# Axiom Investors March 2024



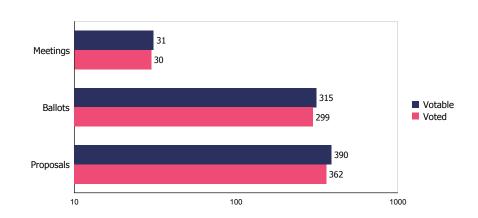
### **Meeting Overview**

Category	Number	Percentage
Number of votable meetings	31	
Number of meetings voted	30	96.77%
Number of meetings with at least 1 vote Against, Withhold or Abstain	17	54.84%

#### **Ballot Overview**

Category	Number	Percentage
Number of votable ballots	315	_
Number of ballots voted	299	94.92%

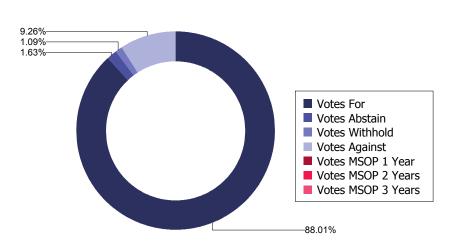
### **Voting Statistics**



#### **Proposal Overview**

Category	Number	Percentage	
Number of votable items	390	_	
Number of items voted	362	92.82%	
Number of votes FOR	323	89.23%	
Number of votes AGAINST	34	9.39%	
Number of votes ABSTAIN	6	1.66%	
Number of votes WITHHOLD	4	1.10%	
Number of votes on MSOP Frequency 1 Year	0	0.00%	
Number of votes on MSOP Frequency 2 Years	0	0.00%	
Number of votes on MSOP Frequency 3 Years	0	0.00%	
Number of votes With Policy	358	98.90%	
Number of votes Against Policy	8	2.21%	
Number of votes With Mgmt	329	90.88%	
Number of votes Against Mgmt	38	10.50%	
Number of votes on MSOP (exclude frequency)	21	5.80%	
Number of votes on Shareholder Proposals	4	1.10%	

#### **Vote Cast Statistics**



Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years.

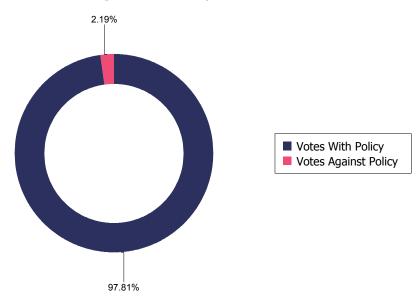
For all calculations in this report, only ballots in status Confirmed or Sent are considered voted. All other ballot statuses are considered unvoted. Do Not Vote instructions are not considered voted and re-registration events are not included.

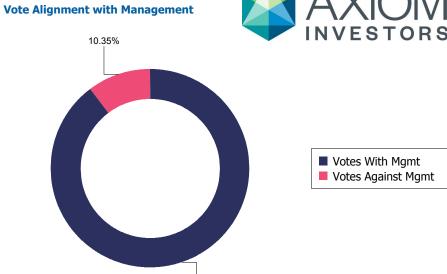
Notwithstanding the above, each unique vote cast is counted within all calculations. In cases of different votes submitted for an individual agenda item, votes cast are discretely counted by vote cast (For, Against, etc.) per proposal.

This may result in voting totals exceeding the number of votable items.

Withhold vote instructions, predominantly seen in the US market for companies using a plurality vote standard, denote a contrary vote opinion on director elections; for further information, please review ISS' policy guidelines: <a href="https://www.issgovernance.com/policy-gateway/voting-policies">https://www.issgovernance.com/policy-gateway/voting-policies</a>

# **Vote Alignment with Policy**



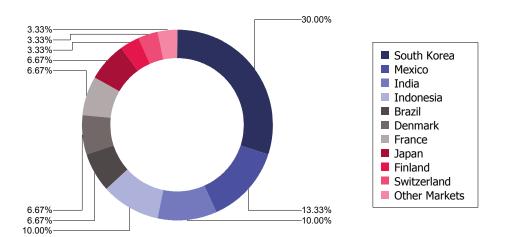


#### **Market Breakdown**

Market	Votable Meetings	Voted Meetings	Percentage
South Korea	9	9	100.00%
Mexico	4	4	100.00%
India	3	3	100.00%
Indonesia	3	3	100.00%
Brazil	2	2	100.00%
Denmark	2	2	100.00%
France	2	2	100.00%
Japan	2	2	100.00%
Switzerland	2	1	50.00%
Finland	1	1	100.00%
USA	1	1	100.00%

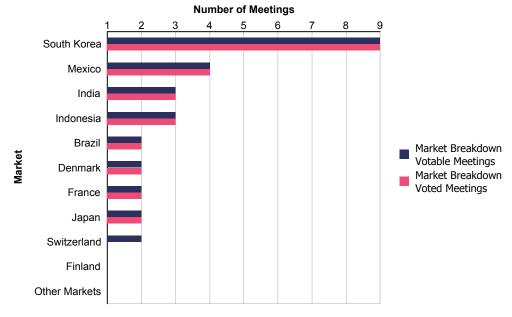
# **Meetings Voted by Market**

89.65%



Market Voting	Statistics





Axiom Investors - March 20	024				
Oompany Name	Meeting Type		Proposal Text	Vote Instruction	Voting Polloy Rationale
PT Bank Rakyat Indonesia (Persero) Tbk	Annual		Approve Annual Report, Financial Statements, Statutory Reports, Financial Statements of Micro and Small Enterprise Funding Program and Discharge of Dire		A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements.
PT Bank Rakyat Indonesia (Persero) Tbk PT Bank Rakyat Indonesia (Persero) Tbk	Annual Annual	01-Mar-24 01-Mar-24	Approve Allocation of Income Approve Remuneration and Tantiem of Directors and Commissioners	For For	A vote FOR this resolution is warranted.  A vote FOR this resolution is warranted.
PT Bank Rakyat Indonesia (Persero) Tbk	Annual	01-Mar-24	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.  A vote FOR this proposal is warranted.
PT Bank Rakyat Indonesia (Persero) Tbk	Annual		Accept Report on the Use of Proceeds		No vote is required for this item.
PT Bank Rakyat Indonesia (Persero) Tbk	Annual		Amend Articles of Association	For	A vote FOR this resolution is warranted given that the proposed amendments will allow the company to comply with the relevant regulations.
PT Bank Rakyat Indonesia (Persero) Tbk Novartis AG	Annual Annual		Approve Changes in the Boards of the Company Accept Financial Statements and Statutory Reports	Against For	A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.  A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.
Novartis AG	Annual	05-Mar-24	Approve Non-Financial Report	For	A vote FOR the approval of the company's non-financial report is warranted due to a lack of significant concerns.
Novartis AG	Annual	05-Mar-24	Approve Discharge of Board and Senior Management	For	A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior
Novartis AG	Annual	05-Mar-24	Approve Allocation of Income and Dividends of CHF 3.30 per Share	For	A vote FOR the allocation of income resolution is warranted due to a lack of concerns.
Novartis AG Novartis AG	Annual Annual	05-Mar-24 05-Mar-24	Approve CHF 42.9 Million Reduction in Share Capital via Cancellation of Repurchased Shares Approve Remuneration of Directors in the Amount of CHF 8.8 Million	For For	A vote FOR the proposed share capital reduction is warranted due to a lack of concerns.  A vote FOR this resolution is warranted because the proposed amount is in line with market practice.
Novartis AG	Annual	05-Mar-24	Approve Heximum Remuneration of Executive Committee in the Amount of CHF 95 Million	For	A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.
Novartis AG	Annual	05-Mar-24	Approve Remuneration Report	For	A vote FOR the remuneration report is warranted because the company's remuneration practices are in line with market practice and pay and performance
Novartis AG	Annual	05-Mar-24	Reelect Joerg Reinhardt as Director and Board Chair	For	A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director
Novartis AG Novartis AG	Annual Annual		Reelect Nancy Andrews as Director Reelect Ton Buechner as Director	For For	A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director
Novartis AG	Annual		Reelect for Detecting as Director Reelect Patrice Bula as Director	Abstain	A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director
Novartis AG	Annual	05-Mar-24	Reelect Elizabeth Doherty as Director	For	A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director
Novartis AG	Annual		Reelect Bridgette Heller as Director	For	A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director
Novartis AG Novartis AG	Annual Annual		Reelect Daniel Hochstrasser as Director Reelect Frans van Houten as Director	For For	A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director
Novartis AG	Annual		Reelect Simon Moroney as Director	For	A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director
Novartis AG	Annual	05-Mar-24	Reelect Ana de Pro Gonzalo as Director	For	A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director
Novartis AG	Annual		Reelect Charles Sawyers as Director	For	A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director
Novartis AG Novartis AG	Annual Annual		Reelect William Winters as Director Reelect John Young as Director	For For	A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director
Novartis AG	Annual	05-Mar-24	Reappoint Patrice Bula as Member of the Compensation Committee	Abstain	A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director
Novartis AG	Annual	05-Mar-24	Reappoint Bridgette Heller as Member of the Compensation Committee	For	A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director
Novartis AG	Annual		Reappoint Simon Moroney as Member of the Compensation Committee	For	A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director
Novartis AG Novartis AG	Annual Annual		Reappoint William Winters as Member of the Compensation Committee Ratify KPMG AG as Auditors	For For	A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director A vote FOR is warranted because there are no concerns regarding this proposal.
Novartis AG	Annual		Designate Peter Zahn as Independent Proxy	For	A vote FOR is wait anietu eculaties orient en are no concent in segarating unis proposa.  A vote FOR this proposal is warranted due to a lack of concerns.
Novartis AG	Annual	05-Mar-24	Transact Other Business (Voting)	Against	A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or
Novartis AG	Annual		Accept Financial Statements and Statutory Reports	For	A vote FOR the annual accounts, annual report, and auditor's report for the fiscal year in review is warranted.
Novartis AG Novartis AG	Annual Annual		Approve Non-Financial Report  Approve Discharge of Board and Senior Management	For For	A vote FOR the approval of the company's non-financial report is warranted due to a lack of significant concerns.  A vote FOR the formal discharge of the board of directors and senior management is warranted, as there is no evidence that the board and senior
Novartis AG Novartis AG	Annual		Approve Discharge or Board and Senior Management  Approve Allocation of Income and Dividends of OHF 3.30 per Share	For	A vote PUR the formal discolarge of the board of directors and senior management is warranted, as there is no evidence that the board and senior A vote FOR the allocation of income resolution is warranted due to a lack of concerns.
Novartis AG	Annual	05-Mar-24	Approve CHF 42.9 Million Reduction in Share Capital via Cancellation of Repurchased Shares	For	A vote FOR the proposed share capital reduction is warranted due to a lack of concerns.
Novartis AG	Annual	05-Mar-24	Approve Remuneration of Directors in the Amount of CHF 8.8 Million	For	A vote FOR this resolution is warranted because the proposed amount is in line with market practice.
Novartis AG Novartis AG	Annual Annual	05-Mar-24 05-Mar-24	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 95 Million Approve Remuneration Report	For For	A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns.  A vote FOR the remuneration report is warranted because the company's remuneration practices are in line with market practice and pay and performance
Novartis AG	Annual		Approve neminier autor negori. Reelect Joge Reinhardt as Director and Board Chair	For	A vote FOR the remained another point is warf an area decadance company's remained and particular and a mine with market practices and pay and performance.  A vote FOR the remaining committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director
Novartis AG	Annual	05-Mar-24	Reelect Nancy Andrews as Director	For	A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director
Novartis AG	Annual		Reelect Ton Buechner as Director	For	A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director
Novartis AG Novartis AG	Annual Annual		Reelect Patrice Bula as Director Reelect Elizabeth Doherty as Director	Abstain For	A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director
Novartis AG	Annual		Regiant Briggette Heller as Director Regiant Briggette Heller as Director	For	A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director
Novartis AG	Annual		Reelect Daniel Hochstrasser as Director	For	A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director
Novartis AG	Annual		Reelect Frans van Houten as Director	For	A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director
Novartis AG Novartis AG	Annual Annual		Reelect Simon Moroney as Director  Reelect Ana de Pro Gonzalo as Director	For For	A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director
Novartis AG	Annual		Reelect Onlarde Sawyers as Director Reelect Onlardes Sawyers as Director	For	A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director
Novartis AG	Annual	05-Mar-24	Reelect William Winters as Director	For	A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director
Novartis AG	Annual		Reelect John Young as Director	For	A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director
Novartis AG Novartis AG	Annual Annual		Reappoint Patrice Bula as Member of the Compensation Committee  Reappoint Bridgette Heller as Member of the Compensation Committee	Abstain For	A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director
Novartis AG	Annual		Reappoint Simon Moroney as Member of the Compensation Committee	For	A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director
Novartis AG	Annual	05-Mar-24	Reappoint William Winters as Member of the Compensation Committee	For	A vote AGAINST incumbent nominating committee chair Patrice Bula is warranted for lack of diversity on the board. A vote FOR the remaining director
Novartis AG	Annual		Ratify KPMG AG as Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Novartis AG Novartis AG	Annual Annual		Designate Peter Zahn as Independent Proxy Transact Other Business (Voting)	For Against	A vote FOR this proposal is warranted due to a lack of concerns.  A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or
Starbucks Corporation	Annual		Trainable Currier Joseph Res (Votaling) Elect Director Ritch Allison	Withhold	A vice Administration in a warrantee because. This term order has determined action in the state of the first
Starbucks Corporation	Annual	13-Mar-24	Elect Director Andy Campion	Withhold	Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the
Starbucks Corporation	Annual		Elect Director Beth Ford	For	Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the
Starbucks Corporation Starbucks Corporation	Annual Annual		Elect Director Mellody Hobson Elect Director Jorgen Vig Knudstorp	Withhold Withhold	Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the
Starbucks Corporation	Annual		Elect Director Neal Mohan	For	significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the
Starbucks Corporation	Annual	13-Mar-24	Elect Director Satya Nadella	For	Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the
Starbucks Corporation	Annual		Elect Director Laxman Narasimhan	For	Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the
Starbucks Corporation Starbucks Corporation	Annual Annual		Elect Director Daniel Servitje Elect Director Mike Sievert	For For	Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the
Starbucks Corporation	Annual		Elect Director Wei Zhang	For	originicant it issue to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the
Starbucks Corporation	Annual	13-Mar-24	Elect Dissident Nominee Director Maria Echaveste		Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the
Starbucks Corporation	Annual		Elect Dissident Nominee Director Joshua Gotbaum		Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the
Starbucks Corporation Starbucks Corporation	Annual Annual	13-Mar-24 13-Mar-24	Elect Dissident Nominee Director Wilma B. Liebman Advisory Vote to Ratify Named Executive Officers' Compensation	For	Significant risks to shareholders stemming from moderate to severe ESG controversies have been identified at the company, which reflects a failure by the A vote FOR this proposal is warranted. The STI program is predominantly based on objective financial goals, and equity awards are primarily performance-
Starbucks Corporation	Annual		Ratify Deloitte & Touche LLP as Auditors	For	A vote FOR this proposal is wall almed. The or in logical is precominantly based on objective intainola goals, and equity awards are primarily performance. A vote FOR this proposal to ratify the auditor is warranted.
Starbucks Corporation	Annual	13-Mar-24	Report on Plant-Based Milk Pricing	Against	A vote AGAINST this resolution is warranted, as the company provides sufficient disclosure for shareholders to evaluate any risks associated with its offering
Starbucks Corporation	Annual		Conduct Audit and Report on Systemic Discrimination	Against	A vote AGAINST this resolution is warranted as having employee affinity groups is commonplace among Starbucks peers and there is no evidence that they A vote AGAINST this resolution is warranted as having employee affinity groups is commonplace among Starbucks peers and there is no evidence that they A vote AGAINST this resolution is warranted as having employee affinity groups is commonplace among Starbucks peers and there is no evidence that they A vote AGAINST this resolution is warranted as having employee affinity groups is commonplace among Starbucks peers and there is no evidence that they A vote AGAINST this resolution is warranted as having employee affinity groups is commonplace among Starbucks peers and there is no evidence that they A vote AGAINST this resolution is warranted as having employee affinity groups is commonplace among Starbucks peers and there is no evidence that they A vote AGAINST this resolution is warranted as having employee affinity groups is commonplace among Starbucks peers and there is no evidence that they A vote AGAINST this resolution is warranted as having employee affinity groups is commonplace among starbucks peers and there is no evidence that they A vote AGAINST this resolution is warranted as having employee affinity groups is commonplaced as a second common and the common and
Starbucks Corporation TE Connectivity Ltd.	Annual Annual		Report on Congruency of Company's Privacy and Human Rights Policies with its Actions Elect Director Jean-Pierre Clamadieu	Against For	A vote AGAINST this proposal is warranted. The company has recently completed a human rights impact assessment and appears to provide shareholders  A vote FOR the director nominees is warranted.
TE Connectivity Ltd.	Annual		Elect Director Terrence R. Curtin	For	A vote FOR the director nominees is warranted.  A vote FOR the director nominees is warranted.
TE Connectivity Ltd.	Annual		Elect Director Carol A. ("John") Davidson	For	A vote FOR the director nominees is warranted.
TE Connectivity Ltd. TE Connectivity Ltd.	Annual		Elect Director Lynn A. Dugle Elect Director William A. Jeffrey	For For	A vote FOR the director nominees is warranted.  A vote FOR the director nominees is warranted.
TE Connectivity Ltd. TE Connectivity Ltd.	Annual Annual		Elect Director William A. Jeffrey Elect Director Syaru Shirley Lin	For	A vote FOR the director nominees is warranted.  A vote FOR the director nominees is warranted.
TE Connectivity Ltd.	Annual		Elect Director Heath A. Mitts	For	A vote FOR the director nominees is warranted. A vote FOR the director nominees is warranted.
TE Connectivity Ltd.	Annual	13-Mar-24	Elect Director Abhijit Y. Talwalkar	For	A vote FOR the director nominees is warranted.
TE Connectivity Ltd.	Annual		Elect Director Mark C. Trudeau	For	A vote FOR the director nominees is warranted.  A vote FOR the director anninees is warranted.
TE Connectivity Ltd. TE Connectivity Ltd.	Annual Annual		Elect Director Dawn C. Willoughby Elect Director Laura H. Wright	For For	A vote FOR the director nominees is warranted.  A vote FOR the director nominees is warranted.
TE Connectivity Ltd.	Annual		Elect Board Chairman Carol A. ("John") Davidson	For	A vote FOR the election of Carol A. ("John") Davidson as board chair is warranted given that the roles of chair and CEO have been separated and there are no
TE Connectivity Ltd.	Annual		Elect Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee	For	Votes FOR the election of Ahbijit Y. Talwalkar, Mark C. Trudeau, and Dawn C. Willoughby to the Management Development & Compensation Committee are
TE Connectivity Ltd.	Annual		Elect Mark C. Trudeau as Member of Management Development and Compensation Committee	For	Votes FOR the election of Arbijit Y. Talwalkar, Mark C. Trudeau, and Dawn C. Willoughby to the Management Development & Compensation Committee are
TE Connectivity Ltd. TE Connectivity Ltd.	Annual Annual		Elect Dawn C. Willoughby as Member of Management Development and Compensation Committee Designate Proxy Voting Services GmbH as Independent Proxy	For For	Votes FOR the election of Ahbijit Y. Talwalkar, Mark C. Trudeau, and Dawn C. Willoughby to the Management Development & Compensation Committee are A vote FOR this proposal is warranted due to a lack of concerns.
TE Connectivity Ltd.	Annual		Accept Annual Report for Fiscal Year Ended September 29,2023	For	Avotes FOR these routine items are warranted.
TE Connectivity Ltd.	Annual	13-Mar-24	Accept Statutory Financial Statements for Fiscal Year Ended September 29,2023	For	Votes FOR these routine items are warranted.
TE Connectivity Ltd.	Annual		Approve Consolidated Financial Statements for Fiscal Year Ended September 29,2023	For	Votes FOR these routine items are warranted.
TE Connectivity Ltd. TE Connectivity Ltd.	Annual Annual		Approve Discharge of Board and Senior Management Ratify Deloitte & Touche LLP as Auditors	For 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.  A vote FOR this proposal to ratify the auditor is warranted.
TE Connectivity Ltd.	Annual		Ratify Deloitte & Touche ELP as Auditors  Ratify Deloitte AG as Swiss Registered Auditors	For	A vote FOR this proposal to ratify the auditor is warranted.  A vote FOR this proposal to ratify the auditor is warranted.
TE Connectivity Ltd.	Annual	13-Mar-24	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		Advisory Vote to Ratify Named Executive Officers' Compensation	For	A vote FOR this proposal is warranted as pay and performance are reasonably aligned for the year in review. While some goal rigor concerns are noted, annual
TE Connectivity Ltd.	Annual		Approve Remuneration Report	For For	As the company is reporting as a U.S. domestic issuer and given that the focus of this proposal is on top executive pay, the recommendation for this proposal is As the company is classified as a U.S. domestic insure and given that the focus of this proposal is not top executive pay, the recommendation for this proposal is
E Connectivity Ltd.	milital	ю-тиаг-24	Approve Remuneration of Executive Management in the Amount of USD 61.2 million	FUI	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

Memory	the area and amount is broadly in line with modest areation
Manuscript   Man	
Second	
Second	e issuance request is limited to 20 percent of issued share capital.
Section	
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March   Marc	
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The Standard Brown	socioe of any known bodes can canding the company of manoral date monte.
The Notice   March	
The content	osence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.
September   Sept	
Control	
Company	
Company	
March   Marc	
Add   Control   Add   Control   Add   Agriculture of the property of the pro	
March   Marc	
April   Control   Contro	
March   Marc	
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Section   Company   Comp	
Supplications   Supplication	
Section	
April   Company   Compan	
Application   Second   Policy   Second Street   Second Stree	t is not without a concern: * The remuneration structure of the executive consists of variable pay and stock
Amenion   Co.   Amenion   Co	en the absence of any known issues. Item 7: A vote AGAINST the following resolution is considered warranted
Semonth   Company   Comp	
Emerging Control Co. L. L.   A round   Co. D.	
Executa   Executa Co.   Long   A control CO.	
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Approximation   Approximatio	because: * Audited financials are available for FY 2023, and there are no independent auditor qualifications:
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Jyske Bank A/S Annual 21-Mar-24 Elect Susanne Dalsgaard Provetgaard as New Member of Committee of Representatives For A vote ABSTAIN for the incumbent members of the Committee of Representatives is warranted for lack of diversity or Juske Bank A/S Annual 21-Mar-24 Elect Susanne Dalsgaard Provetgaard as New Member of Committee of Representatives is warranted for lack of diversity or Annual 21-Mar-24 Elect Susanne Dalsgaard Provetgaard as New Member of Committee of Representatives is warranted for lack of diversity or Annual 21-Mar-24 Elect Susanne Dalsgaard Provetgaard as New Member of Committee of Representatives is warranted for lack of diversity or Annual 21-Mar-24 Elect Susanne Dalsgaard Provetgaard as New Member of Committee of Representatives is warranted for lack of diversity or Annual 21-Mar-24 Elect Susanne Dalsgaard Provetgaard as New Member of Committee of Representatives is warranted for lack of diversity or Annual 21-Mar-24 Elect Susanne Dalsgaard Provetgaard as New Member of Committee of Representatives is warranted for lack of diversity or Annual 21-Mar-24 Elect Susanne Dalsgaard Provetgaard as New Member of Committee of Representatives is warranted for lack of diversity or Annual 21-Mar-24 Elect Susanne Dalsgaard Provetgaard as New Member of Committee of Representatives is warranted for lack of diversity or Annual 21-Mar-24 Elect Susanne Dalsgaard Provetgaard P	
Jyske Bank A/S Annual 2:-Mar-24 Elect Carsten Park Adreasen as New Member of Committee of Representatives For A vote ABSTAN for the incumbent members of the Committee of Representatives is warranted for lack of diversity or Annual 2:-Mar-24 Elect Character New Member of Committee of Representatives For A vote ABSTAN for the incumbent members of the Committee of Representatives is warranted for lack of diversity or Annual 2:-Mar-24 Elect Character New Member of Committee of Representatives is warranted for lack of diversity or Annual 2:-Mar-24 Elect Character New Member of Committee of Representatives is warranted for lack of diversity or Annual 2:-Mar-24 Elect Character New Member of Committee of Representatives is warranted for lack of diversity or Annual 2:-Mar-24 Elect Character New Member of Committee of Representatives is warranted for lack of diversity or Annual 2:-Mar-24 Elect Character New Member of Committee of Representatives is warranted for lack of diversity or Annual 2:-Mar-24 Elect Character New Member of Committee of Representatives is warranted for lack of diversity or Annual 2:-Mar-24 Elect Character New Member of Committee of Representatives is warranted for lack of diversity or Annual 2:-Mar-24 Elect Character New Member of Committee of Representatives is warranted for lack of diversity or Annual 2:-Mar-24 Elect Character New Member of Committee of Representatives is warranted for lack of diversity or Annual 2:-Mar-24 Elect Character New Member of Committee of Representatives is warranted for lack of diversity or Annual 2:-Mar-24 Elect Character New Member of Committee of Representatives is warranted for lack of diversity or Annual 2:-Mar-24 Elect Character New Member of Committee of Representatives is warranted for lack of diversity or Annual 2:-Mar-24 Elect Character New Member of Committee of Representatives is warranted for lack of diversity or Annual 2:-Mar-24 Elect Character New Member of Committee of Representatives is warranted for lack of diversity or Annual 2:-Mar-24 Elect Character	
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Upske Bank A/S Annual 21-Mar-24 Elect Michael Thomses as New Member of Committee of Representatives For A vide ABSTAIN for the incumbent members of the Committee of Representatives as New Member of Committe	
Jyske Bank A/S Annual 2t-Mar-24 Elect Supervisory Board Members (No Members Will be Elected Under this Item) For A vote FOR this proposal is warranted because it is a mere formality (no members are proposed).	
Jyske Bank A/S Annual 21-Mar-24 Ratify Ernst & Young as Auditor For A vote FOR is warranted because there are no concerns regarding this proposal.	
Jyske Bank A/S Annual 21-Mar-24 Ratify Ernst & Young as Authorized Sustainability Auditor For A vote FOR is warranted because there are no concerns regarding this proposal.	ncerns regarding this proposal.
Jyske Bank A/S Annual 21-Mar-24 Other Business This is a routine, non-voting item.	
Novo Nordisk A/S Annual 21-Mar-24 Receive Report of Board This is a routine, non-voting item.	

Novo Nordisk A/S		2111 24		_	To Fabruary and the state of th
Novo Nordisk A/S	Annual Annual	21-Mar-24 21-Mar-24	Accept Financial Statements and Statutory Reports  Approve Allocation of Income and Dividends of DKK 6.40 Per Share	For 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.  A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.
Novo Nordisk A/S	Annual	21-Mar-24	Approve Allocation of record and Dividenties of DN 0.40 Per Share Approve Allocation 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
Novo Nordisk A/S	Annual	21-Mar-24	Approve Remuneration of Directors in the Amount of DKK 3.4 Million for the Chairman, DKK 1.7 Million for the Vice Chairman and DKK 840,000 for Other Dire		A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.
Novo Nordisk A/S	Annual	21-Mar-24	Approve Indemnification of Board of Directors	For	A vote FOR these items is warranted, as the indemnification agreement specifies that the board directors (Item 5.2a) and executive management (Item 5.2b)
Novo Nordisk A/S	Annual	21-Mar-24	Approve Indemnification of Executive Management	For	A vote FOR these items is warranted, as the indemnification agreement specifies that the board directors (Item 5.2a) and executive management (Item 5.2b)
Novo Nordisk A/S	Annual	21-Mar-24	Amend Articles Re: Indemnification Scheme	For	A vote FOR this proposal is warranted because the proposed addition to the articles of association is aligned with good practice.
Novo Nordisk A/S	Annual	21-Mar-24	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	For	A vote FOR this item is warranted because the proposed remuneration policy is well described and does not contravene good European executive
Novo Nordisk A/S	Annual	21-Mar-24	Reelect Helge Lund (Chair) as Director  Reelect Henrik Poulsen (Vice Chair) as Director	Abstain	A vote ABSTAIN against incumbent Nominating Committee Chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN against Henrik
Novo Nordisk A/S Novo Nordisk A/S	Annual	21-Mar-24 21-Mar-24		Abstain	A vote ABSTAIN against incumbent Nominating Committee Chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN against Henrik
Novo Nordisk A/S	Annual Annual	21-Mar-24	Reelect Laurence Debroux as Director Reelect Andreas Fibig as Director	For For	A vote ABSTAIN against incumbent Nominating Committee Chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN against Henrik A vote ABSTAIN against incumbent Nominating Committee Chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN against Henrik
Novo Nordisk A/S	Annual	21-Mar-24	Reelect Sylvie Gregorie as Director	For	A vote ABSTAIN against incumbent Nominating Committee Chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN against Henrik
Novo Nordisk A/S	Annual	21-Mar-24	Reelect Kasim Kutay as Director	Abstain	A vote ABSTAIN against incumbent Nominating Committee Chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN against Henrik
Novo Nordisk A/S	Annual	21-Mar-24	Reelect Christina Law as Director	For	A vote ABSTAIN against incumbent Nominating Committee Chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN against Henrik
Novo Nordisk A/S	Annual	21-Mar-24	Reelect Martin Mackay as Director	For	A vote ABSTAIN against incumbent Nominating Committee Chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN against Henrik
Novo Nordisk A/S	Annual	21-Mar-24	Ratify Deloitte as Auditor	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Novo Nordisk A/S	Annual	21-Mar-24	Approve DKK 4.5 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-
Novo Nordisk A/S	Annual	21-Mar-24	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 Novo Nordisk A/S	Annual Annual	21-Mar-24 21-Mar-24	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights Other Business	; N FOr	A vote FOR the issuance authorizations is warranted because the potential share capital increase is not excessive.  This is a routine, non-voting item.
Novo Nordisk A/S	Annual	21-Mar-24	Receive Report of Board		This is a routine, non-voting item. This is a routine, non-voting item.
Novo Nordisk A/S	Annual	21-Mar-24	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	21-Mar-24	Approve Allocation of Income and Dividends of DKK 6.40 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	21-Mar-24	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
Novo Nordisk A/S	Annual	21-Mar-24	Approve Remuneration of Directors in the Amount of DKK 3.4 Million for the Chairman, DKK 1.7 Million for the Vice Chairman and DKK 840,000 for Other Directors		A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.
Novo Nordisk A/S	Annual	21-Mar-24	Approve Indemnification of Board of Directors	For	A vote FOR these items is warranted, as the indemnification agreement specifies that the board directors (Item 52a) and executive management (Item 52b)
Novo Nordisk A/S Novo Nordisk A/S	Annual Annual	21-Mar-24 21-Mar-24	Approve Indemnification of Executive Management  Amend Articles Re: Indemnification Scheme	For For	A vote FOR these items is warranted, as the indemnification agreement specifies that the board directors (Item 5.2a) and executive management (Item 5.2b)  A vote FOR this proposal is warranted because the proposed addition to the articles of association is aligned with good practice.
Novo Nordisk A/S	Annual	21-Mar-24	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	For	A vote FOR this item is warranted because the proposed remuneration policy is well described and does not contravene good European executive  A vote FOR this item is warranted because the proposed remuneration policy is well described and does not contravene good European executive
Novo Nordisk A/S	Annual	21-Mar-24	Approve dustermination intermination of only of the control of the	Abstain	A vote ABSTAIN against incumbent Nominating Committee Chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN against Henrik
Novo Nordisk A/S	Annual	21-Mar-24	Reelect Henrik Poulsen (Vice Chair) as Director	Abstain	A vote ABSTAIN against incumbent Nominating Committee Chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN against Henrik
Novo Nordisk A/S	Annual	21-Mar-24	Reelect Laurence Debroux as Director	For	A vote ABSTAIN against incumbent Nominating Committee Chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN against Henrik
Novo Nordisk A/S	Annual	21-Mar-24	Reelect Andreas Fibig as Director	For	A vote ABSTAIN against incumbent Nominating Committee Chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN against Henrik
Novo Nordisk A/S	Annual	21-Mar-24	Reelect Sylvie Gregoire as Director	For	A vote ABSTAIN against incumbent Nominating Committee Chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN against Henrik
Novo Nordisk A/S	Annual	21-Mar-24	Reelect Kasim Kutay as Director	Abstain	A vote ABSTAIN against incumbent Nominating Committee Chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN against Henrik
Novo Nordisk A/S Novo Nordisk A/S	Annual	21-Mar-24 21-Mar-24	Reelect Christina Law as Director Reelect Martin Mackay as Director	For For	A vote ABSTAIN against incumbent Nominating Committee Chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN against Henrik A vote ABSTAIN against incumbent Nominating Committee Chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN against Henrik A vote ABSTAIN against Henrik
Novo Nordisk A/S Novo Nordisk A/S	Annual Annual	21-Mar-24 21-Mar-24	Reelect Martin Mackay as Director  Batify Deloitte as Auditor	For For	A vote ABSTAIN against incumbent Nominating Committee Chair Helge Lund is warranted for lack of diversity on the board. A vote ABSTAIN against Henrik A vote FOR is warranted because there are no concerns regarding this proposal.
Novo Nordisk A/S Novo Nordisk A/S	Annual	21-Mar-24 21-Mar-24	Hatrly Deloitte as Auditor  Approve DKK 4.5 Million Reduction in Share Capital via Share Cancellation of B Shares	For	A vote FOR its warranted because there are no concerns regarding this proposal.  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-
Novo Nordisk A/S	Annual	21-Mar-24	Approve DNA 4.0 million Hecucinon in Share Capital via Share Cancellation or B Shares Authorize Share Repurchase Program	For	A vote FOR this item is warranted as the cancellation or shartes may improve the embersion or the patience sheet, which may also be enhancer entering. 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	21-Mar-24	Approve Creation of DKK 44.7 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 44.7 Million Pool of Capital without Preemptive Rights	(N For	A vote FOR the issuance authorizations is warranted because the potential share capital increase is not excessive.
Novo Nordisk A/S	Annual	21-Mar-24	Other Business		This is a routine, non-voting item.
ASICS Corp.	Annual	22-Mar-24	Approve Allocation of Income, with a Final Dividend of JPY 40	For	A vote FOR this proposal is warranted because: * There are no particular concerns with the level of the proposed dividend.
ASICS Corp.	Annual	22-Mar-24	Elect Director Hirota, Yasuhito	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ASIOS Corp.	Annual	22-Mar-24	Elect Director Tominaga, Mitsuyuki	For	A vote FOR this nominee is warranted because: *There are no particular concerns about the nominee.
ASICS Corp.	Annual	22-Mar-24	Elect Director Sumi, Kazuo	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ASICS Corp.	Annual	22-Mar-24	Elect Director Murai, Mitsuru	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.  A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ASICS Corp. ASICS Corp.	Annual Annual	22-Mar-24 22-Mar-24	Elect Director Suto, Miwa Elect Director and Audit Committee Member Kuramoto, Manabu	For For	A vote FOR this nomine is warranted because: "There are no particular concerns about the nominee.  A vote FOR this nomine is warranted because: "There are no particular concerns about the nominee.  A vote FOR this nomine is warranted because: "There are no particular concerns about the nominee.
ASICS Corp.	Annual	22-Mar-24	Elect Director and Audit Committee Member Yorko, Yasushi	For	A vote FOR this nomine is war attacted because. There are no particular concerns about the nominee.  A vote FOR this nomine is warranted because. There are no particular concerns about the nominee.
ASICS Corp.	Annual	22-Mar-24	Elect Director and Audit Committee Member Eto, Mariko	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
ASICS Corp.	Annual	22-Mar-24	Elect Alternate Director and Audit Committee Member Mihara, Hideaki	For	A vote FOR this nominee is warranted because: *There are no particular concerns about the nominee.
ASICS Corp.	Annual	22-Mar-24	Approve Restricted Stock Plan	For	A vote FOR this proposal is warranted because: * This plan is likely to help sharpen recipients' focus on share price performance and align their interests more
Brigade Enterprises Limited	Special	22-Mar-24	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	A vote FOR this resolution is warranted given that funds will enable the company to finance the acquisition of land, repayment/pre-payment of loan,
CEMEX SAB de CV	Annual	22-Mar-24	Approve Financial Statements and Statutory Reports	For	A vote FOR this routine proposal is warranted because: * Audited financials are available for FY 2023, and there are no independent auditor qualifications; and *
CEMEX SAB de CV	Annual	22-Mar-24	Approve Allocation of Income and Cash Dividends of USD 120 Millions	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.
CEMEX SAB de CV CEMEX SAB de CV	Annual Annual	22-Mar-24 22-Mar-24	Set Maximum Amount of Share Repurchase Reserve	For	A vote FOR this request is warranted because: *The company's proposed share repurchase reserve appears reasonable; and *There are no known concerns  A vote FOR this request is warranted because: *The company's proposed share repurchase reserve appears reasonable; and *There are no known concerns  A vote FOR this request is warranted because: *The company's proposed share repurchase reserve appears reasonable; and *There are no known concerns  A vote FOR this request is warranted because: *The company's proposed share repurchase request.  A vote FOR this request is warranted because: *The company's proposed share repurchase request.  A vote FOR this request is warranted because: *The company's proposed share repurchase request.  A vote FOR this request is warranted because: *The company's proposed share repurchase request.  A vote FOR this request is warranted because: *The company's proposed share repurchase request.  A vote FOR this request is warranted because: *The company's proposed share repurchase request.  A vote FOR this request is warranted because: *The company's proposed share repurchase request.  A vote FOR this request is warranted because: *The company's proposed share repurchase request.  A vote FOR this request is warranted because: *The company's proposed share repurchase request.  A vote FOR this request is warranted because it is not the proposed share repurchase request.  A vote FOR this request is warranted because it is not the proposed share repurchase request.  A vote FOR this request is warranted because it is not the proposed share repurchase request.  A vote FOR this request is warranted because it is not the proposed share repurchase request.  A vote FOR this request is warranted because it is not the proposed share repurchase request.  A vote FOR this request is warranted because it is not the proposed share repurchase request.  A vote FOR this request is warranted because it is not the proposed share repurchase request.  A vote FOR this request is not the proposed share repurchase
CEMEX SAB de CV	Annual	22-Mar-24	Approve Five Year Extension of Current Restricted Stock Incentive Plan for Executives, Officers and Employees Elect Rogelio Zambrano Lozano as Board Chairman	Against For	A vote AGAINST this proposal is recommended because a lack of disclosure regarding key terms of such plans prevents international institutional  A vote AGAINST Armando Garza Sada (Item 5.G) is warranted because the director serves on more than five (5) public company boards and is, therefore,
CEMEX SAB de CV	Annual	22-Mar-24	Elect Francia Carino and Cuted to as Dodard Original Carino and Carino as Director	For	A vote AGAINST Armando Garza Sada (Item 5.0) is warranted because the director serves on more than five (5) public company boards and is, therefore,
CEMEX SAB de CV	Annual	22-Mar-24	Elect Marcelo Zambrano Lozano as Director	For	A vote AGAINST Armando Carza Sada (Item 5.G) is warranted because the director serves on more than five (5) public company boards and is, therefore,
CEMEX SAB de CV	Annual	22-Mar-24	Elect Armando J. Garcia Segovia as Director	For	A vote AGAINST Armando Garza Sada (Item 5.G) is warranted because the director serves on more than five (5) public company boards and is, therefore,
CEMEX SAB de CV	Annual	22-Mar-24	Elect Francisco Javier Fernandez Carbajal as Director	For	A vote AGAINST Armando Garza Sada (Item 5.G) is warranted because the director serves on more than five (5) public company boards and is, therefore,
CEMEX SAB de CV	Annual	22-Mar-24	Elect Rodolfo Garcia Muriel as Director	For	A vote AGAINST Armando Garza Sada (Item 5.G) is warranted because the director serves on more than five (5) public company boards and is, therefore,
CEMEX SAB de CV	Annual	22-Mar-24	Elect Armando Garza Sada as Director	Against	A vote AGAINST Armando Garza Sada (Item 5.G) is warranted because the director serves on more than five (5) public company boards and is, therefore,
CEMEX SAB de CV	Annual	22-Mar-24	Elect David Martinez Guzman as Director	For	A vote AGAINST Armando Garza Sada (Item 5.G) is warranted because the director serves on more than five (5) public company boards and is, therefore,
CEMEX SAB de CV CEMEX SAB de CV	Annual Annual	22-Mar-24 22-Mar-24	Elect Everardo Elizondo Almaguer as Director Elect Ramiro Gerardo Villarreal Morales as Director	For For	A vote AGAINST Armando Garza Sada (Item 5 G) is warranted because the director serves on more than five (6) public company boards and is, therefore,
CEMEX SAB de CV	Annual	22-Mar-24 22-Mar-24	Elect Ramino Gerardo Villarreal Morales as Director  Elect Gabriel Jaramillo Sanint as Director	For	A vote AGAINST Armando Garza Sada (Item 5.0) is warranted because the director serves on more than five (5) public company boards and is, therefore,  A vote AGAINST Armando Garza Sada (Item 5.0) is warranted because the director serves on more than five (5) public company boards and is, therefore,
CEMEX SAB de CV	Annual	22-Mar-24	Elect Isabel Maria Aguilera Navarro as Director	For	A vote AGAINST Armando Garza Sada (tiem tod) is warranted because the director serves on more than five (b) public company boards and is, therefore,
CEMEX SAB de CV	Annual	22-Mar-24	Elect Maria de Lourdes Melgar Palacios as Director	For	A vote AGAINST Armando Garza Sada (Item 5.G) is warranted because the director serves on more than five (5) public company boards and is, therefore,
CEMEX SAB de CV	Annual	22-Mar-24	Elect Roger Saldana Madero as Board Secretary	For	A vote AGAINST Armando Garza Sada (Item 5.3) is warranted because the director serves on more than five (5) public company boards and is, therefore,
CEMEX SAB de CV	Annual	22-Mar-24	Elect Rene Delgadillo Galvan as Deputy Secretary	For	A vote AGAINST Armando Garza Sada (Item 5.G) is warranted because the director serves on more than five (5) public company boards and is, therefore,
CEMEX SAB de CV	Annual	22-Mar-24	Elect Everardo Elizondo Almaguer as Ohairman of Audit Committee	For	A vote AGAINST Armando Garza Sada (Item 5.0) is warranted because the director serves on more than five (5) public company boards and is, therefore,
CEMEX SAB de CV	Annual	22-Mar-24	Elect Francisco Javier Fernandez Carbajal as Member of Audit Committee	For	A vote AGAINST Armando Garza Sada (Item 5.G) is warranted because the director serves on more than five (5) public company boards and is, therefore,
CEMEX SAB de CV	Annual	22-Mar-24	Elect Gabriel Jaramillo Sanint as Member of Audit Committee	For	A vote AGAINST Armando Garza Sada (Item 5.G) is warranted because the director serves on more than five (5) public company boards and is, therefore,
CEMEX SAB de CV CEMEX SAB de CV	Annual Annual	22-Mar-24 22-Mar-24	Elect Roger Saldana Madero as Secretary of Audit Committee  Flect Rene Delgadillo Galvan as Deputy Secretary of Audit Committee	For For	A vote AGAINST Armando Garza Sada (Item 5.0) is warranted because the director serves on more than five (5) public company boards and is, therefore,  A vote AGAINST Armando Garza Sada (Item 5.0) is warranted because the director serves on more than five (5) public company boards and is, therefore,
OF MILY OWD RE OA	Annual	∠∠=rVI&F=24	Elect Rene Delgadillo Galvan as Deputy Secretary of Audit Committee  Elect Francisco Javier Fernandez Carbajal as Chairman of Corporate Practices and Finance Committee	For	A vote AGAINST Armando Garza Sada (tiem b.G) is warranted because the director serves on more than five (b) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (tiem b.G.) is warranted because the director serves on more than five (b) public company boards and is, therefore,
		29-Mar-94			
CEMEX SAB de CV CEMEX SAB de CV	Annual	22-Mar-24 22-Mar-24	Elect Rodolfo Garcia Muriel as Member of Corporate Practices and Finance Committee	For	A vote AGAINST Armando Garza Sada (Item 5.G) is warranted because the director serves on more than five (5) public company boards and is, therefore,
	Annual Annual		Elect Rodolfo Garcia Muriel as Member of Corporate Practices and Finance Committee Elect Ramiro Gerardo Villareal Morales as Member of Corporate Practices and Finance Committee	For For	A vote AGAINST Armando Garza Sada (Item 5.G) is warranted because the director serves on more than five (5) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (Item 5.G) is warranted because the director serves on more than five (5) public company boards and is, therefore,
CEMEX SAB de CV CEMEX SAB de CV CEMEX SAB de CV CEMEX SAB de CV		22-Mar-24 22-Mar-24 22-Mar-24		For For	
CEMEX SAB de CV	Annual Annual Annual	22-Mar-24 22-Mar-24 22-Mar-24 22-Mar-24	Elect Ramiro Gerardo Villareal Morales as Member of Corporate Practices and Finance Committee Elect Roger Saldana Madero as Secretary of Corporate Practices and Finance Committee Elect Reno Elegiadillo Galvan as Deputy Se	For For	A vote AGAINST Armande Garza Sada (Item 5.Q) is warranted because the director serves on more than five (5) public company boards and is, therefore, A vote AGAINST Armande Garza Sada (Item 5.Q) is warranted because the director serves on more than five (5) public company boards and is, therefore, A vote AGAINST Armande Garza Sada (Item 5.Q) is warranted because the director serves on more than five (5) public appray boards and is, therefore,
CEMEX SAB de CV	Annual Annual Annual Annual	22-Mar-24 22-Mar-24 22-Mar-24 22-Mar-24 22-Mar-24	Elect Ramiro Gerardo Villareal Morales as Member of Corporate Practices and Finance Committee Elect Roger Saldana Madero as Secretary of Corporate Practices and Finance Committee Elect Rene Delgadillo Galvan as Deputy Secretary of Corporate Practices and Finance Committee Elect Armando J. Garcia Segovia as Chairman of Sustainability, Climate Action, Social Impact and Diversity Committee	For For	A vote AGAINST Armande Garza Sada (Item 5.G) is warranted because the director serves on more than five (5) public company boards and is, therefore, A vote AGAINST Armande Garza Sada (Item 5.G) is warranted because the director serves on more than five (5) public company boards and is, therefore, A vote AGAINST Armande Garza Sada (Item 5.G) is warranted because the director serves on more than five (5) public company boards and is, therefore, A vote AGAINST Armande Garza Sada (Item 5.G) is warranted because the director serves on more than five (5) public company boards and is, therefore,
CEMEX SAB de CV	Annual Annual Annual Annual Annual	22-Mar-24 22-Mar-24 22-Mar-24 22-Mar-24 22-Mar-24 22-Mar-24	Elect Ramiro Gerardo Villareal Morales as Member of Corporate Practices and Finance Committee Elect Roger Saldana Madero as Secretary of Corporate Practices and Finance Committee Elect Reno Elegiadilo Galavia as Eleptury Secretary of Corporate Practices and Finance Committee Elect Amando J. Garcia Segovia as Chairman of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Marcelo Zambrano Lozano as Member of Sustainability, Climate Action, Social Impact and Diversity Committee	For For For	A vote AGAINST Armande Garza Sada (Item S.Q) is warranted because the director serves on more than five (5) public company boards and is, therefore, A vote AGAINST Armande Garza Sada (Item S.Q) is warranted because the director serves on more than five (5) public company boards and is, therefore, A vote AGAINST Armande Garza Sada (Item S.Q) is warranted because the director serves on more than five (5) public company boards and is, therefore, A vote AGAINST Armande Garza Sada (Item S.Q) is warranted because the director serves on more than five (5) public company boards and is, therefore, A vote AGAINST Armande Garza Sada (Item S.Q) is warranted because the director serves on more than five (5) public company boards and is, therefore, Item S.Q. Item S
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CEMEX SAB do CV	Annual Annual Annual Annual Annual Annual Annual	22-Mar-24 22-Mar-24 22-Mar-24 22-Mar-24 22-Mar-24 22-Mar-24 22-Mar-24 22-Mar-24	Elect Ramiro Gerardo Villareal Morales as Member of Corporate Practices and Finance Committee Elect Roger Saldana Madera as Secretary of Corporate Practices and Finance Committee Elect Rame Delgadillo Galwan as Deputy Secretary of Corporate Practices and Finance Committee Elect Amando J. Garcia Segovia as Chairman of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Marcio Cambrano Lozano as Member of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Isabel Maria Aguilera Navarro as Member of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Marcia Curvidae Melgar Palacios as Member of Sustainability, Climate Action, Social Impact and Diversity Committee	For For For For For	A vote AGAINST Armande Garza Sada (Item 5.0) is warranted because the director serves on more than five (5) public company boards and is, therefore, A vote AGAINST Armande Garza Sada (Item 5.0) is warranted because the director serves on more than five (5) public company boards and is, therefore, A vote AGAINST Armande Garza Sada (Item 5.0) is warranted because the director serves on more than five (5) public company boards and is, therefore, A vote AGAINST Armande Garza Sada (Item 5.0) is warranted because the director serves on more than five (5) public company boards and is, therefore, A vote AGAINST Armande Garza Sada (Item 5.0) is warranted because the director serves on more than five (5) public public company boards and is, therefore, A vote AGAINST Armande Garza Sada (Item 5.0) is warranted because the director serves on more than five (5) public company boards and is, therefore, A vote AGAINST Armande Garza Sada (Item 5.0) is warranted because the director serves on more than five (5) public company boards and is, therefore, Item 5.00 is warranted because the director serves on more than five (5) public company boards and is, therefore, Item 5.00 is warranted because the director serves on more than five (5) public company boards and is, therefore, Item 5.00 is warranted because the director serves on more than five (5) public company boards and is, therefore, Item 5.00 is warranted because the director serves on more than five (5) public company boards and is, therefore, Item 5.00 is warranted because the director serves on more than five (5) public company boards and is, therefore, Item 5.00 is warranted because the director serves on more than five (5) public company boards and is, therefore, Item 5.00 is warranted because the director serves on more than five (5) public company boards and is, therefore, Item 5.00 is warranted because the director serves on more than five (5) public company boards and is, therefore, Item 5.00 is warranted because the director serves on more than five
CEMEX SAB de OV CEMEX SAB de CV CEMEX SAB de CV CEMEX SAB de CV CEMEX SAB de OV	Annual Annual Annual Annual Annual Annual Annual Annual	22-Mar-24 22-Mar-24 22-Mar-24 22-Mar-24 22-Mar-24 22-Mar-24 22-Mar-24 22-Mar-24 22-Mar-24	Elect Ramiro Gerardo Villareal Morales as Member of Corporate Practices and Finance Committee  Elect Roger Saldana Madero as Secretary of Corporate Practices and Finance Committee  Elect Rene Deligadillo Galvan as Deputy Secretary of Corporate Practices and Finance Committee  Elect Amando J. Carcia Segovia as Chairman of Sustainability, Climate Action, Social Impact and Diversity Committee  Elect Marcelo Zambrana Lozano as Member of Sustainability, Climate Action, Social Impact and Diversity Committee  Elect Marcelo Zambrana Lozano as Member of Sustainability, Climate Action, Social Impact and Diversity Committee  Elect Isabel Maria Aguilera Navarro as Member of Sustainability, Climate Action, Social Impact and Diversity Committee  Elect Roger Saldana Madero as Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee	For For For For	A vote AGAINST Armande Garza Sada (Item 5.G) is warranted because the director serves on more than five (5) public company boards and is, therefore, A vote AGAINST Armande Garza Sada (Item 5.G) is warranted because the director serves on more than five (5) public company boards and is, therefore, A vote AGAINST Armande Garza Sada (Item 5.G) is warranted because the director serves on more than five (5) public company boards and is, therefore, A vote AGAINST Armande Garza Sada (Item 5.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armande Garza Sada (Item 5.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armande Garza Sada (Item 5.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armande Garza Sada (Item 5.G) is warranted because the director serves on more than five (5) public company boards and is, therefore, A vote AGAINST Armande Garza Sada (Item 5.G) is warranted because the director serves on more than five (5) public company boards and is, therefore, Item 5.G) is warranted because the director serves on more than five (5) public pompany boards and is, therefore, Item 5.G) is warranted because the director serves on more than five (5) public pompany boards and is, therefore, Item 5.G) is warranted because the director serves on more than five (5) public pompany boards and is, therefore, Item 5.G) is warranted because the director serves on more than five (5) public pompany boards and is, therefore, Item 5.G) is warranted because the director serves on more than five (5) public pompany boards and is, therefore, Item 5.G) is warranted because the director serves on more than five (5) public pompany boards and is, therefore, Item 5.G) is warranted because the director serves on more than five (5) public pompany boards and is, therefore, Item 5.G) is warranted because the direct
CEMEX SAB do CV	Annual Annual Annual Annual Annual Annual Annual	22-Mar-24 22-Mar-24 22-Mar-24 22-Mar-24 22-Mar-24 22-Mar-24 22-Mar-24 22-Mar-24	Elect Ramiro Gerardo Villareal Morales as Member of Corporate Practices and Finance Committee Elect Roger Saldana Madera as Secretary of Corporate Practices and Finance Committee Elect Rame Delgadillo Galwan as Deputy Secretary of Corporate Practices and Finance Committee Elect Amando J. Garcia Segovia as Chairman of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Marcio Cambrano Lozano as Member of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Isabel Maria Aguilera Navarro as Member of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Marcia Curvidae Melgar Palacios as Member of Sustainability, Climate Action, Social Impact and Diversity Committee	For For For For For For For	A vote AGAINST Armande Garza Sada (Item 5.0) is warranted because the director serves on more than five (5) public company boards and is, therefore, A vote AGAINST Armande Garza Sada (Item 5.0) is warranted because the director serves on more than five (5) public company boards and is, therefore, A vote AGAINST Armande Garza Sada (Item 5.0) is warranted because the director serves on more than five (5) public company boards and is, therefore, A vote AGAINST Armande Garza Sada (Item 5.0) is warranted because the director serves on more than five (5) public company boards and is, therefore, A vote AGAINST Armande Garza Sada (Item 5.0) is warranted because the director serves on more than five (5) public public company boards and is, therefore, A vote AGAINST Armande Garza Sada (Item 5.0) is warranted because the director serves on more than five (5) public company boards and is, therefore, A vote AGAINST Armande Garza Sada (Item 5.0) is warranted because the director serves on more than five (5) public company boards and is, therefore, Item 5.00 is warranted because the director serves on more than five (5) public company boards and is, therefore, Item 5.00 is warranted because the director serves on more than five (5) public company boards and is, therefore, Item 5.00 is warranted because the director serves on more than five (5) public company boards and is, therefore, Item 5.00 is warranted because the director serves on more than five (5) public company boards and is, therefore, Item 5.00 is warranted because the director serves on more than five (5) public company boards and is, therefore, Item 5.00 is warranted because the director serves on more than five (5) public company boards and is, therefore, Item 5.00 is warranted because the director serves on more than five (5) public company boards and is, therefore, Item 5.00 is warranted because the director serves on more than five (5) public company boards and is, therefore, Item 5.00 is warranted because the director serves on more than five
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CEMEX SAB de OV Formento Economico Mesicano SAB de OV	Annual	22-Mar-24	Elect Ramico Gerardo Villareal Morales as Member of Corporate Practices and Finance Committee Elect Rene Delgadilio Galvan as Deputy Secretary of Corporate Practices and Finance Committee Elect Rene Delgadilio Galvan as Deputy Secretary of Corporate Practices and Finance Committee Elect Amando J. Garcia Segovia as Chairman of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Marcia Cambrano Lozano as Member of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Marcia Caurdran Megalacios as Member of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Marcia Caurdran Megalacios as Member of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Marcia Caurdran Megalacios as Member of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Reger Saldana Madero as Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Rene Delgadilio Galvan as Beputy Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee Approve Remuneration of Directors and Members of Audit, Corporate Practices and Finance, Sustainability, Climate Action, Social Impact and Diversity Committee Approve Financial Statements and Statutory Reports Approve Financial Statements and Statutory Reports Approve Allocation of Income and Cash Dividends Set Maximum Amount of Share Repurchase Reserve; Receive Report on Share Repurchase Elect Jose Antonio Fernandez Carbajal as Director Elect Harbara Garza Laguera Gonda as Director Elect Harbara Galval Michel Gonzaleza as Director Elect Harbara Galval Michel Gonzaleza as Director	For	A vote AGAINST Armando Garza Sada (titem 6.0) is warranted because the director serves on more than five (5) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (titem 6.0) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (titem 6.0) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (titem 6.0) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (titem 5.0) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (titem 5.0) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (titem 5.0) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (titem 5.0) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (titem 5.0) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (titem 5.0) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote FOR this item is warranted because. *There are no known concerns over the compensation of the company's directors; and *There is no evidence of A vote FOR this item is warranted because. *Approved for this item grants management authority to approve only boards and is, therefore, A vote FOR this routine proposal is warranted because. *Approved for this item grants management authority to approve only boards. A vote FOR this request is warranted because. *The company's proposed share repurchase reserve appears reasonable; and *There a
CEMEX SAB de OV CEMEX SAB de OV CEMEX SAB de OV CEMEX SAB de CV CEMEX SAB de OV CEMEX SAB de SOV FORMETO ECONOMICO Mexicano SAB de OV	Annual	22-Mar-24	Elect Ramiro Gerardo Villareal Morales as Member of Corporate Practices and Finance Committee  Bioct Roger Saldana Madero as Secretary of Corporate Practices and Finance Committee  Bioct Roger Saldana Madero as Secretary of Corporate Practices and Finance Committee  Bioct Romando J. Garcia Segovia as Chairman of Sustainability, Climate Action, Social Impact and Diversity Committee  Bioct Marcio Cambrano Lozano as Member of Sustainability, Climate Action, Social Impact and Diversity Committee  Bioct Marcio Lourdes Neligar Falacios as Member of Sustainability, Climate Action, Social Impact and Diversity Committee  Bioct Marcio Lourdes Neligar Falacios as Member of Sustainability, Climate Action, Social Impact and Diversity Committee  Bioct Marcio Lourdes Neligar Falacios as Member of Sustainability, Climate Action, Social Impact and Diversity Committee  Bioct Marcio Lourdes Neligar Falacios as Member of Sustainability, Climate Action, Social Impact and Diversity Committee  Bioct Romando Falacion Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee  Bioct Romando Falacion Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee  Approve Financial Statements and Statutory Report Sustainability, Climate Action, Social Impact and Diversity Committee  Approve Financial Statements and Statutory Report Sustainability, Climate Action, Social Impact and Diversity Committee  Approve Financial Statements and Statutory Report Sustainability, Climate Action, Social Impact and Diversity Committee  Set Maximum Amount of Share Repurchase Reserve, Receive Report on Share Repurchase  Elect Jose Antonio Fernandez Carbajal as Director  Elect Barbara Garza Laguera Gonda as Director  Elect Hariana Garza Laguera Gonda as Director  Elect Farianica Calera Rejus as Director  Elect Farianica Calera Regia as Director  Elect Farianica Calera Regia as Director  Elect Alforso Garza Calera Bioctor Scincero Polica as Director  Elect Alforso Garza Calera Bioctor	For	A vote AGAINST Armando Garza Sada (Item 6.0) is warranted because the director serves on more than five (5) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (Item 6.0) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (Item 6.0) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (Item 6.0) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (Item 6.0) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (Item 6.0) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (Item 6.0) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (Item 6.0) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (Item 6.0) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (Item 6.0) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote FOR this item is warranted because.* There are no known concerns over the compensation of the company's directors; and *There is no evidence of A vote FOR this item is warranted because. *Approval of this item grants management authority to approve only items that have been approved A vote FOR this routine proposal is warranted because. *Audited financialis are available for FY 2022, and item for any only items that have been approved A vote FOR this item is warranted because. *Audited financialis are available for FY 2022, and item for any on
CEMEX SAB de OV Formento Economico Mesicano SAB de OV	Annual	22-Mar-24	Elect Ramico Gerardo Villareal Morales as Member of Corporate Practices and Finance Committee Elect Rene Delgadilio Galvan as Deputy Secretary of Corporate Practices and Finance Committee Elect Rene Delgadilio Galvan as Deputy Secretary of Corporate Practices and Finance Committee Elect Amando J. Garcia Segovia as Chairman of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Marcia Cambrano Lozano as Member of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Marcia Caurdran Neurano as Member of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Marcia Caurdran Megalacios as Member of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Marcia Caurdran Member of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Reger Saldana Madero as Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Reger Saldana Madero as Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Reger Saldana Madero as Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Reger Saldana Madero as Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee Approve Remuneration of Directors and Members of Audit, Corporate Practices and Finance, Sustainability, Climate Action, Social Impact and Diversity Committee Approve Remuneration of Income and Cash Dividends Sept Maximum Amount of Share Repurchase Reserve, Receive Report on Share Repurchase Elect. Jose Artonio Formandez Carbajal as Director Elect Barbara Garza Laguera Gonda as Director Elect Barbara Garza Laguera Gonda as Director Elect Halinson Jose Calderon Regis as Director Elect Halinson Jose Calderon Regis as Director Elect Algiandro Dalleres Qual as Director Elect Algiandro Dalleres Qual as Director	For	A vota AGAINST Armando Garza Sada (Item 5.G) is warranted because the director serves on more than five (5) public company boards and is, therefore, A vota AGAINST Armando Garza Sada (Item 5.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vota AGAINST Armando Garza Sada (Item 6.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vota AGAINST Armando Garza Sada (Item 6.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vota AGAINST Armando Garza Sada (Item 6.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vota AGAINST Armando Garza Sada (Item 5.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vota AGAINST Armando Garza Sada (Item 5.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vota AGAINST Armando Garza Sada (Item 5.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vota AGAINST Armando Garza Sada (Item 5.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vota AGAINST Armando Garza Sada (Item 5.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vota AGAINST Armando Garza Sada (Item 5.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vota FOR this item is warranted because. *There are no known concerns over the compensation of the company's directors; and *There is no evidence of A vota FOR this item is subject to the server of the company boards and item of the server of the company boards and item of the server of the company boards and item of the server of the server of the company boards and *There are no known concerns over t
CEMEX SAB de OV Formerto Economico Mexicano SAB de OV	Annual	22-Mar-24	Elect Ramiro Gerardo Villareal Morales as Member of Corporate Practices and Finance Committee Elect Roger Saldara Madero as Secretary of Corporate Practices and Finance Committee Elect Reno Elegiallio Galvaria as Deputy Secretary of Corporate Practices and Finance Committee Elect Ramando J. Garcia Segovia as Chairman of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Marcia Cambrano Lozano as Member of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Marcia Caurdes Melgar Palacios as Member of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Marcia Caurdes Melgar Palacios as Member of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Marcia Caurdes Melgar Palacios as Member of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Roger Saldana Madero as Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Roger Saldana Madero as Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Roger Saldana Madero as Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Roger Saldana Madero as Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee Approve Parnumeration of Directors and Members of Audit, Corporate Practices and Finance, Sustainability, Climate Action, Social Impact and Diversity Committee Approve Remuneration of Directors and Members of Audit, Corporate Practices and Finance, Sustainability, Climate Action, Social Impact and Diversity Committee Approve Remuneration of Directors and Members of Audit, Corporate Practices and Finance, Sustainability, Climate Action, Social Impact and Diversity Committee  Elect Roger Saldaria Electros Active Saldaria Electros Electros Active Saldaria Electros Electros Electros Electros Electros Electros Caldaria Saldaria Electros Electros Electros Caldaria Saldaria Electros Electros Caldaria Saldaria Electros Electros	For	A vote AGAINST Armando Garza Sada (Item 6.0) is warranted because the director serves on more than five (5) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (Item 6.0) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (Item 6.0) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (Item 6.0) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (Item 6.0) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (Item 6.0) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (Item 6.0) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (Item 6.0) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (Item 6.0) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (Item 6.0) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote FOR this item is warranted because.* There are no known concerns over the compensation of the company's directors; and * There is no evidence of A vote FOR this routine proposal is warranted because.* Approval of this item grants management authority to approve only items that have been approved A vote FOR this routine proposal is warranted because.* Audited financialis are available for FY 2022, and there are no independent auditor qualifications; and * A vote FOR this item is warranted because the company is proposed payout falls within a re
CEMEX SAB de OV Formento Economico Mexicano SAB de OV	Annual	22-Mar-24	Elect Ramico Gerardo Villareal Morales as Member of Corporate Practices and Finance Committee Elect Rener Delgadillo Galvan as Deputy Secretary of Corporate Practices and Finance Committee Elect Rener Delgadillo Galvan as Deputy Secretary of Corporate Practices and Finance Committee Elect Ramando J. Carcia Segovia as Chairman of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Marcia Cambrano Lozano as Member of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Marcia Caurdrean (Legano as Member of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Marcia Caurdrean (Legano as Member of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Reger Saldana Madero as Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Reger Saldana Madero as Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Reger Saldana Madero as Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Reger Saldana Madero as Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Reger Saldana Madero as Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee Approve Remuneration of Directors and Members of Audit, Corporate Practices and Finance, Sustainability, Climate Action, Social Impact and Diversity Committee Approve Alcadorion of Income and Cash Dividends Set Maximum Amount of Share Repurchase Reserve, Receive Report on Share Repurchase Elect. Jose Antonio Fernandez Cartapiaja as Director Elect Barbara Garza Laguera Gonda as Director Elect Marina Garza Laguera Gonda as Director Elect Marina Garza Laguera Gonda as Director Elect Barbara Garza Laguera Gonda as Director Elect Barbara Garza Laguera Gonda as Director Elect Garza Garza Garza as Director Elect Garza Garza Garza as Director Elect Garza Garza Garza Garza as Director Elect Garza Garza Garza Garza as Director Elect Garzard	For	A vota AGAINST Armando Garza Sada (titem 5.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vota AGAINST Armando Garza Sada (titem 5.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vota AGAINST Armando Garza Sada (titem 6.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vota AGAINST Armando Garza Sada (titem 6.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vota AGAINST Armando Garza Sada (titem 6.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vota AGAINST Armando Garza Sada (titem 6.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vota AGAINST Armando Garza Sada (titem 5.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vota AGAINST Armando Garza Sada (titem 5.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vota AGAINST Armando Garza Sada (titem 5.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vota AGAINST Armando Garza Sada (titem 5.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vota CAGAINST Armando Garza Sada (titem 5.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vota CAGAINST Armando Garza Sada (titem 5.G) is warranted because and the company serves on more than five (6) public company boards and is, therefore, A vota FOR this term is warranted because.* Approved of this titem grade and the serves on more than five (6) public company boards and is, therefore, A vota FOR the A vota AGAINST Alejando Ballieres Qual (titem 4.g) is warranted because the
CEMEX SAB de OV Formento Economico Mexicano SAB de OV	Annual	22-Mar-24	Elect Ramiro Gerardo Villareal Morales as Member of Corporate Practices and Finance Committee Elect Roger Saldara Matero as Secretary of Corporate Practices and Finance Committee Elect Ramo Buggadillo Galvara as Deputy Secretary of Corporate Practices and Finance Committee Elect Ramando J. Garcia Segovia as Chairman of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Marcia Cambrano Lozano as Member of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Marcia Caurdes Melgar Palacios as Member of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Marcia Caurdes Melgar Palacios as Member of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Marcia Caurdes Melgar Palacios as Member of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Roger Saldana Madero as Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Roger Saldana Madero as Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Roger Saldaro Madero as Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee Approve Pernuneration of Directors and Members of Audit, Corporate Practices and Finance, Sustainability, Climate Action, Social Impact and Diversity Committee Approve Pranacial Statements and Statutory Reports Approve Pranacial Statements and Statutory Reports Approve Pranacial Statements and Statutory Reports Approve Allocation of Incorne and Cash Dividends Set Maximum Amount of Strast Papurothase Reserve, Receive Report on Share Repurchase Elect Jose Antonic Fernandez Carbajal as Director Elect Harbaro Saraz Laguera Conda as Director Elect Harbaro Saraz Laguera Conda as Director Elect Harbaro Saraz Laguera Conda as Director Elect Alignaro Laul Mohel Gorazdo as Director Elect Oliga Gonzalez Aponte as Director Ele	For	A vote AGAINST Armando Carza Sada (titem 5.G) is warranted because the director serves on more than five (5) public company boards and is, therefore, A vote AGAINST Armando Carza Sada (titem 5.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Carza Sada (titem 6.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Carza Sada (titem 6.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Carza Sada (titem 5.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Carza Sada (titem 5.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Carza Sada (titem 5.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Carza Sada (titem 5.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Carza Sada (titem 5.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Carza Sada (titem 5.G) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote FOR this item is warranted because. * There are no known concerns over the compensation of the company's directors; and * There is no evidence of A vote FOR this item is warranted because. * Approval of this item grants management authority to approve on the nature has that we been approved A vote FOR this item is usual to the company boards. A vote FOR this item is usual to the company boards and item 4.D vote AGAINST Alignardo Ballieres Qual (titem 4.g) is warranted because the director serves on more than five (6) public company b
CEMEX SAB de OV CEMEX SAB DE SAB SAB DE SAB DE SAB SAB DE SAB	Annual	22-Mar-24	Elect Ramico Gerardo Villareal Morales as Member of Corporate Practices and Finance Committee Elect Rener Delgadillo Galvan as Deputy Secretary of Corporate Practices and Finance Committee Elect Rener Delgadillo Galvan as Deputy Secretary of Corporate Practices and Finance Committee Elect Ramando J. Carcia Segovia as Chairman of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Marcia Cambrano Lozano as Member of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Marcia Caurdrean (Legano as Member of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Marcia Caurdrean (Legano as Member of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Reger Saldana Madero as Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Reger Saldana Madero as Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Reger Saldana Madero as Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Reger Saldana Madero as Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee Elect Reger Saldana Madero as Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee Approve Remuneration of Directors and Members of Audit, Corporate Practices and Finance, Sustainability, Climate Action, Social Impact and Diversity Committee Approve Alcadorion of Income and Cash Dividends Set Maximum Amount of Share Repurchase Reserve, Receive Report on Share Repurchase Elect. Jose Antonio Fernandez Cartapiaja as Director Elect Barbara Garza Laguera Gonda as Director Elect Marina Garza Laguera Gonda as Director Elect Marina Garza Laguera Gonda as Director Elect Barbara Garza Laguera Gonda as Director Elect Barbara Garza Laguera Gonda as Director Elect Garza Garza Garza as Director Elect Garza Garza Garza as Director Elect Garza Garza Garza Garza as Director Elect Garza Garza Garza Garza as Director Elect Garzard	For	A vote AGAINST Armando Garza Sada (tiem E.G.) is warranted because the director serves on more than five (5) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (tiem E.G.) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (tiem E.G.) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (tiem E.G.) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (tiem E.G.) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (tiem E.G.) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (tiem E.G.) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (tiem E.G.) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (tiem E.G.) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote AGAINST Armando Garza Sada (tiem E.G.) is warranted because the director serves on more than five (6) public company boards and is, therefore, A vote FOR this item is warranted because. "There are no known concerns over the compensation of the company's directors; and "There is no evidence of A vote FOR this item is item is warranted because." Approved of this item grants management authority to approve only the than the have been approved A vote FOR this item is warranted because." Approved of this item grants management authority to approve only the thing that the public company boards and is, therefore, A vote FOR this request is warranted because." The company's proposed share

Fomento Economico Mexicano SAB de CV	Annual	22-Mar-24	Elect Michael Kahn as Alternate Director	For	A vote AGAINST Alejandro Bailleres Gual (Item 4.g) is warranted because the director serves on more than five (5) public company boards. A vote FOR the
Fomento Economico Mexicano SAB de CV	Annual	22-Mar-24	Elect Francisco Zambrano Rodriguez as Alternate Director	For	A vote AGAINST Alejandro Bailleres Gual (Item 4.g) is warranted because the director serves on more than five (5) public company boards. A vote FOR the
Fomento Economico Mexicano SAB de CV	Annual	22-Mar-24	Elect Alfonso Gonzalez Migoya as Alternate Director	For	A vote AGAINST Alejandro Bailleres Gual (Item 4.g) is warranted because the director serves on more than five (5) public company boards. A vote FOR the
Fomento Economico Mexicano SAB de CV	Annual	22-Mar-24	Elect Jaime A. El Koury as Alternate Director	For	A vote AGAINST Alejandro Bailleres Gual (Item 4.g) is warranted because the director serves on more than five (5) public company boards. A vote FOR the
Fomento Economico Mexicano SAB de CV	Annual	22-Mar-24	Elect Board Chairman and Secretaries; Approve Remuneration of Directors; Verify Director's Independence Classification	For	A vote AGAINST Alejandro Bailleres Gual (Item 4.g) is warranted because the director serves on more than five (5) public company boards. A vote FOR the
Fomento Economico Mexicano SAB de CV	Annual	22-Mar-24	Elect Members and Chairmen of Operation and Strategy, Audit, and Corporate Practices and Nominations Committees; Approve Their Remuneration	For	A vote FOR this item is warranted because the company has disclosed the names of the committee member nominees, and there are no known concerns
Fomento Economico Mexicano SAB de CV	Annual	22-Mar-24	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
Fomento Economico Mexicano SAB de CV	Annual	22-Mar-24	Approve Minutes of Meeting	For	A vote FOR this routine closing formality is warranted.
Medley, Inc.	Annual	26-Mar-24	Elect Director Takiguchi, Kohei	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Medley, Inc.	Annual	26-Mar-24	Elect Director Kawahara, Ryo	For	A vote FOR this nominee is warranted because: *There are no particular concerns about the nominee.
Medley, Inc.	Annual	26-Mar-24	Elect Director Kotani, Noboru	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Medley, Inc.	Annual	26-Mar-24	Elect Director Sakuraba, Rina	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Medley, Inc.	Annual	26-Mar-24	Elect Director Nagatsuma, Reiko	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Medley, Inc.	Annual	26-Mar-24	Elect Director Hioki, Keisuke	For	A vote FOR this nominee is warranted because: * There are no particular concerns about the nominee.
Sartorius Stedim Biotech SA	Annual/Special	26-Mar-24	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	26-Mar-24	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	26-Mar-24	Approve Allocation of Income and Dividends of EUR 0.69 per Share	For	A vote FOR this income allocation proposal is warranted, despite the low payout ratio, in view of the increase of the payout ratio relative to last year.
Sartorius Stedim Biotech SA	Annual/Special	26-Mar-24	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 600,000	For	A vote FOR is warranted given the absence of any concerns.
Sartorius Stedim Biotech SA	Annual/Special	26-Mar-24	Approve Compensation Report of Corporate Officers	Against	A vote AGAINST is warranted as: * The company received significant free float dissent over some compensation related Items at last year's AGM and has not
Sartorius Stedim Biotech SA	Annual/Special	26-Mar-24	Approve Compensation of Joachim Kreuzburg, Chairman and CEO from January 1, 2023 to March 27, 2023	For	A vote FOR item 7 is warranted but not without concerns as there is no disclosure of the achievement levels for LTI. The main reason for support is that it was
Sartorius Stedim Biotech SA	Annual/Special	26-Mar-24	Approve Compensation of Rene Faber, Vice-CEO from January 1, 2023 to March 27, 2023	For	A vote FOR item 7 is warranted but not without concerns as there is no disclosure of the achievement levels for LTI. The main reason for support is that it was
Sartorius Stedim Biotech SA	Annual/Special	26-Mar-24	Approve Compensation of Joachim Kreuzburg, Chairman of the Board from March 28, 2023 to December 31, 2023	For	A vote FOR is warranted but is not without any concerns given that no disclosure is made on the compensation of the chairman and the absence of effective
Sartorius Stedim Biotech SA	Annual/Special	26-Mar-24	Approve Compensation of Rene Faber, CEO from March 28, 2023 to December 31, 2023	Against	A vote FOR item 7 is warranted but not without concerns as there is no disclosure of the achievement levels for LTI. The main reason for support is that it was
Sartorius Stedim Biotech SA	Annual/Special	26-Mar-24	Approve Remuneration Policy of Chairman of the Board	For	A vote FOR this remuneration policy is warranted because it does not raise any significant concern.
Sartorius Stedim Biotech SA	Annual/Special	26-Mar-24	Approve Remuneration Policy of CEO	Against	A vote AGAINST this remuneration policy is warranted as: * The base salary increased, and the company failed to provide a compelling rationale; *
Sartorius Stedim Biotech SA	Annual/Special	26-Mar-24	Reelect Susan Dexter as Director	For	A vote FOR the reelection of this independent nominee is warranted in the absence of specific concerns (Item 12). A vote AGAINST the reelection of the
Sartorius Stedim Biotech SA	Annual/Special	26-Mar-24	Reelect Anne-Marie Graffin as Director	Against	A vote FOR the reelection of this independent nominee is warranted in the absence of specific concerns (Item 12). A vote AGAINST the reelection of the
Sartorius Stedim Biotech SA	Annual/Special	26-Mar-24	Appoint PricewaterhouseCoopers Audit as Auditor	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Sartorius Stedim Biotech SA	Annual/Special	26-Mar-24		For	
Sartorius Stedim Biotech SA	Annual/Special	26-Mar-24	Appoint PricewaterhouseCoopers Audit as Sustainability Auditor Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Against	A vote FOR is warranted because there are no concerns regarding this proposal.  This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.
Sartorius Stedim Biotech SA	Annual/Special	26-Mar-24	Amend Articles 17 and 22 of Bylaws Re: General Meetings	For	This resolution warrants a viole Advance 1 as the share reportations program can be continued during a takeover period.  A vote FOR is warranted given the absence of any concerns.
Sartorius Stedim Biotech SA					
	Annual/Special	26-Mar-24	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Against	* Votes AGAINST Items 18-22 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under
Sartorius Stedim Biotech SA	Annual/Special	26-Mar-24	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	Against	*Votes AGAINST Items 18-22 are warranted as the possibility of use during a takeover period is not excluded. *Votes AGAINST the authorizations under
Sartorius Stedim Biotech SA	Annual/Special	26-Mar-24	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 6 Million	Against	* Votes AGAINST Items 18-22 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under
Sartorius Stedim Biotech SA	Annual/Special	26-Mar-24	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 to 19	Against	*Votes AGAINST Items 18-22 are warranted as the possibility of use during a takeover period is not excluded. *Votes AGAINST the authorizations under
Sartorius Stedim Biotech SA	Annual/Special	26-Mar-24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Against	* Votes AGAINST Items 18-22 are warranted as the possibility of use during a takeover period is not excluded. * Votes AGAINST the authorizations under
Sartorius Stedim Biotech SA	Annual/Special	26-Mar-24	Authorize Capitalization of Reserves of Up to EUR 6 Million for Bonus Issue or Increase in Par Value	For	A vote FOR is warranted since this potential transfer of wealth is in shareholders' interests.
Sartorius Stedim Biotech SA	Annual/Special	26-Mar-24	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	26-Mar-24	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Against	A vote AGAINST this resolution is warranted because: * There is no sufficient information on the performance criteria * The vesting period is not sufficiently
Sartorius Stedim Biotech SA	Annual/Special	26-Mar-24	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.
Konecranes Oyj	Annual	27-Mar-24	Open Meeting		These are routine meeting formalities.
Konecranes Oyj	Annual	27-Mar-24	Call the Meeting to Order		These are routine meeting formalities.
Konecranes Oyj	Annual	27-Mar-24	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting		These are routine meeting formalities.
Konecranes Oyj	Annual	27-Mar-24	Acknowledge Proper Convening of Meeting		These are routine meeting formalities.
Konecranes Oyj	Annual	27-Mar-24	Prepare and Approve List of Shareholders		These are routine meeting formalities.
Konecranes Oyi	Annual	27-Mar-24	Receive Financial Statements and Statutory Reports		This is a routine, non-voting item.
Konecranes Oyj	Annual	27-Mar-24	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.
Konecranes Oyj	Annual	27-Mar-24	Approve Allocation of Income and Dividends of EUR 1.35 Per Share	For	A vote FOR this income allocation proposal is warranted due to a lack of controversy surrounding the proposed dividend.
Konecranes Oyj	Annual	27-Mar-24	Approve Discharge of Board and President	For	A vote FOR this proposal is warranted as there is no evidence that the board or management have not fulfilled their fiduciary duties.
Konecranes Oyj	Annual	27-Mar-24	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
Konecranes Ovi	Annual	27-Mar-24	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Against	A vote AGAINST this item is warranted because the proposed remuneration policy is below par in relation to market standards, particularly with regards to the
Konecranes Oyj	Annual	27-Mar-24	Approve Remuneration of Directors in the Amount of EUR 150,000 for Chairman, EUR 100,000 for Vice Chairman and EUR 70,000 for Other Directors; Approve		A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.
Konecranes Oyj	Annual	27-Mar-24	Fix Number of Directors at Eight	For	A vote FOR this proposal is warranted because of a lack of controversy concerning the size of the board.
Konecranes Oyi	Annual	27-Mar-24	Reelect Pauli Anttila, Pasi Laine (Chair), Ulf Liljedahl, Gun Nilsson, Sami Piittisjarvi and Paivi Rekonen as Directors; Elect Thomas Schulz and Birgit Seeger as N	lo Δgainet	A vote AGAINST this proposal is warranted because candidate Pasi Laine is considered overboarded.
Konecranes Oyi	Annual	27-Mar-24	Approve Remuneration of Auditors	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Konecranes Oyi	Annual	27-Mar-24	Ratify Ernst & Young as Auditor	For	A vote FOR is warranted because there are no concerns regarding this proposal.
Konecranes Oyj	Annual	27-Mar-24	Amend Articles Re: Change Corporate Language of the Company to Finnish; Change Company Name to Konecranes Plc	For	A vote FOR this proposal is warranted because the proposed changes are neutral in terms of shareholder value and rights.
Konecranes Ovi	Annual	27-Mar-24	Authorize Share Repurchase Program	For	A vote FOR these proposals to repurchase (Item 18) and reissue (i.e., transfer, Item 20) company shares is warranted, as the proposals include acceptable
Konecranes Oyj	Annual	27-Mar-24	Authorize onare reputionase ring attributes and Approve Issuance of up to 7.5 Million Shares without Preemptive Rights	For	A vote POR this issuance authorization is warranted because the potential share capital increase is not excessive.  A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.
Konecranes Oyj	Annual	27-Mar-24		For	
***	Annual	27-Mar-24	Authorize Reissuance of Repurchased Shares	For	A vote FOR these proposals to repurchase (Item 18) and reissue (i.e., transfer; Item 20) company shares is warranted, as the proposals include acceptable
Konecranes Oyj			Approve Equity Plan Financing		A vote FOR is warranted as the proposed decision would fund an equity remuneration plan that does not raise concerns.
Konecranes Oyj	Annual	27-Mar-24	Approve Charitable Donations of up to EUR 400,000	For	A vote FOR this proposal is warranted, as donations of this size are best left at the discretion of the board and management.
Konecranes Oyj	Annual	27-Mar-24	Close Meeting	_	This is a non-voting formality.
SK hynix, Inc.	Annual	27-Mar-24	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.
SK hynix, Inc.	Annual	27-Mar-24	Amend Articles of Incorporation	For	A vote FOR this resolution is warranted as none of the proposed amendments is contentious or problematic in nature.
SK hynix, Inc.	Annual	27-Mar-24	Elect Ahn Hyeon as Inside Director	For	A vote AGAISNT director nominee Dong-hun Yang (Dong-hoon Yang) (Item 6) is warranted, as his inaction to remove a director who has demonstrated a
SK hynix, Inc.	Annual	27-Mar-24	Elect Son Hyeon-cheol as Outside Director	For	A vote AGAISNT director nominee Dong-hun Yang (Dong-hoon Yang) (Item 6) is warranted, as his inaction to remove a director who has demonstrated a
SK hynix, Inc.	Annual	27-Mar-24	Elect Jang Yong-ho as Non-Independent Non-Executive Director	For	A vote AGAISNT director nominee Dong-hun Yang (Dong-hoon Yang) (Item 6) is warranted, as his inaction to remove a director who has demonstrated a
SK hynix, Inc.	Annual	27-Mar-24	Elect Yang Dong-hun as Outside Director to Serve as an Audit Committee Member	Against	A vote AGAISNT director nominee Dong-hun Yang (Dong-hoon Yang) (Item 6) is warranted, as his inaction to remove a director who has demonstrated a
SK hynix, Inc.	Annual	27-Mar-24	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'
SK hynix, Inc.	Annual	27-Mar-24	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	27-Mar-24	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.
SK hynix, Inc.	Annual	27-Mar-24	Amend Articles of Incorporation	For	A vote FOR this resolution is warranted as none of the proposed amendments is contentious or problematic in nature.
SK hynix, Inc.	Annual	27-Mar-24	Elect Ahn Hyeon as Inside Director	For	A vote AGAISNT director nominee Dong-hun Yang (Dong-hoon Yang) (Item 6) is warranted, as his inaction to remove a director who has demonstrated a
SK hynix, Inc.	Annual	27-Mar-24	Elect Son Hyeon-cheol as Outside Director	For	A vote AGAISNT director nominee Dong-hun Yang (Dong-hoon Yang) (Item 6) is warranted, as his inaction to remove a director who has demonstrated a
SK hynix, Inc.	Annual	27-Mar-24	Elect Jang Yong-ho as Non-Independent Non-Executive Director	For	A vote AGAISNT director nominee Dong-hun Yang (Dong-hoon Yang) (Item 6) is warranted, as his inaction to remove a director who has demonstrated a
SK hynix, Inc.	Annual	27-Mar-24	Elect Yang Dong-hun as Outside Director to Serve as an Audit Committee Member	Against	A vote AGAISNT director nominee Dong-hun Yang (Dong-hoon Yang) (Item 6) is warranted, as his inaction to remove a director who has demonstrated a
SK hynix, Inc.	Annual	27-Mar-24	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'
SK hynix, Inc.	Annual	27-Mar-24	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 INDUSTRIES Ltd.	Annual	28-Mar-24	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
KOREA AEROSPACE INDUSTRIES Ltd.	Annual	28-Mar-24	Amend Articles of Incorporation	For	A vote FOR this resolution is warranted as none of the proposed amendments is contentious or problematic in nature.
KOREA AEROSPACE INDUSTRIES Ltd.	Annual	28-Mar-24	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'
Park Systems Corp.	Annual	28-Mar-24	Approve Total meliniteration of inside Directors and Outside Directors Approve Financial Statements and Allocation of Income	For	A vote FOR this resolution is warranted. This is a routine financial statement and dividend proposal that merits shareholder approval. The company did not
Park Systems Corp.	Annual	28-Mar-24	Approve manara statements and valocation of income Elect Park Sang-1 as Inside Director	Abstain	A vote FOA this resolution is warranted. A vote AGAINST inclumes to warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Park Systems Corp.	Annual	28-Mar-24	Electran satign as inside bifection Amend Articles of Incorporation	For	
Park Systems Corp. Park Systems Corp.	Annual	28-Mar-24	Amena Articles or incorporations of incorporation of the Amena Articles or incorporation of the Amena Articles or incorporation of the Amena Articles of t	For	A vote FOR this resolution is warranted as none of the proposed amendments is contentious or problematic in nature.  A vote AGAINST incumbent nominee Sang-il Park is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.
Park Systems Corp. Park Systems Corp.	Annual	28-Mar-24 28-Mar-24	Elect Park Gi-jun as Outside Director to Serve as an Audit Committee Member  Elect Kim Gyu-sik as a Member of Audit Committee	For	A vote AGAINST incumbent nominee Sang-il Park is warranted for lack of diversity on the board. A vote FOR the remaining director nominees is warranted.  A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.
Park Systems Corp.	Annual	28-Mar-24	Elect Chae Seung-gi 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.
Park Systems Corp.	Annual	28-Mar-24	Elect Park Gi-jun 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.
Park Systems Corp.	Annual	28-Mar-24	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'
Park Systems Corp.	Annual	28-Mar-24	Approve Stock Option Grants (To be Granted)	For	A vote FOR the stock option grant is warranted because the potential dilution arising from the grant remains modest.
Park Systems Corp.	Annual	28-Mar-24	Approve Stock Option Grants (Previously Granted)	For	A vote FOR the stock option grant is warranted because the potential dilution arising from the grant remains modest.
TIMISA		28-Mar-24	Approve Prolonging of Cooperation and Support Agreement between Telecom Italia S.p.A and TIM S.A.	For	A vote FOR this request is warranted because: * The board has presented a sound rationale for the request; and * The company has published detailed
TIMSA	Extraordinary Shareholders		Approve Long-Term Incentive Plan	For	A vote AGAINST this request is warranted because the proposed plan does not appear to adequately align the interests of its beneficiaries and those of the
TIMSA	Extraordinary Shareholders		Amend Articles and Consolidate Bylaws	For	A vote FOR this request is warranted because: * The company has provided the full text of the proposed amendments; and * The proposed changes are
TIMSA	Annual	28-Mar-24	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2023	For	A vote FOR this routine proposal is warranted because: * Audited financials are available and there are no independent auditor qualifications; and * There are
TIMSA	Annual	28-Mar-24	Approve Allocation of Income and Dividends	For	A vote FOR this item is warranted because there are no known concerns regarding the company's ability to distribute dividends exceeding 100 percent of its
TIMSA	Annual	28-Mar-24	Ratify Gigliola Bonino as Director	For	A vote AGAINST non-independent director nominee Gigliola Bonino is warranted given the proposed board's overall lack of independence.
TIMSA	Annual	28-Mar-24	Fix Number of Fiscal Council Members at Three	For	A vote FOR this administrative request is warranted.
TIMSA	Annual	28-Mar-24	Elect Fiscal Council Members	For	A vote FOR this item is warranted because: *The company has provided the detailed biographical information of the nominees; and *There are no known
TIM SA	Annual	28-Mar-24	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corp	oo Against	A vote AGAINST this request is warranted because lack of timely disclosure prevents international institutional investors from making an informed voting
TIMISA	Allitual		As an Ordinary Shareholder, Would You Like to Request a Separate Election of a Member of the Fiscal Council, Under the Terms of Article 161 of the Brazilian		An ABSTAIN vote for this item is warranted because: * By the time this analysis was concluded, the company had not disclosed a fiscal council candidate
	Annual	28-Mar-24			
TIM SA		28-Mar-24 28-Mar-24	Approve Remuneration of Company's Management, Committee Members, and Fiscal Council	For	A vote AGAINST this proposal is warranted because the figure reported by the company for the total compensation of its highest-paid executive does not
	Annual			For	A vote AGAINST this proposal is warranted because the figure reported by the company for the total compensation of its highest-paid executive does not
	Annual			For	A vote AGAINST this proposal is warranted because the figure reported by the company for the total compensation of its highest-paid executive does not

Fomento Economico Mexicano SAB de CV Annual

22-Mar-24 Elect Michael Kahn as Alternate Director