

### Meeting Overview

Category	Number	Percentage
Number of votable meetings	39	
Number of meetings voted	39	100.00%
Number of meetings with at least 1 vote Against, Withhold or Abstain	22	56.41%

### Ballot Overview

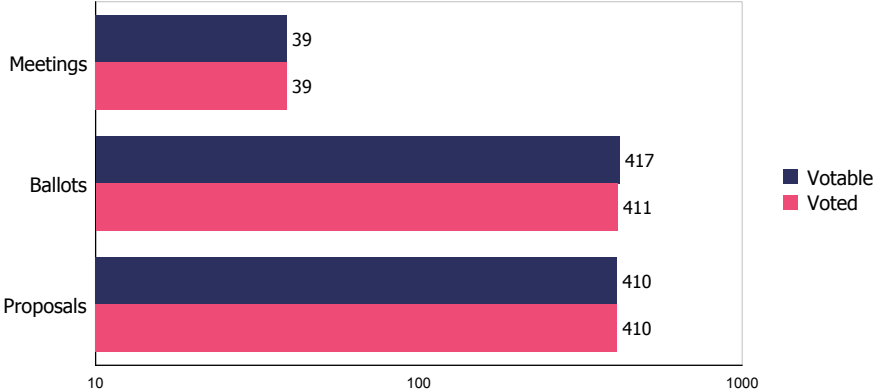
Category	Number	Percentage
Number of votable ballots	417	
Number of ballots voted	411	98.56%

### Proposal Overview

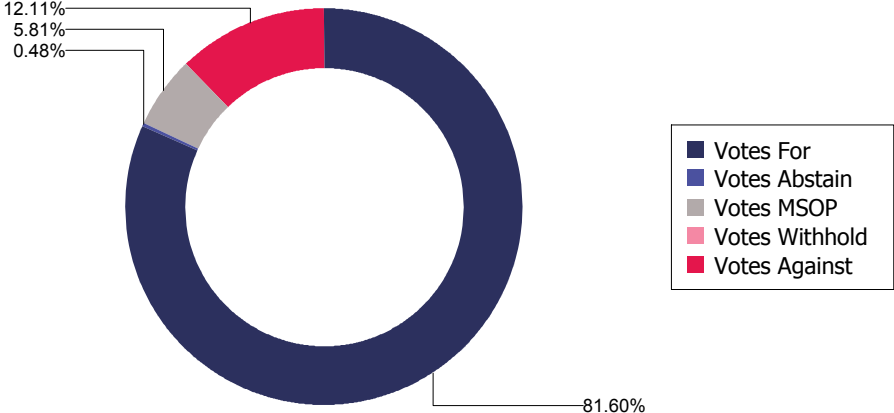
Category	Number	Percentage
Number of votable items	410	
Number of items voted	410	100.00%
Number of votes FOR	337	82.20%
Number of votes AGAINST	50	12.20%
Number of votes ABSTAIN	2	0.49%
Number of votes WITHHOLD	0	0.00%
Number of votes on MSOP	24	5.85%
Number of votes With Policy	410	100.00%
Number of votes Against Policy	0	0.00%
Number of votes With Mgmt	360	87.80%
Number of votes Against Mgmt	53	12.93%
Number of votes on Shareholder Proposals	6	1.46%

Notes: Instructions of Do Not Vote are not considered voted. Frequency on Pay votes of 1, 2, 3 years are counted by type (For, Against, etc.) per proposal. Votes on MSOP proposals will only be counted as a vote on MSOP and not as the actual vote cast (For, Against, etc.) per proposal to avoid duplication of data. In cases of different votes submitted across ballots for a single meeting, votes cast are distinctly counted by type (For, Against, etc.) per proposal. So, a meeting may have inflated total votes submitted than unique proposals voted.

### Voting Statistics

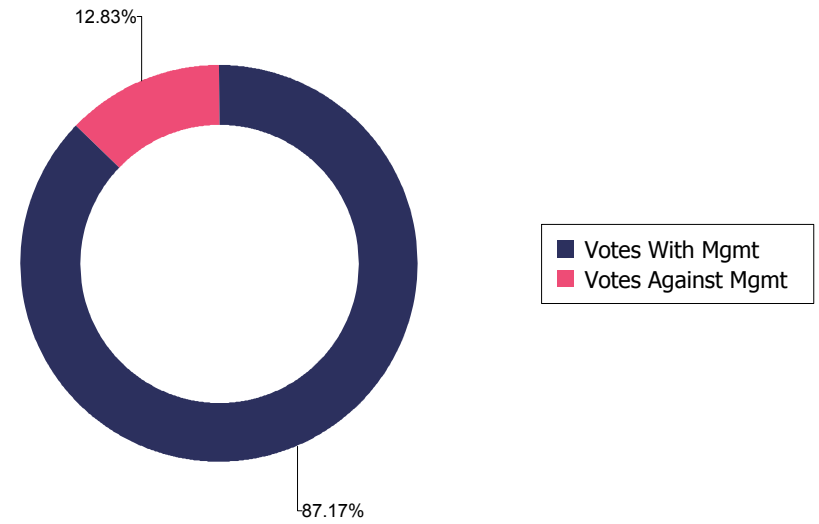


### Vote Cast Statistics



**Vote Alignment with Policy**  
 No graphical representation provided.

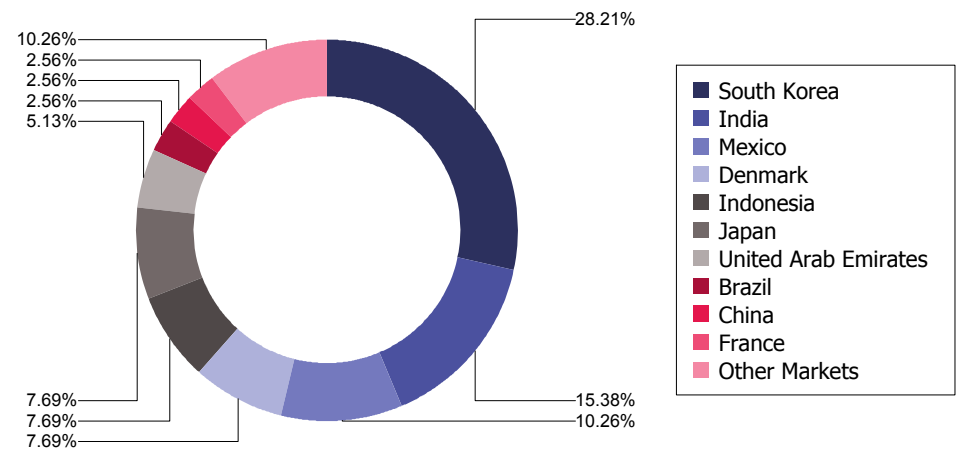
**Vote Alignment with Management**

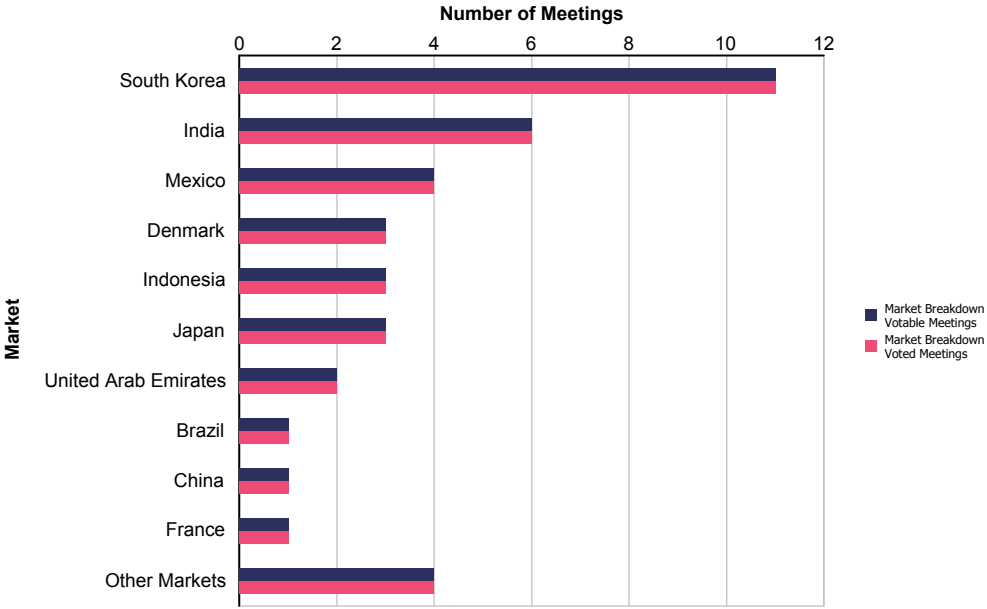


**Market Breakdown**

Market	Votable Meetings	Voted Meetings	Percentage
South Korea	11	11	100.00%
India	6	6	100.00%
Mexico	4	4	100.00%
Denmark	3	3	100.00%
Indonesia	3	3	100.00%
Japan	3	3	100.00%
United Arab Emirates	2	2	100.00%
Brazil	1	1	100.00%
China	1	1	100.00%
France	1	1	100.00%
Singapore	1	1	100.00%
Sweden	1	1	100.00%
Switzerland	1	1	100.00%
USA	1	1	100.00%

**Meetings Voted by Market**





**Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD**


Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Cielo SA	06-Mar-23	Brazil	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	3. Approve Remuneration of Company's Management	Against
Apple Inc.	10-Mar-23	USA	E, S	E&S Blended - Counter	Miscellaneous -- Environmental & Social Counterproposal	5. Report on Civil Rights and Non-Discrimination Audit	Against
Apple Inc.	10-Mar-23	USA	S	Social - Human Rights	Operations in High Risk Countries	6. Report on Operations in Communist China	Against
Apple Inc.	10-Mar-23	USA	G	Miscellaneous - Miscellaneous	Company-Specific -- Shareholder Miscellaneous	7. Adopt a Policy Establishing an Engagement Process with Proponents to Shareholder Proposals	Against
PT Bank Rakyat Indonesia (Persero) Tbk	13-Mar-23	Indonesia	G	Director Related - Board Related	Ratify Changes in the Composition of the Board	8. Approve Changes in the Boards of the Company	Against
PT Bank Mandiri (Persero) Tbk	14-Mar-23	Indonesia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	7. Amend Articles of Association	Against
PT Bank Mandiri (Persero) Tbk	14-Mar-23	Indonesia	G	Director Related - Board Related	Ratify Changes in the Composition of the Board	8. Approve Changes in the Boards of the Company	Against
Samsung SDI Co., Ltd.	15-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	2.1. Elect Jeon Young-hyeon as Inside Director	Against
Dubai Islamic Bank PJSC	15-Mar-23	United Arab Emirates	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	9. Elect Directors (Bundled)	Against
SAMSUNG BIOLOGICS Co., Ltd.	17-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	2.3. Elect Kim Eunice Kyunghee as Outside Director	Against
Titan Company Limited	21-Mar-23	India	G	Director Election - Director Election	Elect Director	1. Elect Mariam Pallavi Baldev, Ias as Director	Against
Titan Company Limited	21-Mar-23	India	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	2. Approve Titan Company Limited Performance Based Stock Unit Scheme, 2023 For Grant of Performance Based Stock Units to the Employees of the Company	Against
Titan Company Limited	21-Mar-23	India	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	3. Approve Titan Company Limited Performance Based Stock Unit Scheme, 2023 For Grant of Performance Based Stock Units to Employees of Subsidiary Company(ies)	Against
Titan Company Limited	21-Mar-23	India	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	4. Approve Secondary Acquisition of Equity Shares Through Trust Route For Implementation of Titan Company Limited Performance Based Stock Unit Scheme, 2023 and Provision of Financial Assistance	Against

**Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)**


Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
ORION Corp. (Korea)	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	2.1. Elect Heo In-cheol as Inside Director	Against
ORION Corp. (Korea)	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	2.2. Elect Heo Yong-seok as Outside Director	Against
ORION Corp. (Korea)	23-Mar-23	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	4. Elect Heo Yong-seok as a Member of Audit Committee	Against
ORION Corp. (Korea)	23-Mar-23	South Korea	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5. Approve Total Remuneration of Inside Directors and Outside Directors	Against
CHUNBO Co., Ltd.	23-Mar-23	South Korea	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	2. Approve Total Remuneration of Inside Directors and Outside Directors	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.3. Elect Gwak Su-geun as Outside Director	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.4. Elect Bae Hun as Outside Director	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.5. Elect Seong Jae-ho as Outside Director	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.6. Elect Lee Yong-guk as Outside Director	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.7. Elect Lee Yoon-jae as Outside Director	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.8. Elect Jin Hyeon-deok as Outside Director	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.9. Elect Choi Jae-bung as Outside Director	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	4. Elect Yoon Jae-won as Outside Director to Serve as an Audit Committee Member	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	5.1. Elect Gwak Su-geun as a Member of Audit Committee	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	5.2. Elect Bae Hun as a Member of Audit Committee	Against
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3c. Reelect Sylvie Gregoire as Director	Abstain
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3d. Reelect Kasim Kutay as Director	Abstain
Novo Nordisk A/S	23-Mar-23	Denmark	G	Miscellaneous - Miscellaneous	Company-Specific -- Shareholder Miscellaneous	8.4. Product Pricing Proposal	Against

**Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)**


Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Hana Financial Group, Inc.	24-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.1. Elect Kim Hong-jin as Outside Director	Against
Hana Financial Group, Inc.	24-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.2. Elect Heo Yoon as Outside Director	Against
Hana Financial Group, Inc.	24-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.3. Elect Lee Jeong-won as Outside Director	Against
Hana Financial Group, Inc.	24-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.4. Elect Park Dong-moon as Outside Director	Against
Hana Financial Group, Inc.	24-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.5. Elect Lee Gang-won as Outside Director	Against
Hana Financial Group, Inc.	24-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	4. Elect Yang Dong-hun as Outside Director to Serve as an Audit Committee Member	Against
Hana Financial Group, Inc.	24-Mar-23	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	5.1. Elect Heo Yoon as a Member of Audit Committee	Against
Varun Beverages Limited	27-Mar-23	India	G	Director Election - Director Election	Elect Director	3. Reelect Ravi Jaipuria as Director	Against
Varun Beverages Limited	27-Mar-23	India	G	Director Election - Director Election	Elect Director	7. Reelect Rashmi Dhariwal as Director	Against
Sartorius Stedim Biotech SA	27-Mar-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of Chairman and CEO	Against
Sartorius Stedim Biotech SA	27-Mar-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Vice-CEO	Against
Sartorius Stedim Biotech SA	27-Mar-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	11. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
Sartorius Stedim Biotech SA	27-Mar-23	France	G	Compensation - Employee Stock Ownership/Purchase Plan	Approve Qualified Employee Stock Purchase Plan	15. Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against
INPEX Corp.	28-Mar-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	4.3. Appoint Statutory Auditor Aso, Kenichi	Against
S-Oil Corp.	28-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.1. Elect Ibrahim M. Al-Nitaifi as Non-Independent Non-Executive Director	Against
S-Oil Corp.	28-Mar-23	South Korea	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	4. Approve Total Remuneration of Inside Directors and Outside Directors	Against

## Analysis of Votes: AGAINST/ABSTAIN/WITHHOLD (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Americana Restaurants International Plc	28-Mar-23	United Arab Emirates	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Policy Remuneration	Against
Americana Restaurants International Plc	28-Mar-23	United Arab Emirates	G	Director Related - Board Related	Approve/Amend Board Committee Policy/Charter/Regulations	7. Approve Audit Committee Charter	Against
Vision, Inc. ( Japan)	30-Mar-23	Japan	G	Company Articles - Article Amendments	Amend Articles to: (Japan)	1. Amend Articles to Clarify Director Authority on Shareholder Meetings - Allow Virtual Only Shareholder Meetings - Clarify Director Authority on Board Meetings	Against
Vision, Inc. ( Japan)	30-Mar-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.2. Appoint Statutory Auditor Motai, Junichi	Against
Arca Continental SAB de CV	30-Mar-23	Mexico	G	Director Election - Director Election - Bundled	Elect Directors (Bundled) and Approve Their Remuneration	5. Elect Directors, Verify their Independence Classification, Approve their Remuneration and Elect Secretaries	Against
Arca Continental SAB de CV	30-Mar-23	Mexico	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6. Approve Remuneration of Board Committee Members; Elect Chairman of Audit and Corporate Practices Committee	Against
Fortnox AB	30-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	15.E. Approve Third Party Swap Agreement as Alternative Equity Plan Financing	Against
Jyske Bank A/S	30-Mar-23	Denmark	G	Routine Business - Routine Business	Other Business	i. Other Business	Against

## Analysis of Votes Against Policy

There are no votes against policy.

## Analysis of Votes Against Management

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Cielo SA	06-Mar-23	Brazil	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	3. Approve Remuneration of Company's Management	Against
Apple Inc.	10-Mar-23	USA	S	Social - Diversity, Equity, & Inclusion	Gender Pay Gap	8. Report on Median Gender/Racial Pay Gap	For
Apple Inc.	10-Mar-23	USA	G	Director Related - Board Related	Amend Proxy Access Right	9. Amend Proxy Access Right	For

## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
PT Bank Rakyat Indonesia (Persero) Tbk	13-Mar-23	Indonesia	G	Director Related - Board Related	Ratify Changes in the Composition of the Board	8. Approve Changes in the Boards of the Company	Against
PT Bank Mandiri (Persero) Tbk	14-Mar-23	Indonesia	G	Company Articles - Article Amendments	Amend Articles/Bylaws/Charter -- Non-Routine	7. Amend Articles of Association	Against
PT Bank Mandiri (Persero) Tbk	14-Mar-23	Indonesia	G	Director Related - Board Related	Ratify Changes in the Composition of the Board	8. Approve Changes in the Boards of the Company	Against
Samsung SDI Co., Ltd.	15-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	2.1. Elect Jeon Young-hyeon as Inside Director	Against
Dubai Islamic Bank PJSC	15-Mar-23	United Arab Emirates	G	Director Election - Director Election - Cumulative	Elect Director (Cumulative Voting or More Nominees Than Board Seats)	9. Elect Directors (Bundled)	Against
SAMSUNG BIOLOGICS Co., Ltd.	17-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	2.3. Elect Kim Eunice Kyunghee as Outside Director	Against
Titan Company Limited	21-Mar-23	India	G	Director Election - Director Election	Elect Director	1. Elect Mariam Pallavi Baldev, Ias as Director	Against
Titan Company Limited	21-Mar-23	India	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	2. Approve Titan Company Limited Performance Based Stock Unit Scheme, 2023 For Grant of Performance Based Stock Units to the Employees of the Company	Against
Titan Company Limited	21-Mar-23	India	G	Compensation - Equity Compensation Plan	Approve Executive Share Option Plan	3. Approve Titan Company Limited Performance Based Stock Unit Scheme, 2023 For Grant of Performance Based Stock Units to Employees of Subsidiary Company(ies)	Against
Titan Company Limited	21-Mar-23	India	G	Miscellaneous - Compensation	Company-Specific Compensation-Related	4. Approve Secondary Acquisition of Equity Shares Through Trust Route For Implementation of Titan Company Limited Performance Based Stock Unit Scheme, 2023 and Provision of Financial Assistance	Against
ORION Corp. (Korea)	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	2.1. Elect Heo In-cheol as Inside Director	Against
ORION Corp. (Korea)	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	2.2. Elect Heo Yong-seok as Outside Director	Against
ORION Corp. (Korea)	23-Mar-23	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	4. Elect Heo Yong-seok as a Member of Audit Committee	Against
ORION Corp. (Korea)	23-Mar-23	South Korea	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	5. Approve Total Remuneration of Inside Directors and Outside Directors	Against
CHUNBO Co., Ltd.	23-Mar-23	South Korea	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	2. Approve Total Remuneration of Inside Directors and Outside Directors	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.3. Elect Gwak Su-geun as Outside Director	Against



## Analysis of Votes Against Management (Continued)

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.4. Elect Bae Hun as Outside Director	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.5. Elect Seong Jae-ho as Outside Director	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.6. Elect Lee Yong-guk as Outside Director	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.7. Elect Lee Yoon-jae as Outside Director	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.8. Elect Jin Hyeon-deok as Outside Director	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.9. Elect Choi Jae-bung as Outside Director	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	4. Elect Yoon Jae-won as Outside Director to Serve as an Audit Committee Member	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	5.1. Elect Gwak Su-geun as a Member of Audit Committee	Against
Shinhan Financial Group Co., Ltd.	23-Mar-23	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	5.2. Elect Bae Hun as a Member of Audit Committee	Against
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3c. Reelect Sylvie Gregoire as Director	Abstain
Novo Nordisk A/S	23-Mar-23	Denmark	G	Director Election - Director Election	Elect Director	6.3d. Reelect Kasim Kutay as Director	Abstain
Hana Financial Group, Inc.	24-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.1. Elect Kim Hong-jin as Outside Director	Against
Hana Financial Group, Inc.	24-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.2. Elect Heo Yoon as Outside Director	Against
Hana Financial Group, Inc.	24-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.3. Elect Lee Jeong-won as Outside Director	Against
Hana Financial Group, Inc.	24-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.4. Elect Park Dong-moon as Outside Director	Against
Hana Financial Group, Inc.	24-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.5. Elect Lee Gang-won as Outside Director	Against
Hana Financial Group, Inc.	24-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	4. Elect Yang Dong-hun as Outside Director to Serve as an Audit Committee Member	Against
Hana Financial Group, Inc.	24-Mar-23	South Korea	G	Director Related - Committee Election	Elect Member of Audit Committee	5.1. Elect Heo Yoon as a Member of Audit Committee	Against
Varun Beverages Limited	27-Mar-23	India	G	Director Election - Director Election	Elect Director	3. Reelect Ravi Jaipuria as Director	Against
Varun Beverages Limited	27-Mar-23	India	G	Director Election - Director Election	Elect Director	7. Reelect Rashmi Dhariwal as Director	Against

**Analysis of Votes Against Management (Continued)**

Company Name	Meeting Date	Market	ESG Pillar	Proposal Category	Proposal Description	Proposal Text	Vote Cast
Sartorius Stedim Biotech SA	27-Mar-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	8. Approve Remuneration Policy of Chairman and CEO	Against
Sartorius Stedim Biotech SA	27-Mar-23	France	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	10. Approve Remuneration Policy of Vice-CEO	Against
Sartorius Stedim Biotech SA	27-Mar-23	France	G	Capitalization - Capital Structure - Repurchase	Authorize Share Repurchase Program	11. Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against
INPEX Corp.	28-Mar-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	4.3. Appoint Statutory Auditor Aso, Kenichi	Against
S-Oil Corp.	28-Mar-23	South Korea	G	Director Election - Director Election	Elect Director	3.1. Elect Ibrahim M. Al-Nitaifi as Non-Independent Non-Executive Director	Against
S-Oil Corp.	28-Mar-23	South Korea	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration of Executive Directors and/or Non-Executive Directors	4. Approve Total Remuneration of Inside Directors and Outside Directors	Against
Americana Restaurants International Plc	28-Mar-23	United Arab Emirates	G	Compensation - Remuneration Policy & Implementation	Approve Remuneration Policy	6. Approve Policy Remuneration	Against
Americana Restaurants International Plc	28-Mar-23	United Arab Emirates	G	Director Related - Board Related	Approve/Amend Board Committee Policy/Charter/Regulations	7. Approve Audit Committee Charter	Against
Vision, Inc. ( Japan)	30-Mar-23	Japan	G	Company Articles - Article Amendments	Amend Articles to: (Japan)	1. Amend Articles to Clarify Director Authority on Shareholder Meetings - Allow Virtual Only Shareholder Meetings - Clarify Director Authority on Board Meetings	Against
Vision, Inc. ( Japan)	30-Mar-23	Japan	G	Director Related - Statutory Auditor	Appoint Internal Statutory Auditor(s) [and Approve Auditor's/Auditors' Remuneration]	3.2. Appoint Statutory Auditor Motai, Junichi	Against
Arca Continental SAB de CV	30-Mar-23	Mexico	G	Director Election - Director Election - Bundled	Elect Directors (Bundled) and Approve Their Remuneration	5. Elect Directors, Verify their Independence Classification, Approve their Remuneration and Elect Secretaries	Against
Arca Continental SAB de CV	30-Mar-23	Mexico	G	Compensation - Directors' Compensation	Approve Remuneration of Directors and/or Committee Members	6. Approve Remuneration of Board Committee Members; Elect Chairman of Audit and Corporate Practices Committee	Against
Fortnox AB	30-Mar-23	Sweden	G	Compensation - Equity Compensation Plan	Approve Alternative Equity Plan Financing	15.E. Approve Third Party Swap Agreement as Alternative Equity Plan Financing	Against
Jyske Bank A/S	30-Mar-23	Denmark	G	Routine Business - Routine Business	Other Business	i. Other Business	Against

**Unvoted Meetings**

**There are no unvoted meetings.**



## Axiom Investors - March 2023

Company Name	Meeting Type	Meeting Date	Proposal Text	Vote Instruction	Voting Policy Rationale
Ringkjøbing Landbobank A/S Annual		01-Mar-23	Elect Chairman of Meeting		This is a routine meeting formality.
Ringkjøbing Landbobank A/S Annual		01-Mar-23	Receive Report of Board		This is a non-voting item
Ringkjøbing Landbobank A/S Annual		01-Mar-23	Accept Financial Statements and Statutory Reports	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Ringkjøbing Landbobank A/S Annual		01-Mar-23	Approve Allocation of Income	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.
Ringkjøbing Landbobank A/S Annual		01-Mar-23	Approve Remuneration Report (Advisory Vote)	For	A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration practice. The vote is qualified, however, since the company does not operate any short- or long-term incentive plans, which might hamper incentives, while the CEO simultaneously received an unjustified and excessive increase in fixed pay.
Ringkjøbing Landbobank A/S Annual		01-Mar-23	Approve Guidelines for Incentive-Based Compensation for Executive Management and	For	A vote FOR this item is warranted because the proposed remuneration policy is well described and does not contravene good European executive remuneration practice.
Ringkjøbing Landbobank A/S Annual		01-Mar-23	Elect Per Lykkegaard Christensen as Member of Committee of Representatives	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Ringkjøbing Landbobank A/S Annual		01-Mar-23	Elect Ole Kirkegaard Eriksen as Member of Committee of Representatives	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Ringkjøbing Landbobank A/S Annual		01-Mar-23	Elect Thomas Sindberg Hansen as Member of Committee of Representatives	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Ringkjøbing Landbobank A/S Annual		01-Mar-23	Elect Kim Jacobsen as Member of Committee of Representatives	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Ringkjøbing Landbobank A/S Annual		01-Mar-23	Elect Kasper Lykke Kjeldsen as Member of Committee of Representatives	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Ringkjøbing Landbobank A/S Annual		01-Mar-23	Elect Poul Kjaer Poulsen as Member of Committee of Representatives	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Ringkjøbing Landbobank A/S Annual		01-Mar-23	Elect Jørgen Kolle Sørensen as Member of Committee of Representatives	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Ringkjøbing Landbobank A/S Annual		01-Mar-23	Elect Lasse Svoldgaard Vesterby as Member of Committee of Representatives	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Ringkjøbing Landbobank A/S Annual		01-Mar-23	Elect Lotte Littau Kjaergaard as Member of Committee of Representatives	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Ringkjøbing Landbobank A/S Annual		01-Mar-23	Elect Christina Orskov as Member of Committee of Representatives	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Ringkjøbing Landbobank A/S Annual		01-Mar-23	Ratify PricewaterhouseCoopers as Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Ringkjøbing Landbobank A/S Annual		01-Mar-23	Authorize Share Repurchase Program	For	A vote FOR this proposal to repurchase company shares is warranted, despite the lack of a disclosed volume limit, because: * There are acceptable limits on holding and duration; and * There is no evidence of past abuse of repurchase authorities.
Ringkjøbing Landbobank A/S Annual		01-Mar-23	Approve Article Amendments; Approve Creation of DKK 5.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 2.8 Million Pool of Capital without Preemptive Rights	For	A vote FOR this proposal is warranted because: * the share issuances are not excessive; * the possibility to hold general meetings electronically is intended for exceptional circumstances; and, * the board structure is uncontroversial.
Ringkjøbing Landbobank A/S Annual		01-Mar-23	Approve DKK 888,327 Reduction in Share Capital via Share Cancellation	For	A vote FOR this item is warranted as the cancellation of shares may improve the efficiency of the balance sheet, which may also enhance returns over the long-term.
Ringkjøbing Landbobank A/S Annual		01-Mar-23	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	A vote FOR this formality is warranted as it will not have any impact on the material content of the adopted resolutions.
Cielo SA	Annual	06-Mar-23	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2022	For	A vote FOR this routine proposal is warranted because: * Audited financials are available and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.
Cielo SA	Annual	06-Mar-23	Approve Allocation of Income and Dividends	For	A vote FOR this item is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.
Cielo SA	Annual	06-Mar-23	Approve Remuneration of Company's Management	Against	The company's proposal lacks transparency regarding key remuneration practices, such as the board authority to grant discretionary hiring bonuses and what appears to be annual retention bonus payments. The company has experienced a number of resignations of key statutory executives and no information has been disclosed regarding related hiring and/or retention bonuses, as well as severance payments. In light of the lack of detailed information and timely disclosure of discretionary payments made to the company's executives, intentional institutional shareholders are prevented from making an informed voting decision regarding the proposed global remuneration cap. As such, a vote AGAINST this proposal is warranted.
Cielo SA	Annual	06-Mar-23	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	For	A vote FOR this item is warranted because: * The installation of a fiscal council could potentially improve the company's governance and bring greater corporate oversight; and * The company has disclosed fiscal council minority nominees.
TVS Motor Company Limite	Special	09-Mar-23	Elect B Sriram as Director	For	A vote FOR nominee is warranted given the absence of any known issues concerning the nominee and the company's board and committee dynamics.
TVS Motor Company Limite	Special	09-Mar-23	Elect B Sriram as Director	For	A vote FOR nominee is warranted given the absence of any known issues concerning the nominee and the company's board and committee dynamics.
Apple Inc.	Annual	10-Mar-23	Elect Director James Bell	For	A vote FOR all director nominees is warranted.
Apple Inc.	Annual	10-Mar-23	Elect Director Tim Cook	For	A vote FOR all director nominees is warranted.
Apple Inc.	Annual	10-Mar-23	Elect Director Al Gore	For	A vote FOR all director nominees is warranted.
Apple Inc.	Annual	10-Mar-23	Elect Director Alex Gorsky	For	A vote FOR all director nominees is warranted.
Apple Inc.	Annual	10-Mar-23	Elect Director Andrea Jung	For	A vote FOR all director nominees is warranted.
Apple Inc.	Annual	10-Mar-23	Elect Director Art Levinson	For	A vote FOR all director nominees is warranted.
Apple Inc.	Annual	10-Mar-23	Elect Director Monica Lozano	For	A vote FOR all director nominees is warranted.
Apple Inc.	Annual	10-Mar-23	Elect Director Ron Sugar	For	A vote FOR all director nominees is warranted.
Apple Inc.	Annual	10-Mar-23	Elect Director Sue Wagner	For	A vote FOR all director nominees is warranted.
Apple Inc.	Annual	10-Mar-23	Ratify Ernst & Young LLP as Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
Apple Inc.	Annual	10-Mar-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted, with caution. The compensation committee demonstrated adequate responsiveness to shareholder concerns after last year's relatively low say-on-pay support, including making meaningful forward-looking changes to the CEO's compensation and significantly improving proxy disclosure surrounding pay decisions. In addition, certain factors have been identified that mitigate a pay-for-performance misalignment for the year in review. Although the CEO and other NEOs' pay opportunities remained high, annual incentives were tied to rigorous objective metrics and long-term incentives were based on multi-year performance. Payouts under both programs appear largely aligned with strong financial and TSR performance. Concern is raised by the \$75 million equity grant to the CEO in FY22, the second consecutive year he received a grant of such magnitude. However, the changes made by the committee for the CEO's FY23 grant mitigate these concerns, as they will somewhat reduce his high pay opportunities and strengthen the performance-based nature of his FY23 grant. Nominees' compensation is warranted to ensure that the CEO's compensation is supported by continued performance-based nature of his FY23 grant. A vote FOR this proposal is warranted.
Apple Inc.	Annual	10-Mar-23	Advisory Vote on Say on Pay Frequency	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.
Apple Inc.	Annual	10-Mar-23	Report on Civil Rights and Non-Discrimination Audit	Against	A vote AGAINST this resolution is warranted as the company has adequate disclosures related to its DEI initiatives and commitments, and it has already committed to conducting a civil rights audit.
Apple Inc.	Annual	10-Mar-23	Report on Operations in Communist China	Against	A vote AGAINST this proposal is warranted. The company appears to provide shareholders with sufficient disclosure to assess its management of risks related to its operations in China and to have policies in place that seem to address human rights concerns raised by the proponent.
Apple Inc.	Annual	10-Mar-23	Adopt a Policy Establishing an Engagement Process with Proponents to Shareholder Proposals	Against	A vote AGAINST this resolution is warranted, as the company's existing board guidelines appear adequate to allow for oversight of shareholder engagement, and the company was adequately responsive to the proponents' 2022 shareholder proposal.
Apple Inc.	Annual	10-Mar-23	Report on Median Gender/Racial Pay Gap	For	A vote FOR this proposal is warranted, as shareholders could benefit from the median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.
Apple Inc.	Annual	10-Mar-23	Amend Proxy Access Right	For	A vote FOR this proposal is warranted, as the proposed amendment would enhance the company's existing right for shareholders while maintaining necessary safeguards on the nomination process.
PT Bank Rakyat Indonesia (F Annual		13-Mar-23	Approve Annual Report, Financial Statements, Statutory Reports, Financial Statements of Micro and Small Enterprise Funding Program and Discharge of Directors and	For	A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements.
PT Bank Rakyat Indonesia (F Annual		13-Mar-23	Approve Allocation of Income	For	A vote FOR this resolution is warranted.
PT Bank Rakyat Indonesia (F Annual		13-Mar-23	Approve Remuneration and Tantiem of Directors and Commissioners	For	A vote FOR this resolution is warranted.
PT Bank Rakyat Indonesia (F Annual		13-Mar-23	Approve Auditors of the Company and the Micro and Small Enterprise Funding Program's Financial Statements and Implementation Report	For	A vote FOR this proposal is warranted.
PT Bank Rakyat Indonesia (F Annual		13-Mar-23	Approve Resolution Plan and Update of Recovery Plan of the Company	For	A vote FOR this resolution is warranted.
PT Bank Rakyat Indonesia (F Annual		13-Mar-23	Accept Report on the Use of Proceeds		No vote is required for this item.
PT Bank Rakyat Indonesia (F Annual		13-Mar-23	Approve Share Repurchase Program	For	A vote for this resolution is warranted given that the terms of the proposed share buyback and the company's employee share ownership programs are deemed reasonable.

PT Bank Rakyat Indonesia (F Annual	13-Mar-23	Approve Changes in the Boards of the Company	Against	A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.
Yifeng Pharmacy Chain Co., Special	13-Mar-23	Approve Demonstration Analysis Report in Connection to Issuance of Convertible Bonds	For	A vote FOR is merited because no concerns have been identified.
Yifeng Pharmacy Chain Co., Special	13-Mar-23	Approve Authorization of Board to Handle All Related Matters	For	A vote FOR is merited because no concerns have been identified.
Yifeng Pharmacy Chain Co., Special	13-Mar-23	Approve Change Business Scope and Amendment of Articles of Association	For	A vote FOR is merited because no concerns have been identified.
PT Bank Mandiri (Persero) T Annual	14-Mar-23	Approve Annual Report, Financial Statements, Statutory Reports, Report of the Micro and Small Business Funding Program (PUMK), and Discharge of Directors and Commissioners	For	A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements.
PT Bank Mandiri (Persero) T Annual	14-Mar-23	Approve Allocation of Income	For	A vote FOR this resolution is warranted.
PT Bank Mandiri (Persero) T Annual	14-Mar-23	Approve Remuneration and Tantiem of Directors and Commissioners	For	A vote FOR this resolution is warranted.
PT Bank Mandiri (Persero) T Annual	14-Mar-23	Appoint Auditors of the Company and the Micro and Small Business Funding Program	For	A vote FOR this proposal is warranted.
PT Bank Mandiri (Persero) T Annual	14-Mar-23	Approve Resolution Plan	For	A vote FOR this resolution is warranted.
PT Bank Mandiri (Persero) T Annual	14-Mar-23	Approve Stock Split	For	A vote FOR this resolution is warranted given that this proposal is not expected to result in any changes to shareholder rights.
PT Bank Mandiri (Persero) T Annual	14-Mar-23	Amend Articles of Association	Against	A vote AGAINST this resolution is warranted given the lack of further information to make an informed voting decision.
PT Bank Mandiri (Persero) T Annual	14-Mar-23	Approve Changes in the Boards of the Company	Against	A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.
Samsung Electronics Co.,Lt Annual	15-Mar-23	Approve Financial Statements and Allocation of Income	For	A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval.
Samsung Electronics Co.,Lt Annual	15-Mar-23	Elect Han Jong-hui as Inside Director	For	A vote FOR this resolution is warranted given the absence of any material issues concerning the nominee.
Samsung Electronics Co.,Lt Annual	15-Mar-23	Approve Total Remuneration of Inside Directors and Outside Directors	For	A vote FOR this item is warranted as the proposed remuneration limit is significantly higher than market norm, but the company has provided a reasonable justification for the proposed remuneration limit.
Samsung Electronics Co.,Lt Annual	15-Mar-23	Approve Financial Statements and Allocation of Income	For	A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval.
Samsung Electronics Co.,Lt Annual	15-Mar-23	Elect Han Jong-hui as Inside Director	For	A vote FOR this resolution is warranted given the absence of any material issues concerning the nominee.
Samsung Electronics Co.,Lt Annual	15-Mar-23	Approve Total Remuneration of Inside Directors and Outside Directors	For	A vote FOR this item is warranted as the proposed remuneration limit is significantly higher than market norm, but the company has provided a reasonable justification for the proposed remuneration limit.
Samsung SDI Co., Ltd. Annual	15-Mar-23	Approve Financial Statements and Allocation of Income	For	A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. However, the company stated on its proxy circular that the auditor's report is scheduled to be disclosed on February 22, 2023, 21 days ahead of the meeting date.
Samsung SDI Co.,Ltd. Annual	15-Mar-23	Elect Jeon Young-hyeon as Inside Director	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
Samsung SDI Co.,Ltd. Annual	15-Mar-23	Elect Kwon Oh-gyeong as Outside Director	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
Samsung SDI Co.,Ltd. Annual	15-Mar-23	Elect Kim Deok-hyeon as Outside Director	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
Samsung SDI Co.,Ltd. Annual	15-Mar-23	Elect Lee Mi-gyeong as Outside Director	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
Samsung SDI Co.,Ltd. Annual	15-Mar-23	Elect Kwon Oh-gyeong as a Member of Audit Committee	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.
Samsung SDI Co.,Ltd. Annual	15-Mar-23	Elect Lee Mi-gyeong as a Member of Audit Committee	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.
Samsung SDI Co.,Ltd. Annual	15-Mar-23	Elect Choi Won-wook as Outside Director to Serve as an Audit Committee Member	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
Samsung SDI Co.,Ltd. Annual	15-Mar-23	Approve Total Remuneration of Inside Directors and Outside Directors	For	A vote FOR this item is warranted. Although the level of the directors' remuneration cap is high relative to the market norm, the company is proposing a decrease in the directors' remuneration limit.
Samsung SDI Co., Ltd. Annual	15-Mar-23	Approve Financial Statements and Allocation of Income	For	A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. However, the company stated on its proxy circular that the auditor's report is scheduled to be disclosed on February 22, 2023, 21 days ahead of the meeting date.
Samsung SDI Co.,Ltd. Annual	15-Mar-23	Elect Jeon Young-hyeon as Inside Director	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
Samsung SDI Co.,Ltd. Annual	15-Mar-23	Elect Kwon Oh-gyeong as Outside Director	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
Samsung SDI Co.,Ltd. Annual	15-Mar-23	Elect Kim Deok-hyeon as Outside Director	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
Samsung SDI Co.,Ltd. Annual	15-Mar-23	Elect Lee Mi-gyeong as Outside Director	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
Samsung SDI Co.,Ltd. Annual	15-Mar-23	Elect Kwon Oh-gyeong as a Member of Audit Committee	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.
Samsung SDI Co.,Ltd. Annual	15-Mar-23	Elect Lee Mi-gyeong as a Member of Audit Committee	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.
Samsung SDI Co.,Ltd. Annual	15-Mar-23	Elect Choi Won-wook as Outside Director to Serve as an Audit Committee Member	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
Samsung SDI Co.,Ltd. Annual	15-Mar-23	Approve Total Remuneration of Inside Directors and Outside Directors	For	A vote FOR this item is warranted. Although the level of the directors' remuneration cap is high relative to the market norm, the company is proposing a decrease in the directors' remuneration limit.
TE Connectivity Ltd. Annual	15-Mar-23	Elect Director Jean-Pierre Clamadieu	For	A vote FOR the director nominees is warranted.
TE Connectivity Ltd. Annual	15-Mar-23	Elect Director Terrence R. Curtin	For	A vote FOR the director nominees is warranted.
TE Connectivity Ltd. Annual	15-Mar-23	Elect Director Carol A. (John) Davidson	For	A vote FOR the director nominees is warranted.
TE Connectivity Ltd. Annual	15-Mar-23	Elect Director Lynn A. Dugle	For	A vote FOR the director nominees is warranted.
TE Connectivity Ltd. Annual	15-Mar-23	Elect Director William A. Jeffrey	For	A vote FOR the director nominees is warranted.
TE Connectivity Ltd. Annual	15-Mar-23	Elect Director Syaru Shirley Lin	For	A vote FOR the director nominees is warranted.
TE Connectivity Ltd. Annual	15-Mar-23	Elect Director Thomas J. Lynch	For	A vote FOR the director nominees is warranted.
TE Connectivity Ltd. Annual	15-Mar-23	Elect Director Heath A. Mitts	For	A vote FOR the director nominees is warranted.
TE Connectivity Ltd. Annual	15-Mar-23	Elect Director Abhijit Y. Talwalkar	For	A vote FOR the director nominees is warranted.
TE Connectivity Ltd. Annual	15-Mar-23	Elect Director Mark C. Trudeau	For	A vote FOR the director nominees is warranted.
TE Connectivity Ltd. Annual	15-Mar-23	Elect Director Dawn C. Willoughby	For	A vote FOR the director nominees is warranted.
TE Connectivity Ltd. Annual	15-Mar-23	Elect Director Laura H. Wright	For	A vote FOR the director nominees is warranted.
TE Connectivity Ltd. Annual	15-Mar-23	Elect Board Chairman Thomas J. Lynch	For	A vote FOR the election Thomas J. Lynch as chair of the board is warranted given that the roles of chair and CEO have been separated and there are no governance concerns at this time.
TE Connectivity Ltd. Annual	15-Mar-23	Elect Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee	For	Votes FOR the election of Abhijit Y. Talwalkar, Mark C. Trudeau, and Dawn C. Willoughby to the Management Development & Compensation Committee are warranted.
TE Connectivity Ltd. Annual	15-Mar-23	Elect Mark C. Trudeau as Member of Management Development and Compensation Committee	For	Votes FOR the election of Abhijit Y. Talwalkar, Mark C. Trudeau, and Dawn C. Willoughby to the Management Development & Compensation Committee are warranted.
TE Connectivity Ltd. Annual	15-Mar-23	Elect Dawn C. Willoughby as Member of Management Development and Compensation Committee	For	Votes FOR the election of Abhijit Y. Talwalkar, Mark C. Trudeau, and Dawn C. Willoughby to the Management Development & Compensation Committee are warranted.
TE Connectivity Ltd. Annual	15-Mar-23	Designate Rene Schwarzenbach as Independent Proxy	For	A vote FOR this proposal is warranted due to a lack of concerns.
TE Connectivity Ltd. Annual	15-Mar-23	Accept Annual Report for Fiscal Year Ended September 30, 2022	For	Votes FOR these routine items are warranted.
TE Connectivity Ltd. Annual	15-Mar-23	Accept Statutory Financial Statements for Fiscal Year Ended September 30, 2022	For	Votes FOR these routine items are warranted.
TE Connectivity Ltd. Annual	15-Mar-23	Approve Consolidated Financial Statements for Fiscal Year Ended September 30, 2022	For	Votes FOR these routine items are warranted.
TE Connectivity Ltd. Annual	15-Mar-23	Approve Discharge of Board and Senior Management	For	A vote FOR this proposal is warranted, as there is no evidence that the board and executive officers have not fulfilled their fiduciary duties.
TE Connectivity Ltd. Annual	15-Mar-23	Ratify Deloitte & Touche LLP as Independent Registered Public Accounting Firm for Fiscal Year 2023	For	A vote FOR this proposal to ratify the auditor is warranted.
TE Connectivity Ltd. Annual	15-Mar-23	Ratify Deloitte AG as Swiss Registered Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.
TE Connectivity Ltd. Annual	15-Mar-23	Ratify PricewaterhouseCoopers AG as Special Auditors	For	A vote FOR the ratification of the special auditor is warranted because this is a routine item and no concerns are noted.
TE Connectivity Ltd. Annual	15-Mar-23	Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned at this time. Annual incentives are primarily based on pre-set financial metrics. In addition, long-term incentives are targeted to be half performance based and utilize a multi-year performance period. However, some concern is noted that the relative metric targets median performance and lacks a cap if absolute performance is negative.

TE Connectivity Ltd.	Annual	15-Mar-23	Advisory Vote on Say on Pay Frequency	One Year	A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.
TE Connectivity Ltd.	Annual	15-Mar-23	Approve Remuneration Report	For	As the company is reporting as a U.S. domestic issuer and given that a focus of this proposal is on top executive pay, the recommendation for this proposal is aligned with the U.S. say-on-pay analysis (Item 8). Accordingly, a vote FOR this proposal is warranted.
TE Connectivity Ltd.	Annual	15-Mar-23	Approve Remuneration of Executive Management in the Amount of USD 53.5 Million	For	As the company is classified as a US domestic issuer and given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned to the US say-on-pay analysis (Item 8). Accordingly, a vote FOR this proposal is warranted.
TE Connectivity Ltd.	Annual	15-Mar-23	Approve Remuneration of Board of Directors in the Amount of USD 4.1 Million	For	A vote FOR this resolution is warranted due to a lack of concerns.
TE Connectivity Ltd.	Annual	15-Mar-23	Approve Allocation of Available Earnings at September 30, 2022	For	Votes FOR these proposals are warranted due to a lack of concerns.
TE Connectivity Ltd.	Annual	15-Mar-23	Approve Declaration of Dividend	For	Votes FOR these proposals are warranted due to a lack of concerns.
TE Connectivity Ltd.	Annual	15-Mar-23	Authorize Share Repurchase Program	For	A vote FOR this proposal is warranted, as all shareholders would have the opportunity to participate, and as there are no company-specific concerns relating to the board's authority to conduct open-market repurchases.
TE Connectivity Ltd.	Annual	15-Mar-23	Approve Reduction in Share Capital via Cancellation of Shares	For	A vote FOR the proposed share capital reduction is warranted due to a lack of concerns.
TE Connectivity Ltd.	Annual	15-Mar-23	Amend Articles to Reflect Changes in Capital	For	A vote FOR this proposal is warranted as the share issuance request is limited to 20 percent of issued share capital.
Dubai Islamic Bank PJSC	Annual	15-Mar-23	Approve Board Report on Company Operations and Financial Position	For	A vote FOR the approval of the board report is warranted given the timely disclosure of the report and the absence of any significant concerns.
Dubai Islamic Bank PJSC	Annual	15-Mar-23	Approve Auditors' Report on Company Financial Statements	For	A vote FOR the approval of the auditor's report is warranted because this is a routine meeting formality.
Dubai Islamic Bank PJSC	Annual	15-Mar-23	Approve Internal Shariah Supervisory Committee Report	For	A vote FOR the approval of the Shariah supervisory committee's report is warranted in the absence of any concerns.
Dubai Islamic Bank PJSC	Annual	15-Mar-23	Accept Financial Statements and Statutory Reports	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Dubai Islamic Bank PJSC	Annual	15-Mar-23	Approve Dividends Representing 30 Percent of Paid Up Capital	For	A vote FOR is warranted because there are no known concerns regarding this proposal or the company's past income allocation practices.
Dubai Islamic Bank PJSC	Annual	15-Mar-23	Approve Remuneration of Directors	For	In the absence of known concerns over directors' remuneration at Dubai Islamic Bank PJSC, a vote FOR this item is warranted.
Dubai Islamic Bank PJSC	Annual	15-Mar-23	Approve Discharge of Directors	For	In the absence of concerns that the board and auditor are not fulfilling their fiduciary duties, votes FOR are warranted.
Dubai Islamic Bank PJSC	Annual	15-Mar-23	Approve Discharge of Auditors	For	In the absence of concerns that the board and auditor are not fulfilling their fiduciary duties, votes FOR are warranted.
Dubai Islamic Bank PJSC	Annual	15-Mar-23	Elect Directors (Bundled)	Against	A vote AGAINST is warranted due to lack of disclosure regarding this item.
Dubai Islamic Bank PJSC	Annual	15-Mar-23	Elect Internal Sharia Supervisory Committee Members (Bundled) for FY 2023	For	In absence of any issues with the current Shariah supervisory committee, this election warrants a vote FOR.
Dubai Islamic Bank PJSC	Annual	15-Mar-23	Ratify Auditors and Fix Their Remuneration for FY 2023	For	A vote FOR this proposal is warranted in the absence of significant concerns.
Dubai Islamic Bank PJSC	Annual	15-Mar-23	Appoint Representatives of Shareholders Who Wish to Be Represented and Voted on Their Behalf	For	A vote FOR this proposal is warranted as the proposed appointment is meant to comply with the provisions of the recent corporate governance guide.
Dubai Islamic Bank PJSC	Annual	15-Mar-23	Authorize the Board to Issue Non Convertible Bonds/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	Since the requested authority is reasonable in relation to the company's capital position, a vote FOR is warranted.
PT Bank Central Asia Tbk	Annual	16-Mar-23	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	For	A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements.
PT Bank Central Asia Tbk	Annual	16-Mar-23	Approve Allocation of Income and Dividends	For	A vote FOR this resolution is warranted.
PT Bank Central Asia Tbk	Annual	16-Mar-23	Approve Remuneration and Tantiem of Directors and Commissioners	For	A vote FOR this resolution is warranted.
PT Bank Central Asia Tbk	Annual	16-Mar-23	Approve Auditors	For	A vote FOR this proposal is warranted.
PT Bank Central Asia Tbk	Annual	16-Mar-23	Approve Payment of Interim Dividends	For	A vote FOR this resolution is warranted.
PT Bank Central Asia Tbk	Annual	16-Mar-23	Approve Revised Recovery Plan	For	A vote FOR these resolutions is warranted.
PT Bank Central Asia Tbk	Annual	16-Mar-23	Approve Resolution Plan	For	A vote FOR these resolutions is warranted.
PT Bank Central Asia Tbk	Annual	16-Mar-23	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	For	A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements.
PT Bank Central Asia Tbk	Annual	16-Mar-23	Approve Allocation of Income and Dividends	For	A vote FOR this resolution is warranted.
PT Bank Central Asia Tbk	Annual	16-Mar-23	Approve Remuneration and Tantiem of Directors and Commissioners	For	A vote FOR this resolution is warranted.
PT Bank Central Asia Tbk	Annual	16-Mar-23	Approve Auditors	For	A vote FOR this proposal is warranted.
PT Bank Central Asia Tbk	Annual	16-Mar-23	Approve Payment of Interim Dividends	For	A vote FOR this resolution is warranted.
PT Bank Central Asia Tbk	Annual	16-Mar-23	Approve Revised Recovery Plan	For	A vote FOR these resolutions is warranted.
PT Bank Central Asia Tbk	Annual	16-Mar-23	Approve Resolution Plan	For	A vote FOR these resolutions is warranted.
Kia Corp.	Annual	17-Mar-23	Approve Financial Statements and Allocation of Income	For	A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. While there are no known concerns regarding the company's financial statements, some shareholders may wish to engage with the company directly to address this issue.
Kia Corp.	Annual	17-Mar-23	Amend Articles of Incorporation	For	A vote FOR this resolution is warranted as none of the proposed amendments is contentious or problematic in nature.
Kia Corp.	Annual	17-Mar-23	Elect Ju Woo-jeong as Inside Director	For	A vote FOR these resolutions is warranted.
Kia Corp.	Annual	17-Mar-23	Elect Shin Jae-yong as Outside Director	For	A vote FOR these resolutions is warranted.
Kia Corp.	Annual	17-Mar-23	Elect Jeon Chan-hyeok as Outside Director	For	A vote FOR these resolutions is warranted.
Kia Corp.	Annual	17-Mar-23	Elect Shin Jae-yong as a Member of Audit Committee	For	A vote FOR the nominees is warranted.
Kia Corp.	Annual	17-Mar-23	Elect Jeon Chan-hyeok as a Member of Audit Committee	For	A vote FOR the nominees is warranted.
Kia Corp.	Annual	17-Mar-23	Approve Terms of Retirement Pay	For	A vote FOR this proposal is warranted because the proposed terms of executives' severance pay are in line with the general market practice.
Kia Corp.	Annual	17-Mar-23	Approve Total Remuneration of Inside Directors and Outside Directors	For	A vote FOR this item is warranted. Although the level of the directors' remuneration cap is high relative to the market norm, the company is proposing a decrease in the directors' remuneration limit.
SAMSUNG BIOLOGICS Co.	Annual	17-Mar-23	Approve Financial Statements and Allocation of Income	For	A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. While there are no known concerns regarding the company's financial statements, some shareholders may wish to engage with the company directly to address this issue.
SAMSUNG BIOLOGICS Co.	Annual	17-Mar-23	Elect Rim John Chongbo as Inside Director	For	A vote AGAINST Eunice Kyunghee Kim (Item 2.3) is warranted, as her past inaction to remove indicted directors is indicative of a material failure of governance and oversight at the company. Despite concerns raised around director accountability, a vote FOR John Chongbo Rim (Item 2.1) is warranted at this time, as removing the company's CEO may be detrimental to the company's operation, as well as shareholder value. A vote FOR the remaining nominees is warranted.
SAMSUNG BIOLOGICS Co.	Annual	17-Mar-23	Elect Noh Gyun as Inside Director	For	A vote AGAINST Eunice Kyunghee Kim (Item 2.3) is warranted, as her past inaction to remove indicted directors is indicative of a material failure of governance and oversight at the company. Despite concerns raised around director accountability, a vote FOR John Chongbo Rim (Item 2.1) is warranted at this time, as removing the company's CEO may be detrimental to the company's operation, as well as shareholder value. A vote FOR the remaining nominees is warranted.
SAMSUNG BIOLOGICS Co.	Annual	17-Mar-23	Elect Kim Eunice Kyunghee as Outside Director	Against	A vote AGAINST Eunice Kyunghee Kim (Item 2.3) is warranted, as her past inaction to remove indicted directors is indicative of a material failure of governance and oversight at the company. Despite concerns raised around director accountability, a vote FOR John Chongbo Rim (Item 2.1) is warranted at this time, as removing the company's CEO may be detrimental to the company's operation, as well as shareholder value. A vote FOR the remaining nominees is warranted.
SAMSUNG BIOLOGICS Co.	Annual	17-Mar-23	Elect Ahn Doh-geol as Outside Director	For	A vote AGAINST Eunice Kyunghee Kim (Item 2.3) is warranted, as her past inaction to remove indicted directors is indicative of a material failure of governance and oversight at the company. Despite concerns raised around director accountability, a vote FOR John Chongbo Rim (Item 2.1) is warranted at this time, as removing the company's CEO may be detrimental to the company's operation, as well as shareholder value. A vote FOR the remaining nominees is warranted.
SAMSUNG BIOLOGICS Co.	Annual	17-Mar-23	Elect Ahn Doh-geol as a Member of Audit Committee	For	A vote FOR this item is warranted given the absence of any known issues concerning the nominee and the company's audit committee.
SAMSUNG BIOLOGICS Co.	Annual	17-Mar-23	Approve Total Remuneration of Inside Directors and Outside Directors	For	A vote FOR this item is warranted because: * The company is not proposing an increase in the directors' remuneration limit; and * The level of the directors' remuneration cap is high relative to the market norm but is within a reasonable range.
SAMSUNG BIOLOGICS Co.	Annual	17-Mar-23	Approve Financial Statements and Allocation of Income	For	A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. While there are no known concerns regarding the company's financial statements, some shareholders may wish to engage with the company directly to address this issue.

SAMSUNG BIOLOGICS Co. Annual	17-Mar-23	Elect Rim John Chongbo as Inside Director	For	A vote AGAINST Eunice Kyunghee Kim (Item 2.3) is warranted, as her past inaction to remove indicted directors is indicative of a material failure of governance and oversight at the company. Despite concerns raised around director accountability, a vote FOR John Chongbo Rim (Item 2.1) is warranted at this time, as removing the company's CEO may be detrimental to the company's operation, as well as shareholder value. A vote FOR the remaining nominees is warranted.	
SAMSUNG BIOLOGICS Co. Annual	17-Mar-23	Elect Noh Gyun as Inside Director	For	A vote AGAINST Eunice Kyunghee Kim (Item 2.3) is warranted, as her past inaction to remove indicted directors is indicative of a material failure of governance and oversight at the company. Despite concerns raised around director accountability, a vote FOR John Chongbo Rim (Item 2.1) is warranted at this time, as removing the company's CEO may be detrimental to the company's operation, as well as shareholder value. A vote FOR the remaining nominees is warranted.	
SAMSUNG BIOLOGICS Co. Annual	17-Mar-23	Elect Kim Eunice Kyunghee as Outside Director	Against	A vote AGAINST Eunice Kyunghee Kim (Item 2.3) is warranted, as her past inaction to remove indicted directors is indicative of a material failure of governance and oversight at the company. Despite concerns raised around director accountability, a vote FOR John Chongbo Rim (Item 2.1) is warranted at this time, as removing the company's CEO may be detrimental to the company's operation, as well as shareholder value. A vote FOR the remaining nominees is warranted.	
SAMSUNG BIOLOGICS Co. Annual	17-Mar-23	Elect Ahn Doh-geol as Outside Director	For	A vote AGAINST Eunice Kyunghee Kim (Item 2.3) is warranted, as her past inaction to remove indicted directors is indicative of a material failure of governance and oversight at the company. Despite concerns raised around director accountability, a vote FOR John Chongbo Rim (Item 2.1) is warranted at this time, as removing the company's CEO may be detrimental to the company's operation, as well as shareholder value. A vote FOR the remaining nominees is warranted.	
SAMSUNG BIOLOGICS Co. Annual	17-Mar-23	Elect Ahn Doh-geol as a Member of Audit Committee	For	A vote FOR this item is warranted given the absence of any known issues concerning the nominee and the company's audit committee.	
SAMSUNG BIOLOGICS Co. Annual	17-Mar-23	Approve Total Remuneration of Inside Directors and Outside Directors	For	A vote FOR this item is warranted because: * The company is not proposing an increase in the directors' remuneration limit; and * The level of the directors' remuneration cap is high relative to the market norm but is within a reasonable range.	
Titan Company Limited	Special	21-Mar-23	Elect Mariam Pallavi Baldev, las as Director	For	A vote FOR election of Mariam Pallavi Baldev is warranted given the absence of any known issues concerning the nominee and the company's board and committee dynamics.
Titan Company Limited	Special	21-Mar-23	Approve Titan Company Limited Performance Based Stock Unit Scheme, 2023 For Grant of Performance Based Stock Units to the Employees of the Company	Against	A vote AGAINST these resolutions is warranted as the scheme provides flexibility to grant PSUs, where the vesting conditions can be time based and the exact performance targets for vesting of PSUs have not been disclosed.
Titan Company Limited	Special	21-Mar-23	Approve Titan Company Limited Performance Based Stock Unit Scheme, 2023 For Grant of Performance Based Stock Units to Employees of Subsidiary Company(ies)	Against	A vote AGAINST these resolutions is warranted as the scheme provides flexibility to grant PSUs, where the vesting conditions can be time based and the exact performance targets for vesting of PSUs have not been disclosed.
Titan Company Limited	Special	21-Mar-23	Approve Secondary Acquisition of Equity Shares Through Trust Route For Implementation of Titan Company Limited Performance Based Stock Unit Scheme, 2023 and Provision of Financial Assistance	Against	A vote AGAINST these resolutions is warranted as the scheme provides flexibility to grant PSUs, where the vesting conditions can be time based and the exact performance targets for vesting of PSUs have not been disclosed.
ORION Corp. (Korea)	Annual	23-Mar-23	Approve Financial Statements and Allocation of Income	For	A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. While there are no known concerns regarding the company's financial statements, some shareholders may wish to engage with the company directly to address this issue.
ORION Corp. (Korea)	Annual	23-Mar-23	Elect Heo In-cheol as Inside Director	Against	Votes AGAINST incumbent nominating committee members Yong-seok Heo and In-cheol Heo are warranted for lack of diversity on the board. Votes FOR remaining nominee Seung-gwon Noh are warranted at this time.
ORION Corp. (Korea)	Annual	23-Mar-23	Elect Heo Yong-seok as Outside Director	Against	Votes AGAINST incumbent nominating committee members Yong-seok Heo and In-cheol Heo are warranted for lack of diversity on the board. Votes FOR remaining nominee Seung-gwon Noh are warranted at this time.
ORION Corp. (Korea)	Annual	23-Mar-23	Elect Noh Seung-gwon as Outside Director to Serve as an Audit Committee Member	For	Votes AGAINST incumbent nominating committee members Yong-seok Heo and In-cheol Heo are warranted for lack of diversity on the board. Votes FOR remaining nominee Seung-gwon Noh are warranted at this time.
ORION Corp. (Korea)	Annual	23-Mar-23	Elect Heo Yong-seok as a Member of Audit Committee	Against	A vote AGAINST this item is warranted given the lack of diversity on the board.
ORION Corp. (Korea)	Annual	23-Mar-23	Approve Total Remuneration of Inside Directors and Outside Directors	Against	A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on Sustainability Advisory Services' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.
CHUNBO Co., Ltd.	Annual	23-Mar-23	Approve Financial Statements and Allocation of Income	For	A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. While there are no known concerns regarding the company's financial statements, some shareholders may wish to engage with the company directly to address this issue.
CHUNBO Co., Ltd.	Annual	23-Mar-23	Approve Total Remuneration of Inside Directors and Outside Directors	Against	A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on Sustainability Advisory Services' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.
Shinhan Financial Group Co. Annual	23-Mar-23	Approve Financial Statements and Allocation of Income	For	VOTE RECOMMENDATION A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval.	
Shinhan Financial Group Co. Annual	23-Mar-23	Amend Articles of Incorporation	For	A vote FOR this resolution is warranted as none of the proposed amendments is contentious or problematic in nature.	
Shinhan Financial Group Co. Annual	23-Mar-23	Elect Jin Ock-dong as Inside Director	For	A vote AGAINST all incumbent directors (Item 3.3, 3.4, 3.5, 3.6, 3.7, 3.8, 3.9, and 4) is warranted, as their collective inaction to remove a legally concerned director is indicative of material failure of governance and risk oversight. Notwithstanding the accountability concern, a vote FOR Ok-dong Jin (Item 3.1) is warranted, as removing CEO nominee may impair the value of the company as well as shareholder's value. A vote FOR the remaining nominee (Item 3.2) is warranted.	
Shinhan Financial Group Co. Annual	23-Mar-23	Elect Jeong Sang-hyeok as Non-Independent Non-Executive Director	For	A vote AGAINST all incumbent directors (Item 3.3, 3.4, 3.5, 3.6, 3.7, 3.8, 3.9, and 4) is warranted, as their collective inaction to remove a legally concerned director is indicative of material failure of governance and risk oversight. Notwithstanding the accountability concern, a vote FOR Ok-dong Jin (Item 3.1) is warranted, as removing CEO nominee may impair the value of the company as well as shareholder's value. A vote FOR the remaining nominee (Item 3.2) is warranted.	
Shinhan Financial Group Co. Annual	23-Mar-23	Elect Gwak Su-geun as Outside Director	Against	A vote AGAINST all incumbent directors (Item 3.3, 3.4, 3.5, 3.6, 3.7, 3.8, 3.9, and 4) is warranted, as their collective inaction to remove a legally concerned director is indicative of material failure of governance and risk oversight. Notwithstanding the accountability concern, a vote FOR Ok-dong Jin (Item 3.1) is warranted, as removing CEO nominee may impair the value of the company as well as shareholder's value. A vote FOR the remaining nominee (Item 3.2) is warranted.	
Shinhan Financial Group Co. Annual	23-Mar-23	Elect Bae Hun as Outside Director	Against	A vote AGAINST all incumbent directors (Item 3.3, 3.4, 3.5, 3.6, 3.7, 3.8, 3.9, and 4) is warranted, as their collective inaction to remove a legally concerned director is indicative of material failure of governance and risk oversight. Notwithstanding the accountability concern, a vote FOR Ok-dong Jin (Item 3.1) is warranted, as removing CEO nominee may impair the value of the company as well as shareholder's value. A vote FOR the remaining nominee (Item 3.2) is warranted.	
Shinhan Financial Group Co. Annual	23-Mar-23	Elect Seong Jae-ho as Outside Director	Against	A vote AGAINST all incumbent directors (Item 3.3, 3.4, 3.5, 3.6, 3.7, 3.8, 3.9, and 4) is warranted, as their collective inaction to remove a legally concerned director is indicative of material failure of governance and risk oversight. Notwithstanding the accountability concern, a vote FOR Ok-dong Jin (Item 3.1) is warranted, as removing CEO nominee may impair the value of the company as well as shareholder's value. A vote FOR the remaining nominee (Item 3.2) is warranted.	
Shinhan Financial Group Co. Annual	23-Mar-23	Elect Lee Yong-guk as Outside Director	Against	A vote AGAINST all incumbent directors (Item 3.3, 3.4, 3.5, 3.6, 3.7, 3.8, 3.9, and 4) is warranted, as their collective inaction to remove a legally concerned director is indicative of material failure of governance and risk oversight. Notwithstanding the accountability concern, a vote FOR Ok-dong Jin (Item 3.1) is warranted, as removing CEO nominee may impair the value of the company as well as shareholder's value. A vote FOR the remaining nominee (Item 3.2) is warranted.	
Shinhan Financial Group Co. Annual	23-Mar-23	Elect Lee Yoon-jae as Outside Director	Against	A vote AGAINST all incumbent directors (Item 3.3, 3.4, 3.5, 3.6, 3.7, 3.8, 3.9, and 4) is warranted, as their collective inaction to remove a legally concerned director is indicative of material failure of governance and risk oversight. Notwithstanding the accountability concern, a vote FOR Ok-dong Jin (Item 3.1) is warranted, as removing CEO nominee may impair the value of the company as well as shareholder's value. A vote FOR the remaining nominee (Item 3.2) is warranted.	
Shinhan Financial Group Co. Annual	23-Mar-23	Elect Jin Hyeon-deok as Outside Director	Against	A vote AGAINST all incumbent directors (Item 3.3, 3.4, 3.5, 3.6, 3.7, 3.8, 3.9, and 4) is warranted, as their collective inaction to remove a legally concerned director is indicative of material failure of governance and risk oversight. Notwithstanding the accountability concern, a vote FOR Ok-dong Jin (Item 3.1) is warranted, as removing CEO nominee may impair the value of the company as well as shareholder's value. A vote FOR the remaining nominee (Item 3.2) is warranted.	
Shinhan Financial Group Co. Annual	23-Mar-23	Elect Choi Jae-bung as Outside Director	Against	A vote AGAINST all incumbent directors (Item 3.3, 3.4, 3.5, 3.6, 3.7, 3.8, 3.9, and 4) is warranted, as their collective inaction to remove a legally concerned director is indicative of material failure of governance and risk oversight. Notwithstanding the accountability concern, a vote FOR Ok-dong Jin (Item 3.1) is warranted, as removing CEO nominee may impair the value of the company as well as shareholder's value. A vote FOR the remaining nominee (Item 3.2) is warranted.	
Shinhan Financial Group Co. Annual	23-Mar-23	Elect Yoon Jae-won as Outside Director to Serve as an Audit Committee Member	Against	A vote AGAINST all incumbent directors (Item 3.3, 3.4, 3.5, 3.6, 3.7, 3.8, 3.9, and 4) is warranted, as their collective inaction to remove a legally concerned director is indicative of material failure of governance and risk oversight. Notwithstanding the accountability concern, a vote FOR Ok-dong Jin (Item 3.1) is warranted, as removing CEO nominee may impair the value of the company as well as shareholder's value. A vote FOR the remaining nominee (Item 3.2) is warranted.	
Shinhan Financial Group Co. Annual	23-Mar-23	Elect Gwak Su-geun as a Member of Audit Committee	Against	For the same concerns raised in the director election section of this report, we recommend to vote AGAINST Su-geun Gwak (Su-geun Kwak) (Item 5.1) and Hun Bae (Hoon Bae) (Item 5.2) as they have not acted in the best interest of shareholders while serving on the board.	
Shinhan Financial Group Co. Annual	23-Mar-23	Elect Bae Hun as a Member of Audit Committee	Against	For the same concerns raised in the director election section of this report, we recommend to vote AGAINST Su-geun Gwak (Su-geun Kwak) (Item 5.1) and Hun Bae (Hoon Bae) (Item 5.2) as they have not acted in the best interest of shareholders while serving on the board.	
Shinhan Financial Group Co. Annual	23-Mar-23	Approve Total Remuneration of Inside Directors and Outside Directors	For	A vote FOR this item is warranted. Although the level of the directors' remuneration cap is high relative to the market norm, the company is proposing a decrease in the directors' remuneration limit.	
Shinhan Financial Group Co. Annual	23-Mar-23	Approve Financial Statements and Allocation of Income	For	VOTE RECOMMENDATION A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval.	
Shinhan Financial Group Co. Annual	23-Mar-23	Amend Articles of Incorporation	For	A vote FOR this resolution is warranted as none of the proposed amendments is contentious or problematic in nature.	
Shinhan Financial Group Co. Annual	23-Mar-23	Elect Jin Ock-dong as Inside Director	For	A vote AGAINST all incumbent directors (Item 3.3, 3.4, 3.5, 3.6, 3.7, 3.8, 3.9, and 4) is warranted, as their collective inaction to remove a legally concerned director is indicative of material failure of governance and risk oversight. Notwithstanding the accountability concern, a vote FOR Ok-dong Jin (Item 3.1) is warranted, as removing CEO nominee may impair the value of the company as well as shareholder's value. A vote FOR the remaining nominee (Item 3.2) is warranted.	



Shinhan Financial Group Co. Annual		23-Mar-23	Elect Jeong Sang-hyeok as Non-Independent Non-Executive Director	For	A vote AGAINST all incumbent directors (Item 3.3, 3.4, 3.5, 3.6, 3.7, 3.8, 3.9, and 4) is warranted, as their collective inaction to remove a legally concerned director is indicative of material failure of governance and risk oversight. Notwithstanding the accountability concern, a vote FOR Ok-dong Jin (Item 3.1) is warranted, as removing CEO nominee may impair the value of the company as well as shareholder's value. A vote FOR the remaining nominee (Item 3.2) is warranted.
Shinhan Financial Group Co. Annual		23-Mar-23	Elect Gwak Su-geun as Outside Director	Against	A vote AGAINST all incumbent directors (Item 3.3, 3.4, 3.5, 3.6, 3.7, 3.8, 3.9, and 4) is warranted, as their collective inaction to remove a legally concerned director is indicative of material failure of governance and risk oversight. Notwithstanding the accountability concern, a vote FOR Ok-dong Jin (Item 3.1) is warranted, as removing CEO nominee may impair the value of the company as well as shareholder's value. A vote FOR the remaining nominee (Item 3.2) is warranted.
Shinhan Financial Group Co. Annual		23-Mar-23	Elect Bae Hun as Outside Director	Against	A vote AGAINST all incumbent directors (Item 3.3, 3.4, 3.5, 3.6, 3.7, 3.8, 3.9, and 4) is warranted, as their collective inaction to remove a legally concerned director is indicative of material failure of governance and risk oversight. Notwithstanding the accountability concern, a vote FOR Ok-dong Jin (Item 3.1) is warranted, as removing CEO nominee may impair the value of the company as well as shareholder's value. A vote FOR the remaining nominee (Item 3.2) is warranted.
Shinhan Financial Group Co. Annual		23-Mar-23	Elect Seong Jae-ho as Outside Director	Against	A vote AGAINST all incumbent directors (Item 3.3, 3.4, 3.5, 3.6, 3.7, 3.8, 3.9, and 4) is warranted, as their collective inaction to remove a legally concerned director is indicative of material failure of governance and risk oversight. Notwithstanding the accountability concern, a vote FOR Ok-dong Jin (Item 3.1) is warranted, as removing CEO nominee may impair the value of the company as well as shareholder's value. A vote FOR the remaining nominee (Item 3.2) is warranted.
Shinhan Financial Group Co. Annual		23-Mar-23	Elect Lee Yong-guk as Outside Director	Against	A vote AGAINST all incumbent directors (Item 3.3, 3.4, 3.5, 3.6, 3.7, 3.8, 3.9, and 4) is warranted, as their collective inaction to remove a legally concerned director is indicative of material failure of governance and risk oversight. Notwithstanding the accountability concern, a vote FOR Ok-dong Jin (Item 3.1) is warranted, as removing CEO nominee may impair the value of the company as well as shareholder's value. A vote FOR the remaining nominee (Item 3.2) is warranted.
Shinhan Financial Group Co. Annual		23-Mar-23	Elect Lee Yoon-jae as Outside Director	Against	A vote AGAINST all incumbent directors (Item 3.3, 3.4, 3.5, 3.6, 3.7, 3.8, 3.9, and 4) is warranted, as their collective inaction to remove a legally concerned director is indicative of material failure of governance and risk oversight. Notwithstanding the accountability concern, a vote FOR Ok-dong Jin (Item 3.1) is warranted, as removing CEO nominee may impair the value of the company as well as shareholder's value. A vote FOR the remaining nominee (Item 3.2) is warranted.
Shinhan Financial Group Co. Annual		23-Mar-23	Elect Jin Hyeon-deok as Outside Director	Against	A vote AGAINST all incumbent directors (Item 3.3, 3.4, 3.5, 3.6, 3.7, 3.8, 3.9, and 4) is warranted, as their collective inaction to remove a legally concerned director is indicative of material failure of governance and risk oversight. Notwithstanding the accountability concern, a vote FOR Ok-dong Jin (Item 3.1) is warranted, as removing CEO nominee may impair the value of the company as well as shareholder's value. A vote FOR the remaining nominee (Item 3.2) is warranted.
Shinhan Financial Group Co. Annual		23-Mar-23	Elect Choi Jae-bung as Outside Director	Against	A vote AGAINST all incumbent directors (Item 3.3, 3.4, 3.5, 3.6, 3.7, 3.8, 3.9, and 4) is warranted, as their collective inaction to remove a legally concerned director is indicative of material failure of governance and risk oversight. Notwithstanding the accountability concern, a vote FOR Ok-dong Jin (Item 3.1) is warranted, as removing CEO nominee may impair the value of the company as well as shareholder's value. A vote FOR the remaining nominee (Item 3.2) is warranted.
Shinhan Financial Group Co. Annual		23-Mar-23	Elect Yoon Jae-won as Outside Director to Serve as an Audit Committee Member	Against	A vote AGAINST all incumbent directors (Item 3.3, 3.4, 3.5, 3.6, 3.7, 3.8, 3.9, and 4) is warranted, as their collective inaction to remove a legally concerned director is indicative of material failure of governance and risk oversight. Notwithstanding the accountability concern, a vote FOR Ok-dong Jin (Item 3.1) is warranted, as removing CEO nominee may impair the value of the company as well as shareholder's value. A vote FOR the remaining nominee (Item 3.2) is warranted.
Shinhan Financial Group Co. Annual		23-Mar-23	Elect Gwak Su-geun as a Member of Audit Committee	Against	For the same concerns raised in the director election section of this report, we recommend to vote AGAINST Su-geun Gwak (Su-geun Kwak) (Item 5.1) and Hun Bae (Hoon Bae) (Item 5.2) as they have not acted in the best interest of shareholders while serving on the board.
Shinhan Financial Group Co. Annual		23-Mar-23	Elect Bae Hun as a Member of Audit Committee	Against	For the same concerns raised in the director election section of this report, we recommend to vote AGAINST Su-geun Gwak (Su-geun Kwak) (Item 5.1) and Hun Bae (Hoon Bae) (Item 5.2) as they have not acted in the best interest of shareholders while serving on the board.
Shinhan Financial Group Co. Annual		23-Mar-23	Approve Total Remuneration of Inside Directors and Outside Directors	For	A vote FOR this item is warranted. Although the level of the directors' remuneration cap is high relative to the market norm, the company is proposing a decrease in the directors' remuneration limit.
Novo Nordisk A/S	Annual	23-Mar-23	Receive Report of Board		This is a routine, non-voting item.
Novo Nordisk A/S	Annual	23-Mar-23	Accept Financial Statements and Statutory Reports	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Novo Nordisk A/S	Annual	23-Mar-23	Approve Allocation of Income and Dividends of DKK 8.15 Per Share	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.
Novo Nordisk A/S	Annual	23-Mar-23	Approve Remuneration Report (Advisory Vote)	For	A qualified vote FOR this item is warranted because of concerns noted with: * One third of the LTIP consists of strategic performance metrics with rolling one-year performance periods * The strategic performance metrics are shared with the STIP, where they constitute 25% of the basis for bonus achievement, effectively rewarding the participants twice for the same performance.
Novo Nordisk A/S	Annual	23-Mar-23	Approve Remuneration of Directors in the Aggregate Amount of DKK 20.2 Million	For	A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the fees for 2022.
Novo Nordisk A/S	Annual	23-Mar-23	Approve Remuneration of Directors in the Amount of DKK 3.1 Million for the Chairman, DKK 1.66 Million for the Vice Chairman, and DKK 784,000 for Other Directors; Approve Remuneration for Committee Work	For	The proposed increase to chairman remuneration is very high but cannot be considered excessive given the wider market context, accordingly, a vote FOR this item is warranted.
Novo Nordisk A/S	Annual	23-Mar-23	Amendment to Remuneration Policy for Board of Directors and Executive Management	For	The changes proposed to the remuneration policy relate to increases in board remuneration as outlined in item 5.2. No other changes are proposed, and the policy is in line with market practice in terms of disclosure and content. Accordingly, a vote FOR is recommended.
Novo Nordisk A/S	Annual	23-Mar-23	Reelect Helge Lund as Board Chairman	For	A vote FOR this item is warranted because there are no concerns with the election of this individual as board chairman.
Novo Nordisk A/S	Annual	23-Mar-23	Reelect Henrik Poulsen as Vice Chairman	For	A vote FOR this item is warranted because there are no concerns with the election of this individual as board vice chairman.
Novo Nordisk A/S	Annual	23-Mar-23	Reelect Laurence Debroux as Director	For	A vote FOR candidates Laurence Debroux, Andreas Fibig, Sylvie Gr goire, Kasim Kutay, Christina Law and Martin Mackay is warranted due to a lack of concern regarding the suitability of these candidates.
Novo Nordisk A/S	Annual	23-Mar-23	Reelect Andreas Fibig as Director	For	A vote FOR candidates Laurence Debroux, Andreas Fibig, Sylvie Gr goire, Kasim Kutay, Christina Law and Martin Mackay is warranted due to a lack of concern regarding the suitability of these candidates.
Novo Nordisk A/S	Annual	23-Mar-23	Reelect Sylvie Gregoire as Director	Abstain	
Novo Nordisk A/S	Annual	23-Mar-23	Reelect Kasim Kutay as Director	Abstain	
Novo Nordisk A/S	Annual	23-Mar-23	Reelect Christina Law as Director	For	A vote FOR candidates Laurence Debroux, Andreas Fibig, Sylvie Gr goire, Kasim Kutay, Christina Law and Martin Mackay is warranted due to a lack of concern regarding the suitability of these candidates.
Novo Nordisk A/S	Annual	23-Mar-23	Reelect Martin Mackay as Director	For	A vote FOR candidates Laurence Debroux, Andreas Fibig, Sylvie Gr goire, Kasim Kutay, Christina Law and Martin Mackay is warranted due to a lack of concern regarding the suitability of these candidates.
Novo Nordisk A/S	Annual	23-Mar-23	Ratify Deloitte as Auditor	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Novo Nordisk A/S	Annual	23-Mar-23	Approve DKK 5 Million Reduction in Share Capital via Share Cancellation of B Shares	For	A vote FOR this item is warranted as the cancellation of shares may improve the efficiency of the balance sheet, which may also enhance returns over the long-term.
Novo Nordisk A/S	Annual	23-Mar-23	Authorize Share Repurchase Program	For	A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.
Novo Nordisk A/S	Annual	23-Mar-23	Approve Creation of DKK 45.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 45.1 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 45.1 Million	For	A vote FOR the issuance authorizations is warranted because the potential share capital increase is not excessive
Novo Nordisk A/S	Annual	23-Mar-23	Product Pricing Proposal	Against	The proposal is overly prescriptive and not in the best interest of shareholders, a vote AGAINST is recommended.
Novo Nordisk A/S	Annual	23-Mar-23	Other Business		This is a routine, non-voting item.
Novo Nordisk A/S	Annual	23-Mar-23	Receive Report of Board		This is a routine, non-voting item.
Novo Nordisk A/S	Annual	23-Mar-23	Accept Financial Statements and Statutory Reports	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Novo Nordisk A/S	Annual	23-Mar-23	Approve Allocation of Income and Dividends of DKK 8.15 Per Share	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.
Novo Nordisk A/S	Annual	23-Mar-23	Approve Remuneration Report (Advisory Vote)	For	A qualified vote FOR this item is warranted because of concerns noted with: * One third of the LTIP consists of strategic performance metrics with rolling one-year performance periods * The strategic performance metrics are shared with the STIP, where they constitute 25% of the basis for bonus achievement, effectively rewarding the participants twice for the same performance.
Novo Nordisk A/S	Annual	23-Mar-23	Approve Remuneration of Directors in the Aggregate Amount of DKK 20.2 Million	For	A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the fees for 2022.
Novo Nordisk A/S	Annual	23-Mar-23	Approve Remuneration of Directors in the Amount of DKK 3.1 Million for the Chairman, DKK 1.66 Million for the Vice Chairman, and DKK 784,000 for Other Directors; Approve Remuneration for Committee Work	For	The proposed increase to chairman remuneration is very high but cannot be considered excessive given the wider market context, accordingly, a vote FOR this item is warranted.
Novo Nordisk A/S	Annual	23-Mar-23	Amendment to Remuneration Policy for Board of Directors and Executive Management	For	The changes proposed to the remuneration policy relate to increases in board remuneration as outlined in item 5.2. No other changes are proposed, and the policy is in line with market practice in terms of disclosure and content. Accordingly, a vote FOR is recommended.
Novo Nordisk A/S	Annual	23-Mar-23	Reelect Helge Lund as Board Chairman	For	A vote FOR this item is warranted because there are no concerns with the election of this individual as board chairman.
Novo Nordisk A/S	Annual	23-Mar-23	Reelect Henrik Poulsen as Vice Chairman	For	A vote FOR this item is warranted because there are no concerns with the election of this individual as board vice chairman.
Novo Nordisk A/S	Annual	23-Mar-23	Reelect Laurence Debroux as Director	For	A vote FOR candidates Laurence Debroux, Andreas Fibig, Sylvie Gr goire, Kasim Kutay, Christina Law and Martin Mackay is warranted due to a lack of concern regarding the suitability of these candidates.
Novo Nordisk A/S	Annual	23-Mar-23	Reelect Andreas Fibig as Director	For	A vote FOR candidates Laurence Debroux, Andreas Fibig, Sylvie Gr goire, Kasim Kutay, Christina Law and Martin Mackay is warranted due to a lack of concern regarding the suitability of these candidates.
Novo Nordisk A/S	Annual	23-Mar-23	Reelect Sylvie Gregoire as Director	Abstain	



Novo Nordisk A/S	Annual	23-Mar-23	Reelect Kasim Kutay as Director	Abstain	
Novo Nordisk A/S	Annual	23-Mar-23	Reelect Christina Law as Director	For	A vote FOR candidates Laurence Debroux, Andreas Fibig, Sylvie Gr goire, Kasim Kutay, Christina Law and Martin Mackay is warranted due to a lack of concern regarding the suitability of these candidates.
Novo Nordisk A/S	Annual	23-Mar-23	Reelect Martin Mackay as Director	For	A vote FOR candidates Laurence Debroux, Andreas Fibig, Sylvie Gr goire, Kasim Kutay, Christina Law and Martin Mackay is warranted due to a lack of concern regarding the suitability of these candidates.
Novo Nordisk A/S	Annual	23-Mar-23	Ratify Deloitte as Auditor	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Novo Nordisk A/S	Annual	23-Mar-23	Approve DKK 5 Million Reduction in Share Capital via Share Cancellation of B Shares	For	A vote FOR this item is warranted as the cancellation of shares may improve the efficiency of the balance sheet, which may also enhance returns over the long-term.
Novo Nordisk A/S	Annual	23-Mar-23	Authorize Share Repurchase Program	For	A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.
Novo Nordisk A/S	Annual	23-Mar-23	Approve Creation of DKK 45.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 45.1 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 45.1 Million	For	A vote FOR the issuance authorizations is warranted because the potential share capital increase is not excessive
Novo Nordisk A/S	Annual	23-Mar-23	Product Pricing Proposal	Against	The proposal is overly prescriptive and not in the best interest of shareholders, a vote AGAINST is recommended.
Novo Nordisk A/S	Annual	23-Mar-23	Other Business		This is a routine, non-voting item.
Novo Nordisk A/S	Annual	23-Mar-23	Receive Report of Board		This is a routine, non-voting item.
Novo Nordisk A/S	Annual	23-Mar-23	Accept Financial Statements and Statutory Reports	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Novo Nordisk A/S	Annual	23-Mar-23	Approve Allocation of Income and Dividends of DKK 8.15 Per Share	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.
Novo Nordisk A/S	Annual	23-Mar-23	Approve Remuneration Report (Advisory Vote)	For	A qualified vote FOR this item is warranted because of concerns noted with: * One third of the LTIP consists of strategic performance metrics with rolling one-year performance periods * The strategic performance metrics are shared with the STIP, where they constitute 25% of the basis for bonus achievement, effectively rewarding the participants twice for the same performance.
Novo Nordisk A/S	Annual	23-Mar-23	Approve Remuneration of Directors in the Aggregate Amount of DKK 20.2 Million	For	A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the fees for 2022.
Novo Nordisk A/S	Annual	23-Mar-23	Approve Remuneration of Directors in the Amount of DKK 3.1 Million for the Chairman, DKK 1.56 Million for the Vice Chairman, and DKK 784,000 for Other Directors; Approve Remuneration for Committee Work	For	The proposed increase to chairman remuneration is very high but cannot be considered excessive given the wider market context, accordingly, a vote FOR this item is warranted.
Novo Nordisk A/S	Annual	23-Mar-23	Amendment to Remuneration Policy for Board of Directors and Executive Management	For	The changes proposed to the remuneration policy relate to increases in board remuneration as outlined in item 5.2. No other changes are proposed, and the policy is in line with market practice in terms of disclosure and content. Accordingly, a vote FOR is recommended.
Novo Nordisk A/S	Annual	23-Mar-23	Reelect Helge Lund as Board Chairman	For	A vote FOR this item is warranted because there are no concerns with the election of this individual as board chairman.
Novo Nordisk A/S	Annual	23-Mar-23	Reelect Henrik Poulsen as Vice Chairman	For	A vote FOR this item is warranted because there are no concerns with the election of this individual as board vice chairman.
Novo Nordisk A/S	Annual	23-Mar-23	Reelect Laurence Debroux as Director	For	A vote FOR candidates Laurence Debroux, Andreas Fibig, Sylvie Gr goire, Kasim Kutay, Christina Law and Martin Mackay is warranted due to a lack of concern regarding the suitability of these candidates.
Novo Nordisk A/S	Annual	23-Mar-23	Reelect Andreas Fibig as Director	For	A vote FOR candidates Laurence Debroux, Andreas Fibig, Sylvie Gr goire, Kasim Kutay, Christina Law and Martin Mackay is warranted due to a lack of concern regarding the suitability of these candidates.
Novo Nordisk A/S	Annual	23-Mar-23	Reelect Sylvie Gregoire as Director	Abstain	
Novo Nordisk A/S	Annual	23-Mar-23	Reelect Kasim Kutay as Director	Abstain	
Novo Nordisk A/S	Annual	23-Mar-23	Reelect Christina Law as Director	For	A vote FOR candidates Laurence Debroux, Andreas Fibig, Sylvie Gr goire, Kasim Kutay, Christina Law and Martin Mackay is warranted due to a lack of concern regarding the suitability of these candidates.
Novo Nordisk A/S	Annual	23-Mar-23	Reelect Martin Mackay as Director	For	A vote FOR candidates Laurence Debroux, Andreas Fibig, Sylvie Gr goire, Kasim Kutay, Christina Law and Martin Mackay is warranted due to a lack of concern regarding the suitability of these candidates.
Novo Nordisk A/S	Annual	23-Mar-23	Ratify Deloitte as Auditor	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Novo Nordisk A/S	Annual	23-Mar-23	Approve DKK 5 Million Reduction in Share Capital via Share Cancellation of B Shares	For	A vote FOR this item is warranted as the cancellation of shares may improve the efficiency of the balance sheet, which may also enhance returns over the long-term.
Novo Nordisk A/S	Annual	23-Mar-23	Authorize Share Repurchase Program	For	A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.
Novo Nordisk A/S	Annual	23-Mar-23	Approve Creation of DKK 45.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 45.1 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 45.1 Million	For	A vote FOR the issuance authorizations is warranted because the potential share capital increase is not excessive
Novo Nordisk A/S	Annual	23-Mar-23	Product Pricing Proposal	Against	The proposal is overly prescriptive and not in the best interest of shareholders, a vote AGAINST is recommended.
Novo Nordisk A/S	Annual	23-Mar-23	Other Business		This is a routine, non-voting item.
ASICS Corp.	Annual	24-Mar-23	Approve Allocation of Income, with a Final Dividend of JPY 24	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
ASICS Corp.	Annual	24-Mar-23	Elect Director Oyama, Motoi	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ASICS Corp.	Annual	24-Mar-23	Elect Director Hirota, Yasuhiro	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ASICS Corp.	Annual	24-Mar-23	Elect Director Kashiwaki, Hitoshi	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ASICS Corp.	Annual	24-Mar-23	Elect Director Sumi, Kazuo	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ASICS Corp.	Annual	24-Mar-23	Elect Director Yamamoto, Makiko	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ASICS Corp.	Annual	24-Mar-23	Elect Director Murai, Mitsuru	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ASICS Corp.	Annual	24-Mar-23	Approve Allocation of Income, with a Final Dividend of JPY 24	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
ASICS Corp.	Annual	24-Mar-23	Elect Director Oyama, Motoi	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ASICS Corp.	Annual	24-Mar-23	Elect Director Hirota, Yasuhiro	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ASICS Corp.	Annual	24-Mar-23	Elect Director Kashiwaki, Hitoshi	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ASICS Corp.	Annual	24-Mar-23	Elect Director Sumi, Kazuo	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ASICS Corp.	Annual	24-Mar-23	Elect Director Yamamoto, Makiko	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ASICS Corp.	Annual	24-Mar-23	Elect Director Murai, Mitsuru	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Hana Financial Group, Inc.	Annual	24-Mar-23	Approve Financial Statements and Allocation of Income	For	A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. However, the company stated on its proxy circular that the auditor's report is scheduled to be disclosed on March 10, 2023, 14 days ahead of the meeting date.
Hana Financial Group, Inc.	Annual	24-Mar-23	Amend Articles of Incorporation	For	A vote FOR this resolution is warranted as none of the proposed amendments is contentious or problematic in nature.
Hana Financial Group, Inc.	Annual	24-Mar-23	Elect Kim Hong-jin as Outside Director	Against	A vote AGAINST Hong-jin Kim (Item 3.1), Yoon Heo (Item 3.2), Jeong-won Lee (Jung-won Lee) (Item 3.3), Dong-moon Park (Item 3.4), Gang-won Lee (Kang-won Lee) (Item 3.5), and Dong-hun Yang (Dong-hoon Yang) (Item 4) is warranted, as their inaction to remove a legally concerned director is indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees is warranted.
Hana Financial Group, Inc.	Annual	24-Mar-23	Elect Heo Yoon as Outside Director	Against	A vote AGAINST Hong-jin Kim (Item 3.1), Yoon Heo (Item 3.2), Jeong-won Lee (Jung-won Lee) (Item 3.3), Dong-moon Park (Item 3.4), Gang-won Lee (Kang-won Lee) (Item 3.5), and Dong-hun Yang (Dong-hoon Yang) (Item 4) is warranted, as their inaction to remove a legally concerned director is indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees is warranted.
Hana Financial Group, Inc.	Annual	24-Mar-23	Elect Lee Jeong-won as Outside Director	Against	A vote AGAINST Hong-jin Kim (Item 3.1), Yoon Heo (Item 3.2), Jeong-won Lee (Jung-won Lee) (Item 3.3), Dong-moon Park (Item 3.4), Gang-won Lee (Kang-won Lee) (Item 3.5), and Dong-hun Yang (Dong-hoon Yang) (Item 4) is warranted, as their inaction to remove a legally concerned director is indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees is warranted.
Hana Financial Group, Inc.	Annual	24-Mar-23	Elect Park Dong-moon as Outside Director	Against	A vote AGAINST Hong-jin Kim (Item 3.1), Yoon Heo (Item 3.2), Jeong-won Lee (Jung-won Lee) (Item 3.3), Dong-moon Park (Item 3.4), Gang-won Lee (Kang-won Lee) (Item 3.5), and Dong-hun Yang (Dong-hoon Yang) (Item 4) is warranted, as their inaction to remove a legally concerned director is indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees is warranted.
Hana Financial Group, Inc.	Annual	24-Mar-23	Elect Lee Gang-won as Outside Director	Against	A vote AGAINST Hong-jin Kim (Item 3.1), Yoon Heo (Item 3.2), Jeong-won Lee (Jung-won Lee) (Item 3.3), Dong-moon Park (Item 3.4), Gang-won Lee (Kang-won Lee) (Item 3.5), and Dong-hun Yang (Dong-hoon Yang) (Item 4) is warranted, as their inaction to remove a legally concerned director is indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees is warranted.



Varun Beverages Limited	Annual	27-Mar-23	Reelect Rashmi Dharwal as Director	Against	Item 3: A vote FOR the resolution is warranted however it is not without concern. * The board independence norms are not met based on Sustainability Advisory Services reclassification and Ravi Jaipuria is a non-independent director nominee. The main reason for support is * Ravi Jaipuria is the company's founder and removing him from the board would have a material negative impact on shareholder value. Item 5 and 6 * A vote FOR the nominees is warranted given the absence of any known issues concerning the nominees. Item 7 * A vote AGAINST this resolution is warranted because Rashmi Dharwal is proposed to be appointed as an Independent Director, however, she has been re-classified as non-independent by Sustainability Advisory Services
Sartorius Stedim Biotech SA Annual/Special	27-Mar-23	Approve Financial Statements and Discharge Directors	For	Votes FOR these proposals are warranted, given the unqualified opinion and the lack of controversy.	
Sartorius Stedim Biotech SA Annual/Special	27-Mar-23	Approve Consolidated Financial Statements and Statutory Reports	For	Votes FOR these proposals are warranted, given the unqualified opinion and the lack of controversy.	
Sartorius Stedim Biotech SA Annual/Special	27-Mar-23	Approve Allocation of Income and Dividends of EUR 1.44 per Share	For	A vote FOR this income allocation proposal is warranted, despite the low payout ratio, in view of the increase of the dividend per share allocation.	
Sartorius Stedim Biotech SA Annual/Special	27-Mar-23	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	For	A vote FOR this proposal is warranted because the information disclosed in the auditors' special report does not raise any concerns.	
Sartorius Stedim Biotech SA Annual/Special	27-Mar-23	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 325,800	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.	
Sartorius Stedim Biotech SA Annual/Special	27-Mar-23	Approve Compensation Report of Corporate Officers	For	A vote FOR this remuneration policy is warranted in the absence of any specific concerns.	
Sartorius Stedim Biotech SA Annual/Special	27-Mar-23	Approve Compensation of Joachim Kreuzburg, Chairman and CEO	For	Votes FOR are warranted but not without concerns as: * There is a limited disclosure of the achievement levels for STI; * There is no disclosure of the achievement levels for LTI. Main reason for support is the absence of any other significant concerns, and that the limited disclosure of LTI can be explained by the change in approach since last year.	
Sartorius Stedim Biotech SA Annual/Special	27-Mar-23	Approve Remuneration Policy of Chairman and CEO	Against	Votes AGAINST these remuneration policies are warranted because: * The bonus opportunity base salary for the CEO and Vice-CEO increased and the company failed to provide a compelling rationale; * The company fails to disclose a binding bonus and LTIP cap; * The remuneration granted is paid by Sartorius AG then reinvoiced; * Accelerated or full vesting of unvested awards in case of departure cannot be excluded.	
Sartorius Stedim Biotech SA Annual/Special	27-Mar-23	Approve Compensation of Rene Faber, Vice-CEO	For	Votes FOR are warranted but not without concerns as: * There is a limited disclosure of the achievement levels for STI; * There is no disclosure of the achievement levels for LTI. Main reason for support is the absence of any other significant concerns, and that the limited disclosure of LTI can be explained by the change in approach since last year.	
Sartorius Stedim Biotech SA Annual/Special	27-Mar-23	Approve Remuneration Policy of Vice-CEO	Against	Votes AGAINST these remuneration policies are warranted because: * The bonus opportunity base salary for the CEO and Vice-CEO increased and the company failed to provide a compelling rationale; * The company fails to disclose a binding bonus and LTIP cap; * The remuneration granted is paid by Sartorius AG then reinvoiced; * Accelerated or full vesting of unvested awards in case of departure cannot be excluded.	
Sartorius Stedim Biotech SA Annual/Special	27-Mar-23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against	This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.	
Sartorius Stedim Biotech SA Annual/Special	27-Mar-23	Authorize Filing of Required Documents/Other Formalities	For	A vote FOR these routine items are warranted.	
Sartorius Stedim Biotech SA Annual/Special	27-Mar-23	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 133,980	For	This proposal warrants a vote FOR even though the authorization can be used during takeover period given the clear rationale supporting this non routine authorization and its limited amount.	
Sartorius Stedim Biotech SA Annual/Special	27-Mar-23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	A vote FOR this item is warranted as such share capital reductions are favorable to shareholders.	
Sartorius Stedim Biotech SA Annual/Special	27-Mar-23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Against	A vote AGAINST is warranted as the proposed volume exceed recommended guideline.	
Sartorius Stedim Biotech SA Annual/Special	27-Mar-23	Authorize Filing of Required Documents/Other Formalities	For	A vote FOR this routine item is warranted.	
INPEX Corp.	Annual	28-Mar-23	Approve Allocation of Income, with a Final Dividend of JPY 32	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
INPEX Corp.	Annual	28-Mar-23	Approve Accounting Transfers	For	A vote FOR this proposal is warranted because: * There are no particular concerns about the proposal.
INPEX Corp.	Annual	28-Mar-23	Elect Director Kitamura, Toshiaki	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
INPEX Corp.	Annual	28-Mar-23	Elect Director Ueda, Takayuki	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
INPEX Corp.	Annual	28-Mar-23	Elect Director Kawano, Kenji	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
INPEX Corp.	Annual	28-Mar-23	Elect Director Kittaka, Kimihisa	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
INPEX Corp.	Annual	28-Mar-23	Elect Director Sase, Nobuharu	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
INPEX Corp.	Annual	28-Mar-23	Elect Director Yamada, Daisuke	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
INPEX Corp.	Annual	28-Mar-23	Elect Director Takimoto, Toshiaki	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
INPEX Corp.	Annual	28-Mar-23	Elect Director Yanai, Jun	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
INPEX Corp.	Annual	28-Mar-23	Elect Director Iio, Norinao	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
INPEX Corp.	Annual	28-Mar-23	Elect Director Nishimura, Atsuko	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
INPEX Corp.	Annual	28-Mar-23	Elect Director Nishikawa, Tomo	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
INPEX Corp.	Annual	28-Mar-23	Elect Director Morimoto, Hideka	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
INPEX Corp.	Annual	28-Mar-23	Appoint Statutory Auditor Kawamura, Aki	For	A vote FOR this statutory auditor nominee is warranted because: * There are no particular concerns about the nominee.
INPEX Corp.	Annual	28-Mar-23	Appoint Statutory Auditor Tone, Toshiya	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
INPEX Corp.	Annual	28-Mar-23	Appoint Statutory Auditor Aso, Kenichi	Against	A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.
INPEX Corp.	Annual	28-Mar-23	Appoint Statutory Auditor Akiyoshi, Mitsuru	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
INPEX Corp.	Annual	28-Mar-23	Appoint Statutory Auditor Kiba, Hiroko	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
S-Oil Corp.	Annual	28-Mar-23	Approve Financial Statements and Allocation of Income	For	A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. However, the company stated on its proxy circular that the auditor's report is scheduled to be disclosed on March 20, 2023, eight days ahead of the meeting date.
S-Oil Corp.	Annual	28-Mar-23	Amend Articles of Incorporation	For	A vote FOR this resolution is warranted as none of the proposed amendments is contentious or problematic in nature.
S-Oil Corp.	Annual	28-Mar-23	Elect Ibrahim M. Al-Nitaifi as Non-Independent Non-Executive Director	Against	A vote AGAINST non-independent director nominee Ibrahim Al-Nitaifi (Item 3.1) is warranted given that the company is a large company and the board is not majority independent. In this case, the reclassification of Jae-hun Lee and Jeong-soon Lee (Jungsoong Janice Lee) contributed to the company's failure of meeting board independence requirement. A vote FOR independent director Oh-eyu Kwon (Item 3.2) is warranted given the absence of any known issues concerning this nominee.
S-Oil Corp.	Annual	28-Mar-23	Elect Kwon Oh-gyu as Outside Director	For	A vote AGAINST non-independent director nominee Ibrahim Al-Nitaifi (Item 3.1) is warranted given that the company is a large company and the board is not majority independent. In this case, the reclassification of Jae-hun Lee and Jeong-soon Lee (Jungsoong Janice Lee) contributed to the company's failure of meeting board independence requirement. A vote FOR independent director Oh-eyu Kwon (Item 3.2) is warranted given the absence of any known issues concerning this nominee.
S-Oil Corp.	Annual	28-Mar-23	Approve Total Remuneration of Inside Directors and Outside Directors	Against	A vote AGAINST this item is warranted because: * The proposed remuneration limit is high relative to that of the market norm; and * The company is proposing an increase without providing any reasonable justification.
Americana Restaurants Inte	Annual	28-Mar-23	Approve Board Report on Company Operations and Its Financial Position for FY 2022	For	A vote FOR the approval of the board report is warranted given the timely disclosure of the report and the absence of any significant concerns.
Americana Restaurants Inte	Annual	28-Mar-23	Approve Auditors' Report on Company Financial Statements for FY 2022	For	A vote FOR the approval of the auditor's report is warranted because this is a routine meeting formality.
Americana Restaurants Inte	Annual	28-Mar-23	Accept Financial Statements and Statutory Reports for FY 2022	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Americana Restaurants Inte	Annual	28-Mar-23	Approve Dividends of USD 0.0123 per Share for FY 2022	For	A vote FOR is warranted because there are no known concerns regarding this proposal or the company's past income allocation practices.
Americana Restaurants Inte	Annual	28-Mar-23	Approve Remuneration of Directors	For	In the absence of known concerns over the proposed directors' remuneration for the fiscal year in review, a vote FOR this item is warranted.
Americana Restaurants Inte	Annual	28-Mar-23	Approve Policy Remuneration	Against	A vote AGAINST is warranted given the overall lack of disclosure on the proposed remuneration policy.
Americana Restaurants Inte	Annual	28-Mar-23	Approve Audit Committee Charter	Against	A vote AGAINST this item is warranted given the lack of disclosure on the proposed audit committee charter.
Americana Restaurants Inte	Annual	28-Mar-23	Approve Discharge of Directors for FY 2022	For	In the absence of concerns that the board is not fulfilling its fiduciary duties, a vote FOR is warranted.
Americana Restaurants Inte	Annual	28-Mar-23	Approve Discharge of Auditors for FY 2022	For	In the absence of concerns that auditor is not fulfilling its fiduciary duties, a vote FOR is warranted.
Americana Restaurants Inte	Annual	28-Mar-23	Appoint Auditors and Fix Their Remuneration for FY 2023 and Q1 of FY 2024	For	A vote FOR this proposal is warranted in the absence of significant concerns.
Americana Restaurants Inte	Annual	28-Mar-23	Approve Related Party Transactions	For	A vote FOR is warranted, although it is not without concern for shareholders: * The company did not provide any further rationale about the conclusion of Trademark License Agreement (TLA) and the Transitional Services Agreement (TSA) concluded with the former parent company. The main reason for support: * The company's disclosure of the terms and conditions of these agreements; and * The absence of any significant concerns regarding the transactions conducted during the year in review.
Americana Restaurants Inte	Annual	28-Mar-23	Approve Board Report on Company Operations and Its Financial Position for FY 2022	For	A vote FOR the approval of the board report is warranted given the timely disclosure of the report and the absence of any significant concerns.
Americana Restaurants Inte	Annual	28-Mar-23	Approve Auditors' Report on Company Financial Statements for FY 2022	For	A vote FOR the approval of the auditor's report is warranted because this is a routine meeting formality.
Americana Restaurants Inte	Annual	28-Mar-23	Accept Financial Statements and Statutory Reports for FY 2022	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.

Americana Restaurants Inte Annual	28-Mar-23	Approve Dividends of USD 0.0123 per Share for FY 2022	For	A vote FOR is warranted because there are no known concerns regarding this proposal or the company's past income allocation practices.
Americana Restaurants Inte Annual	28-Mar-23	Approve Remuneration of Directors	For	In the absence of known concerns over the proposed directors' remuneration for the fiscal year in review, a vote FOR this item is warranted.
Americana Restaurants Inte Annual	28-Mar-23	Approve Policy Remuneration	Against	A vote AGAINST is warranted given the overall lack of disclosure on the proposed remuneration policy.
Americana Restaurants Inte Annual	28-Mar-23	Approve Audit Committee Charter	Against	A vote AGAINST this item is warranted given the lack of disclosure on the proposed audit committee charter.
Americana Restaurants Inte Annual	28-Mar-23	Approve Discharge of Directors for FY 2022	For	In the absence of concerns that the board is not fulfilling its fiduciary duties, a vote FOR is warranted.
Americana Restaurants Inte Annual	28-Mar-23	Approve Discharge of Auditors for FY 2022	For	In the absence of concerns that auditor is not fulfilling its fiduciary duties, a vote FOR is warranted.
Americana Restaurants Inte Annual	28-Mar-23	Appoint Auditors and Fix Their Remuneration for FY 2023 and Q1 of FY 2024	For	A vote FOR this proposal is warranted in the absence of significant concerns.
Americana Restaurants Inte Annual	28-Mar-23	Approve Related Party Transactions	For	A vote FOR is warranted, although it is not without concern for shareholders: * The company did not provide any further rationale about the conclusion of Trademark License Agreement (TLA) and the Transitional Services Agreement (TSA) concluded with the former parent company. The main reason for support: * The company's disclosure of the terms and conditions of these agreements; and * The absence of any significant concerns regarding the transactions conducted during the year in review.
KOREA AEROSPACE INDU Annual	29-Mar-23	Approve Financial Statements and Allocation of Income	For	A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. While there are no known concerns regarding the company's financial statements, some shareholders may wish to engage with the company directly to address this issue.
KOREA AEROSPACE INDU Annual	29-Mar-23	Elect Kim Geun-tae as Outside Director	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
KOREA AEROSPACE INDU Annual	29-Mar-23	Elect Kim Gyeong-ja as Outside Director	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
KOREA AEROSPACE INDU Annual	29-Mar-23	Elect Kim Geun-tae as a Member of Audit Committee	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.
KOREA AEROSPACE INDU Annual	29-Mar-23	Elect Kim Gyeong-ja as a Member of Audit Committee	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.
KOREA AEROSPACE INDU Annual	29-Mar-23	Approve Total Remuneration of Inside Directors and Outside Directors	For	A vote FOR this item is warranted because: * The company is not proposing an increase in the directors' remuneration limit; and * The level of the directors' remuneration cap is high relative to the market norm but is within a reasonable range.
KOREA AEROSPACE INDU Annual	29-Mar-23	Approve Terms of Retirement Pay	For	A vote FOR this proposal is warranted because the proposed terms of executives' severance pay are in line with the general market practice.
KOREA AEROSPACE INDU Annual	29-Mar-23	Approve Financial Statements and Allocation of Income	For	A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. While there are no known concerns regarding the company's financial statements, some shareholders may wish to engage with the company directly to address this issue.
KOREA AEROSPACE INDU Annual	29-Mar-23	Elect Kim Geun-tae as Outside Director	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
KOREA AEROSPACE INDU Annual	29-Mar-23	Elect Kim Gyeong-ja as Outside Director	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
KOREA AEROSPACE INDU Annual	29-Mar-23	Elect Kim Geun-tae as a Member of Audit Committee	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.
KOREA AEROSPACE INDU Annual	29-Mar-23	Elect Kim Gyeong-ja as a Member of Audit Committee	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.
KOREA AEROSPACE INDU Annual	29-Mar-23	Approve Total Remuneration of Inside Directors and Outside Directors	For	A vote FOR this item is warranted because: * The company is not proposing an increase in the directors' remuneration limit; and * The level of the directors' remuneration cap is high relative to the market norm but is within a reasonable range.
KOREA AEROSPACE INDU Annual	29-Mar-23	Approve Terms of Retirement Pay	For	A vote FOR this proposal is warranted because the proposed terms of executives' severance pay are in line with the general market practice.
KOREA AEROSPACE INDU Annual	29-Mar-23	Approve Financial Statements and Allocation of Income	For	A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. While there are no known concerns regarding the company's financial statements, some shareholders may wish to engage with the company directly to address this issue.
KOREA AEROSPACE INDU Annual	29-Mar-23	Elect Kim Geun-tae as Outside Director	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
KOREA AEROSPACE INDU Annual	29-Mar-23	Elect Kim Gyeong-ja as Outside Director	For	A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.
KOREA AEROSPACE INDU Annual	29-Mar-23	Elect Kim Geun-tae as a Member of Audit Committee	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.
KOREA AEROSPACE INDU Annual	29-Mar-23	Elect Kim Gyeong-ja as a Member of Audit Committee	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.
KOREA AEROSPACE INDU Annual	29-Mar-23	Approve Total Remuneration of Inside Directors and Outside Directors	For	A vote FOR this item is warranted because: * The company is not proposing an increase in the directors' remuneration limit; and * The level of the directors' remuneration cap is high relative to the market norm but is within a reasonable range.
KOREA AEROSPACE INDU Annual	29-Mar-23	Approve Terms of Retirement Pay	For	A vote FOR this proposal is warranted because the proposed terms of executives' severance pay are in line with the general market practice.
SK hynix, Inc. Annual	29-Mar-23	Approve Financial Statements and Allocation of Income	For	A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. However, the company stated on its proxy circular that the auditor's report is scheduled to be disclosed on March 10, 2023, 19 days ahead of the meeting date.
SK hynix, Inc. Annual	29-Mar-23	Elect Han Ae-ra as Outside Director	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the nominee and the company's board dynamics.
SK hynix, Inc. Annual	29-Mar-23	Elect Kim Jeong-won as Outside Director	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the nominee and the company's board dynamics.
SK hynix, Inc. Annual	29-Mar-23	Elect Jeong Deok-gyun as Outside Director	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the nominee and the company's board dynamics.
SK hynix, Inc. Annual	29-Mar-23	Elect Han Ae-ra as a Member of Audit Committee	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.
SK hynix, Inc. Annual	29-Mar-23	Elect Kim Jeong-won as a Member of Audit Committee	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.
SK hynix, Inc. Annual	29-Mar-23	Elect Park Seong-ha as Non-Independent Non-Executive Director	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the nominee and the company's board dynamics.
SK hynix, Inc. Annual	29-Mar-23	Approve Total Remuneration of Inside Directors and Outside Directors	For	A vote FOR this item is warranted because: * The company is not proposing an increase in the directors' remuneration limit; * Although the level of the directors' remuneration cap is significantly higher than the market norm, the company has provided a reasonable justification for the excessive remuneration limit.
SK hynix, Inc. Annual	29-Mar-23	Approve Financial Statements and Allocation of Income	For	A vote FOR this resolution is warranted. This is a routine financial statements and dividend proposal that merits shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. However, the company stated on its proxy circular that the auditor's report is scheduled to be disclosed on March 10, 2023, 19 days ahead of the meeting date.
SK hynix, Inc. Annual	29-Mar-23	Elect Han Ae-ra as Outside Director	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the nominee and the company's board dynamics.
SK hynix, Inc. Annual	29-Mar-23	Elect Kim Jeong-won as Outside Director	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the nominee and the company's board dynamics.
SK hynix, Inc. Annual	29-Mar-23	Elect Jeong Deok-gyun as Outside Director	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the nominee and the company's board dynamics.
SK hynix, Inc. Annual	29-Mar-23	Elect Han Ae-ra as a Member of Audit Committee	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.
SK hynix, Inc. Annual	29-Mar-23	Elect Kim Jeong-won as a Member of Audit Committee	For	A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.
SK hynix, Inc. Annual	29-Mar-23	Elect Park Seong-ha as Non-Independent Non-Executive Director	For	A vote FOR this resolution is warranted given the absence of any known issues concerning the nominee and the company's board dynamics.
SK hynix, Inc. Annual	29-Mar-23	Approve Total Remuneration of Inside Directors and Outside Directors	For	A vote FOR this item is warranted because: * The company is not proposing an increase in the directors' remuneration limit; * Although the level of the directors' remuneration cap is significantly higher than the market norm, the company has provided a reasonable justification for the excessive remuneration limit.
Corporacion Inmobiliaria Ve Extraordinary S	30-Mar-23	Amend Articles 2, 7, 8, 11 and 12	For	A vote FOR this item is warranted because: * The company has disclosed the full text of the proposed bylaw amendments; and * The proposed amendments are largely administrative in nature.
Corporacion Inmobiliaria Ve Extraordinary S	30-Mar-23	Authorize Increase in Capital via Issuance of Shares without Preemptive Rights	For	A vote FOR this item is warranted because: * The company has provided a sound strategic rationale for the proposed authorization to issue new shares; * The proposal would allow the company to make strategic investments over the next five years; and * The company has outperformed the Mexican market on a TSR basis in recent years, signaling support for its growth strategy.
Corporacion Inmobiliaria Ve Extraordinary S	30-Mar-23	Approve Granting of Powers	For	A vote FOR these closing formalities is warranted because: * Approval of these items grants management authority to approve only items that have been approved by shareholders; and * Opposing these items could impact management's ability to execute on bona fide items that have been approved by shareholders.
Corporacion Inmobiliaria Ve Extraordinary S	30-Mar-23	Authorize Board to Ratify and Execute Approved Resolutions	For	A vote FOR these closing formalities is warranted because: * Approval of these items grants management authority to approve only items that have been approved by shareholders; and * Opposing these items could impact management's ability to execute on bona fide items that have been approved by shareholders.
Wal-Mart de Mexico SAB de Annual	30-Mar-23	Approve Report of Audit and Corporate Practices Committees	For	A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2022, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.
Wal-Mart de Mexico SAB de Annual	30-Mar-23	Approve CEO's Report	For	A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2022, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.
Wal-Mart de Mexico SAB de Annual	30-Mar-23	Approve Board Opinion on CEO's Report	For	A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2022, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.
Wal-Mart de Mexico SAB de Annual	30-Mar-23	Approve Board of Directors' Report	For	A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2022, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.





Wal-Mart de Mexico SAB de Annual		30-Mar-23	Ratify Tom Ward as Director	For	A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.
Wal-Mart de Mexico SAB de Annual		30-Mar-23	Ratify Adolfo Cerezo as Chairman of Audit and Corporate Practices Committees	For	A vote FOR these items is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.
Wal-Mart de Mexico SAB de Annual		30-Mar-23	Approve Discharge of Board of Directors and Officers	For	A vote FOR these items is warranted because: * These are routine procedures in Mexico; and * There is no concrete evidence of negligence or abuse on part of the board or
Wal-Mart de Mexico SAB de Annual		30-Mar-23	Approve Directors and Officers Liability	For	A vote FOR these items is warranted because: * These are routine procedures in Mexico; and * There is no concrete evidence of negligence or abuse on part of the board or
Wal-Mart de Mexico SAB de Annual		30-Mar-23	Approve Remuneration of Board Chairman	For	A vote FOR these items is warranted because: * The company has provided the proposed board and committee remuneration; and * There are no known concerns over the compensation of the company's directors.
Wal-Mart de Mexico SAB de Annual		30-Mar-23	Approve Remuneration of Director	For	A vote FOR these items is warranted because: * The company has provided the proposed board and committee remuneration; and * There are no known concerns over the compensation of the company's directors.
Wal-Mart de Mexico SAB de Annual		30-Mar-23	Approve Remuneration of Chairman of Audit and Corporate Practices Committees	For	A vote FOR these items is warranted because: * The company has provided the proposed board and committee remuneration; and * There are no known concerns over the compensation of the company's directors.
Wal-Mart de Mexico SAB de Annual		30-Mar-23	Approve Remuneration of Member of Audit and Corporate Practices Committees	For	A vote FOR these items is warranted because: * The company has provided the proposed board and committee remuneration; and * There are no known concerns over the compensation of the company's directors.
Wal-Mart de Mexico SAB de Annual		30-Mar-23	Authorize Board to Ratify and Execute Approved Resolutions	For	A vote FOR this closing formality is warranted because: * Approval of this item grants management authority to approve only items that have been approved by shareholders; and * Opposing this item could impact management's ability to execute on bona fide items that have been approved by shareholders.
Corporacion Inmobiliaria Ve Annual		30-Mar-23	Approve CEO's Report	For	A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2022, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.
Corporacion Inmobiliaria Ve Annual		30-Mar-23	Approve Board's Report	For	A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2022, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.
Corporacion Inmobiliaria Ve Annual		30-Mar-23	Approve Report of Audit, Corporate Practices, Investment, Ethics, Debt and Capital, and Environmental, Social and Corporate Governance Committees	For	A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2022, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.
Corporacion Inmobiliaria Ve Annual		30-Mar-23	Receive Report on Adherence to Fiscal Obligations	For	A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2022, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.
Corporacion Inmobiliaria Ve Annual		30-Mar-23	Approve Audited and Consolidated Financial Statements	For	A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2022, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.
Corporacion Inmobiliaria Ve Annual		30-Mar-23	Approve Cash Dividends	For	A vote FOR this item is warranted because the company's payouts in recent years have fallen within a reasonable 30-100 percent range of net income.
Corporacion Inmobiliaria Ve Annual		30-Mar-23	Approve Report on Share Repurchase	For	A vote FOR these requests is warranted because: * The company's proposed share repurchase reserve appears reasonable; and * There are no known concerns over previous use of the share repurchase authority.
Corporacion Inmobiliaria Ve Annual		30-Mar-23	Authorize Share Repurchase Reserve	For	A vote FOR these requests is warranted because: * The company's proposed share repurchase reserve appears reasonable; and * There are no known concerns over previous use of the share repurchase authority.
Corporacion Inmobiliaria Ve Annual		30-Mar-23	Elect or Ratify Directors; Elect Chairmen of Audit and Corporate Practices Committees, and Approve their Remuneration	For	A vote FOR this item is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third independent and contains at least two independent members, meeting the growing expectations of institutional shareholders.
Corporacion Inmobiliaria Ve Annual		30-Mar-23	Increase Debt Limit of Company	For	A vote FOR this item is warranted because: * The company has provided a sound strategic rationale for the proposed increase in the company's borrowing limit; * The increase in the program would allow the company to make strategic investments over the next five years; and * The company has outperformed the Mexican market on a TSR basis in recent years, signaling support for its growth strategy.
Corporacion Inmobiliaria Ve Annual		30-Mar-23	Authorize Board to Ratify and Execute Approved Resolutions	For	A vote FOR this closing formality is warranted because: * Approval of this item grants management authority to approve only items that have been approved by shareholders; and * Opposing this item could impact management's ability to execute on bona fide items that have been approved by shareholders.
Vision, Inc. ( Japan ) Annual		30-Mar-23	Amend Articles to Clarify Director Authority on Shareholder Meetings - Allow Virtual Only Shareholder Meetings - Clarify Director Authority on Board Meetings	Against	A vote AGAINST this proposal is warranted because: * The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.
Vision, Inc. ( Japan ) Annual		30-Mar-23	Elect Director Sano, Kenichi	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Vision, Inc. ( Japan ) Annual		30-Mar-23	Elect Director Nakamoto, Shinichi	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Vision, Inc. ( Japan ) Annual		30-Mar-23	Elect Director Ota, Kenji	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Vision, Inc. ( Japan ) Annual		30-Mar-23	Elect Director Naito, Shinichiro	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Vision, Inc. ( Japan ) Annual		30-Mar-23	Elect Director Harada, Shiori	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Vision, Inc. ( Japan ) Annual		30-Mar-23	Elect Director Naka, Michimasa	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Vision, Inc. ( Japan ) Annual		30-Mar-23	Appoint Statutory Auditor Umehara, Kazuhiko	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Vision, Inc. ( Japan ) Annual		30-Mar-23	Appoint Statutory Auditor Motai, Junichi	Against	A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.
Vision, Inc. ( Japan ) Annual		30-Mar-23	Appoint Statutory Auditor Hozumi, Jun	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Vision, Inc. ( Japan ) Annual		30-Mar-23	Appoint Statutory Auditor Niwa, Tetsuya	For	A vote FOR this statutory auditor nominee is warranted because: * There are no particular concerns about the nominee.
Vision, Inc. ( Japan ) Annual		30-Mar-23	Approve Compensation Ceilings for Directors and Statutory Auditors	For	A vote FOR this proposal is warranted because: * The size of the proposed ceilings cannot be regarded as excessively high.
Vision, Inc. ( Japan ) Annual		30-Mar-23	Amend Articles to Clarify Director Authority on Shareholder Meetings - Allow Virtual Only Shareholder Meetings - Clarify Director Authority on Board Meetings	Against	A vote AGAINST this proposal is warranted because: * The passage of this proposal will authorize the company to hold virtual only meetings permanently, without further need to consult shareholders, even after the current health crisis is resolved, and the proposed language fails to specify situations under which virtual meetings will be held.
Vision, Inc. ( Japan ) Annual		30-Mar-23	Elect Director Sano, Kenichi	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Vision, Inc. ( Japan ) Annual		30-Mar-23	Elect Director Nakamoto, Shinichi	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Vision, Inc. ( Japan ) Annual		30-Mar-23	Elect Director Ota, Kenji	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Vision, Inc. ( Japan ) Annual		30-Mar-23	Elect Director Naito, Shinichiro	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Vision, Inc. ( Japan ) Annual		30-Mar-23	Elect Director Harada, Shiori	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Vision, Inc. ( Japan ) Annual		30-Mar-23	Elect Director Naka, Michimasa	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Vision, Inc. ( Japan ) Annual		30-Mar-23	Appoint Statutory Auditor Umehara, Kazuhiko	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Vision, Inc. ( Japan ) Annual		30-Mar-23	Appoint Statutory Auditor Motai, Junichi	Against	A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.
Vision, Inc. ( Japan ) Annual		30-Mar-23	Appoint Statutory Auditor Hozumi, Jun	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Vision, Inc. ( Japan ) Annual		30-Mar-23	Appoint Statutory Auditor Niwa, Tetsuya	For	A vote FOR this statutory auditor nominee is warranted because: * There are no particular concerns about the nominee.
Vision, Inc. ( Japan ) Annual		30-Mar-23	Approve Compensation Ceilings for Directors and Statutory Auditors	For	A vote FOR this proposal is warranted because: * The size of the proposed ceilings cannot be regarded as excessively high.
Arca Continental SAB de CV Annual		30-Mar-23	Approve CEO's Report on Results and Operations of Company, Auditor's Report and Board's Opinion; Approve Board's Report on Activities; Approve Report of Audit and Corporate Practices Committee; Receive Report on Adherence to Fiscal Obligations	For	A vote FOR this routine proposal is warranted because: * Audited financials are available for FY 2021, and there are no independent auditor qualifications; and * There are no known concerns regarding the company's financial statements or audit procedures.
Arca Continental SAB de CV Annual		30-Mar-23	Approve Allocation of Income and Cash Dividends of MXN 3.50 Per Share	For	A vote FOR this item is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.
Arca Continental SAB de CV Annual		30-Mar-23	Set Maximum Amount of Share Repurchase Reserve	For	A vote FOR this request is warranted because: * The company's most recent share repurchase reserve was reasonable; and * There are no known concerns over previous use of the share repurchase authority.
Arca Continental SAB de CV Annual		30-Mar-23	Authorize Reduction in Variable Portion of Capital via Cancellation of Repurchased Shares	For	A vote FOR this item is warranted because the cancellation of treasury shares does not affect shareholder value or liquidity.
Arca Continental SAB de CV Annual		30-Mar-23	Elect Directors. Verify their Independence Classification, Approve their Remuneration and Elect Secretaries	Against	A vote AGAINST these items is warranted because: * The names of the director and committee candidates are not disclosed; * The company has bundled the election of directors into a single voting item; and * Undisclosed bundled director election proposals disenfranchise shareholders voting by proxy.
Arca Continental SAB de CV Annual		30-Mar-23	Approve Remuneration of Board Committee Members; Elect Chairman of Audit and Corporate Practices Committee	Against	A vote AGAINST these items is warranted because: * The names of the director and committee candidates are not disclosed; * The company has bundled the election of directors into a single voting item; and * Undisclosed bundled director election proposals disenfranchise shareholders voting by proxy.
Arca Continental SAB de CV Annual		30-Mar-23	Appoint Legal Representatives	For	A vote FOR these items is warranted because the designation of a shareholder representative and approval of the minutes of the meeting are routine formalities that do not affect shareholder value.
Arca Continental SAB de CV Annual		30-Mar-23	Approve Minutes of Meeting	For	A vote FOR these items is warranted because the designation of a shareholder representative and approval of the minutes of the meeting are routine formalities that do not affect shareholder value.
Fortnox AB Annual		30-Mar-23	Open Meeting	For	These are routine meeting formalities.
Fortnox AB Annual		30-Mar-23	Elect Chairman of Meeting	For	These are routine meeting formalities.

Fortnox AB	Annual	30-Mar-23	Prepare and Approve List of Shareholders	For	These are routine meeting formalities.
Fortnox AB	Annual	30-Mar-23	Approve Agenda of Meeting	For	These are routine meeting formalities.
Fortnox AB	Annual	30-Mar-23	Designate Inspector(s) of Minutes of Meeting	For	These are routine meeting formalities.
Fortnox AB	Annual	30-Mar-23	Acknowledge Proper Convening of Meeting	For	These are routine meeting formalities.
Fortnox AB	Annual	30-Mar-23	Receive CEO's Report		These are non-voting items.
Fortnox AB	Annual	30-Mar-23	Receive Financial Statements and Statutory Reports		These are non-voting items.
Fortnox AB	Annual	30-Mar-23	Accept Financial Statements and Statutory Reports	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Fortnox AB	Annual	30-Mar-23	Approve Allocation of Income and Dividends of SEK 0.12 Per Share	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.
Fortnox AB	Annual	30-Mar-23	Approve Discharge of Board Chairman Olof Hallrup	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Fortnox AB	Annual	30-Mar-23	Approve Discharge of Anna Frick	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Fortnox AB	Annual	30-Mar-23	Approve Discharge of Lena Glader	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Fortnox AB	Annual	30-Mar-23	Approve Discharge of Magnus Gudehn	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Fortnox AB	Annual	30-Mar-23	Approve Discharge of Per Bertland	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Fortnox AB	Annual	30-Mar-23	Approve Discharge of Andreas Kemi	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Fortnox AB	Annual	30-Mar-23	Approve Discharge CEO of Tommy Eklund	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Fortnox AB	Annual	30-Mar-23	Determine Number of Members (5) and Deputy Members (0) of Board	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board or the number of auditors.
Fortnox AB	Annual	30-Mar-23	Determine Number of Auditors (1)	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board or the number of auditors.
Fortnox AB	Annual	30-Mar-23	Approve Remuneration of Directors in the Amount of SEK 720,000 to Chairman and 310,000 to Other Directors; Approve Remuneration for Committee Work	For	A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.
Fortnox AB	Annual	30-Mar-23	Approve Remuneration of Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Fortnox AB	Annual	30-Mar-23	Reelect Anna Frick as Director	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Fortnox AB	Annual	30-Mar-23	Reelect Magnus Gudehn as Director	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Fortnox AB	Annual	30-Mar-23	Reelect Olof Hallrup as Director	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Fortnox AB	Annual	30-Mar-23	Reelect Olof Hallrup as Board Chair	For	A vote FOR this item is warranted because there are no concerns with the election of Olof Hallrup as board chairman.
Fortnox AB	Annual	30-Mar-23	Reelect Lena Glader as Director	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Fortnox AB	Annual	30-Mar-23	Reelect Per Bertland as Director	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Fortnox AB	Annual	30-Mar-23	Ratify KPMG as Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Fortnox AB	Annual	30-Mar-23	Authorize Chairman of the Board and Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	For	A vote FOR the approval of the procedure for the appointment of a nominating committee is warranted due to the local market practice of including non-board members in the nominating committee.
Fortnox AB	Annual	30-Mar-23	Approve Remuneration Report	For	A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration practice. However, the vote is qualified due to poor disclosure of achievement and targets.
Fortnox AB	Annual	30-Mar-23	Approve Share Savings Program 2023	For	A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic.
Fortnox AB	Annual	30-Mar-23	Approve Equity Plan Financing Through Repurchase of Own Shares	For	A vote FOR is warranted as the proposed decisions would fund an equity remuneration plan that does not raise concerns.
Fortnox AB	Annual	30-Mar-23	Approve Equity Plan Financing Through Transfer of Own Shares	For	A vote FOR is warranted as the proposed decisions would fund an equity remuneration plan that does not raise concerns.
Fortnox AB	Annual	30-Mar-23	Approve Transfer of Own Shares	For	A vote FOR is warranted as the proposed decisions would fund an equity remuneration plan that does not raise concerns.
Fortnox AB	Annual	30-Mar-23	Approve Third Party Swap Agreement as Alternative Equity Plan Financing	Against	A vote AGAINST this item is warranted, as it would entail unnecessary additional costs relative to items 15.B-15D, while lowering the majority requirement compared to the primary financing alternative.
Fortnox AB	Annual	30-Mar-23	Approve Creation of Pool of Capital without Preemptive Rights	For	A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.
Fortnox AB	Annual	30-Mar-23	Close Meeting		This is a non-voting formality.
Fortnox AB	Annual	30-Mar-23	Open Meeting		These are routine meeting formalities.
Fortnox AB	Annual	30-Mar-23	Elect Chairman of Meeting	For	These are routine meeting formalities.
Fortnox AB	Annual	30-Mar-23	Prepare and Approve List of Shareholders	For	These are routine meeting formalities.
Fortnox AB	Annual	30-Mar-23	Approve Agenda of Meeting	For	These are routine meeting formalities.
Fortnox AB	Annual	30-Mar-23	Designate Inspector(s) of Minutes of Meeting	For	These are routine meeting formalities.
Fortnox AB	Annual	30-Mar-23	Acknowledge Proper Convening of Meeting	For	These are routine meeting formalities.
Fortnox AB	Annual	30-Mar-23	Receive CEO's Report		These are non-voting items.
Fortnox AB	Annual	30-Mar-23	Receive Financial Statements and Statutory Reports		These are non-voting items.
Fortnox AB	Annual	30-Mar-23	Accept Financial Statements and Statutory Reports	For	A vote FOR the approval of the annual accounts is warranted due to a lack of concern regarding the accounts presented or audit procedures used.
Fortnox AB	Annual	30-Mar-23	Approve Allocation of Income and Dividends of SEK 0.12 Per Share	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.
Fortnox AB	Annual	30-Mar-23	Approve Discharge of Board Chairman Olof Hallrup	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Fortnox AB	Annual	30-Mar-23	Approve Discharge of Anna Frick	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Fortnox AB	Annual	30-Mar-23	Approve Discharge of Lena Glader	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Fortnox AB	Annual	30-Mar-23	Approve Discharge of Magnus Gudehn	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Fortnox AB	Annual	30-Mar-23	Approve Discharge of Per Bertland	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Fortnox AB	Annual	30-Mar-23	Approve Discharge of Andreas Kemi	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Fortnox AB	Annual	30-Mar-23	Approve Discharge CEO of Tommy Eklund	For	A vote FOR these proposals is warranted as there is no evidence that the board directors have not fulfilled their fiduciary duties.
Fortnox AB	Annual	30-Mar-23	Determine Number of Members (5) and Deputy Members (0) of Board	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board or the number of auditors.
Fortnox AB	Annual	30-Mar-23	Determine Number of Auditors (1)	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board or the number of auditors.
Fortnox AB	Annual	30-Mar-23	Approve Remuneration of Directors in the Amount of SEK 720,000 to Chairman and 310,000 to Other Directors; Approve Remuneration for Committee Work	For	A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.
Fortnox AB	Annual	30-Mar-23	Approve Remuneration of Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Fortnox AB	Annual	30-Mar-23	Reelect Anna Frick as Director	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Fortnox AB	Annual	30-Mar-23	Reelect Magnus Gudehn as Director	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Fortnox AB	Annual	30-Mar-23	Reelect Olof Hallrup as Director	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Fortnox AB	Annual	30-Mar-23	Reelect Olof Hallrup as Board Chair	For	A vote FOR this item is warranted because there are no concerns with the election of Olof Hallrup as board chairman.
Fortnox AB	Annual	30-Mar-23	Reelect Lena Glader as Director	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Fortnox AB	Annual	30-Mar-23	Reelect Per Bertland as Director	For	A vote FOR these proposals is warranted due to a lack of concern regarding the composition of the board or its committees.
Fortnox AB	Annual	30-Mar-23	Ratify KPMG as Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Fortnox AB	Annual	30-Mar-23	Authorize Chairman of the Board and Representatives of Three of Company's Largest Shareholders to Serve on Nominating Committee	For	A vote FOR the approval of the procedure for the appointment of a nominating committee is warranted due to the local market practice of including non-board members in the nominating committee.
Fortnox AB	Annual	30-Mar-23	Approve Remuneration Report	For	A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration practice. However, the vote is qualified due to poor disclosure of achievement and targets.
Fortnox AB	Annual	30-Mar-23	Approve Share Savings Program 2023	For	A vote FOR this item is warranted because the terms of the proposed equity plan are not problematic.

Fortnox AB	Annual	30-Mar-23	Approve Equity Plan Financing Through Repurchase of Own Shares	For	A vote FOR is warranted as the proposed decisions would fund an equity remuneration plan that does not raise concerns.
Fortnox AB	Annual	30-Mar-23	Approve Equity Plan Financing Through Transfer of Own Shares	For	A vote FOR is warranted as the proposed decisions would fund an equity remuneration plan that does not raise concerns.
Fortnox AB	Annual	30-Mar-23	Approve Transfer of Own Shares	For	A vote FOR is warranted as the proposed decisions would fund an equity remuneration plan that does not raise concerns.
Fortnox AB	Annual	30-Mar-23	Approve Third Party Swap Agreement as Alternative Equity Plan Financing	Against	A vote AGAINST this item is warranted, as it would entail unnecessary additional costs relative to Items 15.B-15.D, while lowering the majority requirement compared to the primary financing alternative.
Fortnox AB	Annual	30-Mar-23	Approve Creation of Pool of Capital without Preemptive Rights	For	A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.
Fortnox AB	Annual	30-Mar-23	Close Meeting		This is a non-voting formality.
Jyske Bank A/S	Annual	30-Mar-23	Receive Report of Board		This is a routine, non-voting item.
Jyske Bank A/S	Annual	30-Mar-23	Accept Financial Statements and Statutory Reports; Approve Allocation of Income	For	A vote FOR this proposal is warranted due to a lack of concern regarding the financial statements and the proposed allocation of income.
Jyske Bank A/S	Annual	30-Mar-23	Approve Remuneration Report (Advisory Vote)	For	A vote FOR this item is warranted because the proposed remuneration report is well described and does not contravene good European executive remuneration practice.
Jyske Bank A/S	Annual	30-Mar-23	Approve Remuneration of Committee of Representatives	For	A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.
Jyske Bank A/S	Annual	30-Mar-23	Approve Remuneration of Directors	For	A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.
Jyske Bank A/S	Annual	30-Mar-23	Authorize Share Repurchase Program	For	A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.
Jyske Bank A/S	Annual	30-Mar-23	Approve Guidelines for Incentive-Based Compensation for Executive Management and	For	A vote FOR this item is warranted because the proposed remuneration policy is well described and does not contravene good European executive remuneration practice.
Jyske Bank A/S	Annual	30-Mar-23	Elect Members of Committee of Representatives	For	A vote FOR this proposal is warranted due to a lack of concern regarding the composition of the board or its committees.
Jyske Bank A/S	Annual	30-Mar-23	Elect Supervisory Board Members (Bundled)	For	A vote FOR these proposals is warranted due to a lack of concern regarding the proposal.
Jyske Bank A/S	Annual	30-Mar-23	Ratify Ernst & Young as Auditor	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Jyske Bank A/S	Annual	30-Mar-23	Other Business	Against	A vote AGAINST this proposal is warranted due to uncertainty surrounding the nature of the voting item.
Infosys Limited	Special	31-Mar-23	Elect Govind Vaidiram Iyer as Director	For	A vote FOR is warranted given the absence of any known issues concerning new director nominee Govind Vaidiram Iyer.
Infosys Limited	Special	31-Mar-23	Elect Govind Vaidiram Iyer as Director	For	A vote FOR is warranted given the absence of any known issues concerning new director nominee Govind Vaidiram Iyer.
Infosys Limited	Special	31-Mar-23	Elect Govind Vaidiram Iyer as Director	For	A vote FOR the nominee is warranted given the absence of any known issues concerning the nominee and the company's board and committee dynamics.
DBS Group Holdings Ltd.	Annual	31-Mar-23	Adopt Financial Statements and Directors' and Auditors' Reports	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
DBS Group Holdings Ltd.	Annual	31-Mar-23	Approve Final and Special Dividend	For	A vote FOR this resolution is warranted given the proposed distribution of dividends would provide an opportunity for shareholders to realize their investments in the company.
DBS Group Holdings Ltd.	Annual	31-Mar-23	Approve Directors' Remuneration	For	Director fees in Singapore are usually reasonable. In the absence of known concerns over director fees at the company, a vote FOR this proposal is warranted.
DBS Group Holdings Ltd.	Annual	31-Mar-23	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
DBS Group Holdings Ltd.	Annual	31-Mar-23	Elect Peter Seah Lim Huat as Director	For	A vote FOR all nominees is warranted given the absence of any material issues concerning the nominees and the company's board and committee dynamics.
DBS Group Holdings Ltd.	Annual	31-Mar-23	Elect Punita Lal as Director	For	A vote FOR all nominees is warranted given the absence of any material issues concerning the nominees and the company's board and committee dynamics.
DBS Group Holdings Ltd.	Annual	31-Mar-23	Elect Anthony Lim Weng Kin as Director	For	A vote FOR all nominees is warranted given the absence of any material issues concerning the nominees and the company's board and committee dynamics.
DBS Group Holdings Ltd.	Annual	31-Mar-23	Approve Grant of Awards and Issuance of Shares Under the DBSH Share Plan	For	A vote FOR these resolutions is warranted given that the overall terms of the DBSH Share Plan and the California sub-plan is deemed reasonable.
DBS Group Holdings Ltd.	Annual	31-Mar-23	Approve Grant of Awards and Issuance of Shares Under the California Sub-Plan to the DBSH Share Plan	For	A vote FOR these resolutions is warranted given that the overall terms of the DBSH Share Plan and the California sub-plan is deemed reasonable.
DBS Group Holdings Ltd.	Annual	31-Mar-23	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For	A vote FOR this resolution is warranted because the issuance request without preemptive rights is within the recommended limit.
DBS Group Holdings Ltd.	Annual	31-Mar-23	Approve Issuance of Shares Pursuant to the DBSH Scrip Dividend Scheme	For	A vote FOR this resolution is warranted given the Scrip Dividend Scheme would provide shareholders with the discretion and flexibility to receive dividends in the form of new shares in lieu of cash depending on their individual investment objectives.
DBS Group Holdings Ltd.	Annual	31-Mar-23	Authorize Share Repurchase Program	For	A vote FOR this resolution is warranted given that the size and pricing provisions of the proposed repurchase mandate are within the recommended limits.
DBS Group Holdings Ltd.	Annual	31-Mar-23	Adopt Financial Statements and Directors' and Auditors' Reports	For	In the absence of any known issues concerning the company's audited accounts, financial statements, and statutory reports, a vote FOR this resolution is warranted.
DBS Group Holdings Ltd.	Annual	31-Mar-23	Approve Final and Special Dividend	For	A vote FOR this resolution is warranted given the proposed distribution of dividends would provide an opportunity for shareholders to realize their investments in the company.
DBS Group Holdings Ltd.	Annual	31-Mar-23	Approve Directors' Remuneration	For	Director fees in Singapore are usually reasonable. In the absence of known concerns over director fees at the company, a vote FOR this proposal is warranted.
DBS Group Holdings Ltd.	Annual	31-Mar-23	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
DBS Group Holdings Ltd.	Annual	31-Mar-23	Elect Peter Seah Lim Huat as Director	For	A vote FOR all nominees is warranted given the absence of any material issues concerning the nominees and the company's board and committee dynamics.
DBS Group Holdings Ltd.	Annual	31-Mar-23	Elect Punita Lal as Director	For	A vote FOR all nominees is warranted given the absence of any material issues concerning the nominees and the company's board and committee dynamics.
DBS Group Holdings Ltd.	Annual	31-Mar-23	Elect Anthony Lim Weng Kin as Director	For	A vote FOR all nominees is warranted given the absence of any material issues concerning the nominees and the company's board and committee dynamics.
DBS Group Holdings Ltd.	Annual	31-Mar-23	Approve Grant of Awards and Issuance of Shares Under the DBSH Share Plan	For	A vote FOR these resolutions is warranted given that the overall terms of the DBSH Share Plan and the California sub-plan is deemed reasonable.
DBS Group Holdings Ltd.	Annual	31-Mar-23	Approve Grant of Awards and Issuance of Shares Under the California Sub-Plan to the DBSH Share Plan	For	A vote FOR these resolutions is warranted given that the overall terms of the DBSH Share Plan and the California sub-plan is deemed reasonable.
DBS Group Holdings Ltd.	Annual	31-Mar-23	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For	A vote FOR this resolution is warranted because the issuance request without preemptive rights is within the recommended limit.
DBS Group Holdings Ltd.	Annual	31-Mar-23	Approve Issuance of Shares Pursuant to the DBSH Scrip Dividend Scheme	For	A vote FOR this resolution is warranted given the Scrip Dividend Scheme would provide shareholders with the discretion and flexibility to receive dividends in the form of new shares in lieu of cash depending on their individual investment objectives.
DBS Group Holdings Ltd.	Annual	31-Mar-23	Authorize Share Repurchase Program	For	A vote FOR this resolution is warranted given that the size and pricing provisions of the proposed repurchase mandate are within the recommended limits.