3	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Luxshare Precision Industry Co. Ltd.

**Meeting Date:** 28/02/2025      **Country:** China      **Ticker:** 002475  
**Record Date:** 21/02/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Foreign Exchange Derivatives Transactions	G	Mgmt	For	For

## Luzhou Laojiao Co., Ltd.

Meeting Date: 10/01/2025

Country: China

Ticker: 000568

Record Date: 07/01/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Interim Profit Distribution	G	Mgmt	For	For
2	Approve Amendments to Articles of Association and Its Attachments	G	Mgmt	For	For

## Mabanee Co. SAK

Meeting Date: 16/03/2025

Country: Kuwait

Ticker: MABANEE

Record Date: 06/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Ordinary Business		Mgmt		
1	Approve Board Report on Company Operations and Its Financial Position for FY 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
2	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
3	Approve Corporate Governance, Remuneration, and Audit Committee Reports for FY 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
4	Accept Consolidated Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
5	Approve Special Report on Penalties and Violations for FY 2024	G	Mgmt	For	For
6	Ratify Related Party Transactions for FY 2024 and Approve Related Party Transactions for FY 2025	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>					
7	Approve Transfer of 10 Percent of Net Income of FY 2024 to Statutory Reserve	G	Mgmt	For	For



# Mabane Co. SAK

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Transfer of 10 Percent of Net Income of FY 2024 to Optional Reserve	G	Mgmt	For	For
9	Approve Dividends of KWD 0.014 Per Share of FY 2024	G	Mgmt	For	For
10	Authorize Distribution of Bonus Shares Representing 6 Percent of the Share Capital for FY 2024	G	Mgmt	For	For
11	Approve the Timetable of Allocation of Cash Dividend and Bonus Shares for FY 2024 and Authorize Board to Distribute Bonus Share and Dispose of Fraction Shares	G	Mgmt	For	For
12	Approve Remuneration of Directors of KWD 724,000 for FY 2024	G	Mgmt	For	For
13	Authorize Share Repurchase Program of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
14	Approve Charitable Donations up to KWD 50,000	S	Mgmt	For	For
15	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
16	Approve Resignation of the Current Board of Directors	G	Mgmt	For	For
17.1	Elect Mohammed Abdulazeez Al Shayiea as Non-Executive Director	G	Mgmt	None	For
17.2	Elect Mohammed Abdulateef Al Shayiea as Non-Executive Director	G	Mgmt	None	For
17.3	Elect Abdullah Al Shayiea as Non-Executive Director	G	Mgmt	None	For
17.4	Elect Ayman Al Shayiea as Non-Executive Director	G	Mgmt	None	For
17.5	Elect Azzam Al Faleej as Independent Director	G	Mgmt	None	For
17.6	Elect Mohammed Al Muteeri as Non-Executive Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
17.7	Elect Rana Al Faris as Independent Director	G	Mgmt	None	For
17.8	Elect Sara Al Shayiea as Non-Executive Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
17.9	Elect Hamoud Al Shayiea as Non-Executive Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Mabanee Co. SAK

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
17.10	Elect Nasir Boursli as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
17.11	Elect Fawaz Al Maneea as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
17.12	Elect Mohammed Al Sabaa as Independent Director	G	Mgmt	None	For
17.13	Elect Ibtihal Al Shihab as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
18	Appoint or Reappoint Auditors and Authorize Board to Fix Their Remuneration for FY 2025	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					

## Mabuchi Motor Co., Ltd.

Meeting Date: 28/03/2025

Country: Japan

Ticker: 6592

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 38	G	Mgmt	For	For
2.1	Elect Director Okoshi, Hiro	G	Mgmt	For	For
2.2	Elect Director Takahashi, Toru	G	Mgmt	For	For
2.3	Elect Director Iyoda, Tadahito	G	Mgmt	For	For
2.4	Elect Director Nakamura, Tsuyoshi	G	Mgmt	For	For
2.5	Elect Director Okada, Akira	G	Mgmt	For	For
2.6	Elect Director Sakata, Seiji	G	Mgmt	For	For
2.7	Elect Director Hagiwara, Takako	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Kobayashi, Katsumi	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Toyoshi, Yoko	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Fukuyama, Yasuko	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Mabuchi Motor Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.4	Elect Director and Audit Committee Member Kaneko, Atsushi	G	Mgmt	For	For

## MACOM Technology Solutions Holdings, Inc.

Meeting Date: 06/03/2025 Country: USA Ticker: MTSI  
Record Date: 13/01/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Peter Chung	G	Mgmt	For	For
1.2	Elect Director Geoffrey Ribar	G	Mgmt	For	For
1.3	Elect Director John Ritchie	G	Mgmt	For	For
1.4	Elect Director Jihye Whang Rosenband	G	Mgmt	For	For
1.5	Elect Director Murugesan "Raj" Shanmugaraj	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

## Mapfre SA

Meeting Date: 14/03/2025 Country: Spain Ticker: MAP  
Record Date: 07/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	G	Mgmt	For	For
1.2	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
1.3	Approve Allocation of Income and Dividends	G	Mgmt	For	For
1.4	Approve Discharge of Board	G	Mgmt	For	For
2.1	Reelect Ana Isabel Fernandez Alvarez as Director	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.2	Ratify Appointment of and Elect Jose Luis Perelli Alonso as Director	G	Mgmt	For	For
2.3	Reelect Francisco Jose Marco Orenes as Director	G	Mgmt	For	For
2.4	Elect Jose Luis Jimenez Guajardo-Fajardo as Director	G	Mgmt	For	For
3.1	Amend Articles Re: Title I	G	Mgmt	For	For
3.2	Amend Articles Re: Title II	G	Mgmt	For	For
3.3	Amend Articles Re: Title III, Chapter I	G	Mgmt	For	For
3.4	Amend Articles Re: Title III, Chapter II	G	Mgmt	For	For
3.5	Amend Articles Re: Title III, Chapter II, Section 3	G	Mgmt	For	For
3.6	Amend Articles Re: Title IV	G	Mgmt	For	For
3.7	Amend Articles Re: Title V	G	Mgmt	For	For
3.8	Amend Articles Re: Title VI	G	Mgmt	For	For
3.9	Amend Articles Re: Title VII	G	Mgmt	For	For
4.1	Amend Articles of General Meeting Regulations Re: Title I	G	Mgmt	For	For
4.2	Amend Articles of General Meeting Regulations Re: Title II and III	G	Mgmt	For	For
4.3	Amend Articles of General Meeting Regulations Re: Title IV	G	Mgmt	For	For
4.4	Amend Articles of General Meeting Regulations Re: Titles V to VII	G	Mgmt	For	For
4.5	Amend Articles of General Meeting Regulations Re: Title VIII	G	Mgmt	For	For
4.6	Add Title IX to General Meeting Regulations	G	Mgmt	For	For
4.7	Amend Articles of General Meeting Regulations Re: Title X	G	Mgmt	For	For
5.1	Approve Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5.2	Advisory Vote on Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.</i>					
6	Approve Payment of the Dividend for Shareholder Participation in the Annual General Meeting	G	Mgmt	For	For

## Mapfre SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For

## MARA Holdings, Inc.

Meeting Date: 19/02/2025 Country: USA Ticker: MARA  
Record Date: 17/01/2025 Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Increase Authorized Common Stock	G	Mgmt	For	For
2	Adjourn Meeting	G	Mgmt	For	For

## Marston's Plc

Meeting Date: 21/01/2025 Country: United Kingdom Ticker: MARS  
Record Date: 17/01/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Elect Ken Lever as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
4	Re-elect Justin Platt as Director	G	Mgmt	For	For
5	Re-elect Hayleigh Lupino as Director	G	Mgmt	For	For
6	Re-elect Bridget Lea as Director	G	Mgmt	For	For
7	Re-elect Octavia Morley as Director	G	Mgmt	For	For
8	Re-elect Rachel Osborne as Director	G	Mgmt	For	For
9	Re-elect Sir Nick Varney as Director	G	Mgmt	For	For
10	Reappoint RSM UK Audit LLP as Auditors	G	Mgmt	For	For
11	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For

## Marston's Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Authorise Issue of Equity	G	Mgmt	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
14	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

## Maximus, Inc.

**Meeting Date:** 11/03/2025      **Country:** USA      **Ticker:** MMS  
**Record Date:** 13/01/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Anne K. Altman	G	Mgmt	For	For
1b	Elect Director Bruce L. Caswell	G	Mgmt	For	For
1c	Elect Director John J. Haley	G	Mgmt	For	For
1d	Elect Director Jan D. Madsen	G	Mgmt	For	For
1e	Elect Director Richard A. Montoni	G	Mgmt	For	For
1f	Elect Director Gayathri Rajan	G	Mgmt	For	For
1g	Elect Director Raymond B. Ruddy	G	Mgmt	For	For
1h	Elect Director Michael J. Warren	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

## mBank SA

**Meeting Date:** 27/03/2025      **Country:** Poland      **Ticker:** MBK  
**Record Date:** 11/03/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Meeting Chairman	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Receive Presentation by CEO, Management Board Report on Company's and Group's Operations, and Standalone and Consolidated Financial Statements	G	Mgmt		
4	Receive Presentation by Supervisory Board Chairwoman and Report of Supervisory Board on Board's Work and Company's Standing	G	Mgmt		
5	Receive Management Reports on Company's and Group's Operations, Financial Statements, and Supervisory Board Report	G	Mgmt		
6	Receive Consolidated Financial Statements	G	Mgmt		
7.1	Approve Management Board Report on Company's and Group's Operations	G	Mgmt	For	For
7.2	Approve Financial Statements	G	Mgmt	For	For
7.3	Approve Allocation of Income	G	Mgmt	For	For
7.4	Approve Allocation of Income from Previous Years	G	Mgmt	For	For
7.5	Approve Discharge of Cezary Kocik (CEO)	G	Mgmt	For	For
7.6	Approve Discharge of Krzysztof Bratos (Deputy CEO)	G	Mgmt	For	For
7.7	Approve Discharge of Adam Pers (Deputy CEO)	G	Mgmt	For	For
7.8	Approve Discharge of Krzysztof Dabrowski (Deputy CEO)	G	Mgmt	For	For
7.9	Approve Discharge of Marek Lusztyn (Deputy CEO)	G	Mgmt	For	For
7.10	Approve Discharge of Julia Nusser (Deputy CEO)	G	Mgmt	For	For
7.11	Approve Discharge of Pascal Ruhland (Deputy CEO)	G	Mgmt	For	For
7.12	Approve Discharge of Cezary Stypulkowski (CEO)	G	Mgmt	For	For
7.13	Approve Co-Option of Carsten Schmitt as Supervisory Board Member	G	Mgmt	For	For
7.14	Approve Discharge of Agnieszka Slomka-Golebiowska (Supervisory Board Chairwoman)	G	Mgmt	For	Against

*Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.*

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.15	Approve Discharge of Bettina Orlopp (Supervisory Board Member)	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
7.16	Approve Discharge of Bernhard Spalt (Supervisory Board Deputy Chairman)	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
7.17	Approve Discharge of Tomasz Bieske (Supervisory Board Member)	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
7.18	Approve Discharge of Miroslaw Godlewski (Supervisory Board Member)	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
7.19	Approve Discharge of Aleksandra Gren (Supervisory Board Member)	G	Mgmt	For	For
7.20	Approve Discharge of Thomas Schaufler (Supervisory Board Member)	G	Mgmt	For	For
7.21	Approve Discharge of Hans-George Beyer (Supervisory Board Member)	G	Mgmt	For	For
7.22	Approve Consolidated Financial Statements	G	Mgmt	For	For
7.23	Amend Statute	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					
7.24	Approve Supervisory Board Report on Remuneration Policy	G	Mgmt	For	For
7.25	Approve Policy on Suitability, Appointment and Dismissal of Board Members	G	Mgmt	For	For
7.26	Approve Assessment of Supervisory Board Suitability	G	Mgmt	For	For
7.27	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
8	Close Meeting	G	Mgmt		



## Medical Data Vision Co., Ltd.

Meeting Date: 25/03/2025

Country: Japan

Ticker: 3902

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 6.5	G	Mgmt	For	For
2.1	Elect Director Iwasaki, Hiroyuki	G	Mgmt	For	For
2.2	Elect Director Asami, Shuji	G	Mgmt	For	For
2.3	Elect Director Yanagisawa, Takuji	G	Mgmt	For	For
2.4	Elect Director Nakamura, Masaki	G	Mgmt	For	For
2.5	Elect Director Katsuki, Soichi	G	Mgmt	For	For
2.6	Elect Director Nakamura, Takao	G	Mgmt	For	For
2.7	Elect Director Kato, Yuko	G	Mgmt	For	For

## Medley, Inc.

Meeting Date: 25/03/2025

Country: Japan

Ticker: 4480

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Takiguchi, Kohei	G	Mgmt	For	For
1.2	Elect Director Kawahara, Ryo	G	Mgmt	For	For
1.3	Elect Director Takeuchi, Shin	G	Mgmt	For	For
1.4	Elect Director Uriu, Hidetoshi	G	Mgmt	For	For
1.5	Elect Director Kimura, Shinji	G	Mgmt	For	For
1.6	Elect Director Sakuraba, Rina	G	Mgmt	For	For
1.7	Elect Director Matsumoto, Yasukane	G	Mgmt	For	For
2	Approve Compensation Ceiling for Statutory Auditors	G	Mgmt	For	For
3	Approve Mergers by Absorption	G	Mgmt	For	For
4	Approve Merger by Absorption	G	Mgmt	For	For
5	Approve Mergers by Absorption	G	Mgmt	For	For
6	Amend Articles to Amend Business Lines	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## MERITZ Financial Group, Inc.

Meeting Date: 26/03/2025

Country: South Korea

Ticker: 138040

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Amend Articles of Incorporation	G	Mgmt	For	For
3	Elect Kim Myeong-ae as Outside Director	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Metro Inc.

Meeting Date: 28/01/2025

Country: Canada

Ticker: MRU

Record Date: 04/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Lori-Ann Beausoleil	G	Mgmt	For	For
1.2	Elect Director Maryse Bertrand	G	Mgmt	For	For
1.3	Elect Director Pierre Boivin	G	Mgmt	For	For
1.4	Elect Director Francois J. Coutu	G	Mgmt	For	For
1.5	Elect Director Michel Coutu	G	Mgmt	For	For
1.6	Elect Director Stephanie Coyles	G	Mgmt	For	For
1.7	Elect Director Genevieve Fortier	G	Mgmt	For	For
1.8	Elect Director Marc Guay	G	Mgmt	For	For
1.9	Elect Director Eric R. La Fleche	G	Mgmt	For	For
1.10	Elect Director Christine Magee	G	Mgmt	For	For
1.11	Elect Director Brian McManus	G	Mgmt	For	For
1.12	Elect Director Pietro Satriano	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For
4	Re-approve Shareholder Rights Plan	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Metro Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Shareholder Proposal		Mgmt		
5	Auditor Rotation	G	SH	Against	Against

*Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.*

## Metsa Board Corp.

**Meeting Date:** 20/03/2025      **Country:** Finland      **Ticker:** METSB  
**Record Date:** 10/03/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Call the Meeting to Order	G	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	G	Mgmt		
4	Acknowledge Proper Convening of Meeting	G	Mgmt		
5	Prepare and Approve List of Shareholders	G	Mgmt		
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.07 Per Share	G	Mgmt	For	For
9	Approve Discharge of Board and President	G	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	Against

*Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.*

11	Approve Remuneration of Directors in the Amount of EUR 99,000 for Chair, EUR 85,000 for Vice Chair and EUR 67,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	G	Mgmt	For	Against
----	--	---	------	-----	---------

*Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured.*

12	Fix Number of Directors at Ten	G	Mgmt	For	For
----	--------------------------------	---	------	-----	-----

## Metsa Board Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13	Reelect Leena Craelius, Raija-Leena Hankonen-Nybom, Erja Hyrsky, Ilkka Hamala, Mari Kiviniemi, Jussi Linnaranta, Jukka Moisio, Mikko Makimattila and Juha Vanhainen as Directors; Elect Jussi Vanhanen as New Director	G	Mgmt	For	Abstain
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
14	Approve Remuneration of Auditors; Approve Remuneration of Auditor for Sustainability Reporting	G	Mgmt	For	For
15	Ratify KPMG as Auditor; Appoint KPMG as Auditor for Sustainability Reporting	G	Mgmt	For	For
16	Approve Issuance of up to 35 Million Shares without Preemptive Rights	G	Mgmt	For	For
17	Authorize Share Repurchase Program	G	Mgmt	For	For
18	Close Meeting	G	Mgmt		

## MGI Tech Co., Ltd.

**Meeting Date:** 26/02/2025

**Country:** China

**Ticker:** 688114

**Record Date:** 20/02/2025

**Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Related Party Transaction	G	Mgmt	For	For

## Micron Technology, Inc.

**Meeting Date:** 16/01/2025

**Country:** USA

**Ticker:** MU

**Record Date:** 18/11/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Richard M. Beyer	G	Mgmt	For	For
1b	Elect Director Lynn A. Dugle	G	Mgmt	For	For
1c	Elect Director Steven J. Gomo	G	Mgmt	For	For

## Micron Technology, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Linnie M. Haynesworth	G	Mgmt	For	For
1e	Elect Director Mary Pat McCarthy	G	Mgmt	For	For
1f	Elect Director Sanjay Mehrotra	G	Mgmt	For	For
1g	Elect Director Robert Swan	G	Mgmt	For	For
1h	Elect Director MaryAnn Wright	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

## Micronics Japan Co., Ltd.

Meeting Date: 27/03/2025

Country: Japan

Ticker: 6871

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	G	Mgmt	For	For
2.1	Elect Director Hasegawa, Masayoshi	G	Mgmt	For	For
2.2	Elect Director Abe, Yuichi	G	Mgmt	For	For
2.3	Elect Director Sotokawa, Ko	G	Mgmt	For	For
2.4	Elect Director Ki Sang Kang	G	Mgmt	For	For
2.5	Elect Director Katayama, Yuki	G	Mgmt	For	For
2.6	Elect Director Tanabe, Eitatsu	G	Mgmt	For	For
2.7	Elect Director Ueda, Yasuhiro	G	Mgmt	For	For
2.8	Elect Director Hiramoto, Kazuo	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Niihara, Shinichi	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Higuchi, Yoshiyuki	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
3.3	Elect Director and Audit Committee Member Tsuchiya, Chieko	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Micronics Japan Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Elect Alternate Director and Audit Committee Member Arai, Hideo	G	Mgmt	For	For

## MicroStrategy Incorporated

**Meeting Date:** 21/01/2025      **Country:** USA      **Ticker:** MSTR  
**Record Date:** 02/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Increase Authorized Class A Common Stock	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
2	Increase Authorized Preferred Stock	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-006] The authorization would allow the company to issue preference shares, which could be used as an antitakeover instrument.</i>					
3	Amend Omnibus Stock Plan	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0500-010] Pay is not aligned with performance and peers.</i>					
4	Adjourn Meeting	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0617-002] Based on the proposals on this agenda, we do not believe it is in the best interests of shareholders to adjourn this meeting.</i>					

## Midea Group Co. Ltd.

**Meeting Date:** 15/01/2025      **Country:** China      **Ticker:** 300  
**Record Date:** 08/01/2025      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	EGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Repurchase and Cancellation of Certain Restricted Shares Under the 2021 Restricted Share Incentive Scheme	G	Mgmt	For	For

## Midea Group Co. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Approve Repurchase and Cancellation of Certain Restricted Shares Under the 2022 Restricted Share Incentive Scheme	G	Mgmt	For	For
3	Approve Repurchase and Cancellation of Certain Restricted Shares Under the 2023 Restricted Share Incentive Scheme	G	Mgmt	For	For

## Ming Yang Smart Energy Group Co., Ltd.

**Meeting Date:** 19/03/2025      **Country:** China      **Ticker:** 601615  
**Record Date:** 10/03/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Provision of Guarantee	G	Mgmt	For	For

## MINISO Group Holding Limited

**Meeting Date:** 17/01/2025      **Country:** Cayman Islands      **Ticker:** 9896  
**Record Date:** 06/12/2024      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Dairy Farm Share Purchase Agreement and Related Transactions	G	Mgmt	For	For
2	Approve Jingdong Share Purchase Agreement and Related Transactions	G	Mgmt	For	For
3	Authorize Board to Deal with All Matter in Relation to the Share Purchase Agreements	G	Mgmt	For	For

## Mirae Asset Securities Co., Ltd.

**Meeting Date:** 27/03/2025      **Country:** South Korea      **Ticker:** 006800  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

## Mirae Asset Securities Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Kim Mi-seop as Inside Director	G	Mgmt	For	For
2.2	Elect Heo Seon-ho as Inside Director	G	Mgmt	For	For
2.3	Elect Jeon Gyeong-nam as Inside Director	G	Mgmt	For	For
2.4	Elect Moon Hong-seong as Outside Director	G	Mgmt	For	For
2.5	Elect Seok Jun-hui as Outside Director	G	Mgmt	For	For
3	Elect Lee Jem-ma as Outside Director to Serve as an Audit Committee Member	G	Mgmt	For	For
4.1	Elect Song Jae-yong as a Member of Audit Committee	G	Mgmt	For	For
4.2	Elect Moon Hong-seong as a Member of Audit Committee	G	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For
6	Amend Articles of Incorporation	G	Mgmt	For	For

## Mitchells & Butlers Plc

**Meeting Date:** 23/01/2025      **Country:** United Kingdom      **Ticker:** MAB  
**Record Date:** 21/01/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Re-elect Amanda Brown as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i></p>					
4	Re-elect Keith Browne as Director	G	Mgmt	For	For



## Mitchells & Butlers Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Re-elect Dave Coplin as Director	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
6	Re-elect Eddie Irwin as Director	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
7	Re-elect Bob Ivell as Director	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
8	Re-elect Tim Jones as Director	G	Mgmt	For	For
9	Re-elect Josh Levy as Director	G	Mgmt	For	For
10	Re-elect Jane Moriarty as Director	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i>					
11	Re-elect Phil Urban as Director	G	Mgmt	For	For
12	Reappoint KPMG LLP as Auditors	G	Mgmt	For	For
13	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
14	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
15	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

## Mizrahi Tefahot Bank Ltd.

**Meeting Date:** 03/03/2025

**Country:** Israel

**Ticker:** MZTF

**Record Date:** 02/02/2025

**Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Reelect Gilad Rabinovich as External Director	G	Mgmt	For	For

## Mizrahi Tefahot Bank Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
A	<p>Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager</p> <p>Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney</p>	G	Mgmt	None	Against
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	G	Mgmt	None	For

## Mobimo Holding AG

**Meeting Date:** 31/03/2025

**Country:** Switzerland

**Ticker:** MOBN

**Record Date:**

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Remuneration Report	G	Mgmt	For	For
2.1	Approve Allocation of Income and Dividends of CHF 5.15 per Share	G	Mgmt	For	For
2.2	Approve Dividends of CHF 5.10 per Share from Capital Contribution Reserves	G	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
4.1.a	Reelect Sabrina Contratto as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Mobimo Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.1.b	Reelect Bernadette Koch as Director	G	Mgmt	For	For
4.1.c	Reelect Stephane Maye as Director	G	Mgmt	For	For
4.1.d	Reelect Peter Schaub as Director and as Board Chair	G	Mgmt	For	For
4.1.e	Reelect Martha Scheiber as Director	G	Mgmt	For	For
4.1.f	Reelect Markus Schuerch as Director	G	Mgmt	For	For
4.1.g	Elect Lukas Brosi as Director	G	Mgmt	For	For
4.2.a	Reappoint Bernadette Koch as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
4.2.b	Reappoint Stephane Maye as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
4.2.c	Appoint Markus Schuerch as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
4.3	Ratify Ernst and Young AG as Auditors	G	Mgmt	For	For
4.4	Designate Grossebacher Rechtsanwaelte AG as Independent Proxy	G	Mgmt	For	For
5	Approve Fixed Remuneration of Directors in the Amount of CHF 1.3 Million	G	Mgmt	For	For
6.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 2.9 Million	G	Mgmt	For	For
6.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 2.9 Million	G	Mgmt	For	For
7	Transact Other Business (Voting)	G	Mgmt	For	Abstain

*Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.*

## MODEC, Inc.

**Meeting Date:** 27/03/2025

**Country:** Japan

**Ticker:** 6269

**Record Date:** 31/12/2024

**Meeting Type:** Annual

## MODEC, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	G	Mgmt	For	For
2.1	Elect Director Miyata, Hirohiko	G	Mgmt	For	For
2.2	Elect Director Suzuki, Ryo	G	Mgmt	For	For
2.3	Elect Director Shimizu, Kazuki	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.4	Elect Director Sugiyama, Masayuki	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.5	Elect Director Kobayashi, Masato	G	Mgmt	For	For
2.6	Elect Director Maeda, Yuko	G	Mgmt	For	For

## Moncler SpA

**Meeting Date:** 20/03/2025

**Country:** Italy

**Ticker:** MONC

**Record Date:** 11/03/2025

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Extraordinary Business Amend Company Bylaws Re: Articles 13, 14, 15, 19, and 24	G	Mgmt	For	For

## Money Forward, Inc.

**Meeting Date:** 25/02/2025

**Country:** Japan

**Ticker:** 3994

**Record Date:** 30/11/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Business Lines	G	Mgmt	For	For
2.1	Elect Director Tsuji, Yosuke	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.2	Elect Director Kanesaka, Naoya	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Money Forward, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.3	Elect Director Nakade, Takuya	G	Mgmt	For	For
2.4	Elect Director Takeda, Masanobu	G	Mgmt	For	For
2.5	Elect Director Ishihara, Chiaki	G	Mgmt	For	For
2.6	Elect Director Tanaka, Masaaki	G	Mgmt	For	For
2.7	Elect Director Kurabayashi, Akira	G	Mgmt	For	For
2.8	Elect Director Yasutake, Hiroaki	G	Mgmt	For	For
2.9	Elect Director Miyazawa, Gen	G	Mgmt	For	For
2.10	Elect Director Ryu Kawano Suliawan	G	Mgmt	For	For
<i>Blended Rationale:</i> .					
2.11	Elect Director Kikuma, Yukino	G	Mgmt	For	For
3	Approve Deep Discount Stock Option Plan and Restricted Stock Plan	G	Mgmt	For	For

## MonotaRO Co., Ltd.

**Meeting Date:** 25/03/2025      **Country:** Japan      **Ticker:** 3064  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 10	G	Mgmt	For	For
2	Amend Articles to Make Technical Changes	G	Mgmt	For	For
3.1	Elect Director Suzuki, Masaya	G	Mgmt	For	For
3.2	Elect Director Tamura, Sakuya	G	Mgmt	For	For
3.3	Elect Director Kishida, Masahiro	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-031] AGAINST affiliated outsiders at board with three committee structure.</i>					
3.4	Elect Director Ise, Tomoko	G	Mgmt	For	For
3.5	Elect Director Sagiya, Mari	G	Mgmt	For	For
3.6	Elect Director Miura, Hiroshi	G	Mgmt	For	For
3.7	Elect Director Nakashima, Kiyoshi	G	Mgmt	For	For
3.8	Elect Director Peter Kenevan	G	Mgmt	For	For
3.9	Elect Director Barry Greenhouse	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Moog Inc.

Meeting Date: 04/02/2025

Country: USA

Ticker: MOG.A

Record Date: 06/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Class A Holders		Mgmt		
1.1	Elect Director Mahesh Narang	G	Mgmt	For	For
2	Approve Omnibus Stock Plan	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

## Mueller Water Products, Inc.

Meeting Date: 06/02/2025

Country: USA

Ticker: MWA

Record Date: 09/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Christian A. Garcia	G	Mgmt	For	For
1.2	Elect Director Thomas J. Hansen	G	Mgmt	For	For
1.3	Elect Director Brian C. Healy	G	Mgmt	For	For
1.4	Elect Director Christine Ortiz	G	Mgmt	For	For
1.5	Elect Director Jeffery S. Sharritts	G	Mgmt	For	For
1.6	Elect Director Bentina Chisolm Terry	G	Mgmt	For	For
1.7	Elect Director Stephen C. Van Arsdell	G	Mgmt	For	For
1.8	Elect Director Leland G. Weaver	G	Mgmt	For	For
1.9	Elect Director Marietta Edmunds Zakas	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Qualified Employee Stock Purchase Plan	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Multiplan Empreendimentos Imobiliarios SA

Meeting Date: 28/03/2025

Country: Brazil

Ticker: MULT3

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i></p>					
2	Approve Allocation of Income and Dividends	G	Mgmt	For	For
3	Elect Leonardo Porciuncula Gomes Pereira as Independent Director	G	Mgmt	For	For
4	Approve Remuneration of Company's Management	G	Mgmt	For	For
5	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<p><i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i></p>					

## Nanjing Iron & Steel Co., Ltd.

Meeting Date: 22/01/2025

Country: China

Ticker: 600282

Record Date: 16/01/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Yang Feng as Non-independent Director	G	SH	For	For
<p><i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i></p>					
2	Approve Related Party Transaction	G	Mgmt	For	Against
<p><i>Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks</i></p>					
3	Approve Deposit and Loan Business with China CITIC Bank Corporation Limited	G	Mgmt	For	For
4	Approve Provision of Guarantee to Subsidiaries for Credit Line Application	G	Mgmt	For	Against
<p><i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i></p>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Nanjing Iron & Steel Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Provision of Guarantee to Subsidiary for Sale of Steel Product	G	Mgmt	For	For
6	Approve Application of Bank Credit Lines	G	Mgmt	For	For

## NARI Technology Co., Ltd.

Meeting Date: 23/01/2025

Country: China

Ticker: 600406

Record Date: 16/01/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Amendments to Articles of Association	G	Mgmt	For	For
2	Amend Rules and Procedures Regarding Meetings of Board of Supervisors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
3.1	Elect Shan Shewu as Director	G	Mgmt	For	For
3.2	Elect Zheng Zongqiang as Director	G	Mgmt	For	For
3.3	Elect Yao Guoping as Director	G	Mgmt	For	For
3.4	Elect Zhao Peng as Director	G	Mgmt	For	For
3.5	Elect Yang Aiqin as Director	G	Mgmt	For	For
3.6	Elect Chen Lingxin as Director	G	Mgmt	For	For
3.7	Elect Ding Haidong as Director	G	Mgmt	For	For
3.8	Elect Yan Wei as Director	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
4.1	Elect Hu Minqiang as Director	G	Mgmt	For	For
4.2	Elect Yang Xiongsheng as Director	G	Mgmt	For	For
4.3	Elect Zeng Yang as Director	G	Mgmt	For	For
4.4	Elect Dou Xiaobo as Director	G	Mgmt	For	For
	ELECT SUPERVISORS VIA CUMULATIVE VOTING		Mgmt		



## NARI Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.1	Elect Zhan Guangsheng as Supervisor	G	Mgmt	For	For

## National Bank of Kuwait SAK

Meeting Date: 15/03/2025      Country: Kuwait      Ticker: NBK  
 Record Date: 05/03/2025      Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Board Report on Company Operations for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
3	Approve Special Board Report on Violations and Penalties for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
4	Accept Financial Statements and Statutory Reports for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
5	Approve Discontinuing Allocation to Statutory Reserve as it Reached More than Half of the Company's Issued and Paid Up Capital for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
6	Authorize Share Repurchase Program of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
7	Authorize Issuance of Bonds and Authorize the Board to Assign any Delegate to Take All the Necessary Procedures	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
8	Authorize the Company to Deal with Subsidiaries, Affiliates and Other Related Parties During FY 2025	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>					

# National Bank of Kuwait SAK

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Authorize Issuance of Loans, Guarantees and Facilities to Directors for FY 2025	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
10	Approve Discharge of Directors and Fix Their Remuneration of KWD 70,000 Each for the Fiscal Year Ended 31/12/2024	G	Mgmt	For	For
11	Appoint or Reappoint Auditors and Authorize Board to Fix Their Remuneration for FY 2025	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>					
12	Approve Dividends of KWD 0.025 Per Share for the Fiscal Year Ended 31/12/2024 and Authorize the Board to Adjust the Distribution Schedule if Necessary	G	Mgmt	For	For
13	Authorize Distribution of Bonus Shares Representing 5 Percent of the Issued and Paid up Capital and Authorize the Board to Adjust the Distribution Schedule if Necessary	G	Mgmt	For	For
14	Authorize the Board to Distribute Interim Dividends for the First Half of FY 2025 and to Determine the Distribution Schedule and Adjust it if Necessary	G	Mgmt	For	For
15.1	Elect Hamad Al Bahar as Director	G	Mgmt	None	For
15.2	Elect Isam Al Saqr as Director	G	Mgmt	None	For
15.3	Elect Yaaqoub Al Fleej as Director	G	Mgmt	None	For
15.4	Elect Muthana Al Hamad as Director	G	Mgmt	None	For
15.5	Elect Haytham Al Khalid as Director	G	Mgmt	None	For
15.6	Elect Imad Al Bahar as Director	G	Mgmt	None	For
15.7	Elect Huda Al Rifaee as Director	G	Mgmt	None	For
15.8	Elect Salah Al Fleej as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					

## National Bank of Kuwait SAK

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15.9	Elect Waleed Al Hamad as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
15.10	Elect Ahmed Al Hameedhi as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
15.11	Elect Abdulateef Al Bahar as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
15.12	Elect Abdulwahab Al Badr as Director	G	Mgmt	For	For
15.13	Elect Farouq Bastaki as Director	G	Mgmt	For	For
15.14	Elect Anas Al Salih as Director	G	Mgmt	For	For
15.15	Elect Yousif Al Obeed as Director	G	Mgmt	For	For

## National Fuel Gas Company

**Meeting Date:** 13/03/2025

**Country:** USA

**Ticker:** NFG

**Record Date:** 13/01/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director David H. Anderson	G	Mgmt	For	For
1.2	Elect Director David P. Bauer	G	Mgmt	For	For
1.3	Elect Director Barbara M. Baumann	G	Mgmt	For	For
1.4	Elect Director David C. Carroll	G	Mgmt	For	For
1.5	Elect Director Steven C. Finch	G	Mgmt	For	For
1.6	Elect Director Joseph N. Jagers	G	Mgmt	For	For
1.7	Elect Director Rebecca Ranich	G	Mgmt	For	For
1.8	Elect Director Jeffrey W. Shaw	G	Mgmt	For	For
1.9	Elect Director Thomas E. Skains	G	Mgmt	For	For
1.10	Elect Director David F. Smith	G	Mgmt	For	For
1.11	Elect Director Ronald J. Tanski	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## National Fuel Gas Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

## Naturgy Energy Group SA

Meeting Date: 25/03/2025

Country: Spain

Ticker: NTGY

Record Date: 20/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Standalone Financial Statements	G	Mgmt	For	For
2	Approve Consolidated Financial Statements	G	Mgmt	For	For
3	Approve Consolidated Non-Financial Information Statement	E, S	Mgmt	For	For
4	Approve Allocation of Income and Dividends	G	Mgmt	For	For
5	Approve Discharge of Board	G	Mgmt	For	For
6	Approve Remuneration Policy	G	Mgmt	For	Against
<i>Blended Rationale: Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. Termination payments have the potential to be excessive.</i>					
7	Ratify Amendment of Long-Term Incentive Plan for CEO	G	Mgmt	For	For
8	Approve Long-Term Incentive Plan	G	Mgmt	For	Against
<i>Blended Rationale: Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
9	Advisory Vote on Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
10	Amend Article 7 Re: Increase in Board Size	G	Mgmt	For	For
11	Fix Number of Directors at 16	G	Mgmt	For	For
12.1	Reelect Helena Herrero Starkie as Director	G	Mgmt	For	For
12.2	Reelect Isabel Estape Tous as Director	G	Mgmt	For	For

## Naturgy Energy Group SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12.3	Reelect Rajaram Rao as Director	G	Mgmt	For	Against
	<i>Blended Rationale: As nomination committee member, responsible for lack of independence</i>				
12.4	Reelect Lucy Chadwick as Director	G	Mgmt	For	For
12.5	Elect Javier de Jaime Guijarro as Director	G	Mgmt	For	Against
	<i>Blended Rationale: As nomination committee member, responsible for lack of independence</i>				
12.6	Elect Nicolas Villen as Director	G	Mgmt	For	For
12.7	Elect Marta Martinez Alonso as Director	G	Mgmt	For	For
12.8	Elect Isabel Gabarro Miquel as Director	G	Mgmt	For	For
12.9	Elect Martin Catchpole as Director	G	Mgmt	For	For
13	Renew Appointment of KPMG Auditores as Auditors	G	Mgmt	For	For
14	Authorize Share Repurchase Program	G	Mgmt	For	For
15	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 20 Percent	G	Mgmt	For	For
16	Approve Public Offer to Repurchase Shares	G	Mgmt	For	For
17	Authorize Company to Call EGM with 15 Days' Notice	G	Mgmt	For	For
18	Receive Amendments to Board of Directors Regulations	G	Mgmt		
19.1	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For
19.2	Authorize Board Chairman and Secretary to Sign as Many Private Documents as May Be and Execute Before a Notary of His Choice as Many Public Documents as May Be Necessary	G	Mgmt	For	For

## NAURA Technology Group Co., Ltd.

**Meeting Date:** 31/03/2025

**Country:** China

**Ticker:** 002371

**Record Date:** 24/03/2025

**Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	APPROVE AMENDMENTS TO ARTICLES OF ASSOCIATION AND RULES AND PROCEDURES REGARDING MEETINGS OF BOARD OF DIRECTORS		Mgmt		
1.1	Approve Amendments to Articles of Association	G	Mgmt	For	For
1.2	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	Mgmt	For	For
2	Elect Ji Ankuan as Non-independent Director	G	Mgmt	For	For
3	Approve Company's Eligibility for Corporate Bond Issuance	G	Mgmt	For	For
	APPROVE CORPORATE BOND ISSUANCE		Mgmt		
4.1	Approve Issue Scale	G	Mgmt	For	For
4.2	Approve Issue Manner	G	Mgmt	For	For
4.3	Approve Par Value and Issue Price	G	Mgmt	For	For
4.4	Approve Target Parties and Arrangement for Placing with Shareholders	G	Mgmt	For	For
4.5	Approve Issue Time	G	Mgmt	For	For
4.6	Approve Bond Maturity and Type	G	Mgmt	For	For
4.7	Approve Use of Proceeds	G	Mgmt	For	For
4.8	Approve Issue Interest Rate and Method of Determination	G	Mgmt	For	For
4.9	Approve Method of Repayment of Principal and Interest	G	Mgmt	For	For
4.10	Approve Redemption Terms or Resale Terms	G	Mgmt	For	For
4.11	Approve Safeguard Measures of Debts Repayment	G	Mgmt	For	For
4.12	Approve Guarantee Measures	G	Mgmt	For	For
4.13	Approve Underwriting and Listing Arrangement	G	Mgmt	For	For
4.14	Approve Resolution Validity Period	G	Mgmt	For	For
5	Approve Authorization of the Board to Handle All Related Matters	G	Mgmt	For	For

## NAVER Corp.

Meeting Date: 26/03/2025

Country: South Korea

Ticker: 035420

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Lee Hae-jin as Inside Director	G	Mgmt	For	For
2.2	Elect Choi Su-yeon as Inside Director	G	Mgmt	For	For
3.1	Elect Noh Hyeok-jun as Outside Director	G	Mgmt	For	For
3.2	Elect Kim I-bae as Outside Director	G	Mgmt	For	For
4.1	Elect Noh Hyeok-jun as a Member of Audit Committee	G	Mgmt	For	For
4.2	Elect Kim I-bae as a Member of Audit Committee	G	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Navinfo Co., Ltd.

Meeting Date: 31/03/2025

Country: China

Ticker: 002405

Record Date: 25/03/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Draft and Summary of Employee Share Purchase Plan	G	Mgmt	For	For
2	Approve Management Method of Employee Share Purchase Plan	G	Mgmt	For	For
3	Approve Authorization of the Board to Handle All Matters Related to Employee Share Purchase Plan	G	Mgmt	For	For

## NCC Group Plc

Meeting Date: 28/01/2025

Country: United Kingdom

Ticker: NCC

Record Date: 24/01/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i>					
3	Approve Remuneration Policy	G	Mgmt	For	For
4	Approve Final Dividend	G	Mgmt	For	For
5	Appoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
6	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
7	Re-elect Mike Maddison as Director	G	Mgmt	For	For
8	Re-elect Chris Stone as Director	G	Mgmt	For	For
9	Re-elect Julie Chakraverty as Director	G	Mgmt	For	For
10	Re-elect Jennifer Duvalier as Director	G	Mgmt	For	For
11	Re-elect Mike Ettling as Director	G	Mgmt	For	For
12	Re-elect Guy Ellis as Director	G	Mgmt	For	For
13	Re-elect Lynn Fordham as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
14	Authorise Issue of Equity	G	Mgmt	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
17	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For
19	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For



**Meeting Date:** 26/03/2025

**Country:** South Korea

**Ticker:** 036570

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Jeong Gyo-hwa as Outside Director	G	Mgmt	For	For
2.2	Elect Lee Eun-hwa as Outside Director	G	Mgmt	For	For
3.1	Elect Jeong Gyo-hwa as a Member of Audit Committee	G	Mgmt	For	For
3.2	Elect Lee Eun-hwa as a Member of Audit Committee	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

**Neinor Homes SA**

**Meeting Date:** 30/03/2025

**Country:** Spain

**Ticker:** HOME

**Record Date:** 25/03/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	G	Mgmt	For	For
2	Approve Consolidated and Standalone Management Reports	G	Mgmt	For	For
3	Approve Non-Financial Information Statement	E, S	Mgmt	For	For
4	Approve Discharge of Board	G	Mgmt	For	Against
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
5	Approve Treatment of Net Loss	G	Mgmt	For	For
6	Approve Capital Reduction by Decrease in Par Value	G	Mgmt	For	For
7	Approve Capital Reduction by Decrease in Par Value	G	Mgmt	For	For
8	Approve Capital Reduction by Decrease in Par Value	G	Mgmt	For	For
9	Approve Capital Reduction by Decrease in Par Value	G	Mgmt	For	For

## Neinor Homes SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Renew Appointment of Deloitte as Auditor	G	Mgmt	For	For
11	Reelect Andreas Segal as Director	G	Mgmt	For	For
12	Reelect Juan Pepa as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>					
13	Authorize Share Repurchase Program	G	Mgmt	For	For
14	Authorize Company to Call EGM with 15 Days' Notice	G	Mgmt	For	For
15	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	For
16	Advisory Vote on Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					

## Neste Corp.

**Meeting Date:** 25/03/2025

**Country:** Finland

**Ticker:** NESTE

**Record Date:** 13/03/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Call the Meeting to Order	G	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	G	Mgmt		
4	Acknowledge Proper Convening of Meeting	G	Mgmt		
5	Prepare and Approve List of Shareholders	G	Mgmt		
6	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report	G	Mgmt		
7	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.20 Per Share	G	Mgmt	For	For
9	Approve Discharge of Board and President	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Neste Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of EUR 165,000 for Chair, EUR 90,000 for Vice Chair, and EUR 75,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	G	Mgmt	For	For
12	Fix Number of Directors at Eight	G	Mgmt	For	For
13	Reelect John Abbott (Vice Chair), Nick Elmslie, Just Jansz, Conrad Keijzer, Pasi Laine (Chair) and Sari Mannonen as Directors; Elect Anna Hyvonen and Essimari Kairisto as New Directors	G	Mgmt	For	For
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
14	Approve Remuneration of Auditors	G	Mgmt	For	For
15	Ratify KPMG as Auditor	G	Mgmt	For	For
16	Approve Remuneration of Auditor for Sustainability Reporting	G	Mgmt	For	For
17	Appoint KPMG as Auditor for Sustainability Reporting	G	Mgmt	For	For
18	Authorize Share Repurchase Program	G	Mgmt	For	For
19	Approve Issuance of up to 23 Million Shares without Preemptive Rights	G	Mgmt	For	For
20	Close Meeting	G	Mgmt		

## Netmarble Corp.

**Meeting Date:** 31/03/2025

**Country:** South Korea

**Ticker:** 251270

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Amend Articles of Incorporation	G	Mgmt	For	For
3.1	Elect Doh Gi-wook as Inside Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Netmarble Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.2	Elect Rina Chuan as Non-Independent Non-Executive Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.</i>					
3.3	Elect Lee Chan-hui as Outside Director	G	Mgmt	For	For
4	Elect Kang I as Outside Director to serve as Audit Committee Member	G	Mgmt	For	For
5	Elect Lee Chan-hui as a Member of Audit Committee	G	Mgmt	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## New China Life Insurance Company Ltd.

**Meeting Date:** 10/01/2025      **Country:** China      **Ticker:** 1336  
**Record Date:** 06/01/2025      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Elect Mao Sixue as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
2	Elect Zhuo Zhi as Director	G	Mgmt	For	For

## New China Life Insurance Company Ltd.

**Meeting Date:** 10/01/2025      **Country:** China      **Ticker:** 1336  
**Record Date:** 06/01/2025      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Elect Mao Sixue as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
2	Elect Zhuo Zhi as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## New China Life Insurance Company Ltd.

**Meeting Date:** 31/03/2025

**Country:** China

**Ticker:** 1336

**Record Date:** 25/03/2025

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	EGM BALLOT FOR HOLDERS OF H SHARES Approve Issuance of Domestic Undated Capital Bonds	G	Mgmt	For	For

## New China Life Insurance Company Ltd.

**Meeting Date:** 31/03/2025

**Country:** China

**Ticker:** 1336

**Record Date:** 25/03/2025

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	EGM BALLOT FOR HOLDERS OF A SHARES Approve Issuance of Domestic Undated Capital Bonds	G	Mgmt	For	For

## New Jersey Resources Corporation

**Meeting Date:** 21/01/2025

**Country:** USA

**Ticker:** NJR

**Record Date:** 27/11/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Gregory E. Aliff	G	Mgmt	For	For
1.2	Elect Director Thomas C. O'Connor	G	Mgmt	For	For
1.3	Elect Director Michael A. O'Sullivan	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## NEXON Co., Ltd.

Meeting Date: 26/03/2025

Country: Japan

Ticker: 3659

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Junghun Lee	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-034] AGAINST directors responsible for board composition as the board lacks diversity at TOPIX500 companies. [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure</i>					
1.2	Elect Director Uemura, Shiro	G	Mgmt	For	For
1.3	Elect Director Patrick Soderlund	G	Mgmt	For	For
1.4	Elect Director Daehyun Kang	G	Mgmt	For	For
1.5	Elect Director Turumi, Naoya	G	Mgmt	For	For
2	Approve Deep Discount Stock Option Plan	G	Mgmt	For	For

## NH Investment & Securities Co., Ltd.

Meeting Date: 24/03/2025

Country: South Korea

Ticker: 005940

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Amend Articles of Incorporation	G	Mgmt	For	For
3.1	Elect Oh Gwang-su as Outside Director	G	Mgmt	For	For
3.2	Elect Moon Yeon-woo as Non-Independent Non-Executive Director	G	Mgmt	For	For
4.1	Elect Seo Eun-suk as Outside Director to serve as an Audit Committee Member	G	Mgmt	For	For
4.2	Elect Seo Jeong-won as Outside Director to serve as an Audit Committee Member	G	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Nikkiso Co., Ltd.

Meeting Date: 28/03/2025

Country: Japan

Ticker: 6376

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Business Lines - Clarify Director Authority on Shareholder Meetings - Amend Provisions on Director Titles - Clarify Director Authority on Board Meetings	G	Mgmt	For	For
2.1	Elect Director Kai, Toshihiko	G	Mgmt	For	For
2.2	Elect Director Yamamura, Masaru	G	Mgmt	For	For
2.3	Elect Director Kato, Koichi	G	Mgmt	For	For
2.4	Elect Director Saito, Kenji	G	Mgmt	For	For
2.5	Elect Director Kinoshita, Yoshihiko	G	Mgmt	For	For
2.6	Elect Director Peter Wagner	G	Mgmt	For	For
2.7	Elect Director Nakakubo, Mitsuaki	G	Mgmt	For	For
2.8	Elect Director Kikuchi, Atsuko	G	Mgmt	For	For
2.9	Elect Director Yamaguchi, Junko	G	Mgmt	For	For

## Nilfisk Holding A/S

Meeting Date: 19/03/2025

Country: Denmark

Ticker: NLFSK

Record Date: 12/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	G	Mgmt		
2	Receive Financial Statements and Statutory Reports	G	Mgmt		
3	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
4	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
5	Approve Discharge of Management and Board	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Approve Remuneration of Directors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Nilfisk Holding A/S

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.a	Reelect Peter Nilsson as Director	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i></p>					
8.b	Reelect Are Dragesund as Director	G	Mgmt	For	For
8.c	Reelect Franck Falezan as Director	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board.</i></p>					
8.d	Reelect Bengt Thorsson as Director	G	Mgmt	For	For
8.e	Reelect Ole Kristian Jodahl as Director	G	Mgmt	For	For
8.f	Reelect Viveka Ekberg as Director	G	Mgmt	For	For
9	Ratify Deloitte as Auditors; Ratify Deloitte as Auditors for Sustainability Reporting	G	Mgmt	For	For
10	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	G	Mgmt	For	For
11	Other Business	G	Mgmt		

## Ningbo Orient Wires & Cable Co., Ltd.

**Meeting Date:** 14/02/2025      **Country:** China      **Ticker:** 603606  
**Record Date:** 10/02/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Signing of External Investment Agreement	G	Mgmt	For	For

## Nippon Building Fund, Inc.

**Meeting Date:** 13/03/2025      **Country:** Japan      **Ticker:** 8951  
**Record Date:** 31/12/2024      **Meeting Type:** Special



## Nippon Building Fund, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Permitted Investment Types	G	Mgmt	For	For
2	Elect Executive Director Iino, Kenji	G	Mgmt	For	For
3.1	Elect Alternate Executive Director Yamashita, Daisuke	G	Mgmt	For	For
3.2	Elect Alternate Executive Director Shuto, Hideki	G	Mgmt	For	For
4.1	Elect Supervisory Director Okada, Masaki	G	Mgmt	For	For
4.2	Elect Supervisory Director Hayashi, Keiko	G	Mgmt	For	For
4.3	Elect Supervisory Director Kobayashi, Kazuhisa	G	Mgmt	For	For

## Nippon Express Holdings, Inc.

**Meeting Date:** 28/03/2025      **Country:** Japan      **Ticker:** 9147  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Saito, Mitsuru	G	Mgmt	For	For
1.2	Elect Director Horikiri, Satoshi	G	Mgmt	For	For
1.3	Elect Director Akaishi, Mamoru	G	Mgmt	For	For
1.4	Elect Director Abe, Sachiko	G	Mgmt	For	For
1.5	Elect Director Shiba, Yojiro	G	Mgmt	For	For
1.6	Elect Director Ito, Yumiko	G	Mgmt	For	For
1.7	Elect Director Tsukahara, Tsukiko	G	Mgmt	For	For

## Nippon Paint Holdings Co., Ltd.

**Meeting Date:** 27/03/2025      **Country:** Japan      **Ticker:** 4612  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

## Nippon Paint Holdings Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 8	G	Mgmt	For	For
2.1	Elect Director Goh Hup Jin	G	Mgmt	For	For
2.2	Elect Director Hara, Hisashi	G	Mgmt	For	For
2.3	Elect Director Andrew Larke	G	Mgmt	For	For
2.4	Elect Director Lim Hwee Hua	G	Mgmt	For	For
2.5	Elect Director Mitsuhashi, Masataka	G	Mgmt	For	For
2.6	Elect Director Morohoshi, Toshio	G	Mgmt	For	For
2.7	Elect Director Nakamura, Masayoshi	G	Mgmt	For	For
2.8	Elect Director Wakatsuki, Yuichiro	G	Mgmt	For	For
2.9	Elect Director Wee Siew Kim	G	Mgmt	For	For

## Nisshinbo Holdings, Inc.

Meeting Date: 28/03/2025

Country: Japan

Ticker: 3105

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Murakami, Masahiro	G	Mgmt	For	For
1.2	Elect Director Ishii, Yasuji	G	Mgmt	For	For
1.3	Elect Director Koarai, Takeshi	G	Mgmt	For	For
1.4	Elect Director Tsukatani, Shuji	G	Mgmt	For	For
1.5	Elect Director Taga, Keiji	G	Mgmt	For	For
1.6	Elect Director Yagi, Hiroaki	G	Mgmt	For	For
1.7	Elect Director Tani, Naoko	G	Mgmt	For	For
1.8	Elect Director Richard Dyck	G	Mgmt	For	For
1.9	Elect Director Ikuno, Yuki	G	Mgmt	For	For
2	Appoint Alternate Statutory Auditor Nagaya, Fumihiro	G	Mgmt	For	For

## NKT A/S

Meeting Date: 19/03/2025

Country: Denmark

Ticker: NKT

Record Date: 12/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	G	Mgmt		
2	Receive Annual Report	G	Mgmt		
3	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
4	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
5	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
6	Approve Discharge of Management and Board	G	Mgmt	For	For
7	Approve Remuneration of Directors in the Amount of DKK 1.1 Million for Chair, DKK 750,000 for Deputy Chair and DKK 375,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
8.a	Reelect Jens Due Olsen as Director	G	Mgmt	For	For
8.b	Reelect Rene Svendsen-Tune as Director	G	Mgmt	For	For
8.c	Reelect Nebahat Albayrak as Director	G	Mgmt	For	For
8.d	Reelect Karla Marianne Lindahl as Director	G	Mgmt	For	For
8.e	Reelect Andreas Nauen as Director	G	Mgmt	For	For
8.f	Reelect Anne Vedel as Director	G	Mgmt	For	For
9.1	Ratify PricewaterhouseCoopers as Auditors	G	Mgmt	For	For
9.2	Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor	G	Mgmt	For	For
10	Other Proposals from Board or Shareholders	G	Mgmt		
11	Other Business	G	Mgmt		

## Nordea Bank Abp

Meeting Date: 20/03/2025

Country: Finland

Ticker: NDA.FI

Record Date: 10/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Call the Meeting to Order	G	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	G	Mgmt		
4	Acknowledge Proper Convening of Meeting	G	Mgmt		
5	Prepare and Approve List of Shareholders	G	Mgmt		
6	Receive Financial Statements and Statutory Reports; Receive President Review	G	Mgmt		
7	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.94 Per Share	G	Mgmt	For	For
9	Approve Discharge of Board and President	G	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
11	Approve Remuneration of Directors in the Amount of EUR 400,000 for Chair, EUR 180,000 for Vice Chair and EUR 112,000 for Other Directors; Approve Remuneration for Committee Work; Approve Legal and Administrative Fees	G	Mgmt	For	For
12	Fix Number of Directors (10) and Deputy Directors (1)	G	Mgmt	For	For
13.a	Reelect Sir Stephen Hester (Chair) as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
13.b	Reelect Petra van Hoeken as Director	G	Mgmt	For	For
13.c	Reelect John Maltby as Director	G	Mgmt	For	For
13.d	Reelect Risto Murto as Director	G	Mgmt	For	For
13.e	Reelect Lars Rohde as Director	G	Mgmt	For	For
13.f	Reelect Lene Skole as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
13.g	Reelect Per Stromberg as Director	G	Mgmt	For	For

## Nordea Bank Abp

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13.h	Reelect Jonas Synnergren as Director	G	Mgmt	For	For
13.i	Reelect Arja Talma as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
13.j	Reelect Kjersti Wiklund as Director	G	Mgmt	For	For
14	Approve Remuneration of Auditor	G	Mgmt	For	For
15	Ratify PricewaterhouseCoopers as Auditors	G	Mgmt	For	For
16	Approve Remuneration of Auditor for Sustainability Reporting	G	Mgmt	For	For
17	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	G	Mgmt	For	For
18	Amend Charter for the Shareholders Nomination Board	G	Mgmt	For	For
19	Approve Issuance of Convertible Instruments without Preemptive Rights	G	Mgmt	For	For
20	Authorize Share Repurchase Program in the Securities Trading Business	G	Mgmt	For	For
21	Authorize Reissuance of Repurchased Shares	G	Mgmt	For	For
22	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
23	Approve Issuance of up to 30 Million Shares without Preemptive Rights	G	Mgmt	For	For
	Shareholder Proposals Submitted by Swedish Society for Nature Conservation and Action Aid Denmark		Mgmt		
24	Approve Business Activities in Line with the Paris Agreement	E	SH	Against	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interest</i>					
25	Close Meeting	G	Mgmt		

## Nordson Corporation

**Meeting Date:** 04/03/2025

**Country:** USA

**Ticker:** NDSN

**Record Date:** 03/01/2025

**Meeting Type:** Annual

## Nordson Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Annette K. Clayton	G	Mgmt	For	For
1.2	Elect Director John A. DeFord	G	Mgmt	For	For
1.3	Elect Director Jennifer A. Parmentier	G	Mgmt	For	For
1.4	Elect Director Victor L. Richey, Jr.	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

## Noritsu Koki Co., Ltd.

Meeting Date: 27/03/2025

Country: Japan

Ticker: 7744

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 123	G	Mgmt	For	For
2.1	Elect Director Iwakiri, Ryukichi	G	Mgmt	For	For
2.2	Elect Director Yokobari, Ryosuke	G	Mgmt	For	For
2.3	Elect Director Murase, Kazue	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Ota, Akihisa	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Takada, Tsuyoshi	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Machino, Shizu	G	Mgmt	For	For
4	Elect Alternate Director and Audit Committee Member Kato, Masanori	G	Mgmt	For	For

## Noritz Corp.

Meeting Date: 27/03/2025

Country: Japan

Ticker: 5943

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 36	G	Mgmt	For	For
2	Amend Articles to Amend Business Lines	G	Mgmt	For	For
3.1	Elect Director Haramaki, Satoshi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-021] AGAINST directors responsible for company's poor ROE/ROA performance.</i>					
3.2	Elect Director Takenaka, Masayuki	G	Mgmt	For	For
3.3	Elect Director Yoshimoto, Atsushi	G	Mgmt	For	For
3.4	Elect Director Ikeda, Hidenari	G	Mgmt	For	For
3.5	Elect Director Noda, Izumi	G	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Tani, Yasuhiro	G	Mgmt	For	For
4.2	Elect Director and Audit Committee Member Ito, Mina	G	Mgmt	For	For
5	Approve Takeover Defense Plan (Poison Pill)	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0609-007] AGAINST as other defense measures are in place.</i>					
6	Approve Restricted Stock Plan	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0512-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
7	Initiate Share Repurchase Program	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0152-002] AGAINST shareholder proposal as the proposed capital policy is inappropriate considering the financial performance of the company.</i>					
8	Amend Articles to Require Majority Outsider Board	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0215-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					

## Novartis AG

Meeting Date: 07/03/2025

Country: Switzerland

Ticker: NOVN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Non-Financial Report	E, S	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of CHF 3.50 per Share	G	Mgmt	For	For
4	Approve CHF 38 Million Reduction in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
5	Authorize Repurchase of up to CHF 10 Billion in Issued Share Capital	G	Mgmt	For	For
6	Approve Virtual-Only Shareholder Meetings	G	Mgmt	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 8.2 Million	G	Mgmt	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 95 Million	G	Mgmt	For	For
7.3	Approve Remuneration Report	G	Mgmt	For	For
8.1	Elect Giovanni Caforio as Director and Board Chair	G	Mgmt	For	For
8.2	Reelect Nancy Andrews as Director	G	Mgmt	For	For
8.3	Reelect Ton Buechner as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
8.4	Reelect Patrice Bula as Director	G	Mgmt	For	For
8.5	Reelect Elizabeth Doherty as Director	G	Mgmt	For	For
8.6	Reelect Bridgette Heller as Director	G	Mgmt	For	For
8.7	Reelect Daniel Hochstrasser as Director	G	Mgmt	For	For
8.8	Reelect Frans van Houten as Director	G	Mgmt	For	For
8.9	Reelect Simon Moroney as Director	G	Mgmt	For	For
8.10	Reelect Ana de Pro Gonzalo as Director	G	Mgmt	For	For



## Novartis AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.11	Reelect John Young as Director	G	Mgmt	For	For
8.12	Elect Elizabeth McNally as Director	G	Mgmt	For	For
9.1	Reappoint Patrice Bula as Member of the Compensation Committee	G	Mgmt	For	For
9.2	Reappoint Bridgette Heller as Member of the Compensation Committee	G	Mgmt	For	For
9.3	Reappoint Simon Moroney as Member of the Compensation Committee	G	Mgmt	For	For
9.4	Appoint John Young as Member of the Compensation Committee	G	Mgmt	For	For
10	Ratify KPMG AG as Auditors	G	Mgmt	For	For
11	Designate Peter Zahn as Independent Proxy	G	Mgmt	For	For
12	Transact Other Business (Voting)	G	Mgmt	For	Abstain

*Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.*

## Novo Nordisk A/S

**Meeting Date:** 27/03/2025

**Country:** Denmark

**Ticker:** NOVO.B

**Record Date:** 20/03/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	G	Mgmt		
2	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 7.9 Per Share	G	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
5.1	Approve Remuneration of Directors for 2024	G	Mgmt	For	For
5.2	Approve Remuneration Level of Directors for 2025	G	Mgmt	For	For

## Novo Nordisk A/S

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.1	Reelect Helge Lund (Chair) as Director	G	Mgmt	For	Abstain
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	G	Mgmt	For	For
6.3a	Reelect Laurence Debroux as Director	G	Mgmt	For	For
6.3b	Reelect Andreas Fibig as Director	G	Mgmt	For	For
6.3c	Reelect Sylvie Gregoire as Director	G	Mgmt	For	For
6.3d	Reelect Kasim Kutay as Director	G	Mgmt	For	For
6.3e	Reelect Christina Law as Director	G	Mgmt	For	For
6.3f	Reelect Martin Mackay as Director	G	Mgmt	For	For
7	Ratify Deloitte as Auditors; Ratify Deloitte as Auditors for Sustainability Reporting	G	Mgmt	For	For
8.1	Authorize Share Repurchase Program	G	Mgmt	For	For
8.2	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	G	Mgmt	For	For
	Shareholder Proposals Submitted by Kritiske Aktionaerer		Mgmt		
8.3	Approve Proposal Regarding Regulated Working Conditions at Construction Sites	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					
	Management Proposals		Mgmt		
9	Other Business	G	Mgmt		

## OCI NV

**Meeting Date:** 03/02/2025

**Country:** Netherlands

**Ticker:** OCI

**Record Date:** 06/01/2025

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Meeting Agenda		Mgmt		
1	Open Meeting	G	Mgmt		
2	Amend Articles Re: Increase Nominal Value of Shares in the Share Capital and Subsequently Decrease the Nominal Value of Shares in the Share Capital, Combined with a Repayment of Capital	G	Mgmt	For	For
3	Close Meeting	G	Mgmt		

## Omnicom Group Inc.

**Meeting Date:** 18/03/2025      **Country:** USA      **Ticker:** OMC  
**Record Date:** 27/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Issue Shares in Connection with Merger	G	Mgmt	For	For
2	Adjourn Meeting	G	Mgmt	For	For

## On The Beach Group Plc

**Meeting Date:** 25/02/2025      **Country:** United Kingdom      **Ticker:** OTB  
**Record Date:** 21/02/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Final Dividend	G	Mgmt	For	For
4	Re-elect Richard Pennycook as Director	G	Mgmt	For	For
5	Re-elect Simon Cooper as Director	G	Mgmt	For	For
6	Re-elect Shaun Morton as Director	G	Mgmt	For	For

## On The Beach Group Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Re-elect Elaine O'Donnell as Director	G	Mgmt	For	For
8	Re-elect Justine Greening as Director	G	Mgmt	For	For
9	Re-elect Zoe Harris as Director	G	Mgmt	For	For
10	Re-elect Veronica Sharma as Director	G	Mgmt	For	For
11	Re-elect Jon Wormald as Director	G	Mgmt	For	For
12	Elect Victoria Self as Director	G	Mgmt	For	For
13	Reappoint Ernst & Young LLP as Auditors	G	Mgmt	For	For
14	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
15	Authorise Issue of Equity	G	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
19	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

## Oppein Home Group, Inc.

**Meeting Date:** 12/03/2025

**Country:** China

**Ticker:** 603833

**Record Date:** 06/03/2025

**Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Use of Idle Own Funds for Cash Management	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0469-001] Such investments could expose company to unnecessary risks.</i>					
2	Approve Estimated Amount of External Guarantees	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					

## OPTORUN Co., Ltd.

Meeting Date: 25/03/2025

Country: Japan

Ticker: 6235

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 26	G	Mgmt	For	For
2.1	Elect Director Hayashi, Ihei	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-022] AGAINST directors responsible as the board lacks two independent directors. [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i>					
2.2	Elect Director Bin Fan	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-022] AGAINST directors responsible as the board lacks two independent directors. [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i>					
2.3	Elect Director Kondo, Koji	G	Mgmt	For	For
2.4	Elect Director Min Lin	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
2.5	Elect Director Takiguchi, Tadashi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
2.6	Elect Director Shimaoka, Mikiko	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Awaji, Masashi	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Sasada, Hironobu	G	Mgmt	For	For
3.3	Appoint Statutory Auditor Katayama, Ritsu	G	Mgmt	For	For

## ORION Corp. (Korea)

Meeting Date: 26/03/2025

Country: South Korea

Ticker: 271560

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Elect Lee Seung-jun as Inside Director	G	Mgmt	For	For
3	Elect Noh Seung-gwon as Outside Director to serve as a Member of Audit Committee	G	Mgmt	For	For

## ORION Corp. (Korea)

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	Against

*Blended Rationale: [KR-M0549-001] Company has not provided justification for the proposed increase in remuneration cap.*

## OTSUKA CORP.

**Meeting Date:** 27/03/2025      **Country:** Japan      **Ticker:** 4768  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 80	G	Mgmt	For	For
2.1	Elect Director Otsuka, Yuji	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-024] AGAINST directors responsible as the board is less than 1/3 independent in face of major blockholders. [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i>					
2.2	Elect Director Katakura, Kazuyuki	G	Mgmt	For	For
2.3	Elect Director Tsurumi, Hironobu	G	Mgmt	For	For
2.4	Elect Director Saito, Hironobu	G	Mgmt	For	For
2.5	Elect Director Sakurai, Minoru	G	Mgmt	For	For
2.6	Elect Director Yamada, Koichiro	G	Mgmt	For	For
2.7	Elect Director Uneno, Kazuo	G	Mgmt	For	For
2.8	Elect Director Makino, Jiro	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
2.9	Elect Director Saito, Tetsuo	G	Mgmt	For	For
2.10	Elect Director Hamabe, Makiko	G	Mgmt	For	For
2.11	Elect Director Suzumura, Fuminori	G	Mgmt	For	For

## Otsuka Holdings Co., Ltd.

**Meeting Date:** 28/03/2025      **Country:** Japan      **Ticker:** 4578  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

## Otsuka Holdings Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Otsuka, Ichiro	G	Mgmt	For	For
1.2	Elect Director Inoue, Makoto	G	Mgmt	For	For
1.3	Elect Director Matsuo, Yoshiro	G	Mgmt	For	For
1.4	Elect Director Makino, Yuko	G	Mgmt	For	For
1.5	Elect Director Takagi, Shuichi	G	Mgmt	For	For
1.6	Elect Director Kobayashi, Masayuki	G	Mgmt	For	For
1.7	Elect Director Tojo, Noriko	G	Mgmt	For	For
1.8	Elect Director Higuchi, Tatsuo	G	Mgmt	For	For
1.9	Elect Director Matsutani, Yukio	G	Mgmt	For	For
1.10	Elect Director Aoki, Yoshihisa	G	Mgmt	For	For
1.11	Elect Director Mita, Mayo	G	Mgmt	For	For
1.12	Elect Director Kitachi, Tatsuki	G	Mgmt	For	For
1.13	Elect Director Seguchi, Jiro	G	Mgmt	For	For

## OY Nofar Energy Ltd.

Meeting Date: 05/01/2025

Country: Israel

Ticker: NOFR

Record Date: 05/12/2024

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Discuss Financial Statements and the Report of the Board	G	Mgmt		
2	Reelect Ofer Yannay as Director	G	Mgmt	For	For
3	Reelect Jony Tal as Director	G	Mgmt	For	For
4	Reelect Yonit Fartook as Director	G	Mgmt	For	For
5	Reelect Zvi Levin as Director	G	Mgmt	For	For
6	Reelect Uri Orbach as Director	G	Mgmt	For	For
7	Appoint KPMG Somekh Chaikin as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	Abstain

*Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.*

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 57	G	Mgmt	For	For
2	Amend Articles to Amend Business Lines - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Clarify Director Authority on Board Meetings - Authorize Board to Determine Income Allocation	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3.1	Elect Director Amano, Hirofumi	G	Mgmt	For	For
3.2	Elect Director Hirashima, Yuichi	G	Mgmt	For	For
3.3	Elect Director Igarashi, Munehiro	G	Mgmt	For	For
3.4	Elect Director Osaki, Shoji	G	Mgmt	For	For
3.5	Elect Director Ikeda, Yoko	G	Mgmt	For	For
3.6	Elect Director Sekiya, Emi	G	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Kagawa, Shinichi	G	Mgmt	For	For
4.2	Elect Director and Audit Committee Member Naito, Jun	G	Mgmt	For	For
4.3	Elect Director and Audit Committee Member Orihara, Takao	G	Mgmt	For	For
5.1	Elect Alternate Director and Audit Committee Member Matsushita, Tatsuro	G	Mgmt	For	For
5.2	Elect Alternate Director and Audit Committee Member Honda, Hirokazu	G	Mgmt	For	For
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	G	Mgmt	For	For
8	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For



## Pan Ocean Co., Ltd.

**Meeting Date:** 26/03/2025

**Country:** South Korea

**Ticker:** 028670

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Kim Hong-guk as Inside Director	G	Mgmt	For	For
2.2	Elect Cheon Se-gi as Inside Director	G	Mgmt	For	For
2.3	Elect Park Seung-oh as Outside Director	G	Mgmt	For	For
3	Elect Park Seung-oh as a Member of Audit Committee	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Pandora AS

**Meeting Date:** 12/03/2025

**Country:** Denmark

**Ticker:** PNDORA

**Record Date:** 05/03/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	G	Mgmt		
2	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
<p><i>Blended Rationale: [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
4	Approve Remuneration of Directors	G	Mgmt	For	For
5	Approve Allocation of Income and Dividends of DKK 20.00 Per Share	G	Mgmt	For	For
6.1	Reelect Peter A. Ruzicka as Director	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					

## Pandora AS

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.2	Reelect Christian Frigast as Director	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
6.3	Reelect Lilian Fossum Biner as Director	G	Mgmt	For	For
6.4	Reelect Birgitta Stymne Goransson as Director	G	Mgmt	For	For
6.5	Reelect Marianne Kirkegaard as Director	G	Mgmt	For	For
6.6	Reelect Catherine Spindler as Director	G	Mgmt	For	For
6.7	Reelect Jan Zijderveld as Director	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
7	Ratify Ernst & Young as Auditor; Appoint Ernst & Young as Auditor for Sustainability Reporting	G	Mgmt	For	For
8	Approve Discharge of Management and Board	G	Mgmt	For	For
9.1	Approve DKK 3 Million Reduction in Share Capital via Share Cancellation; Amend Articles Accordingly	G	Mgmt	For	For
9.2	Approve Creation of DKK 39.5 Million Pool of Capital with Preemptive Rights	G	Mgmt	For	For
9.3	Approve Creation of DKK 7.9 Million Pool of Capital without Preemptive Rights	G	Mgmt	For	For
9.4	Authorize Share Repurchase Program	G	Mgmt	For	For
9.5	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	G	Mgmt	For	For
10	Other Business	G	Mgmt		

## Pangang Group Vanadium Titanium & Resources Co., Ltd.

**Meeting Date:** 23/01/2025

**Country:** China

**Ticker:** 000629

**Record Date:** 17/01/2025

**Meeting Type:** Special

## Pangang Group Vanadium Titanium & Resources Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
1.1	Elect Du Yifei as Director	G	Mgmt	For	For
1.2	Elect Deng Bofu as Director	G	Mgmt	For	For

## Pangang Group Vanadium Titanium & Resources Co., Ltd.

**Meeting Date:** 21/02/2025      **Country:** China      **Ticker:** 000629  
**Record Date:** 14/02/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Wang Shaodong as Non-independent Director	G	SH	For	For

*Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.*

## Paragon Banking Group Plc

**Meeting Date:** 05/03/2025      **Country:** United Kingdom      **Ticker:** PAG  
**Record Date:** 03/03/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Final Dividend	G	Mgmt	For	For
4	Re-elect Robert East as Director	G	Mgmt	For	For
5	Re-elect Nigel Terrington as Director	G	Mgmt	For	For
6	Re-elect Richard Woodman as Director	G	Mgmt	For	For
7	Re-elect Tanvi Davda as Director	G	Mgmt	For	For
8	Re-elect Peter Hill as Director	G	Mgmt	For	For

## Paragon Banking Group Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Re-elect Zoe Howorth as Director	G	Mgmt	For	For
10	Re-elect Alison Morris as Director	G	Mgmt	For	For
11	Re-elect Barbara Ridpath as Director	G	Mgmt	For	For
12	Re-elect Hugo Tudor as Director	G	Mgmt	For	For
13	Re-elect Graeme Yorston as Director	G	Mgmt	For	For
14	Reappoint KPMG LLP as Auditors	G	Mgmt	For	For
15	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
17	Approve Variable Component of Remuneration for Material Risk Takers	G	Mgmt	For	For
18	Authorise Issue of Equity	G	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
21	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
22	Authorise Issue of Equity in Relation to Additional Tier 1 Securities	G	Mgmt	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Relation to Additional Tier 1 Securities	G	Mgmt	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

## Park24 Co., Ltd.

**Meeting Date:** 30/01/2025

**Country:** Japan

**Ticker:** 4666

**Record Date:** 31/10/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 5	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Park24 Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.1	Elect Director Nishikawa, Koichi	G	Mgmt	For	For
2.2	Elect Director Kawakami, Norifumi	G	Mgmt	For	For
2.3	Elect Director Miki, Takao	G	Mgmt	For	For
2.4	Elect Director Oura, Yoshimitsu	G	Mgmt	For	For
2.5	Elect Director Kuroki, Shoko	G	Mgmt	For	For
3	Elect Director and Audit Committee Member Nagasaka, Takashi	G	Mgmt	For	Against

Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.

## Pathward Financial, Inc.

Meeting Date: 25/02/2025

Country: USA

Ticker: CASH

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Elizabeth G. Hoople	G	Mgmt	For	For
1.2	Elect Director Ronald D. McCray	G	Mgmt	For	For
1.3	Elect Director Brett L. Pharr	G	Mgmt	For	For
1.4	Elect Director Neeraj K. Mehta	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Crowe LLP as Auditors	G	Mgmt	For	For

## Paz Retail & Energy Ltd.

Meeting Date: 01/01/2025

Country: Israel

Ticker: PAZ

Record Date: 04/12/2024

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Regarding Items 1.1-1.2: One Director Will Be Elected Out of Two		Mgmt		

## Paz Retail & Energy Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Efraim Sadka as Director	G	Mgmt	For	Abstain
<i>Blended Rationale: [LN-M0276-101] Another proposed director better represents the interests of minority shareholders.</i>					
1.2	Elect Yael Danieli as Director	G	Mgmt	For	For
2	Approve Compensation Policy for the Directors and Officers of the Company	G	Mgmt	For	For
3	Approve Updated Employment Terms of Harel Locker, Chairman	G	Mgmt	For	For
4	Approve Updated Employment Terms of Nir Sztern, CEO	G	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	G	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney		Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	G	Mgmt	None	For

## PearlAbyss Corp.

**Meeting Date:** 27/03/2025

**Country:** South Korea

**Ticker:** 263750

**Record Date:** 31/12/2024

**Meeting Type:** Annual

## PearlAbyss Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Kim Dae-il as Inside Director	G	Mgmt	For	For
2.2	Elect Heo Jin-young as Inside Director	G	Mgmt	For	For
2.3	Elect Kim Gyeong-man as Inside Director	G	Mgmt	For	For
2.4	Elect Lee Dong-won as Inside Director	G	Mgmt	For	For
3	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For
4	Authorize Board to Fix Remuneration of Internal Auditor(s)	G	Mgmt	For	For

## Penguin Solutions, Inc.

**Meeting Date:** 07/02/2025

**Country:** Cayman Islands

**Ticker:** PENG

**Record Date:** 09/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Min Yong Ha	G	Mgmt	For	For
1b	Elect Director Penelope Herscher	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year

## Pepkor Holdings Ltd.

**Meeting Date:** 24/02/2025

**Country:** South Africa

**Ticker:** PPH

**Record Date:** 14/02/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
XXX	Present Financial Statements and Statutory Reports for the Year Ended 30 September 2024	G	Mgmt		
	Ordinary Resolutions		Mgmt		
1	Re-elect Hester Hickey as Director	G	Mgmt	For	For
2	Re-elect Steve Muller as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
3	Re-elect Paula Disberry as Director	G	Mgmt	For	For
4	Re-elect Isaac Mophatlane as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5	Re-elect Hester Hickey as Member of the Audit and Risk Committee	G	Mgmt	For	For
6	Re-elect Fagmeedah Petersen-Cook as Member of the Audit and Risk Committee	G	Mgmt	For	For
7	Re-elect Zola Malinga as Member of the Audit and Risk Committee	G	Mgmt	For	For
8	Re-elect Steve Muller as Member of the Audit and Risk Committee	G	Mgmt	For	For
9	Reappoint PricewaterhouseCoopers Inc as Auditors with A Hugo as Registered Auditor and Director in the Firm	G	Mgmt	For	For
10	Elect Fagmeedah Petersen-Cook as Member of the Social and Ethics Committee	G	Mgmt	For	For
11	Elect Zola Malinga as Member of the Social and Ethics Committee	G	Mgmt	For	For
12	Elect Paula Disberry as Member of the Social and Ethics Committee	G	Mgmt	For	For
13	Elect Pieter Erasmus as Member of the Social and Ethics Committee	G	Mgmt	For	For



# Pepkor Holdings Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Approve Remuneration Policy	G	Mgmt	For	For
15	Approve Implementation Report on the Remuneration Policy	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
	Special Resolutions		Mgmt		
1.1	Approve Remuneration of Board Chair	G	Mgmt	For	For
1.2	Approve Remuneration of Lead Independent Director	G	Mgmt	For	For
1.3	Approve Remuneration of Board Members	G	Mgmt	For	For
1.4	Approve Remuneration of Audit and Risk Committee Chair	G	Mgmt	For	For
1.5	Approve Remuneration of Audit and Risk Committee Members	G	Mgmt	For	For
1.6	Approve Remuneration of Human Resources and Remuneration Committee Chair	G	Mgmt	For	For
1.7	Approve Remuneration of Human Resources and Remuneration Committee Members	G	Mgmt	For	For
1.8	Approve Remuneration of Social and Ethics Committee Chair	G	Mgmt	For	For
1.9	Approve Remuneration of Social and Ethics Committee Members	G	Mgmt	For	For
1.10	Approve Remuneration of Nomination Committee Members	G	Mgmt	For	For
1.11	Approve Remuneration of Investment Committee Chair	G	Mgmt	For	For
1.12	Approve Remuneration of Investment Committee Members	G	Mgmt	For	For
1.13	Approve Remuneration of Director Approved by Prudential Authority	G	Mgmt	For	For
2	Approve Financial Assistance in Terms of Section 45 of the Companies Act	G	Mgmt	For	For
3	Approve Financial Assistance in Terms of Section 44 of the Companies Act	G	Mgmt	For	For
4	Authorise Repurchase of Issued Share Capital	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Per Aarsleff Holding A/S

Meeting Date: 30/01/2025

Country: Denmark

Ticker: PAAL.B

Record Date: 23/01/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	G	Mgmt		
2	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Allocation of Income and Dividends of DKK 11 Per Share	G	Mgmt	For	For
4	Approve Discharge of Management and Board	G	Mgmt	For	For
5.1	Approve Remuneration Report	G	Mgmt	For	For
5.2	Approve Remuneration of Directors for 2024/25 in the Aggregate Amount of DKK 325,000	G	Mgmt	For	For
6.1	Reelect Jorgen Dencker Wisborg as Director	G	Mgmt	For	For
6.2	Reelect Charlotte Strand as Director	G	Mgmt	For	For
6.3	Reelect Klaus Kaae as Director	G	Mgmt	For	For
6.4	Reelect Pernille Lind Olsen as Director	G	Mgmt	For	For
6.5	Reelect Lars-Peter Soby as New Director	G	Mgmt	For	For
6.6	Elect Mette Kynne Frandsen as New Director	G	Mgmt	For	For
6.7	Elect Per Asmussen as New Director	G	Mgmt	For	For
7	Ratify Deloitte as Auditor	G	Mgmt	For	For
8	Other Business	G	Mgmt		

## Phoenix Financial Ltd.

Meeting Date: 14/01/2025

Country: Israel

Ticker: PHOE

Record Date: 07/01/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Zohar Goshen as Director and Approve His Remuneration	G	Mgmt	For	For

## Phoenix Financial Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2	Elect Zubin Taraporevala as Director and Approve His Remuneration	G	Mgmt	For	For
3	Elect Inbal Kreiss as Director and Approve Her Remuneration	G	Mgmt	For	For
4	Elect Hanadi Said as External Director and Approve Her Remuneration	G	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	G	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney		Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	G	Mgmt	None	For

## Pigeon Corp.

**Meeting Date:** 27/03/2025

**Country:** Japan

**Ticker:** 7956

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 38	G	Mgmt	For	For
2.1	Elect Director Itakura, Tadashi	G	Mgmt	For	For
2.2	Elect Director Kevin Vyse-Peacock	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Pigeon Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.3	Elect Director Yano, Ryo	G	Mgmt	For	For
2.4	Elect Director Hatoyama, Rehito	G	Mgmt	For	For
2.5	Elect Director Hayashi, Chiaki	G	Mgmt	For	For
2.6	Elect Director Yamaguchi, Eriko	G	Mgmt	For	For
2.7	Elect Director Miwa, Yumiko	G	Mgmt	For	For
2.8	Elect Director Nagaoka, Hidenori	G	Mgmt	For	For
3	Appoint Statutory Auditor Tajima, Kazuyuki	G	Mgmt	For	For

## Platzer Fastigheter Holding AB

**Meeting Date:** 19/03/2025

**Country:** Sweden

**Ticker:** PLAZ.B

**Record Date:** 11/03/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspectors of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7.1	Receive Financial Statements and Statutory Reports	G	Mgmt		
7.2	Receive Board Report on Dividend Proposal	G	Mgmt		
7.3	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	G	Mgmt		
7.4	Receive Audit Report Regarding the Sustainability Report	G	Mgmt		
8	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
9	Approve Allocation of Income and Dividends of SEK 2.10 Per Share	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

# Platzer Fastigheter Holding AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10a.1	Approve Discharge of Anders Jarl	G	Mgmt	For	For
10a.2	Approve Discharge of Anneli Jansson	G	Mgmt	For	For
10a.3	Approve Discharge of Eric Grimlund	G	Mgmt	For	For
10a.4	Approve Discharge of Henrik Forsberg Schoultz	G	Mgmt	For	For
10a.5	Approve Discharge of Maximilian Hobohm	G	Mgmt	For	For
10a.6	Approve Discharge of Ricard Robbstal	G	Mgmt	For	For
10b.1	Approve Discharge of Johanna Hult Rentsch	G	Mgmt	For	For
11a	Determine Number of Members (7) and Deputy Members of Board (0)	G	Mgmt	For	For
11b	Determine Number of Auditors (1)	G	Mgmt	For	For
11c	Determine Number of Deputy Auditors (0)	G	Mgmt	For	For
12a	Approve Remuneration of Directors in the Amount of SEK 550,000 for Chair and SEK 240,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
12b	Approve Remuneration of Auditors	G	Mgmt	For	For
13a.1	Reelect Anders Jarl as Director	G	Mgmt	For	For
13a.2	Reelect Anneli Jansson as Director	G	Mgmt	For	For
13a.3	Reelect Eric Grimlund as Director	G	Mgmt	For	For
13a.4	Reelect Henrik Forsberg Schoultz as Director	G	Mgmt	For	For
13a.5	Reelect Maximilian Hobohm as Director	G	Mgmt	For	For
13a.6	Reelect Ricard Robbstal as Director	G	Mgmt	For	For
13a.7	Elect Ulrika Danielsson as New Director	G	Mgmt	For	For
13b	Reelect Henrik Forsberg Schoultz as Board Chair	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [LN-M0201-010] As chairman of the board, responsible for lack of diversity.</i></p>					
14	Ratify PricewaterhouseCoopers as Auditor	G	Mgmt	For	For
15	Approve Nomination Committee Procedures	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Platzer Fastigheter Holding AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16	Approve Remuneration Report	G	Mgmt	For	For
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
19	Approve Issuance of up to 10 Percent of the Company's Share Capital without Preemptive Rights	G	Mgmt	For	For
20	Approve Stock Option Plan for Senior Executives and Key Employees	G	Mgmt	For	For
21	Amend Articles Re: Location of General Meeting	G	Mgmt	For	For
22	Close Meeting	G	Mgmt		

## Plexus Corp.

**Meeting Date:** 11/02/2025

**Country:** USA

**Ticker:** PLXS

**Record Date:** 06/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Joann M. Eisenhart	G	Mgmt	For	For
1.2	Elect Director Dean A. Foate	G	Mgmt	For	For
1.3	Elect Director Rainer Jueckstock	G	Mgmt	For	For
1.4	Elect Director Todd P. Kelsey	G	Mgmt	For	For
1.5	Elect Director Randy J. Martinez	G	Mgmt	For	For
1.6	Elect Director Joel Quadracci	G	Mgmt	For	For
1.7	Elect Director Karen M. Rapp	G	Mgmt	For	For
1.8	Elect Director Paul A. Rooke	G	Mgmt	For	For
1.9	Elect Director Michael V. Schrock	G	Mgmt	For	For
1.10	Elect Director Jennifer B. Wuamett	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Plexus Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

## Pola Orbis Holdings, Inc.

**Meeting Date:** 27/03/2025 **Country:** Japan **Ticker:** 4927  
**Record Date:** 31/12/2024 **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 31	G	Mgmt	For	For
2.1	Elect Director Tanaka, Kayoko	G	Mgmt	For	For
2.2	Elect Director Taniguchi, Hiroki	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Toyoda, Akira	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Suzuki, Emiko	G	Mgmt	For	For
4	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

## Poly Developments & Holdings Group Co., Ltd.

**Meeting Date:** 13/03/2025 **Country:** China **Ticker:** 600048  
**Record Date:** 07/03/2025 **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Tong Yunxiang as Non-independent Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
2	Approve Issuance of Super Short-term Commercial Papers	G	Mgmt	For	For

## Poly Developments & Holdings Group Co., Ltd.

**Meeting Date:** 31/03/2025 **Country:** China **Ticker:** 600048  
**Record Date:** 25/03/2025 **Meeting Type:** Special

## Poly Developments & Holdings Group Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Pan Zhihua as Non-independent Director	G	SH	For	For

*Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.*

## Porto Seguro SA

**Meeting Date:** 28/03/2025      **Country:** Brazil      **Ticker:** PSSA3  
**Record Date:**      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
<i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i>					
2	Approve Allocation of Income and Dividends	G	Mgmt	For	For
3	Approve Dividends and Interest-on-Capital-Stock Payment Dates	G	Mgmt	For	For
4	Approve Remuneration of Company's Management, Advisory Committee Members, and Fiscal Council	G	Mgmt	For	For
5	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
6	Ratify Interest-on-Capital-Stock Payments	G	Mgmt	For	For

## POSCO Future M Co., Ltd.

**Meeting Date:** 24/03/2025      **Country:** South Korea      **Ticker:** 003670  
**Record Date:** 31/12/2024      **Meeting Type:** Annual



## POSCO Future M Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Eom Gi-cheon as Inside Director	G	Mgmt	For	For
2.2	Elect Jeong Dae-hyeong as Inside Director	G	Mgmt	For	For
2.3	Elect Cheon Seong-rae as Non-Independent Non-Executive Director	G	Mgmt	For	For
2.4	Elect Heo Gyeong-wook as Outside Director	G	Mgmt	For	For
3	Elect Heo Gyeong-wook as a Member of Audit Committee	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## POSCO Holdings, Inc.

Meeting Date: 20/03/2025

Country: South Korea

Ticker: 005490

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Amend Articles of Incorporation (Issuance of Bond)	G	Mgmt	For	For
2.2	Amend Articles of Incorporation (Appointment of CEO)	G	Mgmt	For	For
2.3	Amend Articles of Incorporation (Miscellaneous)	G	Mgmt	For	For
2.4	Amend Articles of Incorporation (Record date for Dividends)	G	Mgmt	For	For
3.1	Elect Lee Ju-tae as Inside Director	G	Mgmt	For	For
3.2	Elect Cheon Seong-rae as Inside Director	G	Mgmt	For	For
3.3	Elect Kim Gi-su as Inside Director	G	Mgmt	For	For
4.1	Elect Yoo Jin-nyeong as Outside Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## POSCO Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.2	Elect Son Seong-gyu as Outside Director	G	Mgmt	For	For
5.1	Elect Son Seong-gyu as a Member of Audit Committee	G	Mgmt	For	For
5.2	Elect Kim Jun-gi as a Member of Audit Committee	G	Mgmt	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## POSCO INTERNATIONAL Corp.

Meeting Date: 24/03/2025

Country: South Korea

Ticker: 047050

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Amend Articles of Incorporation	G	Mgmt	For	For
3.1.1	Elect Lee Gye-in as Inside Director	G	Mgmt	For	For
3.1.2	Elect Jeong Gyeong-jin as Inside Director	G	Mgmt	For	For
3.2	Elect Lee Ju-tae as Non-Independent Non-Executive Director	G	Mgmt	For	For
3.3	Elect Jeon Young-hwan as Outside Director	G	Mgmt	For	For
4	Elect Han Jong-su as Outside Director to Serve as an Audit Committee Member	G	Mgmt	For	For
5	Elect Jeon Young-hwan as a Member of Audit Committee	G	Mgmt	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Postal Savings Bank of China Co., Ltd.

Meeting Date: 22/01/2025

Country: China

Ticker: 1658

Record Date: 16/01/2025

Meeting Type: Extraordinary Shareholders

## Postal Savings Bank of China Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Elect Zheng Guoyu as Director	G	Mgmt	For	For
2	Elect Yang Yong as Director	G	Mgmt	For	For

## Postal Savings Bank of China Co., Ltd.

**Meeting Date:** 22/01/2025      **Country:** China      **Ticker:** 1658  
**Record Date:** 16/01/2025      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Elect Zheng Guoyu as Director	G	Mgmt	For	For
2	Elect Yang Yong as Director	G	Mgmt	For	For

## Powszechny Zakład Ubezpieczeń SA

**Meeting Date:** 10/01/2025      **Country:** Poland      **Ticker:** PZU  
**Record Date:** 25/12/2024      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Management Proposals		Mgmt		
1	Open Meeting	G	Mgmt		
2	Elect Meeting Chairman	G	Mgmt	For	For
3	Acknowledge Proper Convening of Meeting	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
	Shareholder Proposals Submitted by State Treasury		Mgmt		
5.1	Recall Supervisory Board Member	G	SH	None	Against

*Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.*

## Powszechny Zakład Ubezpieczeń SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.2	Elect Supervisory Board Member	G	SH	None	Against
<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>					
6	Approve Collective Suitability of Supervisory Board Members	G	SH	None	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>					
7	Approve Decision on Covering Costs of Convocation of EGM	G	SH	None	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>					
	Management Proposal		Mgmt		
8	Close Meeting	G	Mgmt		

## PriceSmart, Inc.

**Meeting Date:** 06/02/2025

**Country:** USA

**Ticker:** PSMT

**Record Date:** 09/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Sherry S. Bahrambeygui	G	Mgmt	For	For
1.2	Elect Director Jeffrey R. Fisher	G	Mgmt	For	For
1.3	Elect Director Gordon H. Hanson	G	Mgmt	For	For
1.4	Elect Director Beatriz V. Infante	G	Mgmt	For	For
1.5	Elect Director Leon C. Janks	G	Mgmt	For	For
1.6	Elect Director Patricia Marquez	G	Mgmt	For	For
1.7	Elect Director David N. Price	G	Mgmt	For	For
1.8	Elect Director Robert E. Price	G	Mgmt	For	For
1.9	Elect Director David R. Snyder	G	Mgmt	For	For
1.10	Elect Director John D. Thelan	G	Mgmt	For	For
1.11	Elect Director Edgar A. Zurcher	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## PT Bank Central Asia Tbk

Meeting Date: 12/03/2025

Country: Indonesia

Ticker: BBCA

Record Date: 11/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	G	Mgmt	For	For
2	Approve Allocation of Income and Dividends	G	Mgmt	For	For
3	Approve Changes in the Boards of the Company	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-034] Greater climate-related disclosure, including relevant metrics and targets, would enable investors to better assess climate-related investment risks and opportunities.</i>					
4	Approve Remuneration and Tantiem of Directors and Commissioners	G	Mgmt	For	For
5	Approve KAP Rintis, Jumadi, Rianto & Rekan and Eddy Rintis as Auditors	G	Mgmt	For	For
6	Approve Payment of Interim Dividends	G	Mgmt	For	For
7	Approve Revised Recovery Plan	G	Mgmt	For	For

## PT Bank Mandiri (Persero) Tbk

Meeting Date: 25/03/2025

Country: Indonesia

Ticker: BMRI

Record Date: 28/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report, Consolidated Financial Statements, Statutory Reports, Financial Statements of the Micro and Small Business Funding Program (PUMK), and Discharge of Directors and Commissioners	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3	Approve Remuneration and Tantiem of Directors and Commissioners	G	Mgmt	For	For

## PT Bank Mandiri (Persero) Tbk

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Appoint Purwanto, Sungkoro & Surja as Auditors of the Company and the Micro and Small Business Funding Program (PUMK)	G	Mgmt	For	For
5	Approve Company's Recovery Plan Update	G	Mgmt	For	For
6	Amend Articles of Association	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
7	Approve Share Repurchase Program and the Transfer of Buyback Shares Held as Treasury Stock	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
8	Approve Changes in the Boards of the Company	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					

## PT Bank Negara Indonesia (Persero) Tbk

Meeting Date: 26/03/2025

Country: Indonesia

Ticker: BBNI

Record Date: 03/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements, Statutory Reports, Annual Report, Report of the Micro and Small Business Funding Program (PUMK), and Discharge of Directors and Commissioners	G	Mgmt	For	For
2	Approve Allocation of Income and Dividends	G	Mgmt	For	For
3	Approve Remuneration and Tantiem of Directors and Commissioners	G	Mgmt	For	For
4	Approve Auditors of the Company and the Micro and Small Business Funding Program (PUMK)	G	Mgmt	For	For
5	Approve Share Repurchase Program and the Transfer of Buyback Shares Held as Treasury Stock	G	Mgmt	For	For
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## PT Bank Negara Indonesia (Persero) Tbk

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Amend Articles of Association	G	SH	None	Against
	<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>				
7	Approve Changes in the Boards of the Company	G	SH	None	Against
	<i>Blended Rationale: [SF-S0000-001] Vote against due to lack of disclosure.</i>				

## PT Bank Rakyat Indonesia (Persero) Tbk

**Meeting Date:** 24/03/2025      **Country:** Indonesia      **Ticker:** BBRI  
**Record Date:** 27/02/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Annual Report, Consolidated Financial Statements, Statutory Reports, Financial Statements of Micro and Small Enterprise Funding Program and Discharge of Directors and Commissioners	G	Mgmt	For	For
2	Approve Allocation of Income	G	Mgmt	For	For
3	Approve Remuneration and Tantiem of Directors and Commissioners	G	Mgmt	For	For
4	Approve KAP Purwantono, Sungkoro & Surja as Auditors of the Company and the Micro and Small Enterprise Funding Program's Financial Statements and Implementation Report and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
5	Accept Report on the Use of Proceeds from Bank BRI Green Bonds I Phase III Year 2024	G	Mgmt		
6	Approve Update to the BRI Recovery Action Plan	G	Mgmt	For	For
7	Approve Credit Limit (Plafond) for the Cancellation of Bad Loan Receivables which have been Written-Off	G	Mgmt	For	For
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
8	Authorize Share Repurchase Program and Transfer of the Repurchased Shares that is Recorded as Treasury Stock	G	Mgmt	For	For
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## PT Bank Rakyat Indonesia (Persero) Tbk

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Amend Articles of Association	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
10	Approve Changes in the Boards of the Company	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				

## PT Kalbe Farma Tbk

**Meeting Date:** 17/02/2025      **Country:** Indonesia      **Ticker:** KLBF  
**Record Date:** 23/01/2025      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Plan to Partially Transfer the Company Treasury Shares to be Withdrawn by Means of Reducing Capital	G	Mgmt	For	For

## PT Unilever Indonesia Tbk

**Meeting Date:** 14/01/2025      **Country:** Indonesia      **Ticker:** UNVR  
**Record Date:** 20/12/2024      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary General Meeting Agenda		Mgmt		
1	Approve Changes in the Board of Directors	G	Mgmt	For	For
2	Approve Change of Remuneration of Board of Directors	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
3	Approve Sale of Ice Cream Business to PT The Magnum Ice Cream Indonesia	G	Mgmt	For	For
	General Meeting of Independent Shareholders Agenda		Mgmt		



## PT Unilever Indonesia Tbk

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Sale of Ice Cream Business to PT The Magnum Ice Cream Indonesia where the Ultimate Holding Company of the Company and the Purchaser is the Same Party, Namely Unilever PLC	G	Mgmt	For	For

## PT Vale Indonesia Tbk

**Meeting Date:** 14/01/2025      **Country:** Indonesia      **Ticker:** INCO  
**Record Date:** 18/12/2024      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Changes in the Board of Commissioners	G	Mgmt	For	For

## PTC Inc.

**Meeting Date:** 12/02/2025      **Country:** USA      **Ticker:** PTC  
**Record Date:** 13/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Neil Barua	G	Mgmt	For	For
1.2	Elect Director Mark Benjamin	G	Mgmt	For	For
1.3	Elect Director Robert Bernshsteyn	G	Mgmt	For	For
1.4	Elect Director Janice Chaffin	G	Mgmt	For	For
1.5	Elect Director Amar Hanspal	G	Mgmt	For	For
1.6	Elect Director Michal Katz	G	Mgmt	For	For
1.7	Elect Director Paul Lacy	G	Mgmt	For	For
1.8	Elect Director Corinna Lathan	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

# QUALCOMM Incorporated

Meeting Date: 18/03/2025

Country: USA

Ticker: QCOM

Record Date: 17/01/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Sylvia Acevedo	G	Mgmt	For	For
1b	Elect Director Cristiano R. Amon	G	Mgmt	For	For
1c	Elect Director Mark Fields	G	Mgmt	For	For
1d	Elect Director Jeffrey W. Henderson	G	Mgmt	For	For
1e	Elect Director Ann M. Livermore	G	Mgmt	For	For
1f	Elect Director Mark D. McLaughlin	G	Mgmt	For	For
1g	Elect Director Jamie S. Miller	G	Mgmt	For	For
1h	Elect Director Marie Myers	G	Mgmt	For	For
1i	Elect Director Irene B. Rosenfeld	G	Mgmt	For	For
1j	Elect Director Kornelis (Neil) Smit	G	Mgmt	For	For
1k	Elect Director Jean-Pascal Tricoire	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Report on Climate Risk in Retirement Plan Options	E	SH	Against	Against

Blended Rationale: [SF-54578-106] Company already has policies in place to address these issues.

# Radius Recycling, Inc.

Meeting Date: 28/01/2025

Country: USA

Ticker: RDUS

Record Date: 29/11/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Mauro Gregorio	G	Mgmt	For	For
1.2	Elect Director Rhonda D. Hunter	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Radius Recycling, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director David L. Jahnke	G	Mgmt	For	For
1.4	Elect Director Leslie L. Shoemaker	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

## Raiffeisen Bank International AG

Meeting Date: 26/03/2025 Country: Austria Ticker: RBI  
Record Date: 16/03/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.10 Per Share	G	Mgmt	For	Do Not Vote
3	Approve Remuneration Report	G	Mgmt	For	Do Not Vote
4	Approve Discharge of Management Board for Fiscal Year 2024	G	Mgmt	For	Do Not Vote
5	Approve Discharge of Supervisory Board for Fiscal Year 2024	G	Mgmt	For	Do Not Vote
6.1	Elect Erwin Hameseder as Supervisory Board Member	G	Mgmt	For	Do Not Vote
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i></p>					
6.2	Elect Heinz Konrad as Supervisory Board Member	G	Mgmt	For	Do Not Vote
<p><i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence. [RU-M0201-028] Vote against Nominating/Governance Committee member for failure to adequately account for diversity on the board. [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i></p>					

## Raiffeisen Bank International AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.3	Elect Reinhard Schwendtbauer as Supervisory Board Member	G	Mgmt	For	Do Not Vote
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>					
6.4	Elect Christof Splechtma as Supervisory Board Member	G	Mgmt	For	Do Not Vote
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>					
7	Ratify Deloitte Audit as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2026	G	Mgmt	For	Do Not Vote
8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion	G	Mgmt	For	Do Not Vote
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
9	Approve Creation of EUR 100.3 Million Pool of Conditional Capital to Guarantee Conversion Rights	G	Mgmt	For	Do Not Vote
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
10	Amend Articles of Association	G	Mgmt	For	Do Not Vote

## Rakuten Group, Inc.

**Meeting Date:** 28/03/2025

**Country:** Japan

**Ticker:** 4755

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Business Lines	G	Mgmt	For	For
2.1	Elect Director Mikitani, Hiroshi	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.2	Elect Director Hyakuno, Kentaro	G	Mgmt	For	For
2.3	Elect Director Hirose, Kenji	G	Mgmt	For	For

## Rakuten Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.4	Elect Director Ando, Takaharu	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.5	Elect Director Sarah J. M. Whitley	G	Mgmt	For	For
2.6	Elect Director Tsedal Neeley	G	Mgmt	For	For
2.7	Elect Director Charles B. Baxter	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
2.8	Elect Director Habuka, Shigeki	G	Mgmt	For	For
2.9	Elect Director Mitachi, Takashi	G	Mgmt	For	For
3	Approve Deep Discount Stock Option Plan	G	Mgmt	For	For
<i>Blended Rationale: .</i>					

## Randstad NV

**Meeting Date:** 26/03/2025

**Country:** Netherlands

**Ticker:** RAND

**Record Date:** 26/02/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting	G	Mgmt		
2a	Receive Reports of Executive Board and Supervisory Board (Non-Voting)	G	Mgmt		
2b	Approve Remuneration Report	G	Mgmt	For	For
2c	Adopt Financial Statements and Statutory Reports	G	Mgmt	For	For
2d	Receive Explanation on Company's Reserves and Dividend Policy	G	Mgmt		
2e	Approve Dividend	G	Mgmt	For	For
3a	Approve Discharge of Executive Board	G	Mgmt	For	For
3b	Approve Discharge of Supervisory Board	G	Mgmt	For	For
4a	Amend Remuneration Policy of Executive Board	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Randstad NV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4b	Approve Remuneration Policy of Supervisory Board	G	Mgmt	For	For
5	Elect Jesus Echevarria to Executive Board	G	Mgmt	For	For
6a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Preemptive Rights	G	Mgmt	For	For
6b	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
6c	Approve Cancellation of Repurchased Shares	G	Mgmt	For	For
7a	Appoint Jos Beerepoort as Board Member of Stichting Administratiekantoor Preferente Aandelen Randstad	G	Mgmt	For	For
7b	Proposal to Reappoint PricewaterhouseCoopers Accountants NV as External Auditor to Audit the Financial Statements 2026	G	Mgmt	For	For
7c	Proposal to Appoint PricewaterhouseCoopers Accountants NV as External Auditor to Perform a Limited Assurance Engagement on the Sustainability Statements 2025 and 2026	G	Mgmt	For	For
8	Other Business (Non-Voting)	G	Mgmt		
9	Close Meeting	G	Mgmt		

## Raymond James Financial, Inc.

**Meeting Date:** 20/02/2025

**Country:** USA

**Ticker:** RJF

**Record Date:** 18/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Marlene Debel	G	Mgmt	For	For
1b	Elect Director Jeffrey N. Edwards	G	Mgmt	For	For
1c	Elect Director Benjamin C. Esty	G	Mgmt	For	For
1d	Elect Director Art A. Garcia	G	Mgmt	For	For
1e	Elect Director Anne Gates	G	Mgmt	For	For
1f	Elect Director Gordon L. Johnson	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Raymond James Financial, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1g	Elect Director Raymond W. McDaniel, Jr.	G	Mgmt	For	For
1h	Elect Director Roderick C. McGeary	G	Mgmt	For	For
1i	Elect Director Cecily M. Mistarz	G	Mgmt	For	For
1j	Elect Director Paul C. Reilly	G	Mgmt	For	For
1k	Elect Director Raj Seshadri	G	Mgmt	For	For
1l	Elect Director Paul M. Shoukry	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

## Renesas Electronics Corp.

**Meeting Date:** 26/03/2025      **Country:** Japan      **Ticker:** 6723  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 28	G	Mgmt	For	For
2.1	Elect Director Shibata, Hidetoshi	G	Mgmt	For	For
2.2	Elect Director Iwasaki, Jiro	G	Mgmt	For	For
2.3	Elect Director Selena Loh Lacroix	G	Mgmt	For	For
2.4	Elect Director Yamamoto, Noboru	G	Mgmt	For	For
2.5	Elect Director Hirano, Takuya	G	Mgmt	For	For
2.6	Elect Director Mizuno, Tomoko	G	Mgmt	For	For

## Renewi Plc

**Meeting Date:** 26/03/2025      **Country:** United Kingdom      **Ticker:** RWI  
**Record Date:** 24/03/2025      **Meeting Type:** Special

## Renewi Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Final Cash Acquisition of Renewi plc by Earth Bidco BV	G	Mgmt	For	For

## Renewi Plc

**Meeting Date:** 26/03/2025      **Country:** United Kingdom      **Ticker:** RWI  
**Record Date:** 24/03/2025      **Meeting Type:** Court

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Court Meeting		Mgmt		
1	Approve Scheme of Arrangement	G	Mgmt	For	For

## Residential Secure Income PLC

**Meeting Date:** 27/02/2025      **Country:** United Kingdom      **Ticker:** RESI  
**Record Date:** 25/02/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Re-elect Robert Whiteman as Director	G	Mgmt	For	For
4	Re-elect Robert Gray as Director	G	Mgmt	For	For
5	Re-elect Elaine Bailey as Director	G	Mgmt	For	For
6	Reappoint BDO LLP as Auditors	G	Mgmt	For	For
7	Authorise Board to Fix Remuneration of Auditors	G	Mgmt	For	For
8	Approve Dividend Policy	G	Mgmt	For	For
9	Authorise Issue of Equity	G	Mgmt	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For



## Residential Secure Income PLC

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	G	Mgmt	For	For
12	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
13	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

## Resonac Holdings Corp.

Meeting Date: 26/03/2025

Country: Japan

Ticker: 4004

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 65	G	Mgmt	For	For
2	Amend Articles to Allow Virtual Only Shareholder Meetings - Remove All Provisions on Advisory Positions	G	Mgmt	For	For
3.1	Elect Director Takahashi, Hidehito	G	Mgmt	For	For
3.2	Elect Director Morikawa, Kohei	G	Mgmt	For	For
3.3	Elect Director Somemiya, Hideki	G	Mgmt	For	For
3.4	Elect Director Maoka, Tomomitsu	G	Mgmt	For	For
3.5	Elect Director Imai, Nori	G	Mgmt	For	For
3.6	Elect Director Tsuneishi, Tetsuo	G	Mgmt	For	For
3.7	Elect Director Yasukawa, Kenji	G	Mgmt	For	For
3.8	Elect Director Onishi, Masaru	G	Mgmt	For	For
3.9	Elect Director Sakakibara, Izumi	G	Mgmt	For	For
4	Approve Compensation Ceiling for Directors	G	Mgmt	For	For
5	Approve Two Types of Trust-Type Equity Compensation Plans	G	Mgmt	For	For

## Retail Opportunity Investments Corp.

Meeting Date: 07/02/2025

Country: USA

Ticker: ROIC

Record Date: 13/12/2024

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	G	Mgmt	For	For
2	Advisory Vote on Golden Parachutes	G	Mgmt	For	For
3	Adjourn Meeting	G	Mgmt	For	For

## REV Group, Inc.

Meeting Date: 27/02/2025

Country: USA

Ticker: REVG

Record Date: 03/01/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Maureen O'Connell	G	Mgmt	For	For
1.2	Elect Director Mark Skonieczny	G	Mgmt	For	For
2	Ratify RSM US LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Eliminate Supermajority Vote Requirement	G	Mgmt	For	For
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For
6	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	G	Mgmt	For	For
7	Amend Certificate of Incorporation	G	Mgmt	For	For

## Ringjobing Landbobank A/S

Meeting Date: 05/03/2025

Country: Denmark

Ticker: RILBA

Record Date: 26/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chair of Meeting	G	Mgmt		
2	Approve Report of Board	G	Mgmt	For	For
3	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
4	Approve Allocation of Income	G	Mgmt	For	For
5	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
6	Approve Remuneration of Directors	G	Mgmt	For	For
7	Approve Remuneration Policy	G	Mgmt	For	For
8.a	Reelect Mette Bundgaard as Member of Committee of Representatives	G	Mgmt	For	For
8.b	Reelect Per Lykkegaard Christensen as Member of Committee of Representatives	G	Mgmt	For	For
8.c	Reelect Ole Kirkegaard Erlandsen as Member of Committee of Representatives	G	Mgmt	For	For
8.d	Reelect Thomas Sindberg Hansen as Member of Committee of Representatives	G	Mgmt	For	For
8.e	Reelect Tonny Hansen as Member of Committee of Representatives	G	Mgmt	For	For
8.f	Reelect Kim Jacobsen as Member of Committee of Representatives	G	Mgmt	For	For
8.g	Reelect Morten Jensen as Member of Committee of Representatives	G	Mgmt	For	For
8.h	Reelect Kasper Lykke Kjeldsen as Member of Committee of Representatives	G	Mgmt	For	For
8.i	Reelect Lotte Littau Kjaergaard as Member of Committee of Representatives	G	Mgmt	For	For
8.j	Reelect Niels Erik Burgdorf Madsen as Member of Committee of Representatives	G	Mgmt	For	For
8.k	Reelect Martin Krogh Pedersen as Member of Committee of Representatives	G	Mgmt	For	Abstain

*Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.*

## Ringjobing Landbobank A/S

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.l	Reelect Poul Kjaer Poulsgaard as Member of Committee of Representatives	G	Mgmt	For	For
8.m	Reelect Kristian Skannerup as Member of Committee of Representatives	G	Mgmt	For	For
8.n	Reelect Allan Ostergaard Sorensen as Member of Committee of Representatives	G	Mgmt	For	For
8.o	Reelect Jorgen Kolle Sorensen as Member of Committee of Representatives	G	Mgmt	For	For
8.p	Reelect Sten Uggerhoj as Member of Committee of Representatives	G	Mgmt	For	For
8.q	Reelect Lasse Svoldgaard Vesterby as Member of Committee of Representatives	G	Mgmt	For	For
8.r	Reelect Christina Orskov as Member of Committee of Representatives	G	Mgmt	For	For
8.s	Elect Rasmus Alstrup as Member of Committee of Representatives	G	Mgmt	For	For
8.t	Elect Rikke Ahnfeldt Kjaer as Member of Committee of Representatives	G	Mgmt	For	For
8.u	Elect Pia Stevnhøj Sommer as Member of Committee of Representatives	G	Mgmt	For	For
9	Ratify PricewaterhouseCoopers as Auditors	G	Mgmt	For	For
10	Authorize Share Repurchase Program	G	Mgmt	For	For
11.a	Approve Creation of DKK 5.3 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 2.7 Million Pool of Capital without Preemptive Rights	G	Mgmt	For	For
11.b	Approve DKK 1.3 Million Reduction in Share Capital via Share Cancellation	G	Mgmt	For	For
11.c	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	G	Mgmt	For	For
	Shareholder Proposals Submitted by Poul Aksel Andersen, Hobro		Mgmt		

## Ringjobing Landbobank A/S

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11.d	Approve Proposal Concerning the Composition of the Shareholders' Committee	G	SH	Against	Against

*Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.*

## Risen Energy Co., Ltd.

**Meeting Date:** 21/01/2025      **Country:** China      **Ticker:** 300118  
**Record Date:** 16/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Issuance of Overseas Bonds	G	Mgmt	For	For

## Riyadh Cables Group Co.

**Meeting Date:** 16/01/2025      **Country:** Saudi Arabia      **Ticker:** 4142  
**Record Date:**      **Meeting Type:** Ordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1.1	Elect Fahd Milhis as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.2	Elect Ahmed Al Zaeem as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.3	Elect Mohammed Al Zaeem as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.4	Elect Raed Mushtaq as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.5	Elect Ahmed Al Harbi as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.6	Elect Raad Al Qahtani as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.7	Elect Asmaa Hamdan as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.8	Elect Muath Al Zamil as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.9	Elect Sami Al Babteen as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.10	Elect Abdullah Al Al Sheikh as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.11	Elect Musaid Al Anzi as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.12	Elect Abdulwahab Al Bateeri as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.13	Elect Abdulazeez Al Bassam as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.14	Elect Khalid Al Quweez as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.15	Elect Hasan Al Zahrani as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.16	Elect Abdulrahman Al Anqari as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.17	Elect Ibraheem Khan as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.18	Elect Badr Al Rabeeah as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.19	Elect Ahmed Al Babteen as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.20	Elect Raed Al Mudeehim as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.21	Elect Abdullah Al Nahdi as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.22	Elect Raed Al Khalaf as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.23	Elect Ziyad Al Salih as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.24	Elect Mohammed Badhrees as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.25	Elect Mohammed Al Qurayshah as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.26	Elect Huseen Al Abdulqadir as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.27	Elect Mohammed Qassab as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.28	Elect Abdullah Al Karbi as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.29	Elect Hamdi Al Zaeem as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.30	Elect Bassam Al Dhab as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.31	Elect Ahmed Khoqeer as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.32	Elect Thamir Al Wadee as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.33	Elect Wael Al Bassam as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.34	Elect Ali Abou Ali as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				

## Riyadh Cables Group Co.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.35	Elect Omar Al Abduljabbar as Director	G	Mgmt	None	Abstain

*Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.*

## Roche Holding AG

**Meeting Date:** 25/03/2025      **Country:** Switzerland      **Ticker:** ROG  
**Record Date:**      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2.1	Approve Remuneration Report	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
2.2	Approve Sustainability Report	E, S	Mgmt	For	For
3	Approve CHF 10.2 Million in Bonuses to the Corporate Executive Committee for Fiscal Year 2024	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
4	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
5	Approve Allocation of Income and Dividends of CHF 9.70 per Share	G	Mgmt	For	For
6.1	Reelect Severin Schwan as Director and Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
6.2	Reelect Andre Hoffmann as Director	G	Mgmt	For	For
6.3	Reelect Joerg Duschmale as Director	G	Mgmt	For	For
6.4	Reelect Patrick Frost as Director	G	Mgmt	For	For
6.5	Reelect Anita Hauser as Director	G	Mgmt	For	For



## Roche Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.6	Reelect Akiko Iwasaki as Director	G	Mgmt	For	For
6.7	Reelect Richard Lifton as Director	G	Mgmt	For	For
6.8	Reelect Jemilah Mahmood as Director	G	Mgmt	For	For
6.9	Reelect Mark Schneider as Director	G	Mgmt	For	For
6.10	Reelect Claudia Dyckerhoff as Director	G	Mgmt	For	For
6.11	Reappoint Joerg Duschmale as Member of the Compensation Committee	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
6.12	Reappoint Anita Hauser as Member of the Compensation Committee	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
6.13	Reappoint Richard Lifton as Member of the Compensation Committee	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
7	Approve Remuneration of Directors in the Amount of CHF 12 Million	G	Mgmt	For	For
8	Approve Remuneration of Executive Committee in the Amount of CHF 38 Million	G	Mgmt	For	For
<p><i>Blended Rationale: .</i></p>					
9	Designate Testaris AG as Independent Proxy	G	Mgmt	For	For
10	Ratify KPMG AG as Auditors	G	Mgmt	For	For
11	Transact Other Business (Voting)	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i></p>					

## Roche Holding AG

**Meeting Date:** 25/03/2025

**Country:** Switzerland

**Ticker:** ROG

**Record Date:**

**Meeting Type:** Annual

## Roche Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Broadridge Only Meeting Vote For If You Intend On Participating In This Meeting. This Is To Enable The Sub-custodian To Create A Blocking Certificate On Your Behalf.	G	Mgmt	None	Do Not Vote

## Rockwell Automation, Inc.

**Meeting Date:** 04/02/2025      **Country:** USA      **Ticker:** ROK  
**Record Date:** 09/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
A.1	Elect Director James P. Keane	G	Mgmt	For	For
A.2	Elect Director Blake D. Moret	G	Mgmt	For	For
A.3	Elect Director Thomas W. Rosamilia	G	Mgmt	For	For
A.4	Elect Director Patricia A. Watson	G	Mgmt	For	For
B	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
C	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

## Rongsheng Petrochemical Co., Ltd.

**Meeting Date:** 02/01/2025      **Country:** China      **Ticker:** 002493  
**Record Date:** 25/12/2024      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Guarantee Amount	G	Mgmt	For	For
2	Approve Formulation of Management System for Providing External Investments	G	Mgmt	For	Against

*Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.*

## Rongsheng Petrochemical Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Amend Management System for Raised Funds	G	Mgmt	For	Against

*Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.*

## RS Technologies Co. Ltd.

**Meeting Date:** 28/03/2025      **Country:** Japan      **Ticker:** 3445  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Adoption of Holding Company Structure and Transfer of Operations to Wholly Owned Subsidiary	G	Mgmt	For	For
2	Amend Articles to Change Company Name - Amend Business Lines	G	Mgmt	For	For
3.1	Elect Director Ho, Nagayoshi	G	Mgmt	For	For
3.2	Elect Director Endo, Satoru	G	Mgmt	For	For
3.3	Elect Director Osawa, Issei	G	Mgmt	For	For
3.4	Elect Director Tomatsu, Kiyohide	G	Mgmt	For	For
3.5	Elect Director Izawa, Taro	G	Mgmt	For	For

## Ryobi Ltd.

**Meeting Date:** 26/03/2025      **Country:** Japan      **Ticker:** 5851  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 42.5	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2	Amend Articles to Reduce Directors' Term	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.1	Elect Director Urakami, Akira	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-022] AGAINST directors responsible as the board lacks two independent directors. [RJ-M0201-027] AGAINST directors responsible as the board is less than 1/3 independent at company listed on Prime section.</i>					
3.2	Elect Director Fujii, Kazuhiko	G	Mgmt	For	For
3.3	Elect Director Tanifuji, Hideki	G	Mgmt	For	For
3.4	Elect Director Ooka, Satoshi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
3.5	Elect Director Ikaga, Masahiko	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
3.6	Elect Director Ito, Mami	G	Mgmt	For	For
3.7	Elect Director Arai, Yoichi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
4	Approve Additional Dividend so that Final Dividend per Share Equals to JPY 206	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0152-002] AGAINST shareholder proposal as the proposed capital policy is inappropriate considering the financial performance of the company.</i>					
5	Amend Articles to Establish Review Committee to Improve Japan Business Operation	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0124-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					

S-1 Corp. (Korea)

**Meeting Date:** 20/03/2025      **Country:** South Korea      **Ticker:** 012750  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Amend Articles of Incorporation	G	Mgmt	For	For
3.1	Elect Lee Man-woo as Outside Director	G	Mgmt	For	For

## S-1 Corp. (Korea)

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.2	Elect Namgoong Beom as Inside Director	G	Mgmt	For	For
3.3	Elect Matsui Hiromichi as Non-Independent Non-Executive Director	G	Mgmt	For	For
4	Elect Lee Man-woo as a Member of Audit Committee	G	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Safestore Holdings Plc

**Meeting Date:** 19/03/2025

**Country:** United Kingdom

**Ticker:** SAFE

**Record Date:** 17/03/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Final Dividend	G	Mgmt	For	For
4	Elect Simon Clinton as Director	G	Mgmt	For	For
5	Re-elect David Hearn as Director	G	Mgmt	For	For
6	Re-elect Frederic Vecchioli as Director	G	Mgmt	For	For
7	Re-elect Jane Bentall as Director	G	Mgmt	For	For
8	Re-elect Avis Darzins as Director	G	Mgmt	For	For
9	Re-elect Laure Duhot as Director	G	Mgmt	For	For
10	Re-elect Delphine Mousseau as Director	G	Mgmt	For	For
11	Re-elect Gert van de Weerdhof as Director	G	Mgmt	For	For
12	Reappoint Deloitte LLP as Auditors	G	Mgmt	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
14	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
15	Authorise Issue of Equity	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Safestore Holdings Plc

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

## Sala Corp.

**Meeting Date:** 21/02/2025      **Country:** Japan      **Ticker:** 2734  
**Record Date:** 30/11/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Business Lines	G	Mgmt	For	For
2.1	Elect Director Kamino, Goro	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.</i>					
2.2	Elect Director Watarai, Takayuki	G	Mgmt	For	For
2.3	Elect Director Kurebayashi, Takahisa	G	Mgmt	For	For
2.4	Elect Director Suzuki, Keitaro	G	Mgmt	For	For
2.5	Elect Director Otsuji, Sachiko	G	Mgmt	For	For
2.6	Elect Director Ichiryu, Yoshio	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
2.7	Elect Director Okubo, Kazutaka	G	Mgmt	For	Against
<i>Blended Rationale: [TK-M0201-023] AGAINST as outside director sits on more than four board of directors or audit &amp; supervisory board of listed companies. [RJ-M0201-028] AGAINST affiliated outsiders at board with audit committee structure.</i>					
3	Approve Trust-Type Equity Compensation Plan	G	Mgmt	For	For

## Sally Beauty Holdings, Inc.

**Meeting Date:** 24/01/2025      **Country:** USA      **Ticker:** SBH  
**Record Date:** 25/11/2024      **Meeting Type:** Annual

## Sally Beauty Holdings, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Rachel R. Bishop	G	Mgmt	For	For
1.2	Elect Director Jeffrey Boyer	G	Mgmt	For	For
1.3	Elect Director Diana S. Ferguson	G	Mgmt	For	For
1.4	Elect Director Dorlisa K. Flur	G	Mgmt	For	For
1.5	Elect Director James M. Head	G	Mgmt	For	For
1.6	Elect Director Lawrence "Chip" P. Molloy	G	Mgmt	For	For
1.7	Elect Director Erin Nealy Cox	G	Mgmt	For	For
1.8	Elect Director Denise A. Paulonis	G	Mgmt	For	For
1.9	Elect Director Debra Perelman	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
5	Adopt Director Resignation Guideline	G	SH	Against	Against

*Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.*

## SAMSUNG BIOLOGICS Co., Ltd.

**Meeting Date:** 14/03/2025

**Country:** South Korea

**Ticker:** 207940

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Amend Articles of Incorporation	G	Mgmt	For	For
3.1	Elect Yoo Seung-ho as Inside Director	G	Mgmt	For	For
3.2	Elect Lee Ho-seung as Outside Director	G	Mgmt	For	For
4	Elect Lee Chang-woo as Outside Director to serve as an Audit Committee Member	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## SAMSUNG BIOLOGICS Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Elect Lee Ho-seung as a Member of Audit Committee	G	Mgmt	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	Against

*Blended Rationale: [KR-M0549-001] Company has not provided justification for the proposed increase in remuneration cap.*

## Samsung E&A Co., Ltd.

**Meeting Date:** 20/03/2025      **Country:** South Korea      **Ticker:** 028050  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Yoon Hyeong-sik as Inside Director	G	Mgmt	For	For
2.2	Elect Choi Jeong-hyeon as Outside Director	G	Mgmt	For	For
2.3	Elect Moon Seung-wook as Outside Director	G	Mgmt	For	For
3.1	Elect Choi Jeong-hyeon as a Member of Audit Committee	G	Mgmt	For	For
3.2	Elect Kim Yong-dae as a Member of Audit Committee	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For
5	Amend Articles of Incorporation	G	Mgmt	For	For

## Samsung Electro-Mechanics Co., Ltd.

**Meeting Date:** 19/03/2025      **Country:** South Korea      **Ticker:** 009150  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Jang Deok-hyeon as Inside Director	G	Mgmt	For	For



## Samsung Electro-Mechanics Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.2	Elect Kim Seong-jin as Inside Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification.</i>					
2.3	Elect Lee Yoon-jeong as Outside Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification.</i>					
3	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For
4	Amend Articles of Incorporation	G	Mgmt	For	For

## Samsung Electronics Co., Ltd.

**Meeting Date:** 19/03/2025

**Country:** South Korea

**Ticker:** 005930

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1.1	Elect Kim Jun-seong as Outside Director	G	Mgmt	For	For
2.1.2	Elect Heo Eun-nyeong as Outside Director	G	Mgmt	For	Against
<i>Blended Rationale: [DC-D0000-003] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines. [DC-D0000-004] Decarb policy - disclosures and practices are not sufficiently clear or complete to demonstrate alignment with the investment objectives of the funds in scope of the BlackRock Investment Stewardship Climate and Decarbonization Stewardship Guidelines.</i>					
2.1.3	Elect Yoo Myeong-hui as Outside Director	G	Mgmt	For	For
2.1.4	Elect Lee Hyeok-jae as Outside Director	G	Mgmt	For	For
2.2.1	Elect Jeon Young-hyeon as Inside Director	G	Mgmt	For	For
2.2.2	Elect Noh Tae-moon as Inside Director	G	Mgmt	For	For
2.2.3	Elect Song Jae-hyeok as Inside Director	G	Mgmt	For	For
3	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For
4.1	Elect Shin Je-yoon as a Member of Audit Committee	G	Mgmt	For	For
<i>Blended Rationale: .</i>					

## Samsung Electronics Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.2	Elect Yoo Myeong-hui as a Member of Audit Committee	G	Mgmt	For	For

## Samsung Fire & Marine Insurance Co., Ltd.

Meeting Date: 19/03/2025 Country: South Korea Ticker: 000810  
Record Date: 31/12/2024 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Amend Articles of Incorporation (Board Committee)	G	Mgmt	For	For
2.2	Amend Articles of Incorporation (Model AOI)	G	Mgmt	For	For
3.1	Elect Park Seong-yeon as Outside Director	G	Mgmt	For	For
3.2	Elect Koo Young-min as Inside Director	G	Mgmt	For	For
4	Elect Park Seong-yeon as a Member of Audit Committee	G	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Samsung Heavy Industries Co., Ltd.

Meeting Date: 20/03/2025 Country: South Korea Ticker: 010140  
Record Date: 31/12/2024 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Amend Articles of Incorporation	G	Mgmt	For	For
3.1	Elect Kim Gyeong-hui as Inside Director	G	Mgmt	For	For
3.2	Elect Kim Sang-gyu as Outside Director	G	Mgmt	For	For
4	Elect Kim Sang-gyu as a Member of Audit Committee	G	Mgmt	For	For

## Samsung Heavy Industries Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Samsung Life Insurance Co., Ltd.

**Meeting Date:** 20/03/2025      **Country:** South Korea      **Ticker:** 032830  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Amend Articles of Incorporation (Board Committee)	G	Mgmt	For	For
2.2	Amend Articles of Incorporation (Model AOI)	G	Mgmt	For	For
3.1.1	Elect Heo Gyeong-ock as Outside Director	G	Mgmt	For	For
3.1.2	Elect Koo Yoon-cheol as Outside Director	G	Mgmt	For	For
3.2.1	Elect Park Jun-gyu as Inside Director	G	Mgmt	For	For
3.2.2	Elect Lee Wan-sam as Inside Director	G	Mgmt	For	For
4.1	Elect Heo Gyeong-ock as a Member of Audit Committee	G	Mgmt	For	For
4.2	Elect Koo Yoon-cheol as a Member of Audit Committee	G	Mgmt	For	For
5	Elect Yoo Il-ho as Outside Director to Serve as an Audit Committee Member	G	Mgmt	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Samsung SDI Co., Ltd.

**Meeting Date:** 19/03/2025      **Country:** South Korea      **Ticker:** 006400  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

## Samsung SDI Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Elect Choi Ju-seon as Inside Director	G	Mgmt	For	For
3	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For
4	Amend Articles of Incorporation	G	Mgmt	For	For

## SAMSUNG SDS CO., LTD.

Meeting Date: 19/03/2025

Country: South Korea

Ticker: 018260

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Lee Jun-hui as Inside Director	G	Mgmt	For	For
2.2	Elect Lee Ho-jun as Inside Director	G	Mgmt	For	For
3	Amend Articles of Incorporation	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Samsung Securities Co., Ltd.

Meeting Date: 14/03/2025

Country: South Korea

Ticker: 016360

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Amend Articles of Incorporation (Board Committee)	G	Mgmt	For	For

## Samsung Securities Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.2	Amend Articles of Incorporation (Model AOI)	G	Mgmt	For	For
3.1	Elect Kim Hwa-jin as Outside Director	G	Mgmt	For	For
3.2	Elect Park Gyeong-hui as Inside Director	G	Mgmt	For	For
3.3	Elect Ko Young-dong as Inside Director	G	Mgmt	For	For
4	Elect Kim Hwa-jin as a Member of Audit Committee	G	Mgmt	For	For
5	Elect Choi Hye-ri as Outside Director to Serve as an Audit Committee Member	G	Mgmt	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Sandy Spring Bancorp, Inc.

**Meeting Date:** 05/02/2025      **Country:** USA      **Ticker:** SASR  
**Record Date:** 12/12/2024      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	G	Mgmt	For	For
2	Advisory Vote on Golden Parachutes	G	Mgmt	For	For
3	Adjourn Meeting	G	Mgmt	For	For

## Sanmina Corporation

**Meeting Date:** 10/03/2025      **Country:** USA      **Ticker:** SANM  
**Record Date:** 17/01/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jure Sola	G	Mgmt	For	For
1b	Elect Director Susan K. Barnes	G	Mgmt	For	For
1c	Elect Director David V. Hedley, III	G	Mgmt	For	For
1d	Elect Director Susan A. Johnson	G	Mgmt	For	For

## Sanmina Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1e	Elect Director Joseph G. Licata, Jr.	G	Mgmt	For	For
1f	Elect Director Krish Prabhu	G	Mgmt	For	For
1g	Elect Director Mythili Sankaran	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Omnibus Stock Plan	G	Mgmt	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	G	SH	Against	Against

*Blended Rationale: [SF-S0235-101] We do not believe the proposed threshold to call special meetings is sufficient to avoid waste of corporate resources.*

## Sansteel MinGuang Co.,Ltd.,Fujian

**Meeting Date:** 20/01/2025

**Country:** China

**Ticker:** 002110

**Record Date:** 15/01/2025

**Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Application of Credit Lines by the Company	G	Mgmt	For	For
2	Approve Application of Credit Lines by Fujian Quanzhou Minguang Steel Co., Ltd.	G	Mgmt	For	For
3	Approve Application of Credit Lines by Fujian Luoyuan Minguang Steel Co., Ltd.	G	Mgmt	For	For
4	Approve Application of Credit Lines by Fujian Minguang Cloud Commerce Co., Ltd.	G	Mgmt	For	For
5	Approve Bill Pool Business	G	Mgmt	For	For
6	Approve Provision of Guarantee	G	Mgmt	For	For
7	Approve Use of Idle Own Funds for Wealth Investment	G	Mgmt	For	For
8	Approve Related Party Transaction	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Sansteel MinGuang Co.,Ltd.,Fujian

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	Elect Zhou Yong as Non-independent Director	G	SH	For	For

*Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.*

## Sany Heavy Industry Co., Ltd.

**Meeting Date:** 21/01/2025      **Country:** China      **Ticker:** 600031  
**Record Date:** 13/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
-----------------	---------------	------------	-----------	----------	------------------

1	Approve to Formulate Management System for External Financial Assistance	G	Mgmt	For	For
---	--	---	------	-----	-----

2	Approve Provision of Financial Aid	G	Mgmt	For	Against
---	------------------------------------	---	------	-----	---------

*Blended Rationale: [HK-M0464-001] Level of financial assistance not proportionate to ownership.*

3	Approve Amount of Mortgage and Financial Leasing	G	Mgmt	For	For
---	--	---	------	-----	-----

4	Approve Deposit, Loans and Equipment Financing with Affiliated Banks	G	Mgmt	For	For
---	--	---	------	-----	-----

5	Approve Provision of Guarantee to Subsidiary	G	Mgmt	For	Against
---	--	---	------	-----	---------

*Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.*

6	Approve Provision of Guarantee by Wholly-owned Subsidiary	G	Mgmt	For	For
---	---	---	------	-----	-----

## Sapporo Holdings Ltd.

**Meeting Date:** 28/03/2025      **Country:** Japan      **Ticker:** 2501  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
-----------------	---------------	------------	-----------	----------	------------------

1	Approve Allocation of Income, with a Final Dividend of JPY 52	G	Mgmt	For	For
---	---	---	------	-----	-----

2.1	Elect Director Tokimatsu, Hiroshi	G	Mgmt	For	For
-----	-----------------------------------	---	------	-----	-----

## Sapporo Holdings Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.2	Elect Director Matsude, Yoshitada	G	Mgmt	For	For
2.3	Elect Director Shofu, Rieko	G	Mgmt	For	For
2.4	Elect Director Shoji, Tetsuya	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.5	Elect Director Uchiyama, Toshihiro	G	Mgmt	For	For
2.6	Elect Director Tanehashi, Makio	G	Mgmt	For	For
2.7	Elect Director Okamura, Kotaro	G	Mgmt	For	For
2.8	Elect Director Fujii, Ryotaro	G	Mgmt	For	For
3	Elect Alternate Director and Audit Committee Member Iizuka, Takanori	G	Mgmt	For	For
4	Appoint Shareholder Director and Audit Committee Member Nominee Paul J. Brough	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0250-002] AGAINST shareholder proposal as the proposed candidate is not likely to contribute to improvement of corporate governance of the company.</i>					
5	Appoint Shareholder Director Nominee Paul J. Brough	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0250-002] AGAINST shareholder proposal as the proposed candidate is not likely to contribute to improvement of corporate governance of the company.</i>					

## Sartorius Stedim Biotech SA

**Meeting Date:** 25/03/2025

**Country:** France

**Ticker:** DIM

**Record Date:** 21/03/2025

**Meeting Type:** Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Business		Mgmt		
1	Amend Article 15.3 of Bylaws Re: Directors Length of Term	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					
2	Amend Article 17.5 of Bylaws Re: Virtual Participation	G	Mgmt	For	For
	Ordinary Business		Mgmt		
3	Approve Financial Statements and Discharge Directors	G	Mgmt	For	For
4	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation



# Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Allocation of Income and Dividends of EUR 0.69 per Share	G	Mgmt	For	For
6	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 640,000	G	Mgmt	For	For
7	Approve Compensation Report of Corporate Officers	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
8	Approve Compensation of Chairman of the Board	G	Mgmt	For	For
9	Approve Compensation of CEO	G	Mgmt	For	For
10	Approve Remuneration Policy of Chairman of the Board	G	Mgmt	For	For
11	Approve Remuneration Policy of CEO	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
12	Reelect Joachim Kreuzburg as Director	G	Mgmt	For	For
13	Reelect Rene Faber as Director	G	Mgmt	For	For
14	Reelect Pascale Boissel as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
15	Reelect Lothar Kappich as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
16	Elect Christopher Nowers as Director	G	Mgmt	For	For
17	Elect Cecile Dussart as Director	G	Mgmt	For	For
18	Authorize Repurchase of Up to 0.10 Percent of Issued Share Capital	G	Mgmt	For	For
	Extraordinary Business		Mgmt		

# Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 6 Million	G	Mgmt	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
21	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 6 Million	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
22	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 163,464.4	G	Mgmt	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
24	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
25	Authorize Capitalization of Reserves of Up to EUR 6 Million for Bonus Issue or Increase in Par Value	G	Mgmt	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M3500-001] Proposal would result in excessive dilution.</i>					

## Sartorius Stedim Biotech SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
27	Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-004] Based on disclosures, the performance hurdles do not appear to be challenging. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					

28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For
----	--	---	------	-----	-----

## SBM Offshore NV

<b>Meeting Date:</b> 17/01/2025	<b>Country:</b> Netherlands	<b>Ticker:</b> SBMO
<b>Record Date:</b> 20/12/2024	<b>Meeting Type:</b> Extraordinary Shareholders	

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Meeting Agenda		Mgmt		
1	Open Meeting	G	Mgmt		
2	Acknowledge Resignation of H.A. Mercer as Supervisory Board Member	G	Mgmt		
3	Elect Lucia Maria de Andrade to Supervisory Board	G	Mgmt	For	For
4	Elect Denise Dettingmeijer to Supervisory Board	G	Mgmt	For	For
5	Close Meeting	G	Mgmt		

## Schindler Holding AG

<b>Meeting Date:</b> 25/03/2025	<b>Country:</b> Switzerland	<b>Ticker:</b> SCHP
<b>Record Date:</b>	<b>Meeting Type:</b> Annual	

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 6.00 per Share	G	Mgmt	For	For
3	Approve Non-Financial Report	E, S	Mgmt	For	For

# Schindler Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
5.1	Approve Variable Remuneration of Directors in the Amount of CHF 6.7 Million	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 8.8 Million	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
5.3	Approve Fixed Remuneration of Directors in the Amount of CHF 8.3 Million	G	Mgmt	For	For
5.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.5 Million	G	Mgmt	For	For
6.1	Elect Josef Ming as Director and Board Chair	G	Mgmt	For	For
6.2.1	Reelect Alfred Schindler as Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
6.2.2	Reelect Patrice Bula as Director	G	Mgmt	For	For
6.2.3	Reelect Monika Buetler as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
6.2.4	Reelect Christoph Maeder as Director	G	Mgmt	For	For
6.2.5	Reelect Guenter Schaeuble as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
6.2.6	Reelect Tobias Staehelin as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
6.2.7	Reelect Carole Vischer as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					

## Schindler Holding AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6.2.8	Reelect Petra Winkler as Director	G	Mgmt	For	For
6.2.9	Reelect Thomas Zurbuchen as Director	G	Mgmt	For	For
6.3	Elect Marion Bonnard as Director	G	Mgmt	For	For
6.4	Elect Cyrill Bucher as Director	G	Mgmt	For	For
6.5.1	Reappoint Patrice Bula as Member of the Compensation Committee	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
6.5.2	Reappoint Monika Buetler as Member of the Compensation Committee	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
6.5.3	Reappoint Petra Winkler as Member of the Compensation Committee	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0201-005] Nominee is not independent and serves on a key committee.</i></p>					
6.6	Appoint Christoph Maeder as Member of the Compensation Committee	G	Mgmt	For	For
6.7	Designate Adrian von Segesser as Independent Proxy	G	Mgmt	For	For
6.8	Ratify PricewaterhouseCoopers AG as Auditors	G	Mgmt	For	For
7	Transact Other Business (Voting)	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.</i></p>					

## Seazen Holdings Co. Ltd.

**Meeting Date:** 07/03/2025

**Country:** China

**Ticker:** 601155

**Record Date:** 28/02/2025

**Meeting Type:** Special

## Seazen Holdings Co. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Extension of Resolution Validity Period of Issuance of Shares to Specific Targets	G	Mgmt	For	For
2	Approve Authorization of Board to Handle All Related Matters  ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	G	Mgmt	For	For
3.1	Elect Li Lianjun as Director	G	Mgmt	For	For
3.2	Elect Yao Zhiyong as Director	G	Mgmt	For	For

## Seegene, Inc.

**Meeting Date:** 28/03/2025      **Country:** South Korea      **Ticker:** 096530  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Elect Jeong Hyeon-cheol as Outside Director	G	Mgmt	For	For
3	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For
4	Authorize Board to Fix Remuneration of Internal Auditor(s)	G	Mgmt	For	For

## SERES Group Co., Ltd.

**Meeting Date:** 11/02/2025      **Country:** China      **Ticker:** 601127  
**Record Date:** 27/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Related Party Transaction	G	Mgmt	For	Against

*Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks*

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>ESG Pillar</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Non-Financial Report	E, S	Mgmt	For	For
1.3	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	For
2	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
3.1	Approve Allocation of Income and Dividends of CHF 3.20 per Share, if Item 3.2 is Approved	G	Mgmt	For	For
3.2	Approve CHF 360,000 Ordinary Share Capital Increase without Preemptive Rights, if Item 3.1 is Approved	G	Mgmt	For	For
4.1.1	Reelect Calvin Grieder as Director	G	Mgmt	For	For
4.1.2	Reelect Sami Atiya as Director	G	Mgmt	For	For
4.1.3	Reelect Phyllis Cheung as Director	G	Mgmt	For	For
4.1.4	Reelect Ian Gallienne as Director	G	Mgmt	For	For
4.1.5	Reelect Tobias Hartmann as Director	G	Mgmt	For	For
4.1.6	Reelect Kory Sorenson as Director	G	Mgmt	For	For
4.1.7	Reelect Janet Vergis as Director	G	Mgmt	For	For
4.1.8	Elect Patrick Kron as Director	G	Mgmt	For	For
4.1.9	Elect Geraldine Picaud as Director	G	Mgmt	For	For
4.2.1	Reelect Calvin Grieder as Board Chair	G	Mgmt	For	For
4.3.1	Reappoint Sami Atiya as Member of the Compensation Committee	G	Mgmt	For	For
4.3.2	Reappoint Kory Sorenson as Member of the Compensation Committee	G	Mgmt	For	For
4.3.3	Appoint Patrick Kron as Member of the Compensation Committee	G	Mgmt	For	For
4.4	Ratify PricewaterhouseCoopers SA as Auditors	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.5	Designate Notaires Carouge as Independent Proxy	G	Mgmt	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	G	Mgmt	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.5 Million	G	Mgmt	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 10.9 Million	G	Mgmt	For	For
5.4	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13 Million for Fiscal Year 2026	G	Mgmt	For	For
6	Change Location of Registered Office/Headquarters to Baar (Canton of Zug, Switzerland)	G	Mgmt	For	For
7	Transact Other Business (Voting)	G	Mgmt	For	Abstain

*Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.*

## Shandong Gold Mining Co., Ltd.

**Meeting Date:** 14/01/2025

**Country:** China

**Ticker:** 1787

**Record Date:** 08/01/2025

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1	Amend Rules of Procedure for the Board of Directors	G	Mgmt	For	For
2	Amend Rules of Procedure for the Supervisory Committee	G	Mgmt	For	For
3	Approve Estimated Guarantee Amount Provided by Shanjin International (a Controlling Subsidiary of the Company) to its Subsidiaries	G	Mgmt	For	For



## Shandong Linglong Tyre Co., Ltd.

Meeting Date: 11/02/2025

Country: China

Ticker: 601966

Record Date: 05/02/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Related Party Transactions	G	Mgmt	For	For
2	Approve to Change the Company's Business Type, Business Scope and Amend the Articles of Association	G	Mgmt	For	For

## Shanghai Pharmaceuticals Holding Co., Ltd.

Meeting Date: 13/03/2025

Country: China

Ticker: 2607

Record Date: 07/03/2025

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	EGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
	Amend Articles of Association	G	Mgmt	For	For
2.01	ELECT INDEPENDENT DIRECTOR VIA CUMULATIVE VOTING		Mgmt		
	Elect Wan Jun as Director	G	Mgmt	For	For

## Shanghai Putailai New Energy Technology Co., Ltd.

Meeting Date: 06/01/2025

Country: China

Ticker: 603659

Record Date: 30/12/2024

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Application of Credit Lines	G	Mgmt	For	For
2	Approve Provision of Guarantees	G	Mgmt	For	Against

Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.

## Shanghai Putailai New Energy Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Amend Shares of the Company Held by Directors, Supervisors and Senior Management Members and Change of its Management System	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
4.1	Elect Liang Feng as Director	G	Mgmt	For	For
4.2	Elect Chen Wei as Director	G	Mgmt	For	For
4.3	Elect Han Zhongwei as Director	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
5.1	Elect Pang Jinwei as Director	G	Mgmt	For	For
5.2	Elect Huang Yong as Director	G	Mgmt	For	For
	ELECT SUPERVISORS VIA CUMULATIVE VOTING		Mgmt		
6.1	Elect Liu Wei as Supervisor	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
6.2	Elect Gu Minjuan as Supervisor	G	Mgmt	For	For

## Shanghai RAAS Blood Products Co., Ltd.

Meeting Date: 14/02/2025 Country: China Ticker: 002252  
Record Date: 11/02/2025 Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	APPROVE REPURCHASE OF THE COMPANY'S SHARES		Mgmt		
1.1	Approve Purpose and Usage of Shares Repurchase	G	Mgmt	For	For
1.2	Approve Company's Eligibility for Share Repurchase	G	Mgmt	For	For
1.3	Approve Manner and Price Range of Share Repurchase	G	Mgmt	For	For
1.4	Approve Type, Usage, Number, Proportion and Total Capital of Share Repurchase	G	Mgmt	For	For
1.5	Approve Capital Source of Share Repurchase	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Shanghai RAAS Blood Products Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.6	Approve Implementation Period for Share Repurchase	G	Mgmt	For	For
1.7	Approve Relevant Arrangements After Share Repurchase	G	Mgmt	For	For
1.8	Approve Authorization of Board to Handle All Related Matters	G	Mgmt	For	For
2	Approve Related Party Transaction	G	Mgmt	For	For

## Shanjin International Gold Co., Ltd.

**Meeting Date:** 15/01/2025      **Country:** China      **Ticker:** 000975  
**Record Date:** 08/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve to Appoint Auditor	G	Mgmt	For	For
2	Approve Derivatives Trading Business	G	Mgmt	For	For
3	Approve Provision of Guarantee	G	Mgmt	For	For
4	Approve Decrease of Registered Capital	G	Mgmt	For	For

## Shanxi Xinghuacun Fen Wine Factory Co., Ltd.

**Meeting Date:** 09/01/2025      **Country:** China      **Ticker:** 600809  
**Record Date:** 03/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Interim Profit Distribution	G	Mgmt	For	For

## Shelf Drilling Ltd.

**Meeting Date:** 07/01/2025      **Country:** Cayman Islands      **Ticker:** SHLF  
**Record Date:** 02/01/2025      **Meeting Type:** Extraordinary Shareholders

## Shelf Drilling Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Memorandum and Articles of Association	G	Mgmt	For	For
2	Approve Preparation of Remuneration Report and Remuneration Statement	G	Mgmt	For	For
3	Elect Ryan E. Schedler (Chair); Manuel Garcia and David A. Castle as Members of Nominating Committee	G	Mgmt	For	For

## Shenzhen Energy Group Co., Ltd.

**Meeting Date:** 08/01/2025      **Country:** China      **Ticker:** 000027  
**Record Date:** 02/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Liu Shilei as Non-independent Director	G	SH	For	For

*Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.*

## Shenzhen Kangtai Biological Products Co., Ltd.

**Meeting Date:** 22/01/2025      **Country:** China      **Ticker:** 300601  
**Record Date:** 17/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve to Appoint Auditor	G	Mgmt	For	For
2	Approve Completion of Raised Funds Project and Use Remaining Raised Funds to Supplement Working Capital	G	Mgmt	For	For
3	Approve Termination of Implementation of the 2023 Stock Option and Performance Shares Incentive Plan as well as Cancellation of Stock Options and Invalidating Performance Shares	G	Mgmt	For	For
4	Elect Wen Feidong as Supervisor	G	Mgmt	For	For

## Shenzhen Kangtai Biological Products Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
5.1	Elect Du Weimin as Director	G	Mgmt	For	For
5.2	Elect Xu Anlong Director	G	Mgmt	For	For
5.3	Elect Miao Xiang Director	G	Mgmt	For	For
5.4	Elect Liu Jiankai Director	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
6.1	Elect Li Jiaoyu as Director	G	Mgmt	For	For
6.2	Elect Li Xiangming as Director	G	Mgmt	For	For
6.3	Elect Hu Keping as Director	G	Mgmt	For	For

## Shenzhen Kangtai Biological Products Co., Ltd.

**Meeting Date:** 26/03/2025      **Country:** China      **Ticker:** 300601  
**Record Date:** 21/03/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Downward Adjustment of Conversion Price	G	Mgmt	For	Against

*Blended Rationale: [SF-M0400-003] We believe this proposal is not in the best interest of shareholders.*

## Shenzhen S.C New Energy Technology Corp.

**Meeting Date:** 08/01/2025      **Country:** China      **Ticker:** 300724  
**Record Date:** 31/12/2024      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Provision of Guarantee	G	Mgmt	For	For

## Shenzhen S.C New Energy Technology Corp.

**Meeting Date:** 15/01/2025      **Country:** China      **Ticker:** 300724  
**Record Date:** 08/01/2025      **Meeting Type:** Special

## Shenzhen S.C New Energy Technology Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Repurchase and Cancellation of Performance Shares	G	Mgmt	For	For
2	Amend Articles of Association	G	Mgmt	For	For

## Shenzhen S.C New Energy Technology Corp.

**Meeting Date:** 11/02/2025      **Country:** China      **Ticker:** 300724  
**Record Date:** 05/02/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Provision of Guarantee	G	Mgmt	For	For

## Shimano, Inc.

**Meeting Date:** 27/03/2025      **Country:** Japan      **Ticker:** 7309  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 154.5	G	Mgmt	For	For
2.1	Elect Director Chia Chin Seng	G	Mgmt	For	For
2.2	Elect Director Ichijo, Kazuo	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
2.3	Elect Director Katsumaru, Mitsuhiro	G	Mgmt	For	For
2.4	Elect Director Sakakibara, Sadayuki	G	Mgmt	For	For
2.5	Elect Director Wada, Hiromi	G	Mgmt	For	For
2.6	Elect Director Eguchi, Atsumi	G	Mgmt	For	For
3	Approve Compensation Ceiling for Directors	G	Mgmt	For	For

## Shinhan Financial Group Co., Ltd.

Meeting Date: 26/03/2025

Country: South Korea

Ticker: 055550

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Amend Articles of Incorporation (Establishment of Internal Control Committee)	G	Mgmt	For	For
2.2	Amend Articles of Incorporation (Record date for Dividends)	G	Mgmt	For	For
3.1	Elect Jeong Sang-hyeok as Non-Independent Non-Executive Director	G	Mgmt	For	For
3.2	Elect Kim Jo-seol as Outside Director	G	Mgmt	For	For
3.3	Elect Bae Hun as Outside Director	G	Mgmt	For	For
3.4	Elect Yoon Jae-won as Outside Director	G	Mgmt	For	For
3.5	Elect Lee Yong-guk as Outside Director	G	Mgmt	For	For
3.6	Elect Yang In-jip as Outside Director	G	Mgmt	For	For
3.7	Elect Jeon Myo-sang as Outside Director	G	Mgmt	For	For
4	Elect Gwak Su-geun as Outside Director to Serve as an Audit Committee Member	G	Mgmt	For	For
5.1	Elect Bae Hun as a Member of Audit Committee	G	Mgmt	For	For
5.2	Elect Yoon Jae-won as a Member of Audit Committee	G	Mgmt	For	For
5.3	Elect Lee Yong-guk as a Member of Audit Committee	G	Mgmt	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Shiseido Co., Ltd.

Meeting Date: 26/03/2025

Country: Japan

Ticker: 4911

Record Date: 31/12/2024

Meeting Type: Annual

## Shiseido Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 10	G	Mgmt	For	For
2.1	Elect Director Fujiwara, Kentaro	G	Mgmt	For	For
2.2	Elect Director Hirofujji, Ayako	G	Mgmt	For	For
2.3	Elect Director Anno, Hiromi	G	Mgmt	For	For
2.4	Elect Director Yoshida, Takeshi	G	Mgmt	For	For
2.5	Elect Director Oishi, Kanoko	G	Mgmt	For	For
2.6	Elect Director Iwahara, Shinsaku	G	Mgmt	For	For
2.7	Elect Director Tokuno, Mariko	G	Mgmt	For	For
2.8	Elect Director Hatanaka, Yoshihiko	G	Mgmt	For	For
2.9	Elect Director Goto, Yasuko	G	Mgmt	For	For
2.10	Elect Director Nonomiya, Ritsuko	G	Mgmt	For	For
2.11	Elect Director Nakajima, Yasuhiro	G	Mgmt	For	For

## Shuangliang Eco-Energy Systems Co., Ltd.

**Meeting Date:** 15/01/2025      **Country:** China      **Ticker:** 600481  
**Record Date:** 09/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Extension of Resolution Validity Period of Issuance of Shares to Specific Targets	G	Mgmt	For	For
2	Approve Extension of Authorization of the Board on Issuance of Shares to Specific Targets	G	Mgmt	For	For

## Shuangliang Eco-Energy Systems Co., Ltd.

**Meeting Date:** 25/03/2025      **Country:** China      **Ticker:** 600481  
**Record Date:** 19/03/2025      **Meeting Type:** Special



## Shuangliang Eco-Energy Systems Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Downward Revision of Conversion Price of Convertible Bonds	G	Mgmt	For	Against

*Blended Rationale: [SF-M0400-003] We believe this proposal is not in the best interest of shareholders.*

## Sichuan Chuantou Energy Co., Ltd.

**Meeting Date:** 07/01/2025      **Country:** China      **Ticker:** 600674  
**Record Date:** 31/12/2024      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve on the Report on Termination of the Spin-off and Listing of Chengdu Jiaoda Guangmang Technology Co., Ltd.	G	Mgmt	For	For

## Sichuan Hebang Biotechnology Co., Ltd.

**Meeting Date:** 06/03/2025      **Country:** China      **Ticker:** 603077  
**Record Date:** 28/02/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Related Party Transaction	G	Mgmt	For	For

## Sichuan Kelun Pharmaceutical Co., Ltd.

**Meeting Date:** 15/01/2025      **Country:** China      **Ticker:** 002422  
**Record Date:** 10/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financing	G	Mgmt	For	For
2	Approve Adjustment of the Use of Some Repurchased Shares and Cancellation	G	Mgmt	For	For

## Sichuan Kelun Pharmaceutical Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Amendments to Articles of Association	G	Mgmt	For	For
4	Amend Raised Funds Use Management System	G	Mgmt	For	Against

*Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.*

## Siemens AG

**Meeting Date:** 13/02/2025      **Country:** Germany      **Ticker:** SIE  
**Record Date:** 06/02/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023/24 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 5.20 per Share	G	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2023/24	G	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2023/24	G	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2023/24	G	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2023/24	G	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2023/24	G	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2023/24	G	Mgmt	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2023/24	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2023/24	G	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2023/24	G	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Regina Dugan for Fiscal Year 2023/24	G	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2023/24	G	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2023/24	G	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Oliver Hartmann for Fiscal Year 2023/24	G	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Keryn Lee James for Fiscal Year 2023/24	G	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Harald Kern (until Dec. 7, 2023) for Fiscal Year 2023/24	G	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2023/24	G	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Martina Merz for Fiscal Year 2023/24	G	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Christian Pfeiffer for Fiscal Year 2023/24	G	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2023/24	G	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2023/24	G	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2023/24	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.17	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2023/24	G	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2023/24	G	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Mimon Uhamou (from Dec. 12, 2023) for Fiscal Year 2023/24	G	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2023/24	G	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2023/24	G	Mgmt	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024/25	G	Mgmt	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2024/25	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7.1	Elect Jim Snabe to the Supervisory Board	G	Mgmt	For	For
7.2	Elect Kasper Rorsted to the Supervisory Board	G	Mgmt	For	For
7.3	Elect Ulf Schneider to the Supervisory Board	G	Mgmt	For	For
7.4	Elect Grazia Vittadini to the Supervisory Board	G	Mgmt	For	For
7.5	Elect Werner Brandt to the Supervisory Board	G	Mgmt	For	For
8	Approve Remuneration of Supervisory Board	G	Mgmt	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For
11	Authorize Use of Financial Derivatives when Repurchasing Shares	G	Mgmt	For	For

## Siemens AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Billion; Approve Creation of EUR 180 Million Pool of Capital to Guarantee Conversion Rights	G	Mgmt	For	For

## Siemens Energy AG

**Meeting Date:** 20/02/2025      **Country:** Germany      **Ticker:** ENR  
**Record Date:** 13/02/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023/24 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Christian Bruch for Fiscal Year 2023/24	G	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Maria Ferraro for Fiscal Year 2023/24	G	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Karim Amin for Fiscal Year 2023/24	G	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Tim Holt for Fiscal Year 2023/24	G	Mgmt	For	For
3.5	Approve Discharge of Management Board Member Anne-Laure Parrical de Chamard for Fiscal Year 2023/24	G	Mgmt	For	For
3.6	Approve Discharge of Management Board Member Vinod Philip for Fiscal Year 2023/24	G	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2023/24	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.2	Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal Year 2023/24	G	Mgmt	For	For
4.3	Approve Discharge of Supervisory Board Member Hubert Lienhard for Fiscal Year 2023/24	G	Mgmt	For	For
4.4	Approve Discharge of Supervisory Board Member Guenter Augustat for Fiscal Year 2023/24	G	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Manfred Baereis for Fiscal Year 2023/24	G	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Manuel Bloemers for Fiscal Year 2023/24	G	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Christine Bortenlaenger for Fiscal Year 2023/24	G	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2023/24	G	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Andreas Feldmueller for Fiscal Year 2023/24	G	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Nadine Florian for Fiscal Year 2023/24	G	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2023/24	G	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Veronika Grimm (from Feb. 26, 2024) for Fiscal Year 2023/24	G	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Horst Hakelberg (until Feb. 26, 2024) for Fiscal Year 2023/24	G	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2023/24	G	Mgmt	For	For
4.15	Approve Discharge of Supervisory Board Member Simone Menne (from Feb. 26, 2024) for Fiscal Year 2023/24	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.16	Approve Discharge of Supervisory Board Member Hildegard Mueller for Fiscal Year 2023/24	G	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Laurence Mulliez for Fiscal Year 2023/24	G	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Thomas Pfann for Fiscal Year 2023/24	G	Mgmt	For	For
4.19	Approve Discharge of Supervisory Board Member Matthias Rebellius for Fiscal Year 2023/24	G	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Cornelia Schau (from Feb. 26, 2024) for Fiscal Year 2023/24	G	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Ralf Thomas (until Feb. 26, 2024) for Fiscal Year 2023/24	G	Mgmt	For	For
4.22	Approve Discharge of Supervisory Board Member Geisha Williams for Fiscal Year 2023/24	G	Mgmt	For	For
4.23	Approve Discharge of Supervisory Board Member Randy Zwirn (until Feb. 26, 2024) for Fiscal Year 2023/24	G	Mgmt	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024/25	G	Mgmt	For	For
5.2	Ratify KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2024/25	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Approve Remuneration Policy	G	Mgmt	For	For
8.1	Elect Anja-Isabel Dotzenrath to the Supervisory Board	G	Mgmt	For	For
8.2	Elect Sigmar Gabriel to the Supervisory Board	G	Mgmt	For	For
8.3	Elect Joe Kaeser to the Supervisory Board	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
8.4	Elect Hubert Lienhard to the Supervisory Board	G	Mgmt	For	For
8.5	Elect Laurence Mulliez to the Supervisory Board	G	Mgmt	For	For
8.6	Elect Matthias Rebellius to the Supervisory Board	G	Mgmt	For	For

## Siemens Energy AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.7	Elect Geisha Williams to the Supervisory Board	G	Mgmt	For	For
8.8	Elect Feiyu Xu to the Supervisory Board	G	Mgmt	For	For
9	Approve Supervisory Board Remuneration Policy	G	Mgmt	For	For
10	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For

## Siemens Healthineers AG

**Meeting Date:** 18/02/2025

**Country:** Germany

**Ticker:** SHL

**Record Date:** 11/02/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 0.95 per Share	G	Mgmt	For	For
3.1	Approve Discharge of Management Board Member Bernhard Montag for Fiscal Year 2024	G	Mgmt	For	For
3.2	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal Year 2024	G	Mgmt	For	For
3.3	Approve Discharge of Management Board Member Darleen Caron for Fiscal Year 2024	G	Mgmt	For	For
3.4	Approve Discharge of Management Board Member Elisabeth Staudinger-Leibrecht for Fiscal Year 2024	G	Mgmt	For	For
4.1	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2024	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i></p>					
4.2	Approve Discharge of Supervisory Board Member Dorothea Simon (from April 18, 2024) for Fiscal Year 2024	G	Mgmt	For	For



# Siemens Healthineers AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.3	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2024	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
4.4	Approve Discharge of Supervisory Board Member Vanessa Barth (from April 18, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.5	Approve Discharge of Supervisory Board Member Veronika Bienert (from April 18, 2024 until April 24, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.6	Approve Discharge of Supervisory Board Member Harry Blunk (from April 18, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.7	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2024	G	Mgmt	For	For
4.8	Approve Discharge of Supervisory Board Member Stephan Buettner (from April 18, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.9	Approve Discharge of Supervisory Board Member Lars-Christian Dinglinger (from April 24, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.10	Approve Discharge of Supervisory Board Member Andrea Fehrmann (from April 18, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.11	Approve Discharge of Supervisory Board Member Nick Heindl (from August 1, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.12	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal Year 2024	G	Mgmt	For	For
4.13	Approve Discharge of Supervisory Board Member Peter Koerte (from April 18, 2024 until April 24, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.14	Approve Discharge of Supervisory Board Member Sarena Lin for Fiscal Year 2024	G	Mgmt	For	For
<i>Blended Rationale: .</i>					

## Siemens Healthineers AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.15	Approve Discharge of Supervisory Board Member Axel Patze (from April 18, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.16	Approve Discharge of Supervisory Board Member Astrid Ploss (from April 18, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.17	Approve Discharge of Supervisory Board Member Jens Prietzel (from April 24, 2024 until July 31, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.18	Approve Discharge of Supervisory Board Member Peer Schatz for Fiscal Year 2024	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
4.19	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2024	G	Mgmt	For	For
4.20	Approve Discharge of Supervisory Board Member Harald Tretter (from April 18, 2024) for Fiscal Year 2024	G	Mgmt	For	For
4.21	Approve Discharge of Supervisory Board Member Dow Wilson for Fiscal Year 2024	G	Mgmt	For	For
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	G	Mgmt	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Approve Remuneration Policy	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
8	Approve Affiliation Agreement with Khnoton I GmbH	G	Mgmt	For	For

## Sigma Healthcare Limited

**Meeting Date:** 29/01/2025

**Country:** Australia

**Ticker:** SIG

**Record Date:** 27/01/2025

**Meeting Type:** Extraordinary Shareholders

## Sigma Healthcare Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve the Change in Nature and Scale of the Company's Activities in Relation to the Acquisition	G	Mgmt	For	For
2	Approve Issuance of New Sigma Shares to Chemist Warehouse Shareholders	G	Mgmt	For	For
3	Approve Existing Related Party Arrangements and Future Related Party Dealings	G	Mgmt	For	For
4	Approve Financial Assistance	G	Mgmt	For	For
5	Elect Jack Gance as Director	G	Mgmt	For	For
6	Elect Mario Verrocchi as Director	G	Mgmt	For	For
7	Elect Damien Gance as Director	G	Mgmt	For	For
8	Elect Danielle Di Pilla as Director	G	Mgmt	For	For
9	Approve Increase in the Non-Executive Sigma Director Fee Pool	G	Mgmt	For	For
10	Approve Cancellation of Performance Rights	G	Mgmt	For	For
11	Approve Changes to Performance Rights	G	Mgmt	For	For

## Sika AG

**Meeting Date:** 25/03/2025

**Country:** Switzerland

**Ticker:** SIKA

**Record Date:**

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2.1	Approve Allocation of Income and Dividends of CHF 1.80 per Share	G	Mgmt	For	For
2.2	Approve Dividends of CHF 1.80 per Share from Capital Contribution Reserves	G	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
4.1.1	Reelect Thierry Vanlancker as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4.1.2	Reelect Viktor Balli as Director	G	Mgmt	For	For
4.1.3	Reelect Lucrece Foufopoulos-De Ridder as Director	G	Mgmt	For	For
4.1.4	Reelect Justin Howell as Director	G	Mgmt	For	For
4.1.5	Reelect Gordana Landen as Director	G	Mgmt	For	For
4.1.6	Reelect Paul Schuler as Director	G	Mgmt	For	For
4.1.7	Reelect Thomas Aebischer as Director	G	Mgmt	For	For
4.2	Elect Kwok Wang Ng as Director	G	Mgmt	For	For
4.3	Elect Thierry Vanlancker as Board Chair	G	Mgmt	For	For
4.4.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
4.4.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
4.4.3	Reappoint Paul Schuler as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
4.5	Ratify KPMG AG as Auditors	G	Mgmt	For	For
4.6	Designate Jost Windlin as Independent Proxy	G	Mgmt	For	For
5	Approve Sustainability Report	E, S	Mgmt	For	For
6.1	Approve Remuneration Report	G	Mgmt	For	For
6.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	G	Mgmt	For	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 26 Million	G	Mgmt	For	For
7	Amend Articles Re: Variable Remuneration of Executive Committee	G	Mgmt	For	For
8	Transact Other Business (Voting)	G	Mgmt	For	Abstain

*Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.*

## Simulations Plus, Inc.

**Meeting Date:** 13/02/2025

**Country:** USA

**Ticker:** SLP

**Record Date:** 17/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Daniel Weiner	G	Mgmt	For	For
1.2	Elect Director Walter S. Woltoz	G	Mgmt	For	Withhold
<i>Blended Rationale: [SD-M0201-005] Nominee is not independent and serves on a key committee.</i>					
1.3	Elect Director John K. Paglia	G	Mgmt	For	For
1.4	Elect Director Lisa LaVange	G	Mgmt	For	For
1.5	Elect Director Sharlene Evans	G	Mgmt	For	For
2	Ratify Rose, Snyder & Jacobs LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

## Singapore Post Ltd.

**Meeting Date:** 13/03/2025

**Country:** Singapore

**Ticker:** S08

**Record Date:**

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Proposed Disposal	G	Mgmt	For	For

## SinoPac Financial Holdings Co., Ltd.

**Meeting Date:** 03/03/2025

**Country:** Taiwan

**Ticker:** 2890

**Record Date:** 24/01/2025

**Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Acquisition Through Share Swap Agreement	G	Mgmt	For	For

## Sinopharm Group Co. Ltd.

**Meeting Date:** 12/02/2025

**Country:** China

**Ticker:** 1099

**Record Date:** 06/02/2025

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Sun Jinglin as Director, Authorize Board to Fix His Remuneration and Authorize Chairman or Any Executive Director to Enter Into Service Contract with Him	G	Mgmt	For	For
2	Elect Hu Ligang as Director, Authorize Board to Fix His Remuneration and Authorize Chairman or Any Executive Director to Enter Into Service Contract with Him	G	Mgmt	For	For
3	Elect Zu Jing as Director, Authorize Board to Fix His Remuneration and Authorize Chairman or Any Executive Director to Enter Into Service Contract with Him	G	Mgmt	For	For
4	Elect Xing Yonggang as Director, Authorize Board to Fix His Remuneration and Authorize Chairman or Any Executive Director to Enter Into Service Contract with Him	G	Mgmt	For	For

## Sinotruk (Hong Kong) Limited

**Meeting Date:** 14/02/2025

**Country:** Hong Kong

**Ticker:** 3808

**Record Date:** 10/02/2025

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Capital Contribution Agreement and Related Transactions	G	Mgmt	For	For
2	Approve 2027 Deposit Services Agreement, Proposed Annual Caps and Related Transactions	G	Mgmt	For	For

## SK Biopharmaceuticals Co., Ltd.

**Meeting Date:** 26/03/2025

**Country:** South Korea

**Ticker:** 326030

**Record Date:** 31/12/2024

**Meeting Type:** Annual

## SK Biopharmaceuticals Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Elect Kim Yong-jin as Outside Director	G	Mgmt	For	For
3	Elect Kim Yong-jin as a Member of Audit Committee	G	Mgmt	For	For
4	Elect Cho Gyeong-seon as Outside Director to serve as an Audit Committee Member	G	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## SK bioscience Co., Ltd.

Meeting Date: 26/03/2025

Country: South Korea

Ticker: 302440

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Elect Lee Ui-gyeong as Outside Director	G	Mgmt	For	For
3	Elect Park Seon-hyeon as a Member of Audit Committee	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## SK hynix, Inc.

Meeting Date: 27/03/2025

Country: South Korea

Ticker: 000660

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Elect Gwak Noh-jeong as Inside Director	G	Mgmt	For	For

## SK hynix, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Elect Han Myeong-jin as Outside Director to Serve as an Audit Committee Member	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Sk Ie Technology Co., Ltd.

**Meeting Date:** 25/03/2025      **Country:** South Korea      **Ticker:** 361610  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Lee Sang-min as Inside Director	G	Mgmt	For	For
2.2	Elect Ahn Jin-ho as Outside Director	G	Mgmt	For	For
3	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## SK Innovation Co., Ltd.

**Meeting Date:** 28/03/2025      **Country:** South Korea      **Ticker:** 096770  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Kang Dong-su as Non-Independent Non-Executive Director	G	Mgmt	For	For
2.2	Elect Park Jin-hoe as Outside Director	G	Mgmt	For	For
2.3	Elect Gong Seong-doh as Outside Director	G	Mgmt	For	For
3.1	Elect Park Jin-hoe as a Member of Audit Committee	G	Mgmt	For	For
3.2	Elect Gong Seong-doh as a Member of Audit Committee	G	Mgmt	For	For



## SK Innovation Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## SK REIT Co., Ltd.

**Meeting Date:** 20/03/2025      **Country:** South Korea      **Ticker:** 395400  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	G	Mgmt	For	For
2	Approve Appropriation of Income	G	Mgmt	For	For
3	Approve Business Plan	G	Mgmt	For	For
4	Approve Financing Plan	G	Mgmt	For	For
5	Approval of Reduction of Capital Reserve	G	Mgmt	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## SK Square Co. Ltd.

**Meeting Date:** 27/03/2025      **Country:** South Korea      **Ticker:** 402340  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Hong Ji-hun as Outside Director	G	Mgmt	For	For
2.2	Elect Jeong Jae-heon as Non-Independent Non-Executive Director	G	Mgmt	For	For
3	Elect Hong Ji-hun as a Member of Audit Committee	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## SK Telecom Co., Ltd.

Meeting Date: 26/03/2025

Country: South Korea

Ticker: 017670

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Amend Articles of Incorporation	G	Mgmt	For	For
3	Elect Kang Dong-su as Non-Independent Non-Executive Director	G	Mgmt	For	For
4	Elect Kim Chang-bo as Outside Director to Serve as an Audit Committee Member	G	Mgmt	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## SK, Inc.

Meeting Date: 26/03/2025

Country: South Korea

Ticker: 034730

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Choi Tae-won as Inside Director	G	Mgmt	For	For
2.2	Elect Kang Dong-su as Inside Director	G	Mgmt	For	For
2.3	Elect Lee Gwan-young as Outside Director	G	Mgmt	For	For
2.4	Elect Jeong Jong-ho as Outside Director	G	Mgmt	For	For
3	Elect Kim Seon-hui as a Member of Audit Committee	G	Mgmt	For	For
<p><i>Blended Rationale: [HK-M0201-013] Remuneration Committee without majority independence. [SF-M0201-025] The nomination committee is not majority independent. [SF-M0201-045] Vote AGAINST director due to insufficient independence after reclassification.</i></p>					
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For
5	Approve Terms of Retirement Pay	G	Mgmt	For	For

## SKC Co., Ltd.

Meeting Date: 26/03/2025

Country: South Korea

Ticker: 011790

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2.1	Elect Park Won-cheol as Inside Director	G	Mgmt	For	For
2.2	Elect Kim Gi-dong as Non-Independent Non-Executive Director	G	Mgmt	For	For
3	Elect Jeong Hyeon-wook as Outside Director to Serve as an Audit Committee Member	G	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Skylark Holdings Co., Ltd.

Meeting Date: 28/03/2025

Country: Japan

Ticker: 3197

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Tani, Makoto	G	Mgmt	For	For
1.2	Elect Director Kanaya, Minoru	G	Mgmt	For	For
1.3	Elect Director Kita, Yoshiaki	G	Mgmt	For	For
1.4	Elect Director Hirano, Akira	G	Mgmt	For	For
1.5	Elect Director Nakashima, Hisashi	G	Mgmt	For	For
1.6	Elect Director Tahara, Fumio	G	Mgmt	For	For
1.7	Elect Director Sano, Ayako	G	Mgmt	For	For
1.8	Elect Director Imura, Hirohiko	G	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Suzuki, Makoto	G	Mgmt	For	For
2.2	Elect Director and Audit Committee Member Aoyagi, Tatsuya	G	Mgmt	For	For
2.3	Elect Director and Audit Committee Member Okuhara, Reiko	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Skylark Holdings Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.4	Elect Director and Audit Committee Member Okada, Takako	G	Mgmt	For	For

## Social Housing REIT PLC

**Meeting Date:** 10/02/2025      **Country:** United Kingdom      **Ticker:** SOHO  
**Record Date:** 06/02/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Adopt the Proposed Investment Objective and Investment Policy	G	Mgmt	For	For

## Sodick Co., Ltd.

**Meeting Date:** 28/03/2025      **Country:** Japan      **Ticker:** 6143  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 15	G	Mgmt	For	For
2	Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval - Authorize Board to Determine Income Allocation	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3.1	Elect Director Furukawa, Kenichi	G	Mgmt	For	For
3.2	Elect Director Akutsu, Yuji	G	Mgmt	For	For
3.3	Elect Director Tsukamoto, Hideki	G	Mgmt	For	For
3.4	Elect Director Takagi, Masato	G	Mgmt	For	For
3.5	Elect Director Kudo, Kazunao	G	Mgmt	For	For
3.6	Elect Director Nonami, Kenzo	G	Mgmt	For	For
3.7	Elect Director Goto, Yoshikazu	G	Mgmt	For	For

## Sodick Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.8	Elect Director Sano, Ayako	G	Mgmt	For	For
4.1	Elect Director and Audit Committee Member Kawahara, Tetsuro	G	Mgmt	For	For
4.2	Elect Director and Audit Committee Member Otaki, Mari	G	Mgmt	For	For
4.3	Elect Director and Audit Committee Member Gohara, Haruchika	G	Mgmt	For	For
4.4	Elect Director and Audit Committee Member Omura, Yukiko	G	Mgmt	For	For
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	G	Mgmt	For	For
6	Approve Restricted Stock Plan	G	Mgmt	For	For
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	G	Mgmt	For	For

## SpareBank 1 Nord-Norge

**Meeting Date:** 13/03/2025      **Country:** Norway      **Ticker:** NONG  
**Record Date:** 06/03/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Holders of Primary Capital Certificates		Mgmt		
1	Elect Kjell Olav Pettersen, Kjersti Therese Stormo and Sonja Djonne as Members of Committee of Representatives	G	Mgmt	For	Against

*Blended Rationale: [LN-M0201-005] Non-independent director on inadequately independent board.*

## Spire Inc.

**Meeting Date:** 30/01/2025      **Country:** USA      **Ticker:** SR  
**Record Date:** 04/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Carrie J. Hightman	G	Mgmt	For	For

## Spire Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.2	Elect Director Paul D. Koonce	G	Mgmt	For	For
1.3	Elect Director Brenda D. Newberry	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Approve Omnibus Stock Plan	G	Mgmt	For	For
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

## Spirit AeroSystems Holdings, Inc.

Meeting Date: 31/01/2025 Country: USA Ticker: SPR  
Record Date: 20/12/2024 Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	G	Mgmt	For	For
<p><i>Blended Rationale: The board of Spirit AeroSystems Holdings, Inc. seeks shareholder approval for the company to be acquired by The Boeing Company. Under the terms of the agreement, Spirit shareholders will receive a number of Boeing shares calculated based a value of \$37.25 per Spirit share, subject to a stock price collar. The deal price represents a 30.2% premium to the unaffected price. Unanimous board support with fairness opinion by Moelis &amp; Company, LLC.</i></p>					
2	Advisory Vote on Golden Parachutes	G	Mgmt	For	For
3	Adjourn Meeting	G	Mgmt	For	For

## S-Pool, Inc.

Meeting Date: 27/02/2025 Country: Japan Ticker: 2471  
Record Date: 30/11/2024 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 10	G	Mgmt	For	For
2.1	Elect Director Urakami, Sohei	G	Mgmt	For	For
2.2	Elect Director Sato, Hideaki	G	Mgmt	For	For
2.3	Elect Director Arai, Naoshi	G	Mgmt	For	For
2.4	Elect Director Akaura, Toru	G	Mgmt	For	Against
<p><i>Blended Rationale: [TK-M0201-023] AGAINST as outside director sits on more than four board of directors or audit &amp; supervisory board of listed companies. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i></p>					

## S-Pool, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.5	Elect Director Miyazawa, Nao	G	Mgmt	For	For
2.6	Elect Director Nakai, Kazuhiko	G	Mgmt	For	For

## Stabilus SE

**Meeting Date:** 05/02/2025      **Country:** Germany      **Ticker:** STM  
**Record Date:** 14/01/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023/24 (Non-Voting)	G	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.15 per Share	G	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023/24	G	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023/24	G	Mgmt	For	For
5.1	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024/25 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2025	G	Mgmt	For	For
5.2	Ratify Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2024/25	G	Mgmt	For	For
6	Approve Remuneration Report	G	Mgmt	For	For
7	Elect Kai-Uwe Knickmann to the Supervisory Board	G	Mgmt	For	For
8.1	Approve Remuneration Policy for the Supervisory Board	G	Mgmt	For	For
8.2	Approve Remuneration of Supervisory Board	G	Mgmt	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For

## Starbucks Corporation

**Meeting Date:** 12/03/2025      **Country:** USA      **Ticker:** SBUX  
**Record Date:** 10/01/2025      **Meeting Type:** Annual

# Starbucks Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Richard E. Allison, Jr.	G	Mgmt	For	For
1b	Elect Director Andrew Campion	G	Mgmt	For	For
1c	Elect Director Beth Ford	G	Mgmt	For	For
1d	Elect Director Jorgen Vig Knudstorp	G	Mgmt	For	For
1e	Elect Director Neal Mohan	G	Mgmt	For	For
1f	Elect Director Brian Niccol	G	Mgmt	For	For
1g	Elect Director Daniel Javier Servitje Montull	G	Mgmt	For	For
1h	Elect Director Michael Sievert	G	Mgmt	For	For
1i	Elect Director Wei Zhang	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
4	Report on Discrimination in Charitable Contributions	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					
5	Require Independent Board Chair	G	SH	Against	Against
<i>Blended Rationale: [SF-S0107-101] Company has a designated lead director who fulfills the requirements appropriate to such role.</i>					
6	Report on Human Rights Risks Related to Labor Organizing	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					
7	Report on Cage Free Egg Commitment in China and Japan	S	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					
8	Publish an Annual Carbon Emissions Congruency Report	E	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					

## Starts Proceed Investment Corp.

**Meeting Date:** 21/01/2025

**Country:** Japan

**Ticker:** 8979

**Record Date:** 31/10/2024

**Meeting Type:** Special



## Starts Proceed Investment Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Amend Articles to Amend Permitted Investment Types	G	Mgmt	For	For
2	Elect Executive Director Hiraide, Kazuya	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-022] AGAINST directors responsible as the board lacks two independent directors.</i>					
3	Elect Alternate Executive Director Tokitake, Yohei	G	Mgmt	For	For
4.1	Elect Supervisory Director Nomura, Shigeki	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0280-001] AGAINST affiliated outsiders.</i>					
4.2	Elect Supervisory Director Matsushita, Motohisa	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0280-001] AGAINST affiliated outsiders.</i>					

## Stora Enso Oyj

**Meeting Date:** 20/03/2025      **Country:** Finland      **Ticker:** STERV  
**Record Date:** 10/03/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Call the Meeting to Order	G	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	G	Mgmt		
4	Acknowledge Proper Convening of Meeting	G	Mgmt		
5	Prepare and Approve List of Shareholders	G	Mgmt		
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.25 Per Share	G	Mgmt	For	For
9	Approve Discharge of Board and President	G	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
12	Approve Remuneration of Directors in the Amount of EUR 221,728 for Chair, EUR 125,186 for Vice Chair and EUR 85,933 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
13	Fix Number of Directors at Nine	G	Mgmt	For	For
14	Reelect Hakan Buskhe (Vice Chair), Helena Hedblom, Astrid Hermann, Kari Jordan (Chair), Christiane Kuehne, Richard Nilsson and Reima Rytsola as Directors; Elect Elena Scaltritti and Antti Vasara as New Directors	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board. [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
15	Approve Remuneration of Auditors	G	Mgmt	For	For
16	Ratify PricewaterhouseCoopers as Auditors	G	Mgmt	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	G	Mgmt	For	For
18	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	G	Mgmt	For	For
19	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	G	Mgmt	For	For
20	Approve Issuance of up to 2 Million Class R Shares without Preemptive Rights	G	Mgmt	For	For
21	Amend Articles	G	Mgmt	For	For
22	Decision on Making Order	G	Mgmt		

## Stora Enso Oyj

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
23	Close Meeting	G	Mgmt		

## Strauss Group Ltd.

**Meeting Date:** 27/03/2025      **Country:** Israel      **Ticker:** STRS  
**Record Date:** 25/02/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve One-Time Grant to Shai Babad, CEO	G	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i>				
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	G	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney		Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	G	Mgmt	None	For

## Sumitomo Forestry Co., Ltd.

**Meeting Date:** 28/03/2025      **Country:** Japan      **Ticker:** 1911  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

## Sumitomo Forestry Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 80	G	Mgmt	For	For
2.1	Elect Director Ichikawa, Akira	G	Mgmt	For	For
2.2	Elect Director Mitsuyoshi, Toshiro	G	Mgmt	For	For
2.3	Elect Director Kawata, Tatsumi	G	Mgmt	For	For
2.4	Elect Director Kawamura, Atsushi	G	Mgmt	For	For
2.5	Elect Director Takahashi, Ikuro	G	Mgmt	For	For
2.6	Elect Director Otani, Nobuyuki	G	Mgmt	For	For
2.7	Elect Director Kurihara, Mitsue	G	Mgmt	For	For
2.8	Elect Director Toyoda, Yuko	G	Mgmt	For	For
2.9	Elect Director Iwamoto, Toshio	G	Mgmt	For	For
2.10	Elect Director Sukeno, Kenji	G	Mgmt	For	For

## Sumitomo Heavy Industries, Ltd.

**Meeting Date:** 28/03/2025

**Country:** Japan

**Ticker:** 6302

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 65	G	Mgmt	For	For
2	Amend Articles to Clarify Director Authority on Shareholder Meetings - Clarify Director Authority on Board Meetings - Add/Amend Provisions on Corporate Officers	G	Mgmt	For	For
3.1	Elect Director Okamura, Tetsuya	G	Mgmt	For	For
3.2	Elect Director Shimomura, Shinji	G	Mgmt	For	For
3.3	Elect Director Kojima, Eiji	G	Mgmt	For	For
3.4	Elect Director Hiraoka, Kazuo	G	Mgmt	For	For
3.5	Elect Director Chijiwa, Toshihiko	G	Mgmt	For	For
3.6	Elect Director Watanabe, Toshiro	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Sumitomo Heavy Industries, Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.7	Elect Director Araki, Tatsuro	G	Mgmt	For	For
3.8	Elect Director Takahashi, Susumu	G	Mgmt	For	For
3.9	Elect Director Hamaji, Akio	G	Mgmt	For	For
3.10	Elect Director Morita, Sumie	G	Mgmt	For	For
3.11	Elect Director Hodaka, Yaeko	G	Mgmt	For	For
4	Appoint Statutory Auditor Watanabe, Hajime	G	Mgmt	For	For

## Sumitomo Rubber Industries, Ltd.

Meeting Date: 27/03/2025 Country: Japan Ticker: 5110  
Record Date: 31/12/2024 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 29	G	Mgmt	For	For
2	Amend Articles to Amend Provisions on Director Titles - Clarify Director Authority on Board Meetings	G	Mgmt	For	For
3.1	Elect Director Yamamoto, Satoru	G	Mgmt	For	For
3.2	Elect Director Nishiguchi, Hidekazu	G	Mgmt	For	For
3.3	Elect Director Okawa, Naoki	G	Mgmt	For	For
3.4	Elect Director Kuniyasu, Yasuaki	G	Mgmt	For	For
3.5	Elect Director Kawamatsu, Hideaki	G	Mgmt	For	For
3.6	Elect Director Sonoda, Mari	G	Mgmt	For	For
3.7	Elect Director Tanisho, Takashi	G	Mgmt	For	For
3.8	Elect Director Fudaba, Misao	G	Mgmt	For	For
3.9	Elect Director Motojima, Naomi	G	Mgmt	For	For
3.10	Elect Director Ueda, Yoshihisa	G	Mgmt	For	For
4	Approve Compensation Ceilings for Directors and Statutory Auditors	G	Mgmt	For	For

## Summit Materials, Inc.

Meeting Date: 05/02/2025

Country: USA

Ticker: SUM

Record Date: 27/12/2024

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	G	Mgmt	For	For
<p><i>Blended Rationale: The board of Summit Materials, Inc. (SUM) seeks shareholder approval to be acquired by QUIKRETE Holdings, Inc. Under the terms of the agreement, SUM shareholders will receive \$52.50 per share in cash, which represents a 29.2% premium to the unaffected price and a 17.8% premium to SUM's all-time high as of the unaffected date (\$44.57 on March 28, 2024). Unanimous board support with fairness opinions by Morgan Stanley and Evercore.</i></p>					
2	Advisory Vote on Golden Parachutes	G	Mgmt	For	For
3	Adjourn Meeting	G	Mgmt	For	For

## Sungrow Power Supply Co., Ltd.

Meeting Date: 18/03/2025

Country: China

Ticker: 300274

Record Date: 11/03/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Draft and Summary of Performance Shares Incentive Plan	G	Mgmt	For	For
2	Approve Methods to Assess the Performance of Plan Participants	G	Mgmt	For	For
3	Approve Authorization of the Board to Handle All Related Matters	G	Mgmt	For	For

## Suntory Beverage & Food Ltd.

Meeting Date: 26/03/2025

Country: Japan

Ticker: 2587

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 65	G	Mgmt	For	For
2.1	Elect Director Ono, Makiko	G	Mgmt	For	For
2.2	Elect Director Naiki, Hachiro	G	Mgmt	For	For
2.3	Elect Director Peter Harding	G	Mgmt	For	For

## Suntory Beverage & Food Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.4	Elect Director Miyanaga, Toru	G	Mgmt	For	For
2.5	Elect Director Nakamura, Maki	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Masuyama, Mika	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Mimura, Mariko	G	Mgmt	For	For
4	Elect Alternate Director and Audit Committee Member Amitani, Mitsuhiro	G	Mgmt	For	For

## Supermarket Income REIT PLC

**Meeting Date:** 20/03/2025      **Country:** United Kingdom      **Ticker:** SUPR  
**Record Date:** 18/03/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Terms of the Transaction Documents	G	Mgmt	For	For
2	Approve Remuneration Policy	G	Mgmt	For	For
3	Approve Increase in the Aggregate Limit on Directors' Remuneration	G	Mgmt	For	For
4	Approve Long Term Incentive Plan	G	Mgmt	For	For

## Svenska Handelsbanken AB

**Meeting Date:** 26/03/2025      **Country:** Sweden      **Ticker:** SHB.A  
**Record Date:** 18/03/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		

# Svenska Handelsbanken AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Receive Financial Statements and Statutory Reports	G	Mgmt		
8	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
9	Approve Allocation of Income and Dividends of SEK 15 Per Share	G	Mgmt	For	For
10	Approve Remuneration Report	G	Mgmt	For	For
11.1	Approve Discharge of Par Boman	G	Mgmt	For	For
11.2	Approve Discharge of Fredrik Lundberg	G	Mgmt	For	For
11.3	Approve Discharge of Mikael Almvret	G	Mgmt	For	For
11.4	Approve Discharge of Jon Fredrik Baksaa	G	Mgmt	For	For
11.5	Approve Discharge of Helene Barnekow	G	Mgmt	For	For
11.6	Approve Discharge of Stina Bergfors	G	Mgmt	For	For
11.7	Approve Discharge of Hans Biorck	G	Mgmt	For	For
11.8	Approve Discharge of Stefan Henricson	G	Mgmt	For	For
11.9	Approve Discharge of Kerstin Hessius	G	Mgmt	For	For
11.10	Approve Discharge of Anna Hjelmberg	G	Mgmt	For	For
11.11	Approve Discharge of Louise Lindh	G	Mgmt	For	For
11.12	Approve Discharge of Lena Renstrom	G	Mgmt	For	For
11.13	Approve Discharge of Ulf Riese	G	Mgmt	For	For
11.14	Approve Discharge of Arja Taaveniku	G	Mgmt	For	For
11.15	Approve Discharge of CEO Michael Green	G	Mgmt	For	For
12	Authorize Repurchase of up to 120 Million Class A and/or B Shares and Reissuance of Repurchased Shares	G	Mgmt	For	For
13	Authorize Share Repurchase Program	G	Mgmt	For	For



# Svenska Handelsbanken AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
14	Approve Issuance of Convertible Capital Instruments Corresponding to a Maximum of 198 Million Shares without Preemptive Rights	G	Mgmt	For	For
15	Determine Number of Directors (9)	G	Mgmt	For	For
16	Determine Number of Auditors (2)	G	Mgmt	For	For
17	Approve Remuneration of Directors in the Amount of SEK 4.05 Million for Chair, SEK 1.15 Million for Vice Chair and SEK 825,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
18.1	Reelect Helene Barnekow as Director	G	Mgmt	For	For
18.2	Reelect Stina Bergfors as Director	G	Mgmt	For	For
18.3	Reelect Hans Biorck as Director	G	Mgmt	For	For
18.4	Reelect Par Boman as Director	G	Mgmt	For	For
18.5	Reelect Kerstin Hessius as Director	G	Mgmt	For	For
18.6	Elect Anders Jernhall as New Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
18.7	Reelect Louise Lindh as Director	G	Mgmt	For	For
18.8	Reelect Fredrik Lundberg as Director	G	Mgmt	For	For
18.9	Reelect Ulf Riese as Director	G	Mgmt	For	For
19	Elect Par Borman as Board Chair	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
20	Ratify PricewaterhouseCoopers and Deloitte as Auditors	G	Mgmt	For	For
21	Ratify KPMG AB as Auditors In Foundations with Associated Management	G	Mgmt	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno		Mgmt		
22	Approve Proposal Regarding Improving Procedures for Issuing BankID	G	SH	Against	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Svenska Handelsbanken AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
23	Approve Proposal Regarding Improving the BankID Security	G	SH	Against	Against
<p><i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company.</i></p> <p>Shareholder Proposals Submitted by Henric Eriksson and Jacob Eriksson</p>					
24	Change Dividend Policy	G	SH	Against	Against
<p><i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company.</i></p>					
25	Close Meeting	G	Mgmt		

## Swedbank AB

**Meeting Date:** 26/03/2025

**Country:** Sweden

**Ticker:** SWED.A

**Record Date:** 18/03/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chair of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt		
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspectors of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7.a	Receive Financial Statements and Statutory Reports	G	Mgmt		
7.b	Receive Auditor's Reports	G	Mgmt		
8	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
9	Approve Allocation of Income and Dividends of SEK 21.70 Per Share	G	Mgmt	For	For
10.a	Approve Discharge of Goran Bengtson	G	Mgmt	For	For
10.b	Approve Discharge of Annika Creutzer	G	Mgmt	For	For
10.c	Approve Discharge of Hans Eckerstrom	G	Mgmt	For	For
10.d	Approve Discharge of Kerstin Hermansson	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10.e	Approve Discharge of Helena Liljedahl	G	Mgmt	For	For
10.f	Approve Discharge of Bengt Erik Lindgren	G	Mgmt	For	For
10.g	Approve Discharge of Anna Mossberg	G	Mgmt	For	For
10.h	Approve Discharge of Per Olof Nyman	G	Mgmt	For	For
10.i	Approve Discharge of Biljana Pehrsson	G	Mgmt	For	For
10.j	Approve Discharge of Goran Persson	G	Mgmt	For	For
10.k	Approve Discharge of Biorn Riese	G	Mgmt	For	For
10.l	Approve Discharge of Jens Henriksson	G	Mgmt	For	For
10.m	Approve Discharge of Roger Ljung	G	Mgmt	For	For
10.n	Approve Discharge of Ake Skoglund	G	Mgmt	For	For
10.o	Approve Discharge of Henrik Joelsson	G	Mgmt	For	For
10.p	Approve Discharge of Camilla Linder	G	Mgmt	For	For
11	Determine Number of Members (11) and Deputy Members of Board (0)	G	Mgmt	For	For
12	Approve Remuneration of Directors in the Amount of SEK 3.5 Million for Chair, SEK 1.2 Million for Vice Chair and SEK 800,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	G	Mgmt	For	For
13.a	Reelect Goran Bengtsson as Director	G	Mgmt	For	For
13.b	Reelect Annika Creutzer as Director	G	Mgmt	For	For
13.c	Reelect Hans Eckerstrom as Director	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
13.d	Reelect Kerstin Hermansson as Director	G	Mgmt	For	For
13.e	Reelect Helena Liljedahl as Director	G	Mgmt	For	For
13.f	Reelect Anna Mossberg as Director	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13.g	Reelect Per Olof Nyman as Director	G	Mgmt	For	For
13.h	Reelect Biljana Pehrsson as Director	G	Mgmt	For	For
13.i	Reelect Goran Persson as Director	G	Mgmt	For	For
13.j	Reelect Biorn Riese as Director	G	Mgmt	For	For
13.k	Elect Rasmus Roos as New Director	G	Mgmt	For	For
14	Elect Goran Persson as Board Chair	G	Mgmt	For	For
15	Ratify PricewaterhouseCoopers as Auditors	G	Mgmt	For	For
16	Approve Nomination Committee Procedures	G	Mgmt	For	For
17	Authorize Repurchase Authorization for Trading in Own Shares	G	Mgmt	For	For
18	Authorize Share Repurchase Program	G	Mgmt	For	For
19	Approve Issuance of Convertibles without Preemptive Rights	G	Mgmt	For	For
20.a	Approve Common Deferred Share Bonus Plan (Eken 2025)	G	Mgmt	For	For
20.b	Approve Deferred Share Bonus Plan for Key Employees (IP 2025)	G	Mgmt	For	For
20.c	Approve Equity Plan Financing	G	Mgmt	For	For
21	Approve Remuneration Report	G	Mgmt	For	For
	Shareholder Proposals Submitted by Carl Axel Bruno		Mgmt		
22	Approve Proposal Regarding Improving Finance Sweden's Procedures for Issuing New BankID	G	SH	None	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					
23	Approve Proposal Regarding Improving the Security of BankID Usage	G	SH	None	Against
<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>					
24	Close Meeting	G	Mgmt		

Meeting Date: 13/03/2025

Country: Switzerland

Ticker: SPSN

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Non-Financial Report	E, S	Mgmt	For	For
3	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	For
4	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
5	Approve Allocation of Income and Dividends of CHF 3.45 per Share	G	Mgmt	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	G	Mgmt	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 5.5 Million	G	Mgmt	For	For
7.1.1	Reelect Ton Buechner as Director	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
7.1.2	Reelect Thomas Studhalter as Director	G	Mgmt	For	For
7.1.3	Reelect Gabrielle Nater-Bass as Director	G	Mgmt	For	For
7.1.4	Reelect Barbara Knoflach as Director	G	Mgmt	For	For
7.1.5	Reelect Brigitte Walter as Director	G	Mgmt	For	For
7.1.6	Reelect Reto Conrad as Director	G	Mgmt	For	For
7.1.7	Reelect Detlef Trefzger as Director	G	Mgmt	For	For
7.2	Reelect Ton Buechner as Board Chair	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i></p>					
7.3.1	Reappoint Gabrielle Nater-Bass as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
7.3.2	Reappoint Barbara Knoflach as Member of the Nomination and Compensation Committee	G	Mgmt	For	For

## Swiss Prime Site AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.3.3	Reappoint Detlef Trefzger as Member of the Nomination and Compensation Committee	G	Mgmt	For	For
7.4	Designate Paul Wiesli as Independent Proxy	G	Mgmt	For	For
7.5	Ratify PricewaterhouseCoopers AG as Auditors	G	Mgmt	For	For
8	Transact Other Business (Voting)	G	Mgmt	For	Abstain

*Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.*

## Swisscom AG

**Meeting Date:** 26/03/2025

**Country:** Switzerland

**Ticker:** SCMN

**Record Date:**

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
1.2	Approve Remuneration Report (Non-Binding)	G	Mgmt	For	For
1.3	Approve Non-Financial Report	E, S	Mgmt	For	For
2	Approve Allocation of Income and Dividends of CHF 22 per Share	G	Mgmt	For	For
3	Approve Discharge of Board and Senior Management	G	Mgmt	For	For
4	Reelect Michael Rechsteiner as Director and Board Chair	G	Mgmt	For	For
4.2	Reelect Roland Abt as Director	G	Mgmt	For	For
4.3	Reelect Monique Bourquin as Director	G	Mgmt	For	For
4.4	Elect Laura Cioli as Director	G	Mgmt	For	For
4.5	Reelect Guus Dekkers as Director	G	Mgmt	For	For
4.6	Reelect Frank Esser as Director	G	Mgmt	For	For
4.7	Reelect Sandra Lathion-Zweifel as Director	G	Mgmt	For	For
4.8	Reelect Anna Mossberg as Director	G	Mgmt	For	For
4.9	Reelect Daniel Muenger as Director	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Swisscom AG

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.1	Reappoint Roland Abt as Member of the Compensation Committee	G	Mgmt	For	For
5.2	Reappoint Monique Bourquin as Member of the Compensation Committee	G	Mgmt	For	For
5.3	Reappoint Frank Esser as Member of the Compensation Committee	G	Mgmt	For	For
5.4	Reappoint Michael Rechsteiner as Member of the Compensation Committee	G	Mgmt	For	For
5.5	Reappoint Fritz Zurbueger as Member of the Compensation Committee	G	Mgmt	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million for Fiscal Year 2025	G	Mgmt	For	For
6.2	Approve Remuneration of Directors in the Amount of CHF 2.8 Million for Fiscal Year 2026	G	Mgmt	For	For
6.3	Approve Remuneration of Executive Committee in the Amount of CHF 7.2 Million	G	Mgmt	For	For
6.4	Approve Remuneration of Executive Committee in the Amount of CHF 5.9 Million for Fiscal Year 2026	G	Mgmt	For	For
7	Reelect Reber Rechtsanwalte as Independent Proxy	G	Mgmt	For	For
8	Ratify PricewaterhouseCoopers AG as Auditors	G	Mgmt	For	For
9	Transact Other Business (Voting)	G	Mgmt	For	Abstain

*Blended Rationale: [SF-M0125-001] We oppose giving companies our proxy to vote on matters where we are not given the opportunity to review and understand those measures and carry out an appropriate level of shareholder oversight.*

## Sydbank A/S

**Meeting Date:** 20/03/2025

**Country:** Denmark

**Ticker:** SYDB

**Record Date:** 13/03/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	G	Mgmt		
2	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>ESG Pillar</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
3	Approve Allocation of Income and Dividends	G	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
5.1	Reelect Peter S. Sorensen as Member of Committee of Representatives	G	Mgmt	For	For
5.2	Elect Frederikke Pontoppidan Nissen as New Member of Committee of Representatives	G	Mgmt	For	For
5.3	Reelect Svend Erik Kriby as Member of Committee of Representatives	G	Mgmt	For	For
5.4	Reelect Janne Moltke-Leth as Member of Committee of Representatives	G	Mgmt	For	For
5.5	Elect Aksel Bjorn Moller as New Member of Committee of Representatives	G	Mgmt	For	For
5.6	Reelect Gitte Poulsen as Member of Committee of Representatives	G	Mgmt	For	For
5.7	Reelect Richard Fynbo as Member of Committee of Representatives	G	Mgmt	For	For
5.8	Elect Per Dam Jensen as New Member of Committee of Representatives	G	Mgmt	For	For
5.9	Reelect Lars Thuro Moller as Member of Committee of Representatives	G	Mgmt	For	For
5.10	Reelect Jan Osterskov as Member of Committee of Representatives	G	Mgmt	For	For
5.11	Elect Brian Ostergaard Roed as New Member of Committee of Representatives	G	Mgmt	For	For
5.12	Elect Pernille Vastrup as New Member of Committee of Representatives	G	Mgmt	For	For
5.13	Reelect Ellen Trane Norby as Member of Committee of Representatives	G	Mgmt	For	For
5.14	Reelect Bente Rasmussen as Member of Committee of Representatives	G	Mgmt	For	For
5.15	Elect Charlotte Stahlsmidt as New Member of Committee of Representatives	G	Mgmt	For	For
5.16	Reelect Lasse Meldgaard as Member of Committee of Representatives	G	Mgmt	For	For



## Sydbank A/S

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5.17	Reelect Hanni Toosbuy as Member of Committee of Representatives	G	Mgmt	For	For
5.18	Reelect Leo Gronvall as Member of Committee of Representatives	G	Mgmt	For	For
5.19	Reelect Andreas Bernhard Kirk as Member of Committee of Representatives	G	Mgmt	For	For
5.20	Reelect Peter Vang Christensen as Member of Committee of Representatives	G	Mgmt	For	For
6	Ratify PricewaterhouseCoopers as Auditors; Ratify PricewaterhouseCoopers as Auditors for Sustainability Reporting	G	Mgmt	For	For
7.a	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chair, DKK 705,549 for Vice Chair, and DKK 403,170 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
7.b	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	G	Mgmt	For	For
7.c	Approve DKK 33.8 Million Reduction in Share Capital via Share Cancellation	G	Mgmt	For	For
7.d	Amend Articles Re: Article 8(2)	G	Mgmt	For	For
7.e	Amend Articles Re: Article 14(3)	G	Mgmt	For	For
	Shareholder Proposal Submitted by Steffen Rojahn		Mgmt		
7.f	Prepare an Official Acquisition Offer to Acquire Fynske Bank A/S	G	SH	Against	Against
<i>Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.</i>					
	Management Proposals		Mgmt		
8	Authorize Share Repurchase Program	G	Mgmt	For	For
9	Other Business	G	Mgmt		

## Tamar Petroleum Ltd.

**Meeting Date:** 20/03/2025

**Country:** Israel

**Ticker:** TMRP

**Record Date:** 20/02/2025

**Meeting Type:** Special

## Tamar Petroleum Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Compensation Policy for the Directors and Officers of the Company	G	Mgmt	For	For
2	Approve Employment Terms of Rony Haim Bar-On, Active Chair	G	Mgmt	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	G	Mgmt	None	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney		Mgmt		
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	G	Mgmt	None	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	G	Mgmt	None	For

## Tatung Co.

**Meeting Date:** 17/03/2025

**Country:** Taiwan

**Ticker:** 2371

**Record Date:** 14/02/2025

**Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Capital Decrease via Cash and Refund of Capital	G	Mgmt	For	For

## TCL Technology Group Corp.

Meeting Date: 13/01/2025

Country: China

Ticker: 000100

Record Date: 06/01/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Yan Xiaolin as Non-independent Director and Member of the Strategy and Sustainable Development Committee	G	SH	For	For
<p><i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i></p>					
2	Approve Application for Registration and Issuance of Debt Financing Instruments in the Interbank Bond Market	G	Mgmt	For	For

## TCL Technology Group Corp.

Meeting Date: 20/03/2025

Country: China

Ticker: 000100

Record Date: 13/03/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Company's Eligibility for Acquisition by Cash and Issuance of Shares as well as Raising Supporting Funds	G	Mgmt	For	For
	APPROVE ACQUISITION BY CASH AND ISSUANCE OF SHARES AS WELL AS RAISING SUPPORTING FUNDS		Mgmt		
2.1	Approve the Overall Plan of This Transaction	G	Mgmt	For	For
2.2	Approve Share Type, Par Value and Listing Exchange	G	Mgmt	For	For
2.3	Approve Target Subscribers and Subscription Method	G	Mgmt	For	For
2.4	Approve Target Assets	G	Mgmt	For	For
2.5	Approve Pricing Basis and Transaction Price of Underlying Assets	G	Mgmt	For	For
2.6	Approve Time Schedule for Delivery or Transfer of the Underlying Assets	G	Mgmt	For	For
2.7	Approve Pricing Base Date and Issuance Price	G	Mgmt	For	For
2.8	Approve Issuance Quantity and Payment Method	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

# TCL Technology Group Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.9	Approve Lock-up Period Arrangement	G	Mgmt	For	For
2.10	Approve Attribution of Profit and Loss During the Transition Period	G	Mgmt	For	For
2.11	Approve Arrangement of Accumulated Undistributed Profits	G	Mgmt	For	For
2.12	Approve Sources of Funds for Cash Purchases of Assets	G	Mgmt	For	For
2.13	Approve Liability for Breach of Contract	G	Mgmt	For	For
2.14	Approve Resolution Validity Period	G	Mgmt	For	For
2.15	Approve Share Type, Par Value and Listing Location in Connection to Raising Supporting Funds	G	Mgmt	For	For
2.16	Approve Issuance Target, Issuance Quantity and Amount in Connection to Raising Supporting Funds	G	Mgmt	For	For
2.17	Approve Pricing Base Date and Issuance Price in Connection to Raising Supporting Funds	G	Mgmt	For	For
2.18	Approve Lock-up Period Arrangement in Connection to Raising Supporting Funds	G	Mgmt	For	For
2.19	Approve Usage of Raised Funds	G	Mgmt	For	For
2.20	Approve the Necessity of Raising Supporting Funds	G	Mgmt	For	For
2.21	Approve Management of Raising Supporting Funds	G	Mgmt	For	For
2.22	Approve Remedial Measures for the Failure of this Raising Supporting Funds	G	Mgmt	For	For
2.23	Approve Resolution Validity Period on Raising Supporting Funds	G	Mgmt	For	For
3	Approve Report (Draft) and Summary on Acquisition by Cash and Issuance of Shares as well as Raising Supporting Funds	G	Mgmt	For	For
4	Approve Signing the Conditional Effective Agreement for Acquisition by Cash and Issuance of Shares	G	Mgmt	For	For
5	Approve This Transaction Does Not Constitute as Major Asset Reorganization or Reorganization Listing	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

# TCL Technology Group Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Approve This Transaction Does Not Constitute as Related Party Transaction	G	Mgmt	For	For
7	Approve Transaction Complies with Article 4 of Listed Company Supervision Guidelines No. 9 - Regulatory Requirements for Listed Companies to Plan and Implement Major Asset Restructuring	G	Mgmt	For	For
8	Approve Transaction Complies with Articles 11 and 43 of the Measures for the Administration of Major Asset Restructuring of Listed Companies	G	Mgmt	For	For
9	Approve The Main Body of This Transaction Does Not Exist Listed Company Supervision Guidelines No. 7 - Supervision of Abnormal Stock Transactions Related to Major Asset Restructuring of Listed Companies Article 12	G	Mgmt	For	For
10	Approve Proposal on the Absence of the Situation Stipulated in Article 11 of the Measures for the Administration of Securities Issuance and Registration of Listed Companies that Prohibits the Issuance of Shares to Specific Targets in this Transaction	G	Mgmt	For	For
11	Approve the Audit Report, Pro Forma Review Report and Asset Appraisal Report Related to the Transaction	G	Mgmt	For	For
12	Approve Independence of Appraiser, the Validity of Hypothesis, the Relevance of Valuation Purpose and Approach as Well as the Fairness of Pricing	G	Mgmt	For	For
13	Approve Completeness and Compliance of Implementation of Legal Proceedings of the Transactions and Validity of the Submitted Legal Documents Regarding this Transaction	G	Mgmt	For	For
14	Approve the Purchase and Sale of Assets by Listed Companies Within the Twelve Months Prior to this Transaction	G	Mgmt	For	For

## TCL Technology Group Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15	Approve the Dilution of Immediate Returns from this Transaction and Related Remedial Measures	G	Mgmt	For	For
16	Approve Confidentiality Measures and Systems for This Transaction	G	Mgmt	For	For
17	Approve Whether this Transaction Directly or Indirectly Involves Hiring Other Third-party Institutions or Individuals for Compensation	G	Mgmt	For	For
18	Approve the Fluctuation of Stock Prices Before the Announcement of this Transaction Information	G	Mgmt	For	For
19	Approve Authorization of the Board to Handle All Related Matters	G	Mgmt	For	For

## TCL Zhonghuan Renewable Energy Technology Co., Ltd.

**Meeting Date:** 13/01/2025      **Country:** China      **Ticker:** 002129  
**Record Date:** 08/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Daily Related Party Transactions	G	Mgmt	For	For
2	Elect Wang Yanjun as Non-independent Director	G	Mgmt	For	For
3	Approve to Appoint Auditor	G	Mgmt	For	For

## TE Connectivity Plc

**Meeting Date:** 12/03/2025      **Country:** Ireland      **Ticker:** TEL  
**Record Date:** 13/01/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Jean-Pierre Clamadieu	G	Mgmt	For	For
1b	Elect Director Terrence R. Curtin	G	Mgmt	For	For
1c	Elect Director Carol A. (John) Davidson	G	Mgmt	For	For

## TE Connectivity Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Lynn A. Dugle	G	Mgmt	For	For
1e	Elect Director Sam Eldessouky	G	Mgmt	For	For
1f	Elect Director William A. Jeffrey	G	Mgmt	For	For
1g	Elect Director Syaru Shirley Lin	G	Mgmt	For	For
1h	Elect Director Heath A. Mitts	G	Mgmt	For	For
1i	Elect Director Abhijit Y. Talwalkar	G	Mgmt	For	For
1j	Elect Director Mark C. Trudeau	G	Mgmt	For	For
1k	Elect Director Dawn C. Willoughby	G	Mgmt	For	For
1l	Elect Director Laura H. Wright	G	Mgmt	For	For
2	Approve Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Authorize Share Repurchase Program	G	Mgmt	For	For
5	Determine Price Range for Reissuance of Treasury Shares	G	Mgmt	For	For

## Technology One Limited

**Meeting Date:** 19/02/2025      **Country:** Australia      **Ticker:** TNE  
**Record Date:** 17/02/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Remuneration Report	G	Mgmt	For	For
2	Elect Pat O'Sullivan as Director	G	Mgmt	For	For
3	Elect Paul Robson as Director	G	Mgmt	For	For
4	Approve Grant of FY25 LTI Options to Ed Chung	G	Mgmt	For	For
5	Approve the Amendments to the Company's Constitution	G	Mgmt	For	For

## Teikoku Sen-I Co., Ltd.

**Meeting Date:** 28/03/2025      **Country:** Japan      **Ticker:** 3302  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

## Teikoku Sen-I Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 50	G	Mgmt	For	For
2	Amend Articles to Amend Business Lines	G	Mgmt	For	For
3.1	Elect Director Shiraiwa, Tsuyoshi	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3.2	Elect Director Masutani, Toru	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3.3	Elect Director Okamura, Tatsuru	G	Mgmt	For	For
3.4	Elect Director Nakao, Toru	G	Mgmt	For	For
3.5	Elect Director Takagi, Hiroyasu	G	Mgmt	For	For
3.6	Elect Director Fukazawa, Masahiro	G	Mgmt	For	For
3.7	Elect Director Narita, Nobuko	G	Mgmt	For	For
4	Appoint Statutory Auditor Kinoshita, Yasuhiro	G	Mgmt	For	For
5	Approve Restricted Stock Plan	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0512-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					
6	Initiate Share Repurchase Program	G	SH	Against	For
<i>Blended Rationale: [TK-S0152-001] FOR shareholder proposal as the proposed capital policy is aligned with shareholder's long-term interest.</i>					
7	Amend Articles to Require Majority Outsider Board	G	SH	Against	Against
<i>Blended Rationale: [RJ-S0215-888] AGAINST shareholder proposal as the proposal will not serve shareholder's interest.</i>					

## Telefonaktiebolaget LM Ericsson

**Meeting Date:** 25/03/2025

**Country:** Sweden

**Ticker:** ERIC.B

**Record Date:** 17/03/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Chair of Meeting	G	Mgmt	For	For
2	Prepare and Approve List of Shareholders	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation



# Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Approve Agenda of Meeting	G	Mgmt	For	For
4	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7	Receive President and CEO Report; Allow Questions	G	Mgmt		
8.1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8.2	Approve Remuneration Report	G	Mgmt	For	For
8.3.a	Approve Discharge of Board Member Jan Carlson	G	Mgmt	For	For
8.3.b	Approve Discharge of Board Member Jacob Wallenberg	G	Mgmt	For	For
8.3.c	Approve Discharge of Board Member Jon Fredrik Baksaas	G	Mgmt	For	For
8.3.d	Approve Discharge of Board Member Carolina Dybeck Happe	G	Mgmt	For	For
8.3.e	Approve Discharge of Board Member Borje Ekholm	G	Mgmt	For	For
8.3.f	Approve Discharge of Board Member Eric A. Elzvik	G	Mgmt	For	For
8.3.g	Approve Discharge of Board Member Kristin S. Rinne	G	Mgmt	For	For
8.3.h	Approve Discharge of Board Member Helena Stjernholm	G	Mgmt	For	For
8.3.i	Approve Discharge of Board Member Jonas Synnergren	G	Mgmt	For	For
8.3.j	Approve Discharge of Board Member Christy Wyatt	G	Mgmt	For	For
8.3.k	Approve Discharge of Board Member Karl Aberg	G	Mgmt	For	For
8.3.l	Approve Discharge of Employee Representative Ulf Rosberg	G	Mgmt	For	For
8.3.m	Approve Discharge of Employee Representative Annika Salomonsson	G	Mgmt	For	For
8.3.n	Approve Discharge of Employee Representative Kjell-Ake Soting	G	Mgmt	For	For
8.3.o	Approve Discharge of Deputy Employee Representative Frans Frejdestedt	G	Mgmt	For	For
8.3.p	Approve Discharge of Deputy Employee Representative Loredana Roslund	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

# Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8.3.q	Approve Discharge of Deputy Employee Representative Stefan Wanstedt	G	Mgmt	For	For
8.3.r	Approve Discharge of President Borje Ekholm	G	Mgmt	For	For
8.4	Approve Allocation of Income and Dividends of SEK 2.85 Per Share	G	Mgmt	For	For
9	Determine Number Directors (11) and Deputy Directors (0) of Board	G	Mgmt	For	For
10	Approve Remuneration of Directors in the Amount of SEK 5 Million for Chair and SEK 1.3 Million for Other Directors, Approve Remuneration for Committee Work	G	Mgmt	For	For
11.1	Reelect Jon Fredrik Baksas as Director	G	Mgmt	For	For
11.2	Reelect Jan Carlson as Director	G	Mgmt	For	For
11.3	Reelect Borje Ekholm as Director	G	Mgmt	For	For
11.4	Reelect Eric A. Elzvik as Director	G	Mgmt	For	For
11.5	Reelect Kristin S. Rinne as Director	G	Mgmt	For	For
11.6	Reelect Jonas Synnergren as Director	G	Mgmt	For	For
11.7	Reelect Jacob Wallenberg as Director	G	Mgmt	For	For
11.8	Reelect Christy Wyatt as Director	G	Mgmt	For	For
11.9	Reelect Karl Aberg as Director	G	Mgmt	For	For
11.10	Elect Christian Cederholm as New Director	G	Mgmt	For	For
11.11	Elect Marachel Knight as New Director	G	Mgmt	For	For
12	Reelect Jan Carlson as Board Chair	G	Mgmt	For	For
13	Determine Number of Auditors (1)	G	Mgmt	For	For
14	Approve Remuneration of Auditors	G	Mgmt	For	For
15	Ratify Deloitte AB as Auditor	G	Mgmt	For	For
16.1	Approve Long-Term Variable Compensation Program 2025 (LTV 2025)	G	Mgmt	For	For
16.2	Approve Equity Plan Financing LTV 2025	G	Mgmt	For	For

## Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16.3	Approve Alternative Equity Plan Financing of LTV 2025, if Item 16.2 is Not Approved	G	Mgmt	For	For
17	Amend Long-Term Variable Compensation Programs LTV I 2023, LTV II 2023 and LTV 2024	G	Mgmt	For	For
18	Approve Equity Plan Financing of LTV 2024	G	Mgmt	For	For
19.1	Approve Equity Plan Financing of LTV 2022, LTV I 2023 and LTV II 2023	G	Mgmt	For	For
19.2	Approve Equity Plan Financing of LTV 2022, LTV I 2023 and LTV II 2023	G	Mgmt	For	For
	Shareholder Proposals Submitted by Christopher Neitzert		Mgmt		
20	Approve Policy Ensuring that Executive Bonuses are Disbursed Only After All Employees Have Received Cost-of-living and Performance-based Salary Increases Each Year	S, G	SH	Against	Against

*Blended Rationale: [RU-S0000-001] Proposal is not in shareholders' best interests.*

## Telefonica Brasil SA

<b>Meeting Date:</b> 13/03/2025	<b>Country:</b> Brazil	<b>Ticker:</b> VIVT3
<b>Record Date:</b>	<b>Meeting Type:</b> Extraordinary Shareholders	

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve 40-for-1 Reverse Stock Split, Followed by 80-for-1 Stock Split	G	Mgmt	For	For
2	Amend Article 5 to Reflect Changes in Capital	G	Mgmt	For	For
3	Consolidate Bylaws	G	Mgmt	For	For
4	Authorize Executives to Ratify and Execute Approved Operation	G	Mgmt	For	For

## Tetra Tech, Inc.

Meeting Date: 27/02/2025

Country: USA

Ticker: TTEK

Record Date: 02/01/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1A	Elect Director Dan L. Batrack	G	Mgmt	For	For
1B	Elect Director Gary R. Birkenbeuel	G	Mgmt	For	For
1C	Elect Director John M. Douglas	G	Mgmt	For	For
1D	Elect Director Prashant Gandhi	G	Mgmt	For	For
1E	Elect Director Christiana Obiaya	G	Mgmt	For	For
1F	Elect Director Kimberly E. Ritrievi	G	Mgmt	For	For
1G	Elect Director Kirsten M. Volpi	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For

## TFS Financial Corporation

Meeting Date: 20/02/2025

Country: USA

Ticker: TFSL

Record Date: 26/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Terrence L. Bauer	G	Mgmt	For	For
1b	Elect Director Martin J. Cohen	G	Mgmt	For	For
1c	Elect Director Robert A. Fiala	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers.[SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified.</i></p>					
1d	Elect Director John P. Ringenbach	G	Mgmt	For	For
1e	Elect Director Ashley H. Williams	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	Against

*Blended Rationale: [SF-M0550-001] Pay is not aligned with performance and peers.*

## TFS Financial Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

## The AZEK Company Inc.

Meeting Date: 28/02/2025 Country: USA Ticker: AZEK  
Record Date: 02/01/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Gary Hendrickson	G	Mgmt	For	For
1.2	Elect Director Jesse Singh	G	Mgmt	For	For
1.3	Elect Director Pamela Edwards	G	Mgmt	For	For
1.4	Elect Director Howard Heckes	G	Mgmt	For	For
1.5	Elect Director Vernon J. Nagel	G	Mgmt	For	For
1.6	Elect Director Harmit Singh	G	Mgmt	For	For
1.7	Elect Director Brian Spaly	G	Mgmt	For	For
1.8	Elect Director Fiona Tan	G	Mgmt	For	For

*Blended Rationale:* .

2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Amend Certificate of Incorporation to Eliminate Former Sponsors References	G	Mgmt	For	For
5	Amend Certificate of Incorporation to Eliminate Sponsor Corporate Opportunity Waiver Provision	G	Mgmt	For	For
6	Amend Certificate of Incorporation to Eliminate Sponsor's Exemption from Certain Business Combination Restrictions	G	Mgmt	For	Against

*Blended Rationale:* [SF-M0400-003] We believe this proposal is not in the best interest of shareholders.

## The Greenbrier Companies, Inc.

Meeting Date: 09/01/2025 Country: USA Ticker: GBX  
Record Date: 06/11/2024 Meeting Type: Annual

## The Greenbrier Companies, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Thomas B. Fargo	G	Mgmt	For	For
1b	Elect Director Antonio O. Garza	G	Mgmt	For	For
1c	Elect Director James R. Huffines	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

## The Gulf Bank of Kuwait

Meeting Date: 22/03/2025

Country: Kuwait

Ticker: GBK

Record Date: 12/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Board Report on Company Operations for FY 2024	G	Mgmt	For	For
2	Approve Auditors' Report on Company Financial Statements for FY 2024	G	Mgmt	For	For
3	Approve Special Report on Penalties and Violations for FY 2024	G	Mgmt	For	For
4	Accept Financial Statements and Statutory Reports for FY 2024	G	Mgmt	For	For
5	Approve the Transfer of 10 Percent to Statutory Reserve	G	Mgmt	For	For
6.a	Approve Dividends of 0.010 per Share	G	Mgmt	For	For
6.b	Authorize Distribution of Bonus Shares of 5 Percent of the Issued, and Paid-Up Capital, and Authorize the Board to Dispose Shares Fractions, Amend the Distribution Dates, and Article 4 of Memorandum of Association and Article 5 of Articles of Association	G	Mgmt	For	For

# The Gulf Bank of Kuwait

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Authorize the Board to Distribute Interim Dividends Semi Annually for FY 2025 and to Determine the Distribution Schedule and Amend if Necessary	G	Mgmt	For	For
8	Approve Remuneration of Directors of KWD 240,000 for FY 2024	G	Mgmt	For	For
9	Authorize Share Repurchase Program of Up to 10 Percent of Issued Share Capital	G	Mgmt	For	For
10	Authorize Issuance of Bonds of all Types and Authorize Board to Set Terms of Issuance and to Take all the Necessary Actions and Procedures Regarding the Issuance	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
11	Approve Loans, or Providing Facilities, Letters of Guarantee and All Other Banking Transactions to Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
12	Ratify Related Party Transactions During FY 2024 and Authorize Board to Conclude Related Party Transactions Until the Next General Assembly Meeting Date for FY 2025	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0460-001] The company did not provide sufficient information to support the related party transaction.</i>					
13	Approve Discharge of Directors for FY 2024	G	Mgmt	For	For
14	Appoint or Reappoint Auditors and Fix Their Remuneration for FY 2025	G	Mgmt	For	For
15.1	Elect Ahmed Al Bahar as a Non-Executive Director	G	Mgmt	None	For
15.2	Elect Ali Bahbahani as a Non-Executive Director	G	Mgmt	None	For
15.3	Elect Omar Al Issa as a Non-Executive Director	G	Mgmt	None	For
15.4	Elect Abdullah Al Sayir as a Non-Executive Director	G	Mgmt	None	For
15.5	Elect Fawaz Al Awadhi as a Non-Executive Director	G	Mgmt	None	For
15.6	Elect Abdulateef Al Sharikh as a Non-Executive Director	G	Mgmt	None	For

## The Gulf Bank of Kuwait

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15.7	Elect Muath Al Rayis as a Non-Executive Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
15.8	Elect Dalal Al Rayis as a Non-Executive Director	G	Mgmt	None	For
15.9	Elect Abdulrahman Al Taweel as an Independent Director	G	Mgmt	None	For
15.10	Elect Talal Al Sayigh as an Independent Director	G	Mgmt	None	For
15.11	Elect Reem Al Salih as an Independent Director	G	Mgmt	None	For
15.12	Elect Anwar Al Mahameed as an Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
15.13	Elect Majid Al Ajeel as an Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
15.14	Elect Eid Al Rasheedi as an Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
15.15	Elect Tariq Bourisli as an Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					
15.16	Elect Jihad Al Naqlah as an Independent Director	G	Mgmt	None	For
15.17	Elect Alsheikh Harmoush as an Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [LN-S0275-102] Another slate better represents the interests of minority shareholders.</i>					

## The Interpublic Group of Companies, Inc.

**Meeting Date:** 18/03/2025      **Country:** USA      **Ticker:** IPG  
**Record Date:** 27/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	G	Mgmt	For	For
2	Advisory Vote on Golden Parachutes	G	Mgmt	For	For
3	Adjourn Meeting	G	Mgmt	For	For



## The Pack Corp.

Meeting Date: 26/03/2025

Country: Japan

Ticker: 3950

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 66	G	Mgmt	For	For
2.1	Elect Director Takinoue, Teruo	G	Mgmt	For	For
2.2	Elect Director Nakamura, Naoki	G	Mgmt	For	For
2.3	Elect Director Ashida, Norio	G	Mgmt	For	For
2.4	Elect Director Shimomura, Ikuo	G	Mgmt	For	For
2.5	Elect Director Nishio, Uichiro	G	Mgmt	For	For
2.6	Elect Director Kasahara, Kahoru	G	Mgmt	For	For
2.7	Elect Director Watanabe, Ryuichi	G	Mgmt	For	For
2.8	Elect Director Domoto, Reiji	G	Mgmt	For	For
3	Appoint Statutory Auditor Ito, Haruyasu	G	Mgmt	For	For

## The Sage Group plc.

Meeting Date: 06/02/2025

Country: United Kingdom

Ticker: SGE

Record Date: 04/02/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Remuneration Policy	G	Mgmt	For	For
<p><i>Blended Rationale: [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.</i></p>					
4	Approve Final Dividend	G	Mgmt	For	For
5	Re-elect Andrew Duff as Director	G	Mgmt	For	For
6	Re-elect John Bates as Director	G	Mgmt	For	For
<p><i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					

## The Sage Group plc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Re-elect Jonathan Bewes as Director	G	Mgmt	For	For
8	Re-elect Maggie Chan Jones as Director	G	Mgmt	For	For
9	Re-elect Annette Court as Director	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
10	Re-elect Roisin Donnelly as Director	G	Mgmt	For	For
<i>Blended Rationale: [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
11	Re-elect Derek Harding as Director	G	Mgmt	For	For
12	Re-elect Steve Hare as Director	G	Mgmt	For	For
13	Re-elect Jonathan Howell as Director	G	Mgmt	For	For
14	Appoint KPMG LLP as Auditors	G	Mgmt	For	For
15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
16	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
17	Approve Long Term Incentive Plan	G	Mgmt	For	For
18	Authorise Removal of Discretionary 5% Dilution Limit for Share Plans	G	Mgmt	For	For
19	Authorise Issue of Equity	G	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
22	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

## The Saudi Investment Bank

**Meeting Date:** 12/02/2025

**Country:** Saudi Arabia

**Ticker:** 1030

**Record Date:**

**Meeting Type:** Ordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1.1	Elect Ahmed Al Baqshi as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.2	Elect Raed Al Khalaf as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.3	Elect Jihad Al Naqlah as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.4	Elect Yasir Al Rasheed as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.5	Elect Tariq Al Anqari as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.6	Elect Fahd Al Aslami as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.7	Elect Faysal Al Fadhil as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.8	Elect Fahd Al Mansour as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.9	Elect Mohammed Al Qraynees as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.10	Elect Ahmed Khoqeer as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.11	Elect Ghazi Al Rawi as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.12	Elect Khalid Al Ruwees as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.13	Elect Waleed Al Jindan as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				

# The Saudi Investment Bank

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.14	Elect Abdulazeez Al Bassam as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.15	Elect Mohammed Bamaqa as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.16	Elect Mohammed Al Mutlaq as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.17	Elect Abdulrahman Al Rawaf as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.18	Elect Wael Al Bassam as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.19	Elect Abdullah Al Nufee as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.20	Elect Abdulazeez Al Zoum as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.21	Elect Abdulwahab Abou Kweek as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.22	Elect Hani Al Shareef as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.23	Elect Mohammed Al Qurayshah as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.24	Elect Abdulateef Al Sayf as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.25	Elect Mohammed Al Khaleed as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.26	Elect Abdulazeez Al Khamees as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.27	Elect Mohammed Mousa as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				

## The Saudi Investment Bank

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.28	Elect Adil Al Mousa as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.29	Elect Faysal Al Otheem as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
1.30	Elect Yasir Al Jarallah as Director	G	Mgmt	None	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
2	Ratify Auditors and Fix Their Remuneration for Q1, Q2, Q3 and Annual Statement of FY 2025 and Q1 of FY 2026	G	Mgmt	For	Abstain
	<i>Blended Rationale: [SF-M0105-001] The information provided is insufficient to make an informed voting decision.</i>				
3	Approve Authorization of the Board Regarding Future Related Party Transactions According to Paragraph 1 of Article 27 of Companies Law	G	Mgmt	For	For
4	Approve Authorization of the Board of the General Assembly According to Paragraph 2 of Article 27 of Companies Law Regarding Competing Businesses and Activities Mentioned in the Competitive Business Standards Regulations	G	Mgmt	For	For

## The Scotts Miracle-Gro Company

**Meeting Date:** 27/01/2025

**Country:** USA

**Ticker:** SMG

**Record Date:** 02/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director David C. Evans	G	Mgmt	For	For
1b	Elect Director Adam Hanft	G	Mgmt	For	For
1c	Elect Director Stephen L. Johnson	G	Mgmt	For	For
1d	Elect Director Katherine Hagedorn Littlefield	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## The Scotts Miracle-Gro Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Amend Nonqualified Employee Stock Purchase Plan	G	Mgmt	For	For

## The Simply Good Foods Company

Meeting Date: 23/01/2025

Country: USA

Ticker: SMPL

Record Date: 27/11/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Clayton C. Daley, Jr.	G	Mgmt	For	For
1b	Elect Director Michelle P. Goolsby	G	Mgmt	For	For
1c	Elect Director James M. Kilts	G	Mgmt	For	For
1d	Elect Director Romitha S. Mally	G	Mgmt	For	For
1e	Elect Director Robert G. Montgomery	G	Mgmt	For	For
1f	Elect Director Brian K. Ratzan	G	Mgmt	For	For
1g	Elect Director David W. Ritterbush	G	Mgmt	For	For
1h	Elect Director Joseph J. Schena	G	Mgmt	For	For
1i	Elect Director Geoff E. Tanner	G	Mgmt	For	For
1j	Elect Director David J. West	G	Mgmt	For	For
1k	Elect Director James D. White	G	Mgmt	For	For
2	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

## The Toro Company

Meeting Date: 18/03/2025

Country: USA

Ticker: TTC

Record Date: 21/01/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Jeffrey L. Harmening	G	Mgmt	For	For
1.2	Elect Director Joyce A. Mullen	G	Mgmt	For	For

## The Toro Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.3	Elect Director Richard M. Olson	G	Mgmt	For	For
1.4	Elect Director James C. O'Rourke	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

## The Walt Disney Company

Meeting Date: 20/03/2025 Country: USA Ticker: DIS  
Record Date: 21/01/2025 Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mary T. Barra	G	Mgmt	For	For
1b	Elect Director Amy L. Chang	G	Mgmt	For	For
1c	Elect Director D. Jeremy Darroch	G	Mgmt	For	For
1d	Elect Director Carolyn N. Everson	G	Mgmt	For	For
1e	Elect Director Michael B.G. Froman	G	Mgmt	For	For
1f	Elect Director James P. Gorman	G	Mgmt	For	For
1g	Elect Director Robert A. Iger	G	Mgmt	For	For
1h	Elect Director Maria Elena Lagomasino	G	Mgmt	For	For
1i	Elect Director Calvin R. McDonald	G	Mgmt	For	For
1j	Elect Director Derica W. Rice	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Report on Climate Risk in Retirement Plan Options	E	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-020] The request is either not clearly defined, too prescriptive, not in the purview of shareholders, or unduly constraining on the company</i>				
5	Reconsider Participation in Human Rights Campaign's Corporate Equality Index	E, S	SH	Against	Against
	<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>				

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## The Walt Disney Company

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Report on Risks of Discriminating Based on Religious and Political Views	E, S	SH	Against	Against

*Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.*

## The Yokohama Rubber Co., Ltd.

**Meeting Date:** 28/03/2025      **Country:** Japan      **Ticker:** 5101  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 52	G	Mgmt	For	For
2.1	Elect Director Yamaishi, Masataka	G	Mgmt	For	For
2.2	Elect Director Seimiya, Shinji	G	Mgmt	For	For
2.3	Elect Director Nitin Mantri	G	Mgmt	For	For
2.4	Elect Director Miyamoto, Tomoaki	G	Mgmt	For	For
2.5	Elect Director Yuki, Masahiro	G	Mgmt	For	For
2.6	Elect Director Shimizu, Megumi	G	Mgmt	For	For
2.7	Elect Director Furukawa, Junichi	G	Mgmt	For	For
2.8	Elect Director Takada, Hisako	G	Mgmt	For	For
2.9	Elect Director Sasaki, Nobuhiko	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Matsuo, Gota	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Kono, Hirokazu	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Kimura, Hiroki	G	Mgmt	For	For
4	Elect Alternate Director and Audit Committee Member Furukawa, Junichi	G	Mgmt	For	For

## THK CO., LTD.

**Meeting Date:** 15/03/2025      **Country:** Japan      **Ticker:** 6481  
**Record Date:** 31/12/2024      **Meeting Type:** Annual



Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 128.5	G	Mgmt	For	For
2.1	Elect Director Teramachi, Akihiro	G	Mgmt	For	For
2.2	Elect Director Teramachi, Takashi	G	Mgmt	For	For
2.3	Elect Director Imano, Hiroshi	G	Mgmt	For	For
2.4	Elect Director Maki, Nobuyuki	G	Mgmt	For	For
2.5	Elect Director Kinoshita, Naoki	G	Mgmt	For	For
2.6	Elect Director Nakane, Kenji	G	Mgmt	For	For
2.7	Elect Director Kai, Junko	G	Mgmt	For	For
2.8	Elect Director Kawasaki, Hiroko	G	Mgmt	For	For

**thyssenkrupp nucera AG & Co. KGaA**
**Meeting Date:** 05/02/2025

**Country:** Germany

**Ticker:** NCH2

**Record Date:** 14/01/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2023/24	G	Mgmt	For	For
2	Approve Discharge of Personally Liable Partner for Fiscal Year 2023/24	G	Mgmt	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2023/24	G	Mgmt	For	For
4.1	Ratify KPMG AG as Auditors for Fiscal Year 2024/25	G	Mgmt	For	For
4.2	Ratify KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2024/25	G	Mgmt	For	For
5	Approve Remuneration Report	G	Mgmt	For	For
6	Approve Increase in Size of Board to 18 Members	G	Mgmt	For	For

# thyssenkrupp nucera AG & Co. KGaA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.1	Elect Volkmar Dinstuhl to the Supervisory Board	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.; [LN-M0201-007] As nomination committee member, responsible for lack of independence.; [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>					
7.2	Elect Paolo Dellacha to the Supervisory Board	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board., [LN-M0201-007] As nomination committee member, responsible for lack of independence.</i>					
7.3	Elect Franca Ruhwedel to the Supervisory Board	G	Mgmt	For	For
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>					
7.4	Elect Carolin Nadilo to the Supervisory Board	G	Mgmt	For	For
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>					
7.5	Elect Luca Ogliarolo to the Supervisory Board	G	Mgmt	For	For
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>					
7.6	Elect Markus Fuhrmann to the Supervisory Board	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence.</i>					
7.7	Elect Michael Hoellermann to the Supervisory Board	G	Mgmt	For	For
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>					
7.8	Elect Robert Scannell to the Supervisory Board	G	Mgmt	For	For
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>					
7.9	Elect Miguel Borrego to the Supervisory Board	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence.</i>					
7.10	Elect Jennifer Cooper to the Supervisory Board	G	Mgmt	For	For
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>					

## thyssenkrupp nucera AG & Co. KGaA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.11	Elect Cord Landsmann to the Supervisory Board	G	Mgmt	For	For
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>					
7.12	Elect Nadja Hakansson to the Supervisory Board	G	Mgmt	For	For
<i>Blended Rationale: [RU-M0201-005] Length of proposed tenure exceeds typical market standards without rationale provided by company.</i>					

## Tibet Summit Resources Co. Ltd.

**Meeting Date:** 13/01/2025      **Country:** China      **Ticker:** 600338  
**Record Date:** 06/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Wei Jianhua as Non-independent Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					

## TIM SA

**Meeting Date:** 27/03/2025      **Country:** Brazil      **Ticker:** TIMS3  
**Record Date:**      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Prolonging of Cooperation and Support Agreement between Telecom Italia S.p.A and TIM S.A.	G	Mgmt	For	For
2	Approve 100-for-1 Reverse Stock Split, Followed by 100-for-1 Stock Split	G	Mgmt	For	For
3	Authorize Executives to Define Start Date and Execute Proposed Operation	G	Mgmt	For	For
4	Amend Article 3 Re: Corporate Purpose	G	Mgmt	For	For

**Meeting Date:** 27/03/2025

**Country:** Brazil

**Ticker:** TIMS3

**Record Date:**

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	G	Mgmt	For	Abstain
<p><i>Blended Rationale: [RU-M0105-001] Abstaining from this item preserves shareholders' right to take legal action should irregularities be discovered at a future date.</i></p>					
2	Approve Allocation of Income and Dividends	G	Mgmt	For	For
3	Fix Number of Directors at 10	G	Mgmt	For	For
4	Approve Classification of Flavia Maria Bittencourt, Gesner Jose de Oliveira Filho, Herculano Anibal Alves, and Nicandro Durante as Independent Directors	G	Mgmt	For	For
5	Elect Directors	G	Mgmt	For	For
6	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	G	Mgmt	None	Against
<p><i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i></p>					
	If Voting FOR on Item 7, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.		Mgmt		
7	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	G	Mgmt	None	Abstain
<p><i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i></p>					
8.1	Percentage of Votes to Be Assigned - Elect Adrian Calaza as Director	G	Mgmt	None	Abstain
<p><i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i></p>					

<b>Proposal Number</b>	<b>Proposal Text</b>	<b>ESG Pillar</b>	<b>Proponent</b>	<b>Mgmt Rec</b>	<b>Vote Instruction</b>
8.2	Percentage of Votes to Be Assigned - Elect Alberto Mario Griselli as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8.3	Percentage of Votes to Be Assigned - Elect Alessandra Michelini as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8.4	Percentage of Votes to Be Assigned - Elect Claudio Giovanni Ezio Ongaro as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8.5	Percentage of Votes to Be Assigned - Elect Flavia Maria Bittencourt as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8.6	Percentage of Votes to Be Assigned - Elect Gesner Jose de Oliveira Filho as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8.7	Percentage of Votes to Be Assigned - Elect Gigliola Bonino as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8.8	Percentage of Votes to Be Assigned - Elect Herculano Anibal Alves as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8.9	Percentage of Votes to Be Assigned - Elect Leonardo de Carvalho Capdeville as Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
8.10	Percentage of Votes to Be Assigned - Elect Nicandro Durante as Independent Director	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					

## TIM SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
9	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
10	Fix Number of Fiscal Council Members at Three	G	Mgmt	For	For
11	Elect Fiscal Council Members	G	Mgmt	For	For
12	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	G	Mgmt	None	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
13	As an Ordinary Shareholder, Would You Like to Request a Separate Election of a Member of the Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	G	Mgmt	None	Abstain
<i>Blended Rationale: [RU-M0000-004] Abstain due to lack of sufficient information at the time of voting.</i>					
14	Approve Remuneration of Company's Management, Committee Members, and Fiscal Council	G	Mgmt	For	For

## Tobii AB

**Meeting Date:** 10/01/2025

**Country:** Sweden

**Ticker:** TOBII

**Record Date:** 30/12/2024

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting; Elect Chairman of Meeting	G	Mgmt	For	For
2	Prepare and Approve List of Shareholders	G	Mgmt	For	For
3	Approve Agenda of Meeting	G	Mgmt	For	For
4	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Tobii AB

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
6	Determine Number of Members (5) and Deputy Members (0) of Board	G	Mgmt	For	For
7	Approve Remuneration of Directors in the Amount of SEK 790,000 for Chairman and SEK 280,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
8	Elect Henrik Eskilsson as New Director	G	Mgmt	For	For
9	Approve Share Investment Program 2025 for Board Members	G	Mgmt	For	For
10.1	Approve Share Investment Program 2025 for Key Employees; Approve Equity Plan Financing	G	Mgmt	For	For
10.2	Approve Share Investment Program 2025 for Key Employees; Approve Alternative Equity Plan Financing	G	Mgmt	For	For
11	Close Meeting	G	Mgmt		

## Tofas Turk Otomobil Fabrikasi AS

**Meeting Date:** 25/03/2025

**Country:** Turkey

**Ticker:** TOASO.E

**Record Date:**

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting and Elect Presiding Council of Meeting	G	Mgmt	For	For
2	Accept Board Report	G	Mgmt	For	For
3	Accept Audit Report	G	Mgmt	For	For
4	Accept Financial Statements	G	Mgmt	For	For
5	Approve Discharge of Board	G	Mgmt	For	For
6	Approve Remuneration Policy	G	Mgmt	For	For
7	Approve Allocation of Income	G	Mgmt	For	For

## Tofas Turk Otomobil Fabrikasi AS

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Share Capital Increase without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					
9	Elect Directors	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence</i>					
10	Approve Remuneration Policy and Director Remuneration Paid in 2024	G	Mgmt	For	For
11	Approve Director Remuneration	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
12	Ratify External Auditors	G	Mgmt	For	For
13	Approve Upper Limit of Donations for 2025 and Receive Information on Donations Made in 2024	S	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
14	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	G	Mgmt		
15	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	G	Mgmt	For	For
16	Receive Information on Low Carbon Economy Transition Plan	E	Mgmt		
17	Wishes	G	Mgmt		

## Tokai Carbon Co., Ltd.

**Meeting Date:** 27/03/2025

**Country:** Japan

**Ticker:** 5301

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 15	G	Mgmt	For	For
2.1	Elect Director Nagasaka, Hajime	G	Mgmt	For	For
2.2	Elect Director Tsuji, Masafumi	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation



## Tokai Carbon Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.3	Elect Director Yamaguchi, Katsuyuki	G	Mgmt	For	For
2.4	Elect Director Yamamoto, Shunji	G	Mgmt	For	For
2.5	Elect Director Yamazaki, Tatsuhiko	G	Mgmt	For	For
2.6	Elect Director Masaki, Takashi	G	Mgmt	For	For
2.7	Elect Director Kambayashi, Nobumitsu	G	Mgmt	For	For
2.8	Elect Director Asada, Mayumi	G	Mgmt	For	For
2.9	Elect Director Miyazaki, Toshiro	G	Mgmt	For	For
3	Appoint Alternate Statutory Auditor Onuma, Toshiya	G	Mgmt	For	For

## TOKYO OHKA KOGYO CO., LTD.

Meeting Date: 28/03/2025

Country: Japan

Ticker: 4186

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 34	G	Mgmt	For	For
2.1	Elect Director Taneichi, Noriaki	G	Mgmt	For	For
2.2	Elect Director Sato, Harutoshi	G	Mgmt	For	For
2.3	Elect Director Doi, Kosuke	G	Mgmt	For	For
2.4	Elect Director Yamamoto, Hiroataka	G	Mgmt	For	For
2.5	Elect Director Omori, Katsumi	G	Mgmt	For	For
2.6	Elect Director Ando, Hisashi	G	Mgmt	For	For
3.1	Elect Director and Audit Committee Member Narumi, Yusuke	G	Mgmt	For	For
3.2	Elect Director and Audit Committee Member Ichianagi, Kazuo	G	Mgmt	For	For
3.3	Elect Director and Audit Committee Member Ikeda, Ayako	G	Mgmt	For	For
3.4	Elect Director and Audit Committee Member Nakajima, Isao	G	Mgmt	For	For

## Tokyo Tatemono Co., Ltd.

Meeting Date: 26/03/2025

Country: Japan

Ticker: 8804

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 58	G	Mgmt	For	For
2	Amend Articles to Reduce Directors' Term	G	Mgmt	For	For
3.1	Elect Director Tanehashi, Makio	G	Mgmt	For	For
3.2	Elect Director Nomura, Hitoshi	G	Mgmt	For	For
3.3	Elect Director Ozawa, Katsuhito	G	Mgmt	For	For
3.4	Elect Director Izumi, Akira	G	Mgmt	For	For
3.5	Elect Director Akita, Hideshi	G	Mgmt	For	For
3.6	Elect Director Jimbo, Takeshi	G	Mgmt	For	For
3.7	Elect Director Kobayashi, Shinjiro	G	Mgmt	For	For
3.8	Elect Director Hattori, Shuichi	G	Mgmt	For	For
3.9	Elect Director Onji, Yoshimitsu	G	Mgmt	For	For
3.10	Elect Director Kinoshita, Yumiko	G	Mgmt	For	For
3.11	Elect Director Nishizawa, Junichi	G	Mgmt	For	For
3.12	Elect Director Tanochi, Naoko	G	Mgmt	For	For

## Tokyotokeiba Co., Ltd.

Meeting Date: 26/03/2025

Country: Japan

Ticker: 9672

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 73	G	Mgmt	For	For
2.1	Elect Director Tarao, Mitsuchika	G	Mgmt	For	For
2.2	Elect Director Ito, Masahiro	G	Mgmt	For	For
2.3	Elect Director Takakura, Kazuhito	G	Mgmt	For	For
2.4	Elect Director Sato, Koji	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## TokyoTokai Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.5	Elect Director Morisaki, Yoshinari	G	Mgmt	For	For
2.6	Elect Director Tanaka, Hideshi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
2.7	Elect Director Kakehi, Etsuko	G	Mgmt	For	For
2.8	Elect Director Koyama, Tetsushi	G	Mgmt	For	For
2.9	Elect Director Murata, Junko	G	Mgmt	For	For
3	Appoint Statutory Auditor Ishijima, Shintaro	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0280-001] AGAINST affiliated outsiders.</i>					

## Toll Brothers, Inc.

**Meeting Date:** 11/03/2025

**Country:** USA

**Ticker:** TOL

**Record Date:** 17/01/2025

**Meeting Type:** Annual

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

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Toll Brothers, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Eliminate Supermajority Vote Requirement to Remove Directors	G	Mgmt	For	For

## Top Glove Corporation Bhd

**Meeting Date:** 15/01/2025      **Country:** Malaysia      **Ticker:** 7113  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Ng Yong Lin as Director	G	Mgmt	For	For
2	Elect Azrina Arshad as Director	G	Mgmt	For	For
3	Elect Gan Mei Mei as Director	G	Mgmt	For	For
4	Elect Lee Ah Too as Director	G	Mgmt	For	For
5	Approve Directors' Fees	G	Mgmt	For	For
6	Approve Directors' Benefits (Excluding Directors' Fees)	G	Mgmt	For	For
7	Approve Ernst & Young PLT as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	G	Mgmt	For	For
9	Approve Share Repurchase Program	G	Mgmt	For	For
10	Approve Proposed Bonus Issue of Warrants	G	Mgmt	For	For

## Toyo Tire Corp.

**Meeting Date:** 26/03/2025      **Country:** Japan      **Ticker:** 5105  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 70	G	Mgmt	For	For
2.1	Elect Director Yamada, Yasuhiro	G	Mgmt	For	For
2.2	Elect Director Shimizu, Takashi	G	Mgmt	For	For
2.3	Elect Director Moriya, Satoru	G	Mgmt	For	For

## Toyo Tire Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.4	Elect Director Hasumi, Kiyohito	G	Mgmt	For	For
2.5	Elect Director Morita, Ken	G	Mgmt	For	For
2.6	Elect Director Takeda, Atsushi	G	Mgmt	For	For
2.7	Elect Director Yoneda, Michio	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
2.8	Elect Director Araki, Yukiko	G	Mgmt	For	For
3	Appoint Statutory Auditor Fukuda, Kenji	G	Mgmt	For	For
4	Approve Compensation Ceiling for Directors	G	Mgmt	For	For
5	Approve Restricted Stock Plan	G	Mgmt	For	For
6	Approve Compensation Ceiling for Statutory Auditors	G	Mgmt	For	For

## Transcontinental Inc.

**Meeting Date:** 11/03/2025      **Country:** Canada      **Ticker:** TCL.A  
**Record Date:** 13/01/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for Class A Subordinate Voting and Class B Shareholders		Mgmt		
1.1	Elect Director Serge Boulanger	G	Mgmt	For	For
1.2	Elect Director Jacynthe Cote	G	Mgmt	For	For
1.3	Elect Director Nelson Gentiletti	G	Mgmt	For	For
1.4	Elect Director Isabelle Marcoux	G	Mgmt	For	For
1.5	Elect Director Nathalie Marcoux	G	Mgmt	For	For
1.6	Elect Director Pierre Marcoux	G	Mgmt	For	For
1.7	Elect Director Anna Martini	G	Mgmt	For	For
1.8	Elect Director Mario Plourde	G	Mgmt	For	For
1.9	Elect Director Jean Raymond	G	Mgmt	For	For
1.10	Elect Director Annie Thabet	G	Mgmt	For	For
2	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
3	Advisory Vote on Executive Compensation Approach	G	Mgmt	For	For

## TransDigm Group Incorporated

Meeting Date: 06/03/2025

Country: USA

Ticker: TDG

Record Date: 10/01/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director David A. Barr	G	Mgmt	For	For
1.2	Elect Director Jane M. Cronin	G	Mgmt	For	For
1.3	Elect Director Michael Graff	G	Mgmt	For	For
1.4	Elect Director Sean P. Hennessy	G	Mgmt	For	For
1.5	Elect Director W. Nicholas Howley	G	Mgmt	For	For
1.6	Elect Director Gary E. McCullough	G	Mgmt	For	For
1.7	Elect Director Michele L. Santana	G	Mgmt	For	For
1.8	Elect Director Robert J. Small	G	Mgmt	For	For
1.9	Elect Director Kevin M. Stein	G	Mgmt	For	For
1.10	Elect Director Jorge L. Valladares, III	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

## TravelSky Technology Limited

Meeting Date: 23/01/2025

Country: China

Ticker: 696

Record Date: 17/01/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Lyu Wei as Supervisor and Resignation of Yang Jun as Supervisor	G	SH	For	For
<p><i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i></p>					
2	Amend Working Rules of the Board of Directors	G	Mgmt	For	For
3	Amend Articles of Association	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i></p>					

## Trend Micro, Inc.

Meeting Date: 27/03/2025

Country: Japan

Ticker: 4704

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 184	G	Mgmt	For	For
2.1	Elect Director Chang Ming-Jang	G	Mgmt	For	For
2.2	Elect Director Eva Chen	G	Mgmt	For	For
2.3	Elect Director Mahendra Negi	G	Mgmt	For	For
2.4	Elect Director Omikawa, Akihiko	G	Mgmt	For	For
2.5	Elect Director Tokuoka, Koichiro	G	Mgmt	For	For
2.6	Elect Director Inoue, Fukuzo	G	Mgmt	For	For
3.1	Appoint Statutory Auditor Hirata, Takashi	G	Mgmt	For	For
3.2	Appoint Statutory Auditor Izumi, Taeko	G	Mgmt	For	For
4	Amend Articles to Indemnify Statutory Auditors	G	Mgmt	For	For
5	Approve Compensation Ceiling for Directors	G	Mgmt	For	For

## Trigano SA

Meeting Date: 08/01/2025

Country: France

Ticker: TRI

Record Date: 03/01/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Approve Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Auditors' Special Report on Related-Party Transactions	G	Mgmt	For	For
4	Approve Allocation of Income and Dividends of EUR 3.50 per Share	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
5	Approve Compensation Report of Corporate Officers	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i>					
6	Approve Compensation of Francois Feuillet, Chairman of the Supervisory Board	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					
7	Approve Compensation of Stephane Gigou, Chairman of the Management Board	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i>					
8	Approve Compensation of Michel Freiche, CEO	G	Mgmt	For	Against
<i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award.</i>					
9	Reelect Francois Feuillet as Supervisory Board Member	G	Mgmt	For	For
10	Reelect Alice Cavalier as Supervisory Board Member	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
11	Reelect Jean-Luc Gerard as Supervisory Board Member	G	Mgmt	For	For
12	Reelect Valerie Frohly as Supervisory Board Member	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-002] Remuneration committee discretion has been used poorly. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
13	Elect Carole Fiquemont as Supervisory Board Member	G	Mgmt	For	For
14	Approve Remuneration Policy of Chairman of the Supervisory Board	G	Mgmt	For	For
15	Approve Remuneration Policy of Supervisory Board Members	G	Mgmt	For	For
16	Approve Remuneration Policy of Chairman of the Management Board	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i>					



## Trigano SA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
17	Approve Remuneration Policy of CEOs	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
18	Approve Remuneration Policy of Management Board Members	G	Mgmt	For	Against
<p><i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [LN-M0550-004] Poor use of remuneration committee discretion regarding the grant of a one-off award. [LN-M0550-001] Remuneration arrangements are poorly structured. [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance.</i></p>					
19	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 270,000	G	Mgmt	For	For
20	Renew Appointment of ERNST & YOUNG AUDIT as Auditor	G	Mgmt	For	For
21	Appoint ERNST & YOUNG AUDIT as Auditor for the Sustainability Reporting	G	Mgmt	For	For
22	Authorize Repurchase of Up to 9.83 Percent of Issued Share Capital	G	Mgmt	For	For
23	Authorize Filing of Required Documents/Other Formalities Extraordinary Business	G	Mgmt Mgmt	For	For
24	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	G	Mgmt	For	For

## Trina Solar Co., Ltd.

**Meeting Date:** 24/02/2025      **Country:** China      **Ticker:** 688599  
**Record Date:** 18/02/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Downward Adjustment of Conversion Price	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0400-003] We believe this proposal is not in the best interest of shareholders.</i></p>					

## Tryg A/S

**Meeting Date:** 26/03/2025      **Country:** Denmark      **Ticker:** TRYG  
**Record Date:** 19/03/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	G	Mgmt		
2.a	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2.b	Approve Discharge of Management and Board	G	Mgmt	For	For
3	Approve Allocation of Income and Omission of Dividends	G	Mgmt	For	For
4	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
5	Approve Remuneration of Directors in the Amount of DKK 1.5 Million for Chair, DKK 990,000 for Vice Chair, and DKK 495,000 for Other Directors; Approve Remuneration for Committee Work	G	Mgmt	For	For
6.a	Approve DKK 25.1 Million Reduction in Share Capital via Share Cancellation	G	Mgmt	For	For
6.b	Approve Creation of DKK 300 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 300 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 300 Million	G	Mgmt	For	For
6.c	Authorize Share Repurchase Program	G	Mgmt	For	For
6.d	Approve Director Indemnification Scheme	G	Mgmt	For	For
6.e	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
6.f	Amend Articles Re: Number of Members of the Supervisory Board	G	Mgmt	For	For
7.a	Reelect Jukka Pertola as Member of Board	G	Mgmt	For	Abstain
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
7.b	Reelect Carl-Viggo Ostlund as Member of Board	G	Mgmt	For	For
<i>Blended Rationale: .</i>					

## Tryg A/S

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.c	Reelect Mengmeng Du as Member of Board	G	Mgmt	For	For
7.d	Reelect Thomas Hofman-Bang as Director	G	Mgmt	For	For
7.e	Reelect Steffen Kragh as Director	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
7.f	Reelect Benedicte Bakke Agerup as Director	G	Mgmt	For	For
8.a	Ratify PricewaterhouseCoopers as Auditors	G	Mgmt	For	For
8.b	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	G	Mgmt	For	For
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	G	Mgmt	For	For
10	Other Business	G	Mgmt		

## TUI AG

**Meeting Date:** 11/02/2025

**Country:** Germany

**Ticker:** TUI1

**Record Date:** 04/02/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023/24 (Non-Voting)	G	Mgmt		
2.1	Approve Discharge of Management Board Member Sebastian Ebel for Fiscal Year 2023/24	G	Mgmt	For	For
2.2	Approve Discharge of Management Board Member David Burling for Fiscal Year 2023/24	G	Mgmt	For	For
2.3	Approve Discharge of Management Board Member Mathias Kiep for Fiscal Year 2023/24	G	Mgmt	For	For
2.4	Approve Discharge of Management Board Member Peter Krueger for Fiscal Year 2023/24	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
2.5	Approve Discharge of Management Board Member Sybille Reiss for Fiscal Year 2023/24	G	Mgmt	For	For
2.6	Approve Discharge of Management Board Member David Schelp for Fiscal Year 2023/24	G	Mgmt	For	For
3.1	Approve Discharge of Supervisory Board Member Dieter Zetsche for Fiscal Year 2023/24	G	Mgmt	For	For
3.2	Approve Discharge of Supervisory Board Member Frank Jakobi for Fiscal Year 2023/24	G	Mgmt	For	For
3.3	Approve Discharge of Supervisory Board Member Ingrid-Helen Arnold for Fiscal Year 2023/24	G	Mgmt	For	For
3.4	Approve Discharge of Supervisory Board Member Sonja Austermuehle for Fiscal Year 2023/24	G	Mgmt	For	For
3.5	Approve Discharge of Supervisory Board Member Christian Baier for Fiscal Year 2023/24	G	Mgmt	For	For
3.6	Approve Discharge of Supervisory Board Member Andreas Barczewski for Fiscal Year 2023/24	G	Mgmt	For	For
3.7	Approve Discharge of Supervisory Board Member Peter Bremme for Fiscal Year 2023/24	G	Mgmt	For	For
3.8	Approve Discharge of Supervisory Board Member Maria Corces for Fiscal Year 2023/24	G	Mgmt	For	For
3.9	Approve Discharge of Supervisory Board Member Jutta Doenges for Fiscal Year 2023/24	G	Mgmt	For	For
3.10	Approve Discharge of Supervisory Board Member Edgar Ernst for Fiscal Year 2023/24	G	Mgmt	For	For
3.11	Approve Discharge of Supervisory Board Member Wolfgang Flintermann for Fiscal Year 2023/24	G	Mgmt	For	For
3.12	Approve Discharge of Supervisory Board Member Stefan Heinemann for Fiscal Year 2023/24	G	Mgmt	For	For

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3.13	Approve Discharge of Supervisory Board Member Janina Kugel for Fiscal Year 2023/24	G	Mgmt	For	For
3.14	Approve Discharge of Supervisory Board Member Coline McConville for Fiscal Year 2023/24	G	Mgmt	For	For
3.15	Approve Discharge of Supervisory Board Member Helena Murano for Fiscal Year 2023/24	G	Mgmt	For	For
3.16	Approve Discharge of Supervisory Board Member Mark Muratovic for Fiscal Year 2023/24	G	Mgmt	For	For
3.17	Approve Discharge of Supervisory Board Member Anette Stempel for Fiscal Year 2023/24	G	Mgmt	For	For
3.18	Approve Discharge of Supervisory Board Member Joan Riu for Fiscal Year 2023/24	G	Mgmt	For	For
3.19	Approve Discharge of Supervisory Board Member Tanja Viehl for Fiscal Year 2023/24	G	Mgmt	For	For
3.20	Approve Discharge of Supervisory Board Member Stefan Weinhofer for Fiscal Year 2023/24	G	Mgmt	For	For
4.1	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024/25	G	Mgmt	For	For
4.2	Ratify Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2024/25	G	Mgmt	For	For
5	Approve Creation of EUR 50.7 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	G	Mgmt	For	For
6	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1.5 Billion; Approve Creation of EUR 50.7 Million Pool of Capital to Guarantee Conversion Rights	G	Mgmt	For	For
7.1	Elect Jutta Doenges to the Supervisory Board	G	Mgmt	For	For

*Blended Rationale:* .

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7.2	Elect Janina Kugel to the Supervisory Board	G	Mgmt	For	For
7.3	Elect Pepijn Rijvers to the Supervisory Board	G	Mgmt	For	For
8.1	Approve Virtual-Only Shareholder Meetings Until 2027	G	Mgmt	For	For
8.2	Approve Decrease in Size of Supervisory Board to 16 Members	G	Mgmt	For	For
9	Approve Supervisory Board Remuneration Policy	G	Mgmt	For	For
10	Approve Remuneration Report	G	Mgmt	For	For

*Blended Rationale: .*

## Turkiye Garanti Bankasi AS

**Meeting Date:** 27/03/2025

**Country:** Turkey

**Ticker:** GARAN.E

**Record Date:**

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting and Elect Presiding Council of Meeting	G	Mgmt	For	For
2	Accept Board Report	G	Mgmt	For	For
3	Accept Audit Report	G	Mgmt	For	For
4	Accept Financial Statements	G	Mgmt	For	For
5	Approve Discharge of Board	G	Mgmt	For	For
6	Approve Allocation of Income	G	Mgmt	For	For
7	Ratify Appointment of CEO	G	Mgmt		
8	Ratify Director Appointments	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence</i>					
9	Ratify External Auditors	G	Mgmt	For	For
10	Receive Information on Remuneration Policy	G	Mgmt		
11	Approve Director Remuneration	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
12	Approve Upper Limit of Donations for 2025 and Receive Information on Donations Made in 2024	S	Mgmt	For	For

## Turkiye Garanti Bankasi AS

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	G	Mgmt	For	For
14	Receive Information in Accordance with Article 1.3.6 of Capital Market Board Corporate Governance Principles	G	Mgmt		

## Turkiye Is Bankasi AS

**Meeting Date:** 27/03/2025 **Country:** Turkey **Ticker:** ISCTR.E  
**Record Date:** **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting and Elect Presiding Council of Meeting	G	Mgmt	For	For
2	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Discharge of Board	G	Mgmt	For	For
4	Approve Allocation of Income	G	Mgmt	For	For
5	Approve Director Remuneration	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
6	Ratify External Auditors	G	Mgmt	For	For
7	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	G	Mgmt	For	For
8	Amend Company Articles 5, 29 and 38	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards. [SF-M0100-001] On balance, we find that shareholders' rights are likely to be diminished in material ways under the new Charter/Articles/Bylaws.</i>					
9	Receive Information on Donations Made in 2024	S	Mgmt		

## Türkiye İş Bankası AS

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
10	Receive Information in Accordance with Article 1.3.6 of Capital Market Board Corporate Governance Principles	G	Mgmt		
11	Receive Information on Share Repurchase Program	G	Mgmt		
12	Receive Information on Decarbonization Plan	E	Mgmt		

## Türkiye Sise ve Cam Fabrikaları AS

**Meeting Date:** 25/03/2025 **Country:** Turkey **Ticker:** SISE.E  
**Record Date:** **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting and Elect Presiding Council of Meeting	G	Mgmt	For	Do Not Vote
2	Accept Statutory Reports	G	Mgmt	For	Do Not Vote
3	Accept Financial Statements	G	Mgmt	For	Do Not Vote
4	Ratify Director Appointments	G	Mgmt	For	Do Not Vote
5	Approve Discharge of Board	G	Mgmt	For	Do Not Vote
6	Approve Allocation of Income	G	Mgmt	For	Do Not Vote
7	Authorize Board to Distribute Advance Dividends	G	Mgmt	For	Do Not Vote
8	Approve Director Remuneration	G	Mgmt	For	Do Not Vote
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
9	Elect Directors	G	Mgmt	For	Do Not Vote
10	Ratify External Auditors	G	Mgmt	For	Do Not Vote
11	Approve Upper Limit of Donations for 2025 and Receive Information on Donations Made in 2024	S	Mgmt	For	Do Not Vote
12	Authorize Share Capital Increase with Preemptive Rights	G	Mgmt	For	Do Not Vote
<i>Blended Rationale: [RU-M0300-004] Proposed authorization may result in share issuance levels that exceeds market standards.</i>					



## Türkiye Sise ve Cam Fabrikalari AS

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
13	Receive Information on Share Repurchase Program	G	Mgmt		
14	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties	G	Mgmt		
15	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	G	Mgmt	For	Do Not Vote
16	Receive Information in Accordance with Article 1.3.6 of Capital Market Board Corporate Governance Principles	G	Mgmt		
17	Wishes	G	Mgmt		

## Tyson Foods, Inc.

Meeting Date: 06/02/2025

Country: USA

Ticker: TSN

Record Date: 09/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director John H. Tyson	G	Mgmt	For	For
1b	Elect Director Les R. Baledge	G	Mgmt	For	For
1c	Elect Director Mike Beebe	G	Mgmt	For	For
1d	Elect Director Maria Claudia Borras	G	Mgmt	For	For
1e	Elect Director David J. Bronczek	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-030] Vote against director for insufficient progress with respect to sustainability-related reporting</i>					
1f	Elect Director Donnie King	G	Mgmt	For	For
1g	Elect Director Maria N. Martinez	G	Mgmt	For	For
1h	Elect Director Kevin M. McNamara	G	Mgmt	For	For
1i	Elect Director Cheryl S. Miller	G	Mgmt	For	For
1j	Elect Director Kate B. Quinn	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Tyson Foods, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1k	Elect Director Jeffrey K. Schomburger	G	Mgmt	For	For
1l	Elect Director Barbara A. Tyson	G	Mgmt	For	For
1m	Elect Director Noel White	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Disclosure of Voting Results Based on Class of Shares	G	SH	Against	Against

*Blended Rationale: [SF-S0000-101] No demonstrable economical benefit to shareholders.*

## UGI Corporation

**Meeting Date:** 31/01/2025      **Country:** USA      **Ticker:** UGI  
**Record Date:** 02/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Mario Longhi	G	Mgmt	For	For
1b	Elect Director David Bingenheimer	G	Mgmt	For	For
1c	Elect Director M. Shawn Bort	G	Mgmt	For	For
1d	Elect Director Theodore A. Dosch	G	Mgmt	For	For
1e	Elect Director Tina Faraca	G	Mgmt	For	For
1f	Elect Director Robert C. Flexon	G	Mgmt	For	For
1g	Elect Director Alan N. Harris	G	Mgmt	For	For
1h	Elect Director Kelly A. Romano	G	Mgmt	For	For
1i	Elect Director Melanie Ruiz	G	Mgmt	For	For
1j	Elect Director Santiago Seage	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
4	Adopt Director Resignation Guideline	G	SH	Against	Against

*Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.*

## Unicharm Corp.

Meeting Date: 19/03/2025

Country: Japan

Ticker: 8113

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Takahara, Takahisa	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
1.2	Elect Director Takaku, Kenji	G	Mgmt	For	For
1.3	Elect Director Shite, Tetsuya	G	Mgmt	For	For
2.1	Elect Director and Audit Committee Member Sugita, Hiroaki	G	Mgmt	For	Against
	<i>Blended Rationale: [RJ-M0201-033] AGAINST directors responsible for board composition.</i>				
2.2	Elect Director and Audit Committee Member Noriko Rzonca	G	Mgmt	For	For
2.3	Elect Director and Audit Committee Member Asada, Shigeru	G	Mgmt	For	For
3	Approve Donation of Treasury Shares to Shinagawa Joshi Gakuin School	G	Mgmt	For	Against
	<i>Blended Rationale: [TK-M0000-001] AGAINST as the proposal is not in shareholders' best interests.</i>				

## UniCredit SpA

Meeting Date: 27/03/2025

Country: Italy

Ticker: UCG

Record Date: 18/03/2025

Meeting Type: Annual/Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Ordinary Business		Mgmt		
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2	Approve Allocation of Income	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
3	Approve Elimination of Negative Reserves	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Authorize Share Repurchase Program	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
5	Elect Doris Honold as Director	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
6	Approve Remuneration Policy	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
7	Approve Second Section of the Remuneration Report	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
8	Approve 2025 Group Incentive System	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
	Extraordinary Business		Mgmt		
1	Authorize Issuance of Shares to Be Subscribed Through a Contribution in Kind of Shares of Banco BPM SpA	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
2	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
3	Authorize Board to Increase Capital to Service the 2019 Group Incentive System	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
4	Authorize Board to Increase Capital to Service the 2020 Group Incentive System	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
5	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
6	Authorize Board to Increase Capital to Service the 2023 Group Incentive System	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
7	Authorize Board to Increase Capital to Service the 2024 Group Incentive System	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				

## UniCredit SpA

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Authorize Board to Increase Capital to Service the Long Term Incentive Plan 2020-2023	G	Mgmt	For	For
<i>Blended Rationale: .</i>					

## UniFirst Corporation

**Meeting Date:** 14/01/2025      **Country:** USA      **Ticker:** UNF  
**Record Date:** 15/11/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Cynthia Croatti	G	Mgmt	For	For
1.2	Elect Director Sergio A. Pupkin	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.3	Elect Director Cecilia McKenney	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For

## Unigroup Guoxin Microelectronics Co., Ltd.

**Meeting Date:** 07/01/2025      **Country:** China      **Ticker:** 002049  
**Record Date:** 02/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Amendments to Articles of Association	G	Mgmt	For	For
2	Amend Rules and Procedures Regarding General Meetings of Shareholders	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
3	Amend Rules and Procedures Regarding Meetings of Board of Directors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					

## Unigroup Guoxin Microelectronics Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Amend Rules and Procedures Regarding Meetings of Board of Supervisors	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
5	Amend Related Party Transaction Management System	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					

## Unigroup Guoxin Microelectronics Co., Ltd.

**Meeting Date:** 28/02/2025      **Country:** China      **Ticker:** 002049  
**Record Date:** 24/02/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Lai Youwei as Independent Director	G	Mgmt	For	For
2	Elect Li Tianchi as Non-independent Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					

## UPM-Kymmene Oyj

**Meeting Date:** 27/03/2025      **Country:** Finland      **Ticker:** UPM  
**Record Date:** 17/03/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Call the Meeting to Order	G	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	G	Mgmt		
4	Acknowledge Proper Convening of Meeting	G	Mgmt		
5	Prepare and Approve List of Shareholders	G	Mgmt		
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For

## UPM-Kymmene Oyj

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
8	Approve Allocation of Income and Dividends of EUR 1.50 Per Share	G	Mgmt	For	For
9	Approve Discharge of Board and President	G	Mgmt	For	For
10	Approve Remuneration Report	G	Mgmt	For	For
11	Remuneration of Directors in the Amount of EUR 240,000 for Chair, EUR 150,000 for Deputy Chair and EUR 120,000 for Other Directors; Approve Compensation for Committee Work	G	Mgmt	For	For
12	Fix Number of Directors at Nine	G	Mgmt	For	For
13	Reelect Pia Aaltonen-Forsell, Henrik Ehnrooth, Jari Gustafsson, Piia-Noora Kauppi, Melanie Maas-Brunner, Topi Manner, Marjan Oudeman, Martin a Porta and Kim Wahl as Directors	G	Mgmt	For	For
14	Approve Remuneration of Auditors	G	Mgmt	For	For
15	Approve Remuneration of Auditor for Sustainability Reporting	G	Mgmt	For	For
16	Ratify Ernst & Young as Auditors	G	Mgmt	For	For
17	Appoint Ernst & Young as Auditor for Sustainability Reporting	G	Mgmt	For	For
18	Approve Issuance of up to 25 Million Shares without Preemptive Rights	G	Mgmt	For	For
19	Authorize Share Repurchase Program	G	Mgmt	For	For
20A	Amend Articles Re: Auditor; General Meeting	G	Mgmt	For	For
20B	Allow Shareholder Meetings to be Held by Electronic Means Only	G	Mgmt	For	For
21	Authorize Charitable Donations	S	Mgmt	For	For
22	Close Meeting	G	Mgmt		

## Valmet Corp.

**Meeting Date:** 26/03/2025

**Country:** Finland

**Ticker:** VALMT

**Record Date:** 14/03/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Call the Meeting to Order	G	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	G	Mgmt		
4	Acknowledge Proper Convening of Meeting	G	Mgmt		
5	Prepare and Approve List of Shareholders	G	Mgmt		
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 1.35 Per Share	G	Mgmt	For	For
9	Approve Discharge of Board and President	G	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	Against
<p><i>Blended Rationale: [SD-M0550-001] Disclosure does not provide sufficient understanding of the company's remuneration policies and the link between performance-based pay and company performance. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
11	Approve Remuneration of Directors in the Amount of EUR 155,000 for Chair, EUR 85,500 for Vice Chair and EUR 68,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	G	Mgmt	For	For
12	Fix Number of Directors at Eight	G	Mgmt	For	For
13	Reelect Anu Hamalainen, Pekka Kempainen, Annareetta Lumme-Timonen, Monika Maurer, Annika Paasikivi (Vice Chair) as Directors; Elect Pekka Varaumo(Chair), Bernd Eikens and Jonas Gustavsson as New Directors	G	Mgmt	For	Against
<p><i>Blended Rationale: [SF-M0201-020] Vote against compensation committee member because pay is not properly aligned with performance and/or peers. [LN-M0550-001] Remuneration arrangements are poorly structured.</i></p>					
14	Approve Remuneration of Auditors	G	Mgmt	For	For
15	Ratify PricewaterhouseCoopers as Auditors	G	Mgmt	For	For



## Valmet Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
16	Approve Remuneration of Auditor for Sustainability Reporting	G	Mgmt	For	For
17	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	G	Mgmt	For	For
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	G	Mgmt	For	For
19	Approve Issuance of up to 18.5 Million Shares without Preemptive Rights	G	Mgmt	For	For
20	Close Meeting	G	Mgmt		

## Valvoline Inc.

**Meeting Date:** 28/01/2025      **Country:** USA      **Ticker:** VVV  
**Record Date:** 02/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Gerald W. Evans, Jr.	G	Mgmt	For	For
1b	Elect Director Lori A. Flees	G	Mgmt	For	For
1c	Elect Director Richard J. Freeland	G	Mgmt	For	For
1d	Elect Director Carol H. Kruse	G	Mgmt	For	For
1e	Elect Director Vada O. Manager	G	Mgmt	For	For
1f	Elect Director Patrick S. Pacious	G	Mgmt	For	For
1g	Elect Director Jennifer L. Slater	G	Mgmt	For	For
1h	Elect Director Charles M. Sonstebly	G	Mgmt	For	For
1i	Elect Director Mary J. Twinem	G	Mgmt	For	For
2	Ratify Ernst & Young LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

## Varex Imaging Corporation

**Meeting Date:** 13/02/2025      **Country:** USA      **Ticker:** VREX  
**Record Date:** 16/12/2024      **Meeting Type:** Annual

## Varex Imaging Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Kathleen L. Bardwell	G	Mgmt	For	For
1b	Elect Director Jocelyn D. Chertoff	G	Mgmt	For	For
1c	Elect Director Timothy E. Guertin	G	Mgmt	For	For
1d	Elect Director Jay K. Kunkel	G	Mgmt	For	For
1e	Elect Director Walter M Rosebrough, Jr.	G	Mgmt	For	For
1f	Elect Director Sunny S. Sanyal	G	Mgmt	For	For
1g	Elect Director Christine A. Tsingos	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Advisory Vote on Say on Pay Frequency	G	Mgmt	One Year	One Year
4	Amend Qualified Employee Stock Purchase Plan	G	Mgmt	For	For
5	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	G	Mgmt	For	For
6	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

## Victrex Plc

**Meeting Date:** 07/02/2025      **Country:** United Kingdom      **Ticker:** VCT  
**Record Date:** 05/02/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Final Dividend	G	Mgmt	For	For
4	Elect Urmi Prasad Richardson as Director	G	Mgmt	For	For
5	Re-elect Vivienne Cox as Director	G	Mgmt	For	For
6	Re-elect Janet Ashdown as Director	G	Mgmt	For	For

## Victrex Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
7	Re-elect Brendan Connolly as Director	G	Mgmt	For	For
8	Re-elect David Thomas as Director	G	Mgmt	For	For
9	Re-elect Ros Rivaz as Director	G	Mgmt	For	For
10	Re-elect Jakob Sigurdsson as Director	G	Mgmt	For	For
11	Re-elect Ian Melling as Director	G	Mgmt	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For
14	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
15	Authorise Issue of Equity	G	Mgmt	For	For
16	Approve Executive Share Option Plan	G	Mgmt	For	For
17	Approve Sharesave Plan	G	Mgmt	For	For
18	Approve Employee Stock Purchase Plan	G	Mgmt	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
21	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

## Visa Inc.

**Meeting Date:** 28/01/2025

**Country:** USA

**Ticker:** V

**Record Date:** 02/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	G	Mgmt	For	For
1b	Elect Director Kermit R. Crawford	G	Mgmt	For	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Ramon Laguarta	G	Mgmt	For	For
1e	Elect Director Teri L. List	G	Mgmt	For	For
1f	Elect Director John F. Lundgren	G	Mgmt	For	For
1g	Elect Director Ryan McInerney	G	Mgmt	For	For
1h	Elect Director Denise M. Morrison	G	Mgmt	For	For
1i	Elect Director Pamela Murphy	G	Mgmt	For	For
1j	Elect Director Linda J. Rendle	G	Mgmt	For	For
1k	Elect Director Maynard G. Webb, Jr.	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify KPMG LLP as Auditors	G	Mgmt	For	For
4	Report on Gender-Based Compensation and Benefits Inequities	E, S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					
5	Report on Company's Policy on Merchant Category Codes	S	SH	Against	Against
<i>Blended Rationale: [SF-S4578-106] Company already has policies in place to address these issues.</i>					
6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	G	SH	Against	Against
<i>Blended Rationale: [SF-S0212-101] Company has a resignation policy in place for directors who do not receive a majority vote.</i>					
7	Report on Lobbying Payments and Policy	S	SH	Against	Against
<i>Blended Rationale: [SF-S0000-021] The company already has policies in place to address the request being made by the proposal, or is already enhancing its relevant policies.</i>					

Vista Energy SAB de CV

Meeting Date: 03/03/2025 Country: Mexico Ticker: VISTAA  
 Record Date: 31/01/2025 Meeting Type: Ordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Meeting for ADR Holders		Mgmt		

## Vista Energy SAB de CV

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Acquisition of Exploration, Exploitation Rights, Concessions and Licenses to Develop Unconventional Hydrocarbon Reserves and Resources (Potential Acquisition) in Excess of 20 Percent of Company's Consolidated Assets	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
2	Approve Loan Agreement to Pay in Full or in Part for Potential Acquisition	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
3	Authorize Increase in Variable Share Capital via Issuance of Series A Shares without Preemptive Rights	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
4	Authorize Board to Ratify and Execute Approved Resolutions	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					

## Volvo Car AB

**Meeting Date:** 06/02/2025

**Country:** Sweden

**Ticker:** VOLCAR.B

**Record Date:** 29/01/2025

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Elect Chairman of Meeting	G	Mgmt	For	For
3	Prepare and Approve List of Shareholders	G	Mgmt	For	For
4	Approve Agenda of Meeting	G	Mgmt	For	For
5	Designate Inspector(s) of Minutes of Meeting	G	Mgmt		
6	Acknowledge Proper Convening of Meeting	G	Mgmt	For	For
7	Approve Equity Transfer Agreement with Zeekr	G	Mgmt	For	For
8	Close Meeting	G	Mgmt		

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Vonovia SE

**Meeting Date:** 24/01/2025

**Country:** Germany

**Ticker:** VNA

**Record Date:** 17/01/2025

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Affiliation Agreement with Deutsche Wohnen SE; Approve Creation of EUR 55 Million Pool of Share Capital for Private Placement	G	Mgmt	For	For

## WaFd, Inc.

**Meeting Date:** 11/02/2025

**Country:** USA

**Ticker:** WAFD

**Record Date:** 09/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director R. Shawn Bice	G	Mgmt	For	For
1.2	Elect Director Linda S. Brower	G	Mgmt	For	For
1.3	Elect Director Sean B. Singleton	G	Mgmt	For	For
1.4	Elect Director Bradley M. Shuster	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
1.5	Elect Director M. Max Yzaguirre	G	Mgmt	For	For
2	Approve Omnibus Stock Plan	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
4	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

## Walgreens Boots Alliance, Inc.

**Meeting Date:** 30/01/2025

**Country:** USA

**Ticker:** WBA

**Record Date:** 02/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Janice M. Babiak	G	Mgmt	For	For

## Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1b	Elect Director Inderpal S. Bhandari	G	Mgmt	For	For
1c	Elect Director Ginger L. Graham	G	Mgmt	For	For
1d	Elect Director Bryan C. Hanson	G	Mgmt	For	For
1e	Elect Director Robert L. Huffines	G	Mgmt	For	For
1f	Elect Director Valerie B. Jarrett	G	Mgmt	For	For
1g	Elect Director John A. Lederer	G	Mgmt	For	For
1h	Elect Director Stefano Pessina	G	Mgmt	For	For
1i	Elect Director Thomas E. Polen	G	Mgmt	For	For
1j	Elect Director Nancy M. Schlichting	G	Mgmt	For	For
1k	Elect Director William H. Shrank	G	Mgmt	For	For
1l	Elect Director Timothy C. Wentworth	G	Mgmt	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Amend Omnibus Stock Plan	G	Mgmt	For	For
4	Amend Qualified Employee Stock Purchase Plan	G	Mgmt	For	For
5	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For
6	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	G	Mgmt	For	For
7	Report on Cigarette Waste	S	SH	Against	Against

*Blended Rationale: [SF-S0000-022] The company already provides sufficient disclosure and/or reporting regarding this issue, or is already enhancing its relevant disclosures.*

## Warner Music Group Corp.

**Meeting Date:** 04/03/2025

**Country:** USA

**Ticker:** WMG

**Record Date:** 06/01/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1a	Elect Director Robert Kyncl	G	Mgmt	For	For
1b	Elect Director Lincoln Benet	G	Mgmt	For	For
1c	Elect Director Len Blavatnik	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Warner Music Group Corp.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Director Valentin (Val) Blavatnik	G	Mgmt	For	For
1e	Elect Director Mathias Dopfner	G	Mgmt	For	For
1f	Elect Director Nancy Dubuc	G	Mgmt	For	For
1g	Elect Director Noreena Hertz	G	Mgmt	For	For
1h	Elect Director Ynon Kreiz	G	Mgmt	For	For
1i	Elect Director Ceci Kurzman	G	Mgmt	For	For
1j	Elect Director Michael Lynton	G	Mgmt	For	For
1k	Elect Director Donald A. Wagner	G	Mgmt	For	For
2	Ratify KPMG LLP as Auditors	G	Mgmt	For	For

## Wartsila Oyj Abp

**Meeting Date:** 13/03/2025

**Country:** Finland

**Ticker:** WRT1V

**Record Date:** 03/03/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	G	Mgmt		
2	Call the Meeting to Order	G	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	G	Mgmt		
4	Acknowledge Proper Convening of Meeting	G	Mgmt		
5	Prepare and Approve List of Shareholders	G	Mgmt		
6	Receive Financial Statements and Statutory Reports	G	Mgmt		
7	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.44 Per Share	G	Mgmt	For	For
9	Approve Discharge of Board and President	G	Mgmt	For	For
10	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	For
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation



## Wartsila Oyj Abp

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12	Approve Remuneration of Directors in the Amount of EUR 200,000 for Chair, EUR 105,000 for Vice Chair and EUR 80,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	G	Mgmt	For	For
13	Fix Number of Directors at Eight	G	Mgmt	For	For
14	Reelect Karen Bomba, Morten H. Engelstoft, Karin Falk, Johan Forssell, Tom Johnstone (Chair), Tiina Tuomela and Mika Vehvilainen (Vice-Chair) as Directors; Elect Henrik Ehrnrooth as New Director	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0201-002] Nominee serves as Chairman of the board and bears responsibility for a poorly structured board.</i>					
15	Approve Remuneration of Auditors	G	Mgmt	For	For
16	Ratify PricewaterhouseCoopers as Auditors	G	Mgmt	For	For
17	Approve Remuneration of Auditor for Sustainability Reporting	G	Mgmt	For	For
18	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	G	Mgmt	For	For
19	Amend Articles Re: Auditor; General Meeting	G	Mgmt	For	For
20	Authorize Share Repurchase Program	G	Mgmt	For	For
21	Approve Issuance of up to 57 Million Shares without Preemptive Rights	G	Mgmt	For	For
22	Close Meeting	G	Mgmt		

## Weichai Power Co., Ltd.

**Meeting Date:** 10/02/2025      **Country:** China      **Ticker:** 2338  
**Record Date:** 04/02/2025      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		

## Weichai Power Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Huang Weibiao as Director	G	Mgmt	For	For
2	Approve Repurchase and Cancellation of Part of Restricted Shares	G	Mgmt	For	For
3	Approve Cancellation of Shares Held in Designated Account	G	Mgmt	For	For
4	Authorize Board to Deal with All Matters in Relation to the Repurchase and Cancellation Under the Incentive Scheme	G	Mgmt	For	For
5	Approve Change of Registered Capital and Amend Articles of Association	G	Mgmt	For	For

## Weichai Power Co., Ltd.

**Meeting Date:** 10/02/2025      **Country:** China      **Ticker:** 2338  
**Record Date:** 05/02/2025      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1	Elect Huang Weibiao as Director	G	Mgmt	For	For
2	Approve Repurchase and Cancellation of Part of Restricted Shares	G	Mgmt	For	For
3	Approve Cancellation of Shares Held in Designated Account	G	Mgmt	For	For
4	Authorize Board to Deal with All Matters in Relation to the Repurchase and Cancellation Under the Incentive Scheme	G	Mgmt	For	For
5	Approve Change of Registered Capital and Amend Articles of Association	G	Mgmt	For	For

## Weichai Power Co., Ltd.

**Meeting Date:** 10/02/2025      **Country:** China      **Ticker:** 2338  
**Record Date:** 05/02/2025      **Meeting Type:** Special

## Weichai Power Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF A SHARES		Mgmt		
1	Approve Repurchase and Cancellation of Part of Restricted Shares	G	Mgmt	For	For
2	Approve Cancellation of Shares Held in Designated Account	G	Mgmt	For	For
3	Authorize Board to Deal with All Matters in Relation to the Repurchase and Cancellation Under the Incentive Scheme	G	Mgmt	For	For

## Weichai Power Co., Ltd.

**Meeting Date:** 10/02/2025      **Country:** China      **Ticker:** 2338  
**Record Date:** 04/02/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	CLASS MEETING FOR HOLDERS OF H SHARES		Mgmt		
1	Approve Repurchase and Cancellation of Part of Restricted Shares	G	Mgmt	For	For
2	Approve Cancellation of Shares Held in Designated Account	G	Mgmt	For	For
3	Authorize Board to Deal with All Matters in Relation to the Repurchase and Cancellation Under the Incentive Scheme	G	Mgmt	For	For

## Wemade Co., Ltd.

**Meeting Date:** 28/03/2025      **Country:** South Korea      **Ticker:** 112040  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

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

## Wemade Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
3	Authorize Board to Fix Remuneration of Internal Auditor(s)	G	Mgmt	For	For
4	Amend Articles of Incorporation	G	Mgmt	For	For
5	Elect Lee Hyeon-cheol as Outside Director to Serve as an Audit Committee Member	G	Mgmt	For	For
6.1	Elect Kim Young-ho as a Member of Audit Committee	G	Mgmt	For	For
6.2	Elect Lee Seon-hye as a Member of Audit Committee	G	Mgmt	For	For

## WH Smith Plc

**Meeting Date:** 29/01/2025

**Country:** United Kingdom

**Ticker:** SMWH

**Record Date:** 27/01/2025

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
2	Approve Remuneration Report	G	Mgmt	For	For
3	Approve Remuneration Policy	G	Mgmt	For	For
4	Approve Final Dividend	G	Mgmt	For	For
5	Re-elect Colette Burke as Director	G	Mgmt	For	For
6	Re-elect Annette Court as Director	G	Mgmt	For	For
7	Re-elect Carl Cowling as Director	G	Mgmt	For	For
8	Re-elect Nicky Dulieu as Director	G	Mgmt	For	For
9	Re-elect Simon Emeny as Director	G	Mgmt	For	For
10	Elect Max Izzard as Director	G	Mgmt	For	For
11	Elect Situl Jobanputra as Director	G	Mgmt	For	For
12	Elect Helen Rose as Director	G	Mgmt	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## WH Smith Plc

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
15	Authorise UK Political Donations and Expenditure	S	Mgmt	For	For
16	Authorise Issue of Equity	G	Mgmt	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	G	Mgmt	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	G	Mgmt	For	For
19	Authorise Market Purchase of Ordinary Shares	G	Mgmt	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	G	Mgmt	For	For

## Will Semiconductor Co., Ltd. Shanghai

Meeting Date: 31/03/2025

Country: China

Ticker: 603501

Record Date: 24/03/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Completion of Raised Funds Investment Projects and Use of Excess Raised Funds to Replenish Working Capital	G	Mgmt	For	For
2	Approve Draft and Summary of Stock Option Incentive Plan	G	Mgmt	For	For
3	Approve Methods to Assess the Performance of Plan Participants	G	Mgmt	For	For
4	Approve Authorization of the Board to Handle All Related Matters	G	Mgmt	For	For

## Wingtech Technology Co., Ltd.

Meeting Date: 15/01/2025

Country: China

Ticker: 600745

Record Date: 08/01/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Termination of Raised Funds Investment Projects and Use of Excess Funds to Replenish Working Capital	G	Mgmt	For	For

## Wingtech Technology Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
2.1	Elect Zhang QiuHong as Director	G	Mgmt	For	For
2.2	Elect Gao Yan as Director	G	Mgmt	For	For
2.3	Elect Dong Botao as Director	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
3.1	Elect Shang Xiaogang as Director	G	Mgmt	For	For
3.2	Elect Huang Xiaohong as Director	G	Mgmt	For	For
	ELECT SUPERVISORS VIA CUMULATIVE VOTING		Mgmt		
4.1	Elect Hu Zheng as Supervisor	G	Mgmt	For	For
4.2	Elect Xiao Xuebing as Supervisor	G	Mgmt	For	For

## Woodward, Inc.

**Meeting Date:** 29/01/2025      **Country:** USA      **Ticker:** WWD  
**Record Date:** 02/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Rajeev Bhalla	G	Mgmt	For	For
1.2	Elect Director Eileen P. Paterson	G	Mgmt	For	For
1.3	Elect Director Gregg C. Sengstack	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For
3	Ratify Deloitte & Touche LLP as Auditors	G	Mgmt	For	For

## Woori Financial Group, Inc.

**Meeting Date:** 26/03/2025      **Country:** South Korea      **Ticker:** 316140  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

## Woori Financial Group, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Amend Articles of Incorporation	G	Mgmt	For	For
3	Approval of Reduction of Capital Reserve	G	Mgmt	For	For
4.1	Elect Kim Chun-su as Outside Director	G	Mgmt	For	For
4.2	Elect Kim Young-hun as Outside Director	G	Mgmt	For	For
4.3	Elect Lee Gang-haeng as Outside Director	G	Mgmt	For	For
4.4	Elect Yoon In-seop as Outside Director	G	Mgmt	For	For
5	Elect Lee Young-seop as Outside Director to serve as an Audit Committee Member	G	Mgmt	For	For
6.1	Elect Kim Chun-su as a Member of Audit Committee	G	Mgmt	For	For
6.2	Elect Kim Young-hun as a Member of Audit Committee	G	Mgmt	For	For
6.3	Elect Lee Gang-haeng as a Member of Audit Committee	G	Mgmt	For	For
7	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## World Holdings Co., Ltd.

**Meeting Date:** 28/03/2025

**Country:** Japan

**Ticker:** 2429

**Record Date:** 31/12/2024

**Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Iida, Eikichi	G	Mgmt	For	For
1.2	Elect Director Nakano, Shigeru	G	Mgmt	For	For
1.3	Elect Director Honda, Shinji	G	Mgmt	For	For
1.4	Elect Director Kuriyama, Katsuhiro	G	Mgmt	For	For
1.5	Elect Director Shiomi, Masaaki	G	Mgmt	For	For
1.6	Elect Director Kuwahara, Shinichiro	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## World Holdings Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.7	Elect Director Hamachi, Tomoharu	G	Mgmt	For	For
1.8	Elect Director Shirakawa, Yuji	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
1.9	Elect Director Kawamoto, Soichi	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
1.10	Elect Director Isomata, Kappei	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-006] AGAINST affiliated outsiders as the board lacks independence in face of major blockholders. [RJ-M0201-026] AGAINST affiliated outsiders as the board lacks independence at company listed on Prime section.</i>					
1.11	Elect Director Kimura, Kazuyoshi	G	Mgmt	For	For
1.12	Elect Director Ogino, Koza	G	Mgmt	For	For
1.13	Elect Director Ono, Kazumi	G	Mgmt	For	For
1.14	Elect Director Hoshino, Hiroshi	G	Mgmt	For	For
1.15	Elect Director Kubo, Yoshi	G	Mgmt	For	For
2	Appoint Alternate Statutory Auditor Igawa, Akihiro	G	Mgmt	For	For
3	Approve Stock Option Plan	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0501-001] AGAINST because of concerns for excessive dilution.</i>					
4	Approve Stock Option Plan	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0501-001] AGAINST because of concerns for excessive dilution. [RJ-M0501-003] AGAINST as the exercise period starts in less than a year.</i>					

## WuXi AppTec Co., Ltd.

**Meeting Date:** 22/01/2025      **Country:** China      **Ticker:** 2359  
**Record Date:** 16/01/2025      **Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	EGM BALLOT FOR HOLDERS OF H SHARES Elect Xuesong Leng as Director	G	Mgmt	For	For



## WuXi AppTec Co., Ltd.

Meeting Date: 22/01/2025

Country: China

Ticker: 2359

Record Date: 17/01/2025

Meeting Type: Extraordinary  
Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	EGM BALLOT FOR HOLDERS OF A SHARES Elect Xuesong Leng as Director	G	Mgmt	For	For

## Xiamen Xiangyu Co., Ltd.

Meeting Date: 28/03/2025

Country: China

Ticker: 600057

Record Date: 21/03/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Daily Related Party Transactions	G	Mgmt	For	For
2	Approve Related Party Transaction with Commercial Banks	G	Mgmt	For	For
3	Approve Loan Amount	G	Mgmt	For	For
4	Approve Application of Bank Credit Lines	G	Mgmt	For	For
5	Approve Provision of Guarantees	G	Mgmt	For	Against
<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>					
6	Approve Short-term Investment in Financial Products	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0469-001] Such investments could expose company to unnecessary risks.</i>					
7	Approve Foreign Exchange Derivatives Transactions	G	Mgmt	For	For
8	Approve Commodity Derivatives Transactions	G	Mgmt	For	For
9	Approve Enhancement of Shareholder Returns and Increase in Cash Dividend Ratio	G	Mgmt	For	For
10	Elect Cai Sheng as Director	G	Mgmt	For	For
11	Approve Amendments to Articles of Association	G	Mgmt	For	For

## Xinxing Ductile Iron Pipes Co., Ltd.

Meeting Date: 27/03/2025

Country: China

Ticker: 000778

Record Date: 20/03/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Related Party Transaction	G	Mgmt	For	Against

*Blended Rationale: [HK-M0460-001] Such transactions could expose company to unnecessary risks*

## Yamaha Motor Co., Ltd.

Meeting Date: 25/03/2025

Country: Japan

Ticker: 7272

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 25	G	Mgmt	For	For
2	Amend Articles to Clarify Director Authority on Shareholder Meetings - Amend Provisions on Number of Directors - Amend Provisions on Director Titles	G	Mgmt	For	For
3.1	Elect Director Watanabe, Katsuaki	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3.2	Elect Director Shitara, Motofumi	G	Mgmt	For	For
<i>Blended Rationale: .</i>					
3.3	Elect Director Maruyama, Heiji	G	Mgmt	For	For
3.4	Elect Director Matsuyama, Satohiko	G	Mgmt	For	For
3.5	Elect Director Tashiro, Yuko	G	Mgmt	For	For
3.6	Elect Director Ohashi, Tetsuji	G	Mgmt	For	For
3.7	Elect Director Jin Song Montesano	G	Mgmt	For	For
3.8	Elect Director Masui, Keiji	G	Mgmt	For	For
3.9	Elect Director Sarah L. Casanova	G	Mgmt	For	For
4.1	Appoint Statutory Auditor Noda, Takeo	G	Mgmt	For	For
4.2	Appoint Statutory Auditor Kawai, Eriko	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Yamazaki Baking Co., Ltd.

Meeting Date: 28/03/2025

Country: Japan

Ticker: 2212

Record Date: 31/12/2024

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 45	G	Mgmt	For	For
2.1	Elect Director Iijima, Nobuhiro	G	Mgmt	For	Against
<i>Blended Rationale: [RJ-M0201-029] AGAINST directors responsible as the board is less than 1/3 independent at board with audit committee structure.</i>					
2.2	Elect Director Iijima, Mikio	G	Mgmt	For	For
2.3	Elect Director Yokohama, Michio	G	Mgmt	For	For
2.4	Elect Director Aida, Masahisa	G	Mgmt	For	For
2.5	Elect Director Inutsuka, Isamu	G	Mgmt	For	For
2.6	Elect Director Sekine, Osamu	G	Mgmt	For	For
2.7	Elect Director Yoshidaya, Ryoichi	G	Mgmt	For	For
2.8	Elect Director Sakai, Mitsumasa	G	Mgmt	For	For
2.9	Elect Director Yoshida, Nobuyasu	G	Mgmt	For	For
2.10	Elect Director Shimada, Hideo	G	Mgmt	For	For
2.11	Elect Director Hatae, Keiko	G	Mgmt	For	For
3	Approve Director Retirement Bonus	G	Mgmt	For	Against

*Blended Rationale: [RJ-M0582-006] AGAINST because of the lack of payment amount disclosure.*

## Yapi ve Kredi Bankasi AS

Meeting Date: 26/03/2025

Country: Turkey

Ticker: YKBNK.E

Record Date:

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	Annual Meeting Agenda		Mgmt		
1	Open Meeting and Elect Presiding Council of Meeting	G	Mgmt	For	For
2	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Discharge of Board	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

## Yapi ve Kredi Bankasi AS

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Sale of Receivables	G	Mgmt	For	For
	<i>Blended Rationale: .</i>				
5	Elect Directors	G	Mgmt	For	Against
	<i>Blended Rationale: [LN-M0201-007] As nomination committee member, responsible for lack of independence</i>				
6	Approve Remuneration Policy and Director Remuneration Paid in 2024	G	Mgmt	For	For
7	Approve Director Remuneration	G	Mgmt	For	Against
	<i>Blended Rationale: [SF-M0000-001] Vote against due to lack of disclosure.</i>				
8	Approve Allocation of Income	G	Mgmt	For	For
9	Ratify External Auditors	G	Mgmt	For	For
10	Approve Upper Limit of Donations 2025 and Receive Information on Donations Made in 2024	S	Mgmt	For	For
11	Receive Information on Activities Conducted in 2024 Regarding the Low Carbon Emission Policy	G	Mgmt		
12	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	G	Mgmt	For	For
13	Wishes	G	Mgmt		

## YOUNGY Co., Ltd.

**Meeting Date:** 14/02/2025

**Country:** China

**Ticker:** 002192

**Record Date:** 07/02/2025

**Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Related Party Transaction	G	Mgmt	For	For
2	Approve Provision of Guarantee	G	Mgmt	For	Against
	<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>				
3	Approve Receipt of Guarantee Provision	G	Mgmt	For	For

## YOUNGY Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Approve Provision of Financial Assistance	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0464-001] Level of financial assistance not proportionate to ownership.</i>					
5	Approve Entrusted Asset Management	G	Mgmt	For	Against
<i>Blended Rationale: [HK-M0469-001] Such investments could expose company to unnecessary risks</i>					

## YTO Express Group Co., Ltd.

**Meeting Date:** 23/01/2025      **Country:** China      **Ticker:** 600233  
**Record Date:** 15/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Related Party Transaction	G	Mgmt	For	For
2	Approve External Guarantee	G	Mgmt	For	For
3	Approve Issuance of Medium-term Notes and Super Short-term Commercial Papers	G	Mgmt	For	For

## Yuhan Corp.

**Meeting Date:** 20/03/2025      **Country:** South Korea      **Ticker:** 000100  
**Record Date:** 31/12/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	G	Mgmt	For	For
2	Amend Articles of Incorporation	G	Mgmt	For	For
3	Approve Total Remuneration of Inside Directors and Outside Directors	G	Mgmt	For	For

## Yunnan Aluminium Co., Ltd.

**Meeting Date:** 07/03/2025      **Country:** China      **Ticker:** 000807  
**Record Date:** 28/02/2025      **Meeting Type:** Special

## Yunnan Aluminium Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve the Continued Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
2.1	Elect Zhang Jiqiang as Director	G	Mgmt	For	For
2.2	Elect Wang Xiaoqiang as Director	G	Mgmt	For	For

## Yunnan Energy New Material Co., Ltd.

Meeting Date: 16/01/2025

Country: China

Ticker: 002812

Record Date: 13/01/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Application of Bank Credit Lines	G	Mgmt	For	For
2	Approve Provision of Guarantee	G	Mgmt	For	Against
	<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>				
3	Approve Provision of Financial Assistance	G	Mgmt	For	For
4	Approve Foreign Exchange Hedging Business	G	Mgmt	For	For

## Yunnan Energy New Material Co., Ltd.

Meeting Date: 20/01/2025

Country: China

Ticker: 002812

Record Date: 15/01/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Repurchase and Cancellation of Performance Shares	G	Mgmt	For	For
2	Amend Articles of Association	G	Mgmt	For	For

## Yunnan Energy New Material Co., Ltd.

Meeting Date: 10/02/2025

Country: China

Ticker: 002812

Record Date: 05/02/2025

Meeting Type: Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Downward Adjustment on Conversion Price of Convertible Bonds	G	Mgmt	For	Against

*Blended Rationale: [SF-M0400-003] We believe this proposal is not in the best interest of shareholders.*

## Zealand Pharma A/S

Meeting Date: 27/03/2025

Country: Denmark

Ticker: ZEAL

Record Date: 20/03/2025

Meeting Type: Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Receive Report of Board	G	Mgmt		
2	Accept Financial Statements and Statutory Reports	G	Mgmt	For	For
3	Approve Treatment of Net Loss	G	Mgmt	For	For
4.1	Reelect Alf Gunnar Martin Nicklasson as Director	G	Mgmt	For	Abstain

*Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board. [LN-M0550-001] Remuneration arrangements are poorly structured. [LN-M0550-003] Poor use of remuneration committee discretion regarding increases.*

4.2	Reelect Kirsten Aarup Drejer as Director	G	Mgmt	For	For
4.3	Reelect Jeffrey Berkowitz as Director	G	Mgmt	For	For
4.4	Reelect Leonard Kruimer as Director	G	Mgmt	For	Abstain

*Blended Rationale: [SF-M0201-019] Nominee serves on an excessive number of public company boards, which we believe raises substantial concerns about the director's ability to exercise sufficient oversight on this board.*

4.5	Reelect Bernadette Mary Connaughton as Director	G	Mgmt	For	For
4.6	Reelect Elaine Sullivan as Director	G	Mgmt	For	For
4.7	Reelect Enrique Conterno as Director	G	Mgmt	For	For
5	Ratify Pricewaterhouse Coopers as Auditors; Ratify Pricewaterhouse Coopers as Auditors for Sustainability Reporting	G	Mgmt	For	For

## Zealand Pharma A/S

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
6	Authorize Share Repurchase Program	G	Mgmt	For	For
7	Approve Remuneration Report (Advisory Vote)	G	Mgmt	For	Against
<i>Blended Rationale: [LN-M0550-003] Poor use of remuneration committee discretion regarding increases. [LN-M0550-001] Remuneration arrangements are poorly structured.</i>					
8	Approve Remuneration of Directors in the Amount of DKK 100,000 for Each Director, and 5,000 RSU for Chair, 1,000 RSU for Vice Chair and 1,500 RSU for Other Directors; Approve Remuneration for Committee Work in RSUs	G	Mgmt	For	For
9	Approve Creation of DKK 7.1 Million Pool of Capital without Preemptive Rights	G	Mgmt	For	For
10	Approve Creation of DKK 14.2 Million Pool of Capital with Preemptive Rights	G	Mgmt	For	For
11	Approve Issuance of Warrants without Preemptive Rights up to Aggregate Nominal Amount of DKK 220,000	G	Mgmt	For	For
12	Other Business (non-voting)	G	Mgmt		

## Zhaojin Mining Industry Company Limited

**Meeting Date:** 26/02/2025

**Country:** China

**Ticker:** 1818

**Record Date:** 19/02/2025

**Meeting Type:** Extraordinary Shareholders

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	ORDINARY RESOLUTIONS		Mgmt		
	ELECT DIRECTORS		Mgmt		
1a	Elect Jiang Guipeng as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
1b	Elect Duan Lei as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
1c	Elect Wang Ligang as Director	G	SH	For	Against
<i>Blended Rationale: [SF-S0000-007] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to not support the proposal.</i>					

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation



# Zhaojin Mining Industry Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1d	Elect Wang Peiwu as Director	G	SH	For	Against
	<i>Blended Rationale: [SF-S0000-007] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to not support the proposal.</i>				
1e	Elect Long Yi as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
1f	Elect Li Guanghui as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
1g	Elect Luan Wenjing as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
1h	Elect Chen Jinrong as Director	G	SH	For	Against
	<i>Blended Rationale: [SF-S0000-007] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to not support the proposal.</i>				
1i	Elect Choy Sze Chung Jojo as Director	G	SH	For	Against
	<i>Blended Rationale: [SF-S0000-007] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to not support the proposal.</i>				
1j	Elect Wei Junhao as Director	G	SH	For	Against
	<i>Blended Rationale: [SF-S0000-007] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to not support the proposal.</i>				
1k	Elect Shen Shifu as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
	ELECT SUPERVISORS		Mgmt		
2a	Elect Leng Haixiang as Supervisor	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
2b	Elect Hu Jin as Supervisor	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
3	Approve Remuneration of Directors and Supervisors	G	Mgmt	For	For
	RESOLUTIONS IN RELATION TO THE PROVISION OF GUARANTEES FOR SUBSIDIARIES		Mgmt		
4a	Approve Provision of Guarantee for the Financing of 7 Subsidiaries of the Company	G	Mgmt	For	Against
	<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>				

## Zhaojin Mining Industry Company Limited

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4b	Approve Provision of Guarantee for the Supply Chain Finance Business Proposed to be Conducted by 10 Subsidiaries of the Company	G	Mgmt	For	Against
<i>Blended Rationale: [HK-MQ466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
	SPECIAL RESOLUTION		Mgmt		
1	Approve Registration and Issuance of Perpetual Medium-Term Notes and Related Transactions	G	Mgmt	For	For

## Zhefu Holding Group Co., Ltd.

**Meeting Date:** 07/02/2025      **Country:** China      **Ticker:** 002266  
**Record Date:** 27/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Related Party Transaction	G	Mgmt	For	For
2	Approve Feasibility Analysis Report on Commodity Futures Hedging Business	G	Mgmt	For	For
3	Approve Commodity Futures Hedging Business	G	Mgmt	For	For

## Zhejiang Chint Electrics Co., Ltd.

**Meeting Date:** 13/01/2025      **Country:** China      **Ticker:** 601877  
**Record Date:** 06/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Daily Related Party Transactions	G	Mgmt	For	For
2	Approve Purchase of Photovoltaic Modules from Related Parties	G	Mgmt	For	For

## Zhejiang Hailiang Co. Ltd.

**Meeting Date:** 02/01/2025      **Country:** China      **Ticker:** 002203  
**Record Date:** 27/12/2024      **Meeting Type:** Special

## Zhejiang Hailiang Co. Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Elect Li Wengui as Independent Director	G	Mgmt	For	For

## Zhejiang Huayou Cobalt Co., Ltd.

**Meeting Date:** 20/01/2025      **Country:** China      **Ticker:** 603799  
**Record Date:** 09/01/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Draft and Summary of Performance Shares Incentive Plan	G	Mgmt	For	For
2	Approve Methods to Assess the Performance of Plan Participants	G	Mgmt	For	For
3	Approve Authorization of the Board to Handle All Related Matters	G	Mgmt	For	For

## Zhejiang Juhua Co., Ltd.

**Meeting Date:** 07/03/2025      **Country:** China      **Ticker:** 600160  
**Record Date:** 04/03/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Capital Increase to Implement the High-Performance Fluorochlorine New Material Integration Project and Related Party Transactions	G	Mgmt	For	For

## Zheshang Securities Co., Ltd.

**Meeting Date:** 18/03/2025      **Country:** China      **Ticker:** 601878  
**Record Date:** 12/03/2025      **Meeting Type:** Special

## Zheshang Securities Co., Ltd.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Amendments to Articles of Association	G	Mgmt	For	For
	ELECT INDEPENDENT DIRECTOR VIA CUMULATIVE VOTING		Mgmt		
2.1	Elect Zeng Aimin as Director	G	Mgmt	For	For

## Zhongji Innolight Co., Ltd.

**Meeting Date:** 21/02/2025      **Country:** China      **Ticker:** 300308  
**Record Date:** 14/02/2025      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Change of Use of Repurchased Shares and Cancellation	G	Mgmt	For	For
2	Elect YAN ZHUANG (Zhuang Yan) as Independent Director	G	Mgmt	For	For

## Zscaler, Inc.

**Meeting Date:** 10/01/2025      **Country:** USA      **Ticker:** ZS  
**Record Date:** 13/11/2024      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1.1	Elect Director Karen Blasing	G	Mgmt	For	For
1.2	Elect Director Charles Giancarlo	G	Mgmt	For	Withhold

*Blended Rationale: [SD-M0201-001] The Chairman of the board is not independent, and a lead independent director has not been identified. [SF-M0201-125] Vote against sitting CEO for serving on an excessive number of public company boards which we believe raises substantial concerns about his/her ability to exercise sufficient oversight on this board.*

1.3	Elect Director Eileen Naughton	G	Mgmt	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	G	Mgmt	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	G	Mgmt	For	For

## Zscaler, Inc.

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
4	Amend Omnibus Stock Plan	G	Mgmt	For	Against

*Blended Rationale: [SF-M0500-003] Plan permits repricing without shareholder approval.[SF-M0500-007] Plan contains an evergreen provision, which we believe is not in the best interests of shareholders.*

## ZTE Corporation

**Meeting Date:** 28/03/2025      **Country:** China      **Ticker:** 763  
**Record Date:** 20/03/2025      **Meeting Type:** Annual

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF A SHARES		Mgmt		
1.00	Approve Annual Report (Including Financial Report of the Company Audited by the Auditor)	G	Mgmt	For	For
2.00	Approve Working Report of the Board of Directors	G	Mgmt	For	For
3.00	Approve Working Report of the Supervisory Committee	G	Mgmt	For	For
4.00	Approve Working Report of the President	G	Mgmt	For	For
5.00	Approve Final Financial Accounts	G	Mgmt	For	For
6.00	Approve Profit Distribution	G	Mgmt	For	For
7.00	Approve Feasibility Analysis of Hedging Derivatives Trading and Application for Trading Limits	G	Mgmt	For	For
8.00	Approve Application of Internal Funds in Entrusted Financial Management	G	Mgmt	For	For
9.00	Approve Provision of Guarantee Limits for Subsidiaries	G	Mgmt	For	For
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
10.00	Approve Ernst & Young Hua Ming LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
11.00	Approve Application for Consolidated Registration for Issuance of Multiple Types of Debt Financing Instruments	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
12.00	Authorize to Purchase Directors' and Senior Management's Liability Insurance	G	Mgmt	For	For
13.00	Approve Application for General Mandate of the Issuance of Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
14.00	Approve Application for Mandate of the Repurchase of A Shares	G	Mgmt	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
15.01	Elect Li Zixue as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
15.02	Elect Xu Ziyang as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
15.03	Elect Yan Junwu as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
15.04	Elect Fang Rong as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
15.05	Elect Zhu Weimin as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
15.06	Elect Zhang Hong as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
	ELECT INDEPENDENT NON-EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
16.01	Elect Zhuang Jiansheng as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
16.02	Elect Wang Qinggang as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					
16.03	Elect Tsui Kei Pang as Director	G	SH	For	For
<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>					

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	AGM BALLOT FOR HOLDERS OF H SHARES		Mgmt		
1.00	Approve Annual Report (Including Financial Report of the Company Audited by the Auditor)	G	Mgmt	For	For
2.00	Approve Working Report of the Board of Directors	G	Mgmt	For	For
3.00	Approve Working Report of the Supervisory Committee	G	Mgmt	For	For
4.00	Approve Working Report of the President	G	Mgmt	For	For
5.00	Approve Final Financial Accounts	G	Mgmt	For	For
6.00	Approve Profit Distribution	G	Mgmt	For	For
7.00	Approve Feasibility Analysis of Hedging Derivatives Trading and Application for Trading Limits	G	Mgmt	For	For
8.00	Approve Application of Internal Funds in Entrusted Financial Management	G	Mgmt	For	For
9.00	Approve Provision of Guarantee Limits for Subsidiaries	G	Mgmt	For	For
<i>Blended Rationale: [HK-M0466-001] Level of guarantee not proportionate to ownership and no counter guarantee provided.</i>					
10.00	Approve Ernst & Young Hua Ming LLP as Auditors and Authorize Board to Fix Their Remuneration	G	Mgmt	For	For
11.00	Approve Application for Consolidated Registration for Issuance of Multiple Types of Debt Financing Instruments	G	Mgmt	For	For
12.00	Authorize to Purchase Directors' and Senior Management's Liability Insurance	G	Mgmt	For	For
13.00	Approve Application for General Mandate of the Issuance of Shares	G	Mgmt	For	Against
<i>Blended Rationale: [RU-M0300-003] This authority is not in shareholders' best economic interests as it would give the board excessive discretion</i>					
14.00	Approve Application for Mandate of the Repurchase of A Shares	G	Mgmt	For	For

## ZTE Corporation

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
15.01	Elect Li Zixue as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
15.02	Elect Xu Ziyang as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
15.03	Elect Yan Junwu as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
15.04	Elect Fang Rong as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
15.05	Elect Zhu Weimin as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
15.06	Elect Zhang Hong as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
	ELECT INDEPENDENT NON-EXECUTIVE DIRECTORS VIA CUMULATIVE VOTING		Mgmt		
16.01	Elect Zhuang Jiansheng as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
16.02	Elect Wang Qinggang as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				
16.03	Elect Tsui Kei Pang as Director	G	SH	For	For
	<i>Blended Rationale: [SF-S0000-006] This item was proposed by the controlling shareholder / management, and we consider it to be in the best interest of shareholders to support the proposal.</i>				

## Zuora, Inc.

**Meeting Date:** 13/02/2025      **Country:** USA      **Ticker:** ZUO  
**Record Date:** 31/12/2024      **Meeting Type:** Special

Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	G	Mgmt	For	For

MGMT = Management, SH = Shareholder, MGMT Rec = Management Recommendation



Proposal Number	Proposal Text	ESG Pillar	Proponent	Mgmt Rec	Vote Instruction
<i>Blended Rationale: [SF-M0400-001] Zuora has entered into a merger agreement with Silver Lake. Shareholders will receive \$10 per share. The merger consideration represents a premium of approx. 13.3% to the closing price two months prior to announcement.</i>					
2	Advisory Vote on Golden Parachutes	G	Mgmt	For	For
3	Adjourn Meeting	G	Mgmt	For	For

# Important Information

**This material is for distribution to Professional Client (as defined by the FCA or MiFID rules) and Qualified investors only and should not be relied upon by any other persons.**

- The information contained herein, is proprietary in nature and has been provided to you on a confidential basis, and may not be reproduced, copied or distributed without the prior consent of BlackRock.
- This report is not intended as an offer or solicitation with respect to the purchase or sale of any financial instrument, including BlackRock products, and has not been prepared in connection with any such offer.
- The information and opinions contained in this report are derived from proprietary and non-proprietary sources deemed by BlackRock to be reliable, are not necessarily all-inclusive and are not guaranteed as to accuracy. As such, no warranty of accuracy or reliability is given and no responsibility arising in any other way for errors and omissions (including responsibility to any person by reason of negligence) is accepted by BlackRock, its officers, employees or agents.
- This document is provided for the information of its intended recipient and BlackRock expressly disclaims any liability which may result from any use of this information, including, but not limited to, its use in the preparation of financial reports or other disclosures.
- BlackRock does not provide accounting, tax or legal advice and, in providing this information, BlackRock is not acting as an accounting agent and it does not maintain the official accounting records for the recipient of this document, or for portfolios that it manages on its clients' behalf.
- **Capital at risk.** The value of investments and the income from them can fall as well as rise and is not guaranteed. You may not get back the amount originally invested. Changes in the rates of exchange between currencies may cause the value of investments to diminish or increase. Fluctuation may be particularly marked in the case of a higher volatility fund and the value of an investment may fall suddenly and substantially. Levels and basis of taxation may change from time to time.
- Past performance is not a reliable indicator of current or future results and should not be the sole factor of consideration when selecting a product or strategy.
- This document has been issued by the BlackRock entity specified on the cover page of this report, which may be BlackRock Investment Management (UK) Limited, BlackRock International Limited, BlackRock Advisors (UK) Limited, or BlackRock Institutional Trust Company N.A., (UK Branch), each of which is authorised and regulated by the Financial Conduct Authority. Please refer to the Financial Conduct Authority website for a list of authorised activities conducted by BlackRock. BlackRock (Netherlands) B.V. is authorised and regulated by the Dutch Authority for the Financial Markets (AFM) and BlackRock Asset Management Deutschland AG is authorised and regulated by the Federal Financial Supervisory Authority (BaFin).
- This is a bespoke report produced at the client's request. If you no longer wish to receive this bespoke report, please contact your relationship manager.

© 2025 BlackRock, Inc. All Rights reserved. BLACKROCK, BLACKROCK SOLUTIONS and iSHARES are registered and unregistered trademarks of BlackRock, Inc. or its affiliates. All other trademarks are those of their respective owners.