

PICTET ASSET MANAGEMENT

Voting summary

FEBRUARY 2024

VOTE SUMMARY REPORT

Date range covered : 02/01/2024 to 02/29/2024

Clicks Group Ltd.

Meeting Date: 02/01/2024

Country: South Africa

Ticker: CLS

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for the Year Ended 31 August 2023	For	For
2	Appoint KPMG Inc as Auditors with Ivan Engels as the Designated Auditor	For	For
3	Re-elect Bertina Engelbrecht as Director	For	For
4	Elect Richard Inskip as Director	For	For
5	Re-elect Mfundiso Njeke as Director	For	For
6	Elect Kandimathie Ramon as Director	For	For
7.1	Elect Richard Inskip as Member of the Audit and Risk Committee	For	For
7.2	Re-elect Nomgando Matyumza as Member of the Audit and Risk Committee	For	For
7.3	Re-elect Mfundiso Njeke as Member of the Audit and Risk Committee	For	For
7.4	Re-elect Sango Ntsaluba as Member of the Audit and Risk Committee	For	For
7.5	Elect Kandimathie Ramon as Member of the Audit and Risk Committee	For	For
8	Approve Remuneration Policy	For	For
9	Approve Remuneration Implementation Report	For	For
<i>Blended Rationale: A vote FOR the remuneration implementation report is warranted in the absence of material concerns.</i>			
10	Authorise Repurchase of Issued Share Capital	For	For
11	Approve Directors' Fees	For	For
12	Approve Financial Assistance in Terms of Section 45 of the Companies Act	For	For

Shenzhen Envicool Technology Co., Ltd.

Meeting Date: 02/01/2024

Country: China

Ticker: 002837

Meeting Type: Special

Shenzhen Envicool Technology Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Stock Option Incentive Plan and Its Summary	For	For
2	Approve Methods to Assess the Performance of Plan Participants	For	For
3	Approve Authorization of the Board to Handle All Related Matters	For	For

The Sage Group plc

Meeting Date: 02/01/2024 **Country:** United Kingdom **Ticker:** SGE
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Elect Roisin Donnelly as Director	For	For
5	Re-elect Andrew Duff as Director	For	For
6	Re-elect Sangeeta Anand as Director	For	For
7	Re-elect John Bates as Director	For	For
8	Re-elect Jonathan Bewes as Director	For	For
9	Re-elect Maggie Jones as Director	For	For
10	Re-elect Annette Court as Director	For	For
11	Re-elect Derek Harding as Director	For	For
12	Re-elect Steve Hare as Director	For	For
13	Re-elect Jonathan Howell as Director	For	For
14	Reappoint Ernst & Young LLP as Auditors	For	For
15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For
16	Authorise UK Political Donations and Expenditure	For	For
17	Authorise Issue of Equity	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	For	For

The Sage Group plc

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

Banco do Brasil SA

Meeting Date: 02/02/2024 **Country:** Brazil **Ticker:** BBAS3

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve 2-for-1 Stock Split and Amend Article 7 Accordingly	For	For
2	Amend Articles	For	For
3	In the Event of a Second Call, Can the Voting Instructions Contained in this Proxy Card Be Considered Valid for the Second Call?	None	For

Blended Rationale: A vote FOR this administrative request is warranted.

China Resources Sanjiu Medical & Pharmaceutical Co., Ltd.

Meeting Date: 02/02/2024 **Country:** China **Ticker:** 000999

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Sun Jian as Independent Director	For	For
2	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	For	For

United Company RUSAL Plc

Meeting Date: 02/02/2024 **Country:** Russia **Ticker:** RUAL

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Shareholder Proposals		
1	Approve Early Termination of Powers of Board of Directors	Against	Do Not Vote
	Elect Directors by Majority Voting		
2.1	Elect Evgenii Vavilov as Director	For	Do Not Vote
	<i>Blended Rationale: Votes AGAINST the non-independent candidates, namely Evgenii Vavilov (Item 2.1), Vladimir Kolmogorov (Item 2.5), Evgenii Kurianov (Item 2.6), Christopher Burnham (Item 2.12), Semen Mironov (Item 2.13), Bernard M.F.M. Zonneveld (Item 2.4) are warranted, because: - The level of independence of the resulting board may be less than one-third, and - There is no compelling reason to support any of the non-independent candidate over the others.</i>		
2.2	Elect Anna Vasilenko as Director	For	Do Not Vote
2.3	Elect Liudmila Galenskaia as Director	For	Do Not Vote
	<i>Blended Rationale: Votes AGAINST the re-election of Liudmila Galenskaia (Item 2.3) and Mikhail Khardikov (Item 2.8) are warranted because: - These directors have attendance level below 75 percent without justification provided by the company, votes AGAINST these nominees are warranted.</i>		
2.4	Elect Bernard Zonneveld as Director	For	Do Not Vote
	<i>Blended Rationale: Votes AGAINST the non-independent candidates, namely Evgenii Vavilov (Item 2.1), Vladimir Kolmogorov (Item 2.5), Evgenii Kurianov (Item 2.6), Christopher Burnham (Item 2.12), Semen Mironov (Item 2.13), Bernard M.F.M. Zonneveld (Item 2.4) are warranted, because: - The level of independence of the resulting board may be less than one-third, and - There is no compelling reason to support any of the non-independent candidate over the others.</i>		
2.5	Elect Vladimir Kolmogorov as Director	For	Do Not Vote
	<i>Blended Rationale: Votes AGAINST the non-independent candidates, namely Evgenii Vavilov (Item 2.1), Vladimir Kolmogorov (Item 2.5), Evgenii Kurianov (Item 2.6), Christopher Burnham (Item 2.12), Semen Mironov (Item 2.13), Bernard M.F.M. Zonneveld (Item 2.4) are warranted, because: - The level of independence of the resulting board may be less than one-third, and - There is no compelling reason to support any of the non-independent candidate over the others.</i>		
2.6	Elect Evgenii Kurianov as Director	For	Do Not Vote
	<i>Blended Rationale: Votes AGAINST the non-independent candidates, namely Evgenii Vavilov (Item 2.1), Vladimir Kolmogorov (Item 2.5), Evgenii Kurianov (Item 2.6), Christopher Burnham (Item 2.12), Semen Mironov (Item 2.13), Bernard M.F.M. Zonneveld (Item 2.4) are warranted, because: - The level of independence of the resulting board may be less than one-third, and - There is no compelling reason to support any of the non-independent candidate over the others.</i>		
2.7	Elect Evgenii Nikitin as Director	For	Do Not Vote
2.8	Elect Mikhail Khardikov as Director	For	Do Not Vote
	<i>Blended Rationale: Votes AGAINST the re-election of Liudmila Galenskaia (Item 2.3) and Mikhail Khardikov (Item 2.8) are warranted because: - These directors have attendance level below 75 percent without justification provided by the company, votes AGAINST these nominees are warranted.</i>		
2.9	Elect Evgenii Shvarts as Director	For	Do Not Vote
2.10	Elect Randolph Reynolds as Director	For	Do Not Vote
2.11	Elect Kevin Parker as Director	For	Do Not Vote

United Company RUSAL Plc

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2.12	Elect Christopher Burnham as Director	For	Do Not Vote
	<i>Blended Rationale: Votes AGAINST the non-independent candidates, namely Evgenii Vavilov (Item 2.1), Vladimir Kolmogorov (Item 2.5), Evgenii Kurianov (Item 2.6), Christopher Burnham (Item 2.12), Semen Mironov (Item 2.13), Bernard M.F.M. Zonneveld (Item 2.4) are warranted, because: - The level of independence of the resulting board may be less than one-third, and - There is no compelling reason to support any of the non-independent candidate over the others.</i>		
2.13	Elect Semen Mironov as Director	For	Do Not Vote
	<i>Blended Rationale: Votes AGAINST the non-independent candidates, namely Evgenii Vavilov (Item 2.1), Vladimir Kolmogorov (Item 2.5), Evgenii Kurianov (Item 2.6), Christopher Burnham (Item 2.12), Semen Mironov (Item 2.13), Bernard M.F.M. Zonneveld (Item 2.4) are warranted, because: - The level of independence of the resulting board may be less than one-third, and - There is no compelling reason to support any of the non-independent candidate over the others.</i>		
2.14	Elect Oksana Buto as Director	Against	Do Not Vote

Riyadh Cables Group Co.

Meeting Date: 02/04/2024 **Country:** Saudi Arabia **Ticker:** 4142
Meeting Type: Ordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Ordinary Business Ratify Auditors and Fix Their Remuneration for Q1, Q2, Q3 and Annual Statements of Fiscal Years 2024 and 2025 and Q1 of FY 2026	For	For

Zhuzhou Huarui Precision Cutting Tools Co., Ltd.

Meeting Date: 02/05/2024 **Country:** China **Ticker:** 688059
Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Liu Aiming as Independent Director	For	For

Dolby Laboratories, Inc.

Meeting Date: 02/06/2024 **Country:** USA **Ticker:** DLB
Meeting Type: Annual

Dolby Laboratories, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Kevin Yeaman	For	For
1.2	Elect Director Peter Gotcher	For	Withhold
	<i>Blended Rationale: WITHHOLD votes are warranted for governance committee members Peter Gotcher, Tony Prophet, Simon Segars, and Avadis (Avie) Tevanian Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.</i>		
1.3	Elect Director David Dolby	For	Withhold
	<i>Blended Rationale: WITHHOLD votes are warranted for David Dolby as his ownership of the supervoting shares provide him with voting power control of the company.</i>		
1.4	Elect Director Tony Prophet	For	Withhold
	<i>Blended Rationale: WITHHOLD votes are warranted for governance committee members Peter Gotcher, Tony Prophet, Simon Segars, and Avadis (Avie) Tevanian Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.</i>		
1.5	Elect Director Emily Rollins	For	For
1.6	Elect Director Simon Segars	For	Withhold
	<i>Blended Rationale: WITHHOLD votes are warranted for governance committee members Peter Gotcher, Tony Prophet, Simon Segars, and Avadis (Avie) Tevanian Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.</i>		
1.7	Elect Director Anjali Sud	For	For
1.8	Elect Director Avadis Tevanian, Jr.	For	Withhold
	<i>Blended Rationale: WITHHOLD votes are warranted for governance committee members Peter Gotcher, Tony Prophet, Simon Segars, and Avadis (Avie) Tevanian Jr. for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision.</i>		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Approve Advance Notice Requirement for Director Nominations	For	For
4	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes	For	For
5	Ratify KPMG LLP as Auditors	For	For

Emerson Electric Co.

Meeting Date: 02/06/2024

Country: USA

Ticker: EMR

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Mark A. Blinn	For	For
1b	Elect Director Leticia Goncalves Lourenco	For	For
1c	Elect Director James M. McKelvey	For	For

Emerson Electric Co.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1d	Elect Director James S. Turley	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Declassify the Board of Directors	For	For
4	Approve Omnibus Stock Plan	For	For
5	Ratify KPMG LLP as Auditors	For	For
6	Adopt Simple Majority Vote	Against	For

Blended Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement would enhance shareholder rights.

Franklin Resources, Inc.

Meeting Date: 02/06/2024 Country: USA Ticker: BEN
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Mariann Byerwalter	For	For
1b	Elect Director Alexander S. Friedman	For	For
1c	Elect Director Gregory E. Johnson	For	For
1d	Elect Director Jennifer M. Johnson	For	For
1e	Elect Director Rupert H. Johnson, Jr.	For	For
1f	Elect Director John Y. Kim	For	Against
<i>Blended Rationale: A vote AGAINST incumbent compensation committee members John Kim, Karen King, John Thiel, Seth Waugh, and Geoffrey Yang is warranted given significant concerns surrounding the magnitude and lack of disclosure relating to a bonus to one non-CEO NEO.</i>			
1g	Elect Director Karen M. King	For	Against
<i>Blended Rationale: A vote AGAINST incumbent compensation committee members John Kim, Karen King, John Thiel, Seth Waugh, and Geoffrey Yang is warranted given significant concerns surrounding the magnitude and lack of disclosure relating to a bonus to one non-CEO NEO.</i>			
1h	Elect Director Anthony J. Noto	For	For
1i	Elect Director John W. Thiel	For	Against
<i>Blended Rationale: A vote AGAINST incumbent compensation committee members John Kim, Karen King, John Thiel, Seth Waugh, and Geoffrey Yang is warranted given significant concerns surrounding the magnitude and lack of disclosure relating to a bonus to one non-CEO NEO.</i>			
1j	Elect Director Seth H. Waugh	For	Against
<i>Blended Rationale: A vote AGAINST incumbent compensation committee members John Kim, Karen King, John Thiel, Seth Waugh, and Geoffrey Yang is warranted given significant concerns surrounding the magnitude and lack of disclosure relating to a bonus to one non-CEO NEO.</i>			
1k	Elect Director Geoffrey Y. Yang	For	Against
<i>Blended Rationale: A vote AGAINST incumbent compensation committee members John Kim, Karen King, John Thiel, Seth Waugh, and Geoffrey Yang is warranted given significant concerns surrounding the magnitude and lack of disclosure relating to a bonus to one non-CEO NEO.</i>			

Franklin Resources, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Amend Omnibus Stock Plan	For	Against

Blended Rationale: Based on an evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: - The plan cost is excessive; - The three-year average burn rate is excessive; - The estimated duration of available and proposed shares exceeds six years; and - The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary).

Rockwell Automation, Inc.

Meeting Date: 02/06/2024 **Country:** USA **Ticker:** ROK
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
A.1	Elect Director Alice L. Jolla	For	For
A.2	Elect Director Lisa A. Payne	For	For
B	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
C	Ratify Deloitte & Touche LLP as Auditors	For	For

Atmos Energy Corporation

Meeting Date: 02/07/2024 **Country:** USA **Ticker:** ATO
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director J. Kevin Akers	For	For
1b	Elect Director John C. Ale	For	For
1c	Elect Director Kim R. Cocklin	For	For
1d	Elect Director Kelly H. Compton	For	For
1e	Elect Director Sean Donohue	For	For
1f	Elect Director Rafael G. Garza	For	For
1g	Elect Director Richard K. Gordon	For	For
1h	Elect Director Nancy K. Quinn	For	For
1i	Elect Director Richard A. Sampson	For	For
1j	Elect Director Diana J. Walters	For	For
1k	Elect Director Frank Yoho	For	For

Atmos Energy Corporation

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

Israel Discount Bank Ltd.

Meeting Date: 02/07/2024 **Country:** Israel **Ticker:** DSCT
Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Employment Terms of Danny Yamin, Incoming Chairman and Amend Compensation Policy Accordingly	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	None	Against
<i>Blended Rationale: Shareholders must indicate whether they are controlling shareholders or have a personal interest related to these agenda items, or else their ballots will not be counted.</i>			
Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney			
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	None	Against
<i>Blended Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; 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; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>			
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	None	Against
<i>Blended Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; 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; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>			

Israel Discount Bank Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
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.	None	For

Blended Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; 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; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.

Jumbo SA

Meeting Date: 02/07/2024 **Country:** Greece **Ticker:** BELA
Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Extraordinary Business		
1	Approve Special Dividend	For	For

Pioneer Natural Resources Company

Meeting Date: 02/07/2024 **Country:** USA **Ticker:** PXD
Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	For	For
2	Advisory Vote on Golden Parachutes	For	Against

Blended Rationale: A vote AGAINST this proposal is warranted. While cash severance is double trigger, equity awards will accelerate vesting upon the change in control, which represents a material and recent amendment to the company's prior change-in-control arrangements. The company also recently increased certain other benefits for NEOs upon a change in control. Making amendments to CIC agreements within close proximity of a merger is generally viewed as a negative practice.

Sappi Ltd.

Meeting Date: 02/07/2024 **Country:** South Africa **Ticker:** SAP
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Ordinary Resolutions		
1	Re-elect Zola Malinga as Director	For	For
2	Re-elect Valli Moosa as Director	For	For
3	Re-elect Rob Jan Renders as Director	For	For
4	Elect Zola Malinga as Chairman of the Audit and Risk Committee	For	For
5	Re-elect Boni Mehlomakulu as Member of the Audit and Risk Committee	For	For
6	Re-elect Rob Jan Renders as Member of the Audit and Risk Committee	For	For
7	Re-elect Louis von Zeuner as Member of the Audit and Risk Committee	For	For
8	Re-elect Eleni Istavridis as Member of the Audit and Risk Committee	For	For
9	Reappoint KPMG Inc as Auditors with Guiseppina Aldrighetti as the Designated Registered Auditor	For	For
10	Approve Remuneration Policy	For	For
11	Approve Remuneration Implementation Report	For	For

Blended Rationale: A vote FOR this item is warranted, although it is not without concern: - There are concerns on the appropriateness of the bonus outcomes, being majority based on non-financial targets while financial targets are unmet. The main reason for support is: - The bonus payouts are not considered materially excessive and are lower than the prior year's payouts, consistent with the Company's year-on-year performance. - No other overriding concerns identified around the implementation report.

Special Resolutions

1	Approve Non-executive Directors' Fees	For	For
2	Approve Financial Assistance to Related or Inter-related Companies	For	For
3	Authorise Repurchase of Issued Share Capital	For	For
	Continuation of Ordinary Resolutions		
12	Authorise Ratification of Approved Resolutions	For	For

Symbio Holdings Limited

Meeting Date: 02/07/2024

Country: Australia

Ticker: SYM

Meeting Type: Court

Symbio Holdings Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Court-Ordered Meeting Approve Scheme of Arrangement in Relation to the Proposed Acquisition of the Company by Aussie Broadband Limited	For	For

Compass Group Plc

Meeting Date: 02/08/2024 **Country:** United Kingdom **Ticker:** CPG
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Remuneration Report	For	For
3	Approve Final Dividend	For	For
4	Elect Petros Parras as Director	For	For
5	Elect Leanne Wood as Director	For	For
6	Re-elect Ian Meakins as Director	For	For
7	Re-elect Dominic Blakemore as Director	For	For
8	Re-elect Palmer Brown as Director	For	For
9	Re-elect Stefan Bomhard as Director	For	For
10	Re-elect John Bryant as Director	For	For
11	Re-elect Arlene Isaacs-Lowe as Director	For	For
12	Re-elect Anne-Francoise Nesmes as Director	For	For
13	Re-elect Sundar Raman as Director	For	For
14	Re-elect Nelson Silva as Director	For	For
15	Re-elect Ireena Vittal as Director	For	For
16	Reappoint KPMG LLP as Auditors	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For
18	Authorise UK Political Donations and Expenditure	For	For
19	Authorise Issue of Equity	For	For

Compass Group Plc

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

SHL Telemedicine Ltd.

Meeting Date: 02/08/2024

Country: Israel

Ticker: SHLTN

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Amend Articles Re: Board Size	For	For
2.1	Reelect Yariv Alroy as Director	For	For
2.2	Reelect Ehud Barak as Director	For	For
2.3	Reelect David Salton as Director	For	For
2.4	Reelect Erez Alroy as Director	For	For
2.5	Reelect Amir Lerman as Director	For	For
2.6	Reelect Erez Nachtomy as Director	For	For
3	Elect Ido Nouberger as Director	For	For
4	Elect Nir Rotenberg as Director	For	For
5	Reapprove Compensation Policy for the Directors and Officers of the Company	For	For
6	Reappoint Kost Forer Gabbay & Kasierer as Auditors and Authorize Board to Fix Their Remuneration	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	None	Against

Blended Rationale: Shareholders must indicate whether they are controlling shareholders or have a personal interest related to these agenda items, or else their ballots will not be counted.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)		
2	Approve Allocation of Income and Dividends of EUR 4.70 per Share	For	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2022/23	For	For
3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2022/23	For	For
3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2022/23	For	For
3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2022/23	For	For
3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2022/23	For	For
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2022/23	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2022/23	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2022/23	For	For
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2022/23	For	For
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann (until Feb. 9, 2023) for Fiscal Year 2022/23	For	For
4.6	Approve Discharge of Supervisory Board Member Regina Dugan (from Feb. 9, 2023) for Fiscal Year 2022/23	For	For
4.7	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2022/23	For	For
4.8	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2022/23	For	For
4.9	Approve Discharge of Supervisory Board Member Oliver Hartmann (from Sep. 14, 2023) for Fiscal Year 2022/23	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.10	Approve Discharge of Supervisory Board Member Keryn Lee James (from Feb. 9, 2023) for Fiscal Year 2022/23	For	For
4.11	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2022/23	For	For
4.12	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2022/23	For	For
4.13	Approve Discharge of Supervisory Board Member Martina Merz (from Feb. 9, 2023) for Fiscal Year 2022/23	For	For
4.14	Approve Discharge of Supervisory Board Member Christian Pfeiffer (from Feb. 9, 2023) for Fiscal Year 2022/23	For	For
4.15	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2022/23	For	For
4.16	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2022/23	For	For
4.17	Approve Discharge of Supervisory Board Member Norbert Reithofer (until Feb. 9, 2023) for Fiscal Year 2022/23	For	For
4.18	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2022/23	For	For
4.19	Approve Discharge of Supervisory Board Member Nemat Shafik (until Feb. 9, 2023) for Fiscal Year 2022/23	For	For
4.20	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2022/23	For	For
4.21	Approve Discharge of Supervisory Board Member Michael Sigmund (until Aug. 31, 2023) for Fiscal Year 2022/23	For	For
4.22	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2022/23	For	For
4.23	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2022/23	For	For
4.24	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2022/23	For	For
4.25	Approve Discharge of Supervisory Board Member Gunnar Zukunft (until Feb. 9, 2023) for Fiscal Year 2022/23	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023/24	For	For
6	Approve Remuneration Policy	For	For
7	Approve Remuneration Report	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
8	Approve Creation of EUR 480 Million Pool of Capital with Partial Exclusion of Preemptive Rights	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Billion; Approve Creation of EUR 210 Million Pool of Capital to Guarantee Conversion Rights	For	For

Tyson Foods, Inc.

Meeting Date: 02/08/2024

Country: USA

Ticker: TSN

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director John H. Tyson	For	Against
	<i>Blended Rationale: Votes AGAINST John Tyson and Barbara Tyson are warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company.</i>		
1b	Elect Director Les R. Baledge	For	Against
	<i>Blended Rationale: Votes AGAINST governance committee members Les Baledge, Mike Beebe, and David Bronczek are warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure. A vote AGAINST Les Baledge is further warranted for serving as a non-independent member of a key board committee.</i>		
1c	Elect Director Mike Beebe	For	Against
	<i>Blended Rationale: Votes AGAINST governance committee members Les Baledge, Mike Beebe, and David Bronczek are warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure.</i>		
1d	Elect Director Maria Claudia Borrás	For	For
1e	Elect Director David J. Bronczek	For	Against
	<i>Blended Rationale: Votes AGAINST governance committee members Les Baledge, Mike Beebe, and David Bronczek are warranted given the board's failure to remove, or subject to a reasonable sunset requirement, the company's dual-class capital structure.</i>		
1f	Elect Director Mikel A. Durham	For	For
1g	Elect Director Donnie King	For	For
1h	Elect Director Jonathan D. Mariner	For	For
1i	Elect Director Kevin M. McNamara	For	For
1j	Elect Director Cheryl S. Miller	For	For
1k	Elect Director Kate B. Quinn	For	For
1l	Elect Director Jeffrey K. Schomburger	For	For
1m	Elect Director Barbara A. Tyson	For	Against
	<i>Blended Rationale: Votes AGAINST John Tyson and Barbara Tyson are warranted as their ownership of the supervoting shares through the Tyson Limited Partnership provide them with voting power control of the company.</i>		

Tyson Foods, Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1n	Elect Director Noel White	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
3	Report on Climate Lobbying	Against	For
<i>Blended Rationale: Support FOR the proposal is warranted, as such disclosure would help shareholders better evaluate the company's approach to direct and indirect climate lobbying and may help mitigate any related risks.</i>			
4	Commission Third-Party Audit Assessing Use of Child Labor in Company's Value Chain	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as additional information regarding the effectiveness of the company's policies and practices for avoiding child labor in its supply chain could allow shareholders to better gauge how the company is managing human rights related risks.</i>			
5	Accelerate Efforts to Eliminate Deforestation from Company's Supply Chains	Against	For
<i>Blended Rationale: A vote FOR is warranted as shareholders would benefit from additional information on the company's strategy to manage its supply chain's impact on deforestation.</i>			
6	Report on Opportunities to Support Circular Economy for Packaging	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted as additional disclosure on the company's efforts to support a circular economy for packaging would allow shareholders to better assess the company's management of related risks.</i>			

Tata Steel Limited

Meeting Date: 02/09/2024

Country: India

Ticker: 500470

Meeting Type: Court

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Court-Ordered Meeting For Equity Shareholders Approve Scheme of Amalgamation	For	For

KEI Industries Limited

Meeting Date: 02/10/2024

Country: India

Ticker: 517569

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Postal Ballot Reelect Shalini Gupta as Director	For	For

Sequans Communications SA

Meeting Date: 02/12/2024

Country: France

Ticker: SQNS

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Meeting for ADR Holders		
	Ordinary Business		
1	Elect Stephanie Sessler as Director	For	For
	Extraordinary Business		
2	Approve the Contribution of Sequans Communications SA to Sequans Communications SAS, its Valuation and Remuneration	For	For
3	Approve Merger by Absorption of Company by Renesas Sting Merger AG	For	For
4	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 500,000	For	For
5	Eliminate Preemptive Rights Pursuant to Item 4 Above	For	For
6	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 500,000	For	For
7	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against	For
	<i>Blended Rationale: A vote FOR the employee stock purchase plans is warranted as its proposed volume respects the 10-percent recommended guidelines.</i>		
	Ordinary Business		
8	Authorize Filing of Required Documents/Other Formalities	For	For

Bajaj Auto Limited

Meeting Date: 02/13/2024

Country: India

Ticker: 532977

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Postal Ballot		
1	Approve Buyback of Equity Shares	For	For

PT Mandala Multifinance Tbk

Meeting Date: 02/13/2024

Country: Indonesia

Ticker: MFIN

Meeting Type: Extraordinary
Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Change of Controlling Shareholder of the Company	For	Against
	<i>Blended Rationale: A vote AGAINST this resolution is warranted given the lack of further information to make an informed voting decision.</i>		
2	Approve Increase in Issued and Paid-Up Capital	For	Against
	<i>Blended Rationale: A vote AGAINST this resolution is warranted due to lack of information to make an informed voting decision.</i>		
3	Approve Changes in the Boards of the Company	For	Against
	<i>Blended Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.</i>		

Siemens Limited

Meeting Date: 02/13/2024

Country: India

Ticker: 500550

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Dividend	For	For
3	Approve that the Vacancy on the Board Not be Filled From the Retirement of Daniel Spindler	For	For
4	Approve Price Waterhouse Chartered Accountants LLP, Chartered Accountants as Auditors and Authorize Board to Fix Their Remuneration	For	For
5	Elect Wolfgang Wrumnig as Director	For	For
6	Approve Appointment and Remuneration of Wolfgang Wrumnig as Executive Director and Chief Financial Officer	For	Against
	<i>Blended Rationale: A vote AGAINST this resolution is warranted in view of the following concerns: - He will hold executive positions of two companies. This may impair his ability to devote adequate time to the affairs of each company. - The quantum of equity compensation based rewards and PLI does not have a stated monetary cap, and exact performance parameters, weightings and targets assigned to evaluate variable pay have not been disclosed.</i>		
7	Approve Remuneration of Cost Auditors	For	For

Berry Global Group, Inc.

Meeting Date: 02/14/2024

Country: USA

Ticker: BERY

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director B. Evan Bayh	For	For
1b	Elect Director Jonathan F. Foster	For	For
1c	Elect Director Meredith R. Harper	For	For
1d	Elect Director Idalene F. Kesner	For	For
1e	Elect Director Kevin J. Kwilinski	For	For
1f	Elect Director Jill A. Rahman	For	For
1g	Elect Director Carl J. (Rick) Rickertsen	For	For
1h	Elect Director Chaney M. Sheffield, Jr.	For	For
1i	Elect Director Robert A. Steele	For	For
1j	Elect Director Stephen E. Sterrett	For	For
1k	Elect Director Peter T. Thomas	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Amend Certificate of Incorporation to Include Officer Exculpation	For	For
5	Amend Exclusive Forum Provision	For	For

Dr. Reddy's Laboratories Limited

Meeting Date: 02/14/2024

Country: India

Ticker: 500124

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Postal Ballot		
1	Elect Sanjiv Soshil Mehta as Director	For	For

Fair Isaac Corporation

Meeting Date: 02/14/2024

Country: USA

Ticker: FICO

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Braden R. Kelly	For	For
1b	Elect Director Fabiola R. Arredondo	For	For
1c	Elect Director James D. Kirsner	For	For
1d	Elect Director William J. Lansing	For	For
1e	Elect Director Eva Manolis	For	For
1f	Elect Director Marc F. McMorris	For	For
1g	Elect Director Joanna Rees	For	For
1h	Elect Director David A. Rey	For	For
1i	Elect Director H. Tayloe Stansbury	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against

Blended Rationale: A vote AGAINST the proposal is warranted. Despite recent outperformance by the company, a pay-for-performance misalignment exists for the year in review. Although the annual bonus was based on rigorous financial measures, a concern is noted regarding the potential for individual performance to greatly increase payouts in instances of financial underperformance. Though a majority of the LTI program was in performance-conditioned equity, a majority of the performance equity utilized a one-year performance period. Further, there are concerns regarding target setting, as the financial metrics and targets used were identical to the annual bonus program, while the market-based equity targeted performance at merely the median of the Russell 3000 Index. The market-based equity also allows for multiple opportunities to vest, which runs counter to the at-risk nature of a pay-for-performance philosophy. Finally, the CEO received a retention award, a significant portion of which was in time-vested equity, while the performance portion, though measured over a longer term, still targets the median of the Index.

3	Ratify Deloitte & Touche LLP as Auditors	For	For
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PTC Inc.

Meeting Date: 02/14/2024 **Country:** USA **Ticker:** PTC
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Neil Barua	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1.2	Elect Director Mark Benjamin	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1.3	Elect Director Janice Chaffin	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1.4	Elect Director Amar Hanspal	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.5	Elect Director Michal Katz	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1.6	Elect Director Paul Lacy	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1.7	Elect Director Corinna Lathan	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1.8	Elect Director Janesh Moorjani	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
1.9	Elect Director Robert Schechter	For	For
	<i>Blended Rationale: A vote FOR the director nominees is warranted.</i>		
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
	<i>Blended Rationale: A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives were based on a pre-set financial metric and equity awards are half performance-conditioned with disclosed targets and are measured over multiple years.</i>		
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For
	<i>Blended Rationale: A vote FOR this proposal to ratify the auditor is warranted.</i>		

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1.1	Elect Director Neil Barua	For	For
1.2	Elect Director Mark Benjamin	For	For
1.3	Elect Director Janice Chaffin	For	For
1.4	Elect Director Amar Hanspal	For	For
1.5	Elect Director Michal Katz	For	For
1.6	Elect Director Paul Lacy	For	For
1.7	Elect Director Corinna Lathan	For	For
1.8	Elect Director Janesh Moorjani	For	For
1.9	Elect Director Robert Schechter	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For

Powszechny Zakład Ubezpieczeń SA

Meeting Date: 02/15/2024

Country: Poland

Ticker: PZU

Meeting Type: Special

Powszechny Zakład Ubezpieczeń SA

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Management Proposals		
1	Open Meeting		
2	Elect Meeting Chairman	For	For
3	Acknowledge Proper Convening of Meeting		
4	Approve Agenda of Meeting	For	For
	Shareholder Proposals		
5.1	Recall Supervisory Board Member	None	Against
	<i>Blended Rationale: Votes AGAINST the shareholder proposals are warranted because: - The proponent has failed to disclose the names of the directors to be recalled and the names of the nominees to be elected; and - The shareholder has not provided any sound justification behind the proposed changes to the supervisory board composition.</i>		
5.2	Elect Supervisory Board Member	None	Against
	<i>Blended Rationale: Votes AGAINST the shareholder proposals are warranted because: - The proponent has failed to disclose the names of the directors to be recalled and the names of the nominees to be elected; and - The shareholder has not provided any sound justification behind the proposed changes to the supervisory board composition.</i>		
6	Approve Collective Suitability of Supervisory Board Members	None	Against
	<i>Blended Rationale: A vote AGAINST this item is warranted following the negative vote recommendations on the shareholders' proposals under Items 5.1 and 5.2.</i>		
7	Approve Decision on Covering Costs of Convocation of EGM	None	Against
	<i>Blended Rationale: A vote AGAINST this item is warranted in line with the negative vote recommendations to the shareholders' proposals under Items 5.1, 5.2, and 6.</i>		
	Management Proposal		
8	Close Meeting		

Wuxi Lead Intelligent Equipment Co., Ltd.

Meeting Date: 02/19/2024

Country: China

Ticker: 300450

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Related Party Transaction	For	For
2	Approve Application of Bank Credit Lines	For	For
3	Approve Use of Idle Own Funds to Invest in Financial Products	For	Against
	<i>Blended Rationale: A vote AGAINST is warranted because the proposed investment could expose the company to unnecessary risks.</i>		

Wuxi Lead Intelligent Equipment Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4	Approve Amendments to Articles of Association	For	For
5	Amend Working System for Independent Directors	For	Against
<i>Blended Rationale: A vote AGAINST is warranted given the company has not specified the details and the provisions covered under the proposed amendments.</i>			
6	Approve Issuance of GDR and Listing on the Swiss Stock Exchange APPROVE PLAN FOR THE ISSUANCE OF GDR and LISTING ON THE SWISS STOCK EXCHANGE	For	For
7.1	Approve Type and Par Value	For	For
7.2	Approve Listing Location for Issuing Securities	For	For
7.3	Approve Issue Manner and Issue Time	For	For
7.4	Approve Basic Share Issuance Scale	For	For
7.5	Approve the Scale of GDR During the Duration	For	For
7.6	Approve Conversion Rate Between GDR and Underlying Securities A Shares	For	For
7.7	Approve Pricing Method	For	For
7.8	Approve Target Subscribers	For	For
7.9	Approve Scale and Purpose of Raised Funds	For	For
7.10	Approve Conversion Restriction Period for GDRs and Underlying Securities A Shares	For	For
7.11	Approve Rollover Profit Distribution Arrangement	For	For
7.12	Approve Underwriting Manner	For	For
7.13	Approve Resolution Validity Period	For	For
8	Approve Overseas Issuance of GDR Additional Domestic Basic Share Issuance Plan	For	For
9	Approve Demonstration Analysis Report in Connection to GDR Issuance	For	For
10	Approve Feasibility Analysis Report on the Use of Proceeds	For	For
11	Approve Impact of Dilution of Current Returns on Major Financial Indicators and the Relevant Measures to be Taken	For	For
12	Approve to Formulate the Shareholder Return Plan	For	For
13	Approve Report on the Usage of Previously Raised Funds	For	For
14	Approve Authorization of the Board to Handle All Related Matters	For	For

Wuxi Lead Intelligent Equipment Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
15	Approve Amendments to Articles of Association (Draft) Applicable After Issuance of GDR	For	For
16	Amend Rules and Procedures Regarding General Meetings of Shareholders (Draft) Applicable After Issuance of GDR	For	For
17	Approve Terminating the Implementation of the Rules and Procedures Regarding Meetings of Board of Directors (Draft) Applicable After Issuance of GDR	For	For
18	Approve Terminating the Implementation of the Rules and Procedures Regarding Meetings of Board of Supervisors (Draft) Applicable After Issuance of GDR	For	For
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		
19.1	Elect Wang Yanqing as Director	For	For
19.2	Elect Wang Jianxin as Director	For	For
19.3	Elect You Zhiliang as Director	For	For
19.4	Elect Wang Lei as Director	For	For
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING		
20.1	Elect Zhang Mingyan as Director	For	For
20.2	Elect Dai Jianjun as Director	For	For
20.3	Elect Guo Xiasheng as Director	For	For
	ELECT SUPERVISORS VIA CUMULATIVE VOTING		
21.1	Elect Bian Fenxiang as Supervisor	For	For
21.2	Elect Wang Qingyan as Supervisor	For	For

Infosys Limited

Meeting Date: 02/20/2024

Country: India

Ticker: 500209

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Postal Ballot		
1	Elect Nitin Keshav Paranjpe as Director	For	For
2	Reelect Chitra Nayak as Director	For	For

Mizrahi Tefahot Bank Ltd.

Meeting Date: 02/20/2024

Country: Israel

Ticker: MZTF

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Reelect Estery Giloz-Ran as External Director	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	None	Against
<i>Blended Rationale: Shareholders must indicate whether they are controlling shareholders or have a personal interest related to these agenda items, or else their ballots will not be counted.</i>			
Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney			
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	None	Against
<i>Blended Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; 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; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>			
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	None	Against
<i>Blended Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; 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; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>			
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.	None	For
<i>Blended Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; 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; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>			

SUPCON Technology Co., Ltd.

Meeting Date: 02/20/2024

Country: China

Ticker: 688777

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Bill Pool Business	For	Against
	<i>Blended Rationale: A vote AGAINST is warranted because there is a lack of disclosure on the pertinent details for shareholder to effectively assess the associated risks.</i>		
2	Amend Articles of Association	For	For

Bergbahnen Engelberg-Truebsee-Titlis AG

Meeting Date: 02/21/2024 Country: Switzerland Ticker: TIBN
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	For	For
2	Approve Discharge of Board and Senior Management	For	For
3	Approve Allocation of Income and Omission of Dividends	For	For
4.1.1	Reelect Christoph Baumgartner as Director	For	Against
	<i>Blended Rationale: Votes AGAINST the non-independent nominees: Christoph Baumgartner, Dominique Gisin, Martin Odermatt, Markus Thumiger, Hans Wicki, Guido Zumbuehl, and Patrick Zwyssig are warranted because of the failure to establish a sufficiently independent board.</i>		
4.1.2	Reelect Dominique Gisin as Director	For	Against
	<i>Blended Rationale: Votes AGAINST the non-independent nominees: Christoph Baumgartner, Dominique Gisin, Martin Odermatt, Markus Thumiger, Hans Wicki, Guido Zumbuehl, and Patrick Zwyssig are warranted because of the failure to establish a sufficiently independent board.</i>		
4.1.3	Reelect Martin Odermatt as Director	For	Against
	<i>Blended Rationale: Votes AGAINST the non-independent nominees: Christoph Baumgartner, Dominique Gisin, Martin Odermatt, Markus Thumiger, Hans Wicki, Guido Zumbuehl, and Patrick Zwyssig are warranted because of the failure to establish a sufficiently independent board.</i>		
4.1.4	Reelect Markus Thumiger as Director	For	Against
	<i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Markus Thumiger is warranted for lack of diversity on the board. Votes AGAINST the non-independent nominees: Christoph Baumgartner, Dominique Gisin, Martin Odermatt, Markus Thumiger, Hans Wicki, Guido Zumbuehl, and Patrick Zwyssig are warranted because of the failure to establish a sufficiently independent board.</i>		
4.1.5	Reelect Hans Wicki as Director	For	Against
	<i>Blended Rationale: Votes AGAINST the non-independent nominees: Christoph Baumgartner, Dominique Gisin, Martin Odermatt, Markus Thumiger, Hans Wicki, Guido Zumbuehl, and Patrick Zwyssig are warranted because of the failure to establish a sufficiently independent board.</i>		
4.1.6	Reelect Guido Zumbuehl as Director	For	Against
	<i>Blended Rationale: Votes AGAINST the non-independent nominees: Christoph Baumgartner, Dominique Gisin, Martin Odermatt, Markus Thumiger, Hans Wicki, Guido Zumbuehl, and Patrick Zwyssig are warranted because of the failure to establish a sufficiently independent board.</i>		

Bergbahnen Engelberg-Truebsee-Titlis AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.1.7	Reelect Patrick Zwysig as Director	For	Against
	<i>Blended Rationale: Votes AGAINST the non-independent nominees: Christoph Baumgartner, Dominique Gisin, Martin Odermatt, Markus Thumiger, Hans Wicki, Guido Zumbuehl, and Patrick Zwysig are warranted because of the failure to establish a sufficiently independent board.</i>		
4.2	Reelect Hans Wicki as Board Chair	For	Against
	<i>Blended Rationale: A vote AGAINST Hans Wicki as board chair is warranted because his election to the board does not warrant support.</i>		
4.3.1	Reappoint Markus Thumiger as Member of the Compensation Committee	For	Against
	<i>Blended Rationale: Votes AGAINST the non-independent nominees: Markus Thumiger, Hans Wicki, Guido Zumbuehl, and Dominique Gisin are warranted because their elections to the board do not warrant support.</i>		
4.3.2	Reappoint Hans Wicki as Member of the Compensation Committee	For	Against
	<i>Blended Rationale: Votes AGAINST the non-independent nominees: Markus Thumiger, Hans Wicki, Guido Zumbuehl, and Dominique Gisin are warranted because their elections to the board do not warrant support.</i>		
4.3.3	Reappoint Guido Zumbuehl as Member of the Compensation Committee	For	Against
	<i>Blended Rationale: Votes AGAINST the non-independent nominees: Markus Thumiger, Hans Wicki, Guido Zumbuehl, and Dominique Gisin are warranted because their elections to the board do not warrant support.</i>		
4.3.4	Appoint Dominique Gisin as Member of the Compensation Committee, if Item 6.4 is Approved	For	Against
	<i>Blended Rationale: Votes AGAINST the non-independent nominees: Markus Thumiger, Hans Wicki, Guido Zumbuehl, and Dominique Gisin are warranted because their elections to the board do not warrant support.</i>		
4.4	Ratify BDO AG as Auditors	For	For
4.5	Designate Brigitte Scheuber as Independent Proxy	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 399,000	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 1.9 Million	For	Against
	<i>Blended Rationale: A vote AGAINST this resolution is warranted because: - Executives continue to receive a purely fixed remuneration and the report does not explain the policy for setting and reviewing salary levels. - The CEO received a significant fixed remuneration increase without a compelling justification. - The report does not directly address low shareholder support on the prior vote.</i>		
6.1	Approve Creation of Capital Band within the Upper Limit of CHF 161,280 and the Lower Limit of CHF 127,680 with or without Exclusion of Preemptive Rights	For	For
6.2	Amend Articles Re: General Meeting	For	For
6.3	Approve Virtual-Only Shareholder Meetings	For	For
6.4	Amend Articles Re: Board of Directors; External Mandates for Members of the Board of Directors and Executive Committee; Composition of Compensation Committee	For	For
6.5	Amend Articles Re: Place of Jurisdiction; Editorial Changes	For	For

Bergbahnen Engelberg-Truebsee-Titlis AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
7	Transact Other Business (Voting)	For	Against
<i>Blended Rationale: A vote AGAINST is warranted because: - This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and - The content of these any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>			

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

Meeting Date: 02/21/2024

Country: United Arab Emirates

Ticker: EMIRATESNBD

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Ordinary Business		
1	Approve Board Report on Company Operations and Financial Statements for Fiscal Year Ended 31/12/2023	For	For
2	Approve Auditors' Report on Company Financial Statements for Fiscal Year Ended 31/12/2023	For	For
3	Approve Internal Shariah Supervisory Committee Report for Fiscal Year Ended 31/12/2023	For	For
4	Accept Financial Statements and Statutory Reports for Fiscal Year Ended 31/12/2023	For	For
5	Approve Dividends of AED 1.20 per Share for Fiscal Year Ended 31/12/2023	For	For
6	Approve Remuneration of Directors for Fiscal Year Ended 31/12/2023	For	For
7	Approve Discharge of Directors for Fiscal Year Ended 31/12/2023	For	For
8	Approve Discharge of Auditors for Fiscal Year Ended 31/12/2023	For	For
9	Approve Appointment of Auditor and Fix His Remuneration for Fiscal 2024	For	For
	Extraordinary Business		
10	Approve Board Proposal Re: Non-convertible Securities to be Issued by the Bank	For	For
11	Authorize Board and Any Authorized Person by the Board to Ratify and Execute Approved Resolutions	For	For

Healthpeak Properties, Inc.

Meeting Date: 02/21/2024

Country: USA

Ticker: PEAK

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Issue Shares in Connection with Merger	For	For
2	Increase Authorized Common Stock	For	For
3	Adjourn Meeting	For	For

Hypera SA

Meeting Date: 02/21/2024

Country: Brazil

Ticker: HYPE3

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Authorize Capitalization of Reserves Without Issuance of Shares and Amend Article 5 Accordingly	For	For
2	Approve Increase in Authorized Capital and Amend Article 5 Accordingly	For	For
3	Consolidate Bylaws	For	For

Korea Electric Power Corp.

Meeting Date: 02/21/2024

Country: South Korea

Ticker: 015760

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Oh Heung-bok as Inside Director	For	Against

Blended Rationale: A vote AGAINST this resolution is warranted as: - Employee representative is considered as non-independent under Sustainability Advisory Services classification of directors. - Heung-bok Oh (Item 1) is not independent, the company is a large company, and the board is not majority independent.

Physicians Realty Trust

Meeting Date: 02/21/2024

Country: USA

Ticker: DOC

Meeting Type: Special

Physicians Realty Trust

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	For	For
2	Advisory Vote on Golden Parachutes	For	Against
<i>Blended Rationale: A vote AGAINST this proposal is warranted. While cash severance is double trigger and reasonably based and no excise tax gross-ups are payable, outstanding equity will accelerate at the time of the transaction. Additionally, PSUs will vest at maximum levels without compelling rationale disclosed.</i>			
3	Adjourn Meeting	For	For

Aristocrat Leisure Limited

Meeting Date: 02/22/2024 **Country:** Australia **Ticker:** ALL
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Elect Neil Chatfield as Director	For	For
2	***Withdrawn Resolution*** Elect Jennifer Aument as Director		
3	Approve Grant of Performance Share Rights to Trevor Croker under the Long-Term Incentive Program	For	Against
<i>Blended Rationale: A vote AGAINST the grant of performance share rights to CEO Trevor Croker is warranted. There are the same issues as identified in prior years, that an excessive 40 percent of the LTI is based on undisclosed, "objective-balanced scorecard" performance items, where this may be regarded as either a bonus for "day job" duties or performance measures which are already captured in the STI and LTI. In addition to poor disclosure of the non-financial performance measures representing this 40 percent of the LTI, there is also no disclosure of the EPS growth targets. Vesting of the FY21 grant against a similar item was at 100 percent and remained insufficiently explained and justified. The company has not well made its case in justifying this undisclosed performance metric as worthy of additional substantial remuneration.</i>			
4	Approve Non-Executive Director Rights Plan	None	For
<i>Blended Rationale: A vote FOR the Non-Executive Director Rights Plan is warranted. - This will allow directors to increase their shareholdings in the company under a "salary sacrifice" arrangement of up to 100 percent of NED fees. - The awards are not performance based and should not impair the independence of directors, - This is consistent with other plans offered in the market, with some tax planning benefits to directors, and no material concerns exist.</i>			
5	Approve Remuneration Report	For	For

ICICI Lombard General Insurance Company Limited

Meeting Date: 02/22/2024 **Country:** India **Ticker:** 540716
Meeting Type: Special

ICICI Lombard General Insurance Company Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Postal Ballot		
1	Elect Antony Jacob as Director	For	For

Raymond James Financial, Inc.

Meeting Date: 02/22/2024 Country: USA Ticker: RJF
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Marlene Debel	For	For
1b	Elect Director Robert M. Dutkowsky	For	For
1c	Elect Director Jeffrey N. Edwards	For	For
1d	Elect Director Benjamin C. Esty	For	For
1e	Elect Director Art A. Garcia	For	For
1f	Elect Director Anne Gates	For	For
1g	Elect Director Gordon L. Johnson	For	For
1h	Elect Director Raymond W. McDaniel, Jr.	For	For
1i	Elect Director Roderick C. McGeary	For	For
1j	Elect Director Paul C. Reilly	For	For
1k	Elect Director Raj Seshadri	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify KPMG LLP as Auditors	For	For

Rover Group, Inc.

Meeting Date: 02/22/2024 Country: USA Ticker: ROVR
Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Merger Agreement	For	For
2	Adjourn Meeting	For	For

Avenue Supermarts Limited

Meeting Date: 02/23/2024

Country: India

Ticker: 540376

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Postal Ballot Elect Harishchandra M. Bharuka as Director	For	For

Estun Automation Co., Ltd.

Meeting Date: 02/23/2024

Country: China

Ticker: 002747

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Termination of Long-term Incentive Plan as well as Stock Option Incentive Plan and Cancellation of Stock Options	For	For

Infineon Technologies AG

Meeting Date: 02/23/2024

Country: Germany

Ticker: IFX

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting) <i>Blended Rationale: This is a non-voting item.</i>		
2	Approve Allocation of Income and Dividends of EUR 0.35 per Share <i>Blended Rationale: A vote FOR the allocation of income resolution is warranted due to a lack of concerns.</i>	For	For
3.1	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2023 <i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>	For	For
3.2	Approve Discharge of Management Board Member Constanze Hufenbecher for Fiscal Year 2023 <i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
3.3	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
3.4	Approve Discharge of Management Board Member Andreas Urschitz for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
3.5	Approve Discharge of Management Board Member Rutger Wijburg for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.1	Approve Discharge of Supervisory Board Member Herbert Diess (from Feb. 16, 2023) for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.2	Approve Discharge of Supervisory Board Member Xiaoqun Clever-Steg for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.4	Approve Discharge of Supervisory Board Member Wolfgang Eder (until Feb. 16, 2023) for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.5	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.6	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.7	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.8	Approve Discharge of Supervisory Board Member Klaus Helmrich (from Feb. 16, 2023) for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.9	Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenried (until Feb. 16, 2023) for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.10	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.11	Approve Discharge of Supervisory Board Member Geraldine Picaud (until Feb. 2, 2023) for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.12	Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.13	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.14	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.15	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.16	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.17	Approve Discharge of Supervisory Board Member Mirco Synde for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.18	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.19	Approve Discharge of Supervisory Board Member Ute Wolf (from April 22, 2023) for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2024	For	For
	<i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>		
6.1	Elect Ute Wolf to the Supervisory Board	For	For
	<i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.</i>		
6.2	Elect Hermann Eul to the Supervisory Board	For	For
	<i>Blended Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.</i>		
7	Approve Remuneration Policy for the Supervisory Board	For	For
	<i>Blended Rationale: A vote FOR the remuneration policy for supervisory board members is warranted because it is in line with market practice and no significant concerns are noted.</i>		
8	Approve Creation of EUR 490 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For
	<i>Blended Rationale: Votes FOR the proposed authorizations are warranted because, when combined, the issuance requests under Items 8 and 9 would limit issuances in exclusion of preemptive rights to 10 percent of share capital.</i>		
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Billion; Approve Creation of EUR 260 Million Pool of Capital to Guarantee Conversion Rights	For	For
	<i>Blended Rationale: Votes FOR the proposed authorizations are warranted because, when combined, the issuance requests under Items 8 and 9 would limit issuances in exclusion of preemptive rights to 10 percent of share capital.</i>		
10	Approve Remuneration Report	For	For
	<i>Blended Rationale: A vote FOR this resolution is warranted because the company's remuneration practices are broadly in line with best practice standards in Germany, and pay and performance appear reasonably aligned at this time.</i>		

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 0.35 per Share	For	For
3.1	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2023	For	For
3.2	Approve Discharge of Management Board Member Constanze Hufenbecher for Fiscal Year 2023	For	For
3.3	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2023	For	For
3.4	Approve Discharge of Management Board Member Andreas Urschitz for Fiscal Year 2023	For	For
3.5	Approve Discharge of Management Board Member Rutger Wijburg for Fiscal Year 2023	For	For
4.1	Approve Discharge of Supervisory Board Member Herbert Diess (from Feb. 16, 2023) for Fiscal Year 2023	For	For
4.2	Approve Discharge of Supervisory Board Member Xiaoqun Clever-Steg for Fiscal Year 2023	For	For
4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2023	For	For
4.4	Approve Discharge of Supervisory Board Member Wolfgang Eder (until Feb. 16, 2023) for Fiscal Year 2023	For	For
4.5	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2023	For	For
4.6	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2023	For	For
4.7	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2023	For	For
4.8	Approve Discharge of Supervisory Board Member Klaus Helmrich (from Feb. 16, 2023) for Fiscal Year 2023	For	For
4.9	Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenried (until Feb. 16, 2023) for Fiscal Year 2023	For	For
4.10	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2023	For	For
4.11	Approve Discharge of Supervisory Board Member Geraldine Picaud (until Feb. 2, 2023) for Fiscal Year 2023	For	For
4.12	Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal Year 2023	For	For

Infinion Technologies AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.13	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2023	For	For
4.14	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2023	For	For
4.15	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2023	For	For
4.16	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2023	For	For
4.17	Approve Discharge of Supervisory Board Member Mirco Synde for Fiscal Year 2023	For	For
4.18	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2023	For	For
4.19	Approve Discharge of Supervisory Board Member Ute Wolf (from April 22, 2023) for Fiscal Year 2023	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2024	For	For
6.1	Elect Ute Wolf to the Supervisory Board	For	For
6.2	Elect Hermann Eul to the Supervisory Board	For	For
7	Approve Remuneration Policy for the Supervisory Board	For	For
8	Approve Creation of EUR 490 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Billion; Approve Creation of EUR 260 Million Pool of Capital to Guarantee Conversion Rights	For	For
10	Approve Remuneration Report	For	For

Infinion Technologies AG

Meeting Date: 02/23/2024

Country: Germany

Ticker: IFX

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Meeting for ADR Holders Receive Financial Statements and Statutory Reports for Fiscal Year 2023 (Non-Voting)		
	<i>Blended Rationale: This is a non-voting item.</i>		
2	Approve Allocation of Income and Dividends of EUR 0.35 per Share	For	For
	<i>Blended Rationale: A vote FOR the allocation of income resolution is warranted due to a lack of concerns.</i>		
3.1	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
3.2	Approve Discharge of Management Board Member Constanze Hufenbecher for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
3.3	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
3.4	Approve Discharge of Management Board Member Andreas Urschitz for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
3.5	Approve Discharge of Management Board Member Rutger Wijburg for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.1	Approve Discharge of Supervisory Board Member Herbert Diess (from Feb. 16, 2023) for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.2	Approve Discharge of Supervisory Board Member Xiaoqun Clever-Steg for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.4	Approve Discharge of Supervisory Board Member Wolfgang Eder (until Feb. 16, 2023) for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.5	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.6	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.7	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.8	Approve Discharge of Supervisory Board Member Klaus Helmrich (from Feb. 16, 2023) for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.9	Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenried (until Feb. 16, 2023) for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.10	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.11	Approve Discharge of Supervisory Board Member Geraldine Picaud (until Feb. 2, 2023) for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.12	Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.13	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.14	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.15	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.16	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.17	Approve Discharge of Supervisory Board Member Mirco Synde for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.18	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
4.19	Approve Discharge of Supervisory Board Member Ute Wolf (from April 22, 2023) for Fiscal Year 2023	For	For
	<i>Blended Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>		
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2024	For	For
	<i>Blended Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>		
6.1	Elect Ute Wolf to the Supervisory Board	For	For
	<i>Blended Rationale: Votes FOR the proposed nominees are warranted.</i>		
6.2	Elect Hermann Eul to the Supervisory Board	For	For
	<i>Blended Rationale: Votes FOR the proposed nominees are warranted.</i>		
7	Approve Remuneration Policy for the Supervisory Board	For	For
	<i>Blended Rationale: A vote FOR the remuneration policy for supervisory board members is warranted because it is in line with market practice and no significant concerns are noted.</i>		
8	Approve Creation of EUR 490 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For
	<i>Blended Rationale: Votes FOR the proposed authorizations are warranted because, when combined, the issuance requests under Items 8 and 9 would limit issuances in exclusion of preemptive rights to 10 percent of share capital.</i>		

Infineon Technologies AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Billion; Approve Creation of EUR 260 Million Pool of Capital to Guarantee Conversion Rights	For	For
<i>Blended Rationale: Votes FOR the proposed authorizations are warranted because, when combined, the issuance requests under Items 8 and 9 would limit issuances in exclusion of preemptive rights to 10 percent of share capital.</i>			
10	Approve Remuneration Report	For	For
<i>Blended Rationale: A vote FOR this resolution is warranted because the company's remuneration practices are broadly in line with best practice standards in Germany, and pay and performance appear reasonably aligned at this time.</i>			

Shandong Sinocera Functional Material Co., Ltd.

Meeting Date: 02/23/2024 **Country:** China **Ticker:** 300285
Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve to Change the Phase 3 Employee Share Purchase Plan	For	For
2	Approve to Change the Usage of Repurchased Shares and Cancellation	For	For

The People's Insurance Company (Group) of China Limited

Meeting Date: 02/23/2024 **Country:** China **Ticker:** 1339
Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	EGM BALLOT FOR HOLDERS OF H SHARES Approve Remuneration Scheme for the Directors and Supervisors for the Year 2022	For	For

Shriram Finance Limited

Meeting Date: 02/25/2024 **Country:** India **Ticker:** 511218
Meeting Type: Special

Shriram Finance Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Postal Ballot		
1	Approve Renewal of Limit to Issue Debentures on Private Placement Basis	For	For

Bank of China Limited

Meeting Date: 02/26/2024 **Country:** China **Ticker:** 3988
Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		
1	Elect Zhang Yi as Director	For	For
2	Elect Lou Xiaohui as Director	For	For
3	Elect Liu Xiaolei as Director	For	For
4	Approve Issuance Quota and Issuance Arrangement of Total Loss-Absorbing Capacity Non-Capital Bonds	For	For

COSCO SHIPPING Energy Transportation Co., Ltd.

Meeting Date: 02/26/2024 **Country:** China **Ticker:** 1138
Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		
1	Approve Shipbuilding Contracts for Aframax Crude Oil Tankers and Related Transactions	For	For
2	Approve Shipbuilding Contracts for Panamax Crude Oil Tankers and Related Transactions	For	For
3	Approve Shipbuilding Contract for MR Crude Oil Tanker and Related Transactions	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2022/23 (Non-Voting)		
2	Approve Allocation of Income and Omission of Dividends	For	For
3.1	Approve Discharge of Management Board Member Christian Bruch for Fiscal Year 2022/23	For	For
3.2	Approve Discharge of Management Board Member Maria Ferraro for Fiscal Year 2022/23	For	For
3.3	Approve Discharge of Management Board Member Karim Amin for Fiscal Year 2022/23	For	For
3.4	Approve Discharge of Management Board Member Tim Holt for Fiscal Year 2022/23	For	For
3.5	Approve Discharge of Management Board Member Anne-Laure Parrical de Chamard (from Nov. 1, 2022) for Fiscal Year 2022/23	For	For
3.6	Approve Discharge of Management Board Member Vinod Philip (from Oct. 1, 2022) for Fiscal Year 2022/23	For	For
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2022/23	For	For
4.2	Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal Year 2022/23	For	For
4.3	Approve Discharge of Supervisory Board Member Hubert Lienhard for Fiscal Year 2022/23	For	For
4.4	Approve Discharge of Supervisory Board Member Guenter Augustat for Fiscal Year 2022/23	For	For
4.5	Approve Discharge of Supervisory Board Member Manfred Baereis for Fiscal Year 2022/23	For	For
4.6	Approve Discharge of Supervisory Board Member Manuel Bloemers for Fiscal Year 2022/23	For	For
4.7	Approve Discharge of Supervisory Board Member Christine Bortenlaenger for Fiscal Year 2022/23	For	For
4.8	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2022/23	For	For

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
4.9	Approve Discharge of Supervisory Board Member Andreas Feldmueller for Fiscal Year 2022/23	For	For
4.10	Approve Discharge of Supervisory Board Member Nadine Florian for Fiscal Year 2022/23	For	For
4.11	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2022/23	For	For
4.12	Approve Discharge of Supervisory Board Member Horst Hakelberg for Fiscal Year 2022/23	For	For
4.13	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2022/23	For	For
4.14	Approve Discharge of Supervisory Board Member Hildegard Mueller for Fiscal Year 2022/23	For	For
4.15	Approve Discharge of Supervisory Board Member Laurence Mulliez for Fiscal Year 2022/23	For	For
4.16	Approve Discharge of Supervisory Board Member Thomas Pfann for Fiscal Year 2022/23	For	For
4.17	Approve Discharge of Supervisory Board Member Matthias Rebellius for Fiscal Year 2022/23	For	For
4.18	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2022/23	For	For
4.19	Approve Discharge of Supervisory Board Member Geisha Williams for Fiscal Year 2022/23	For	For
4.20	Approve Discharge of Supervisory Board Member Randy Zwirn for Fiscal Year 2022/23	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2023/24	For	For
6	Approve Remuneration Report	For	For
7.1	Elect Veronika Grimm to the Supervisory Board	For	For
7.2	Elect Simone Menne to the Supervisory Board	For	For
8	Approve Remuneration of Supervisory Board	For	For
9	Approve Creation of EUR 399.7 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	For	For

Siemens Energy AG

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
10	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Billion; Approve Creation of EUR 79.9 Million Pool of Capital to Guarantee Conversion Rights	For	For
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For

Dubai Islamic Bank PJSC

Meeting Date: 02/27/2024

Country: United Arab Emirates

Ticker: DIB

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Ordinary Business		
1	Approve Board Report on Company Operations and Financial Position for FY 2023	For	For
2	Approve Auditors' Report on Company Financial Statements for FY 2023	For	For
3	Approve Internal Shariah Supervisory Committee Report for FY 2023	For	For
4	Accept Financial Statements and Statutory Reports for FY 2023	For	For
5	Approve Dividends Representing 45 Percent of Paid Up Capital	For	For
6	Approve Remuneration of Directors	For	For
7	Approve Discharge of Directors for FY 2023	For	For
8	Approve Discharge of Auditors for FY 2023	For	For
9	Elect Internal Sharia Supervisory Committee Members for a Three Years Period Ending in February 2027	For	For
10	Ratify Auditors and Fix Their Remuneration for FY 2024	For	For
11	Appoint Representatives of Shareholders Who Wish to Be Represented and Voted on Their Behalf	For	For
	Extraordinary Business		

Dubai Islamic Bank PJSC

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
12	Authorize the Board to Issue Non Convertible Senior Sukuk Up to USD 7.5 Billion, Determine the Date of the Issuance and to Execute All the Necessary Actions and Procedures Related to the Issuance	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	For	For
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	For	For
15.a	Approve Board's Recommendation to Amend and Restate the Articles of Association	For	For
15.b	Authorize Board or any Authorized Person by the Board to Take all the Necessary Measures Regarding the Amendment of Articles of Association	For	For

Apple Inc.

Meeting Date: 02/28/2024

Country: USA

Ticker: AAPL

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Wanda Austin	For	For
1b	Elect Director Tim Cook	For	For
1c	Elect Director Alex Gorsky	For	For
1d	Elect Director Andrea Jung	For	For
1e	Elect Director Art Levinson	For	For
1f	Elect Director Monica Lozano	For	For
1g	Elect Director Ron Sugar	For	For
1h	Elect Director Sue Wagner	For	For
2	Ratify Ernst & Young LLP as Auditors	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
4	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	Against	Against

Apple Inc.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
5	Report on Standards and Procedures to Curate App Content	Against	Against
6	Report on Median Gender/Racial Pay Gap	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted, as median pay gap statistics would allow shareholders to better compare and measure the progress of the company's diversity and inclusion initiatives.</i>			
7	Report on Use of Artificial Intelligence	Against	For
<i>Blended Rationale: A vote FOR this proposal is warranted. The company's lack of disclosure regarding AI limits shareholders' ability to evaluate the risks associated with the use of AI or the actions the company is potentially taking to mitigate those risks. Improved transparency and the disclosure of an ethical guideline may alleviate shareholder concerns.</i>			
8	Report on Congruency of Company's Privacy and Human Rights Policies with its Actions	Against	Against

Bank of Communications Co., Ltd.

Meeting Date: 02/28/2024 **Country:** China **Ticker:** 3328
Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	EGM BALLOT FOR HOLDERS OF H SHARES Approve Amendments to the Authorization to the Board by the General Meeting	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted given the bank has not specified the details and the provisions covered under the proposed amendments.</i>			
2	Approve Issuance Quota of Financial Bonds	For	For
3	Approve Remuneration Plan of the Directors	For	For
4	Approve Remuneration Plan of the Supervisors	For	For

Deere & Company

Meeting Date: 02/28/2024 **Country:** USA **Ticker:** DE
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	For	For
1b	Elect Director Tamra A. Erwin	For	For

Deere & Company

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

Blended Rationale: A vote FOR the proposal is warranted. While current severance arrangements are reasonable, the company does not disclose a policy prohibiting additional cash severance payments beyond a certain level or a mechanism that would require shareholder approval in order for excessive cash severance to be payable. The requested policy would ensure such shareholder protections.

SHiDAX Corp.

Meeting Date: 02/28/2024

Country: Japan

Ticker: 4837

Meeting Type: Special

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Reverse Stock Split to Squeeze Out Minority Shareholders	For	Against
2	Amend Articles to Decrease Authorized Capital	For	Against

Blended Rationale: A vote AGAINST this proposal is warranted because: - The purchase price represents a low premium to the share price before the tender offer announcement, which does not appear advantageous to its minority shareholders. - There are concerns over the transaction process.

Blended Rationale: A vote AGAINST this proposal is warranted because: - The change is requested in connection with the reverse stock split proposed in Item 1, which does not merit support.

Abu Dhabi Islamic Bank

Meeting Date: 02/29/2024

Country: United Arab Emirates

Ticker: ADIB

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Ordinary Business		
1	Approve Board Report on Company Operations and Its Financial Position for the Fiscal Year Ended 31/12/2023	For	For
2	Approve Auditors' Report on Company Financial Statements for the Fiscal Year Ended 31/12/2023	For	For
3	Approve Internal Shariah Supervisory Committee Report for the Fiscal Year Ended 31/12/2023	For	For
4	Accept Financial Statements and Statutory Reports for the Fiscal Year Ended 31/12/2023	For	For
5	Approve Dividends of AED 0.714612 Per Share for the Fiscal Year 2023	For	For
6	Approve Remuneration of Directors for the Fiscal Year Ended 31/12/2023	For	For
7	Approve Discharge of Directors for the Fiscal Year Ended 31/12/2023	For	For
8	Approve Discharge of Auditors for the Fiscal Year Ended 31/12/2023	For	For
9	Appoint Auditors and Fix Their Remuneration for the Fiscal Year 2024	For	For
	Extraordinary Business		
10	Amend Articles of Bylaws in Accordance with the Federal Decree Law No. 32 of 2021 Concerning the Commercial Companies	For	For
11	Authorize Board to Issue Sukuk with Preemptive Rights or Any Similar Instruments Non Convertible to Shares Up to USD 5 Billion and to Execute All Necessary Related Matters	For	For

China Pacific Insurance (Group) Co., Ltd.

Meeting Date: 02/29/2024

Country: China

Ticker: 2601

Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		

China Pacific Insurance (Group) Co., Ltd.

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Approve Amendments to the Articles of Association and Related Transactions	For	Against
<i>Blended Rationale: A vote AGAINST this resolution is warranted because the proposed articles amendments are not considered to adequately provide for accountability and transparency to shareholders.</i>			
2	Approve Amendments to the Procedural Rules for Shareholders' General Meetings and Related Transactions	For	For
3	Approve Amendments to the Procedural Rules for the Board of Directors and Related Transactions	For	For
4	Approve Amendments to the Procedural Rules for the Board of Supervisors and Related Transactions	For	For
ELECT DIRECTORS			
5.1	Elect Fu Fan as Director	For	For
5.2	Elect Zhao Yonggang as Director	For	For
5.3	Elect Wang Tayu as Director	For	For
5.4	Elect Chen Ran as Director	For	For
5.5	Elect Zhou Donghui as Director	For	For
5.6	Elect Huang Dinan as Director	For	For
5.7	Elect Lu Qiaoling as Director	For	For
5.8	Elect John Robert Dacey as Director	For	For
5.9	Elect Liu Xiaodan as Director	For	For
5.10	Elect Lam Tyng Yih, Elizabeth as Director	For	For
5.11	Elect Lo Yuen Man, Elaine as Director	For	For
5.12	Elect Chin Hung I David as Director	For	For
5.13	Elect Jiang Xuping as Director	For	For
ELECT SUPERVISORS			
6.1	Elect Zhu Yonghong as Supervisor	For	For
6.2	Elect Yue Lin as Supervisor	For	For

Industrial & Commercial Bank of China Limited

Meeting Date: 02/29/2024

Country: China

Ticker: 1398

Meeting Type: Extraordinary Shareholders

Industrial & Commercial Bank of China Limited

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF A SHARES		
1	Elect Zhang Wenwu as Director	For	For
2	Elect Murray Horn as Director	For	For
3	Approve Issuance Amount of Total Loss-Absorbing Capacity Non-Capital Debt Instruments	For	For
4	Approve Fixed Asset Investment Budget	For	For

Industrial and Commercial Bank of China Limited

Meeting Date: 02/29/2024 **Country:** China **Ticker:** 1398
Meeting Type: Extraordinary Shareholders

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES		
1	Elect Zhang Wenwu as Director	For	For
2	Elect Murray Horn as Director	For	For
3	Approve Issuance Amount of Total Loss-Absorbing Capacity Non-Capital Debt Instruments	For	For
4	Approve Fixed Asset Investment Budget	For	For

Kimberly-Clark de Mexico SAB de CV

Meeting Date: 02/29/2024 **Country:** Mexico **Ticker:** KIMBERA
Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
	Series A & B Shares Have Voting Rights Where Series A Shares Must Be Mexican National to Vote		
1	Approve Financial Statements and Statutory Reports; Approve Allocation of Income	For	For

Kimberly-Clark de Mexico SAB de CV

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2.1	Elect and/or Ratify Jorge Ballesteros Franco as Director and Jorge A. Lara Flores as Alternate Director	For	Against
	<i>Blended Rationale: A vote AGAINST all nominees is warranted because although the company has disclosed the names of its director nominees, none of the proposed nominees are considered independent under Sustainability Advisory Services policy, failing to meet the growing expectations of institutional shareholders.</i>		
2.2	Elect and/or Ratify Emilio Carrillo Gamboa as Director and Fernando Lopez Guerra Larrea as Alternate Director	For	Against
	<i>Blended Rationale: A vote AGAINST all nominees is warranted because although the company has disclosed the names of its director nominees, none of the proposed nominees are considered independent under Sustainability Advisory Services policy, failing to meet the growing expectations of institutional shareholders.</i>		
2.3	Elect and/or Ratify Antonio Cosio Arino as Director and Antonio Cosio Pando as Alternate Director	For	Against
	<i>Blended Rationale: A vote AGAINST all nominees is warranted because although the company has disclosed the names of its director nominees, none of the proposed nominees are considered independent under Sustainability Advisory Services policy, failing to meet the growing expectations of institutional shareholders.</i>		
2.4	Elect and/or Ratify Valentin Diez Morodo as Director and Emilio Cadena Rubio as Alternate Director	For	Against
	<i>Blended Rationale: A vote AGAINST all nominees is warranted because although the company has disclosed the names of its director nominees, none of the proposed nominees are considered independent under Sustainability Advisory Services policy, failing to meet the growing expectations of institutional shareholders.</i>		
2.5	Elect and/or Ratify Pablo R. Gonzalez Guajardo as Director and Esteban Gonzalez Guajardo as Alternate Director	For	Against
	<i>Blended Rationale: A vote AGAINST all nominees is warranted because although the company has disclosed the names of its director nominees, none of the proposed nominees are considered independent under Sustainability Advisory Services policy, failing to meet the growing expectations of institutional shareholders.</i>		
2.6	Elect and/or Ratify Claudio X. Gonzalez Laporte as Director and Guillermo Gonzalez Guajardo as Alternate Director	For	Against
	<i>Blended Rationale: A vote AGAINST all nominees is warranted because although the company has disclosed the names of its director nominees, none of the proposed nominees are considered independent under Sustainability Advisory Services policy, failing to meet the growing expectations of institutional shareholders.</i>		
2.7	Elect and/or Ratify Michael Hsu as Director and Paola Morales Vargas as Alternate Director	For	Against
	<i>Blended Rationale: A vote AGAINST all nominees is warranted because although the company has disclosed the names of its director nominees, none of the proposed nominees are considered independent under Sustainability Advisory Services policy, failing to meet the growing expectations of institutional shareholders.</i>		
2.8	Elect and/or Ratify Alison Lewis as Director and Alicia Maria Enciso Cordero as Alternate Director	For	Against
	<i>Blended Rationale: A vote AGAINST all nominees is warranted because although the company has disclosed the names of its director nominees, none of the proposed nominees are considered independent under Sustainability Advisory Services policy, failing to meet the growing expectations of institutional shareholders.</i>		

Kimberly-Clark de Mexico SAB de CV

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
2.9	Elect and/or Ratify Esteban Malpica Fomperosa as Director and Fernando Ruiz Sahagun as Alternate Director	For	Against
	<i>Blended Rationale: A vote AGAINST all nominees is warranted because although the company has disclosed the names of its director nominees, none of the proposed nominees are considered independent under Sustainability Advisory Services policy, failing to meet the growing expectations of institutional shareholders.</i>		
2.10	Elect and/or Ratify Fernando Senderos Mestre as Director and Daniela Ruiz Massieu Salinas as Alternate Director	For	Against
	<i>Blended Rationale: A vote AGAINST Fernando M. Senderos Mestre is warranted because the director serves on more than five (5) public company boards and is therefore considered overboarded under Sustainability Advisory Services policy. Moreover, a vote AGAINST all nominees is warranted because although the company has disclosed the names of its director nominees, none of the proposed nominees are considered independent under Sustainability Advisory Services policy, failing to meet the growing expectations of institutional shareholders.</i>		
2.11	Elect and/or Ratify Russell Torres as Director and Jorge Leon Orantes Baena as Alternate Director	For	Against
	<i>Blended Rationale: A vote AGAINST all nominees is warranted because although the company has disclosed the names of its director nominees, none of the proposed nominees are considered independent under Sustainability Advisory Services policy, failing to meet the growing expectations of institutional shareholders.</i>		
2.12	Elect and/or Ratify Nelson Urdaneta as Director and Sergio Chagoya Diaz as Alternate Director	For	Against
	<i>Blended Rationale: A vote AGAINST all nominees is warranted because although the company has disclosed the names of its director nominees, none of the proposed nominees are considered independent under Sustainability Advisory Services policy, failing to meet the growing expectations of institutional shareholders.</i>		
2.13	Elect and/or Ratify Emilio Carrillo Gamboa as Chairman of Audit and Corporate Practices Committee	For	Against
	<i>Blended Rationale: A vote AGAINST Emilio Carrillo Gamboa as Chairman of Audit and Corporate Practices Committee is warranted as his election to the board does not warrant support.</i>		
2.14	Elect and/or Ratify Alberto G. Saavedra Olavarrieta as Board Secretary	For	For
3	Approve Remuneration of Principal and Alternate Members of Board of Directors, Board Committees and Secretary	For	For
4	Set Maximum Amount of Share Repurchase Reserve of up to MXN 1 Billion; Approve Board's Report on Policies of Repurchase of Shares	For	For
5	Approve Cash Dividends of MXN 1.86 per Series A and B Shares; Such Dividends Will Be Distributed in Four Installments of MXN 0.465	For	For
6	Authorize Board to Ratify and Execute Approved Resolutions	For	For

Kone Oyj

Meeting Date: 02/29/2024

Country: Finland

Ticker: KNEBV

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1	Open Meeting		
2	Call the Meeting to Order		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting		
4	Acknowledge Proper Convening of Meeting		
5	Prepare and Approve List of Shareholders		
6	Receive Financial Statements and Statutory Reports		
7	Accept Financial Statements and Statutory Reports	For	For
8	Approve Allocation of Income and Dividends of EUR 1.7475 per Class A Share and EUR 1.75 per Class B Share	For	For
9	Approve Discharge of Board and President	For	For
10	Approve Remuneration Report (Advisory Vote)	For	Against
<i>Blended Rationale: A vote AGAINST this item is warranted because: - The company has not included weights and performance outcomes for the individual performance criteria for its STIP. - The company has made an excessive exit payment to its former CEO. - The performance period for the LTI 2020 which vested during 2023 is insufficient.</i>			
11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	Against
<i>Blended Rationale: A vote AGAINST this item is warranted because: - There is not a maximum cap for the STIP. - The policy allows for one-year performance periods for the LTIP.</i>			
12	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman and EUR 110,000 for Other Directors	For	For
13	Fix Number of Directors at Nine	For	For
14.a	Reelect Matti Alahuhta as Director	For	Against
<i>Blended Rationale: A vote AGAINST candidates Matti Alahuhta (Item 14.a), and Antti Herlin (Item 14.d) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence.</i>			
14.b	Reelect Susan Duinhoven as Director	For	For
14.c	Reelect Marika Fredriksson as Director	For	For
14.d	Reelect Antti Herlin as Director	For	Against
<i>Blended Rationale: A vote AGAINST candidates Matti Alahuhta (Item 14.a), and Antti Herlin (Item 14.d) is warranted due to their non-independent status on the remuneration committee with insufficient level of overall independence. Additionally, a vote AGAINST Antti Herlin (Item 14.d) is warranted because the company maintains a share structure with unequal voting rights, and the candidate is a primary beneficiary of the superior voting rights.</i>			
14.e	Reelect Iris Herlin as Director	For	For

Kone Oyj

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
14.f	Reelect Jussi Herlin as Director	For	Against
<i>Blended Rationale: A vote AGAINST incumbent nominating committee chair Jussi Herlin is warranted for lack of diversity on the board.</i>			
14.g	Elect Timo Ihamuotila as New Director	For	For
14.h	Reelect Ravi Kant as Director	For	For
14.i	Reelect Krishna Mikkilineni as Director	For	For
15	Approve Remuneration of Auditors	For	For
16	Fix Number of Auditors at One	For	For
17	Ratify Ernst & Young as Auditors	For	For
18	Authorize Share Repurchase Program	For	For
19	Approve Issuance of Shares and Options without Preemptive Rights	For	Against
<i>Blended Rationale: A vote AGAINST this issuance authorization is warranted because it explicitly includes the possibility to issue additional super voting shares.</i>			
20	Close Meeting		

Tetra Tech, Inc.

Meeting Date: 02/29/2024

Country: USA

Ticker: TTEK

Meeting Type: Annual

Proposal Number	Proposal Text	Mgmt Rec	Vote Instruction
1A	Elect Director Dan L. Batrack	For	For
1B	Elect Director Gary R. Birkenbeuel	For	For
1C	Elect Director Prashant Gandhi	For	For
1D	Elect Director Joanne M. Maguire	For	For
1E	Elect Director Christiana Obiaya	For	For
1F	Elect Director Kimberly E. Ritrievi	For	For
1G	Elect Director Kirsten M. Volpi	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For