

## 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%     |

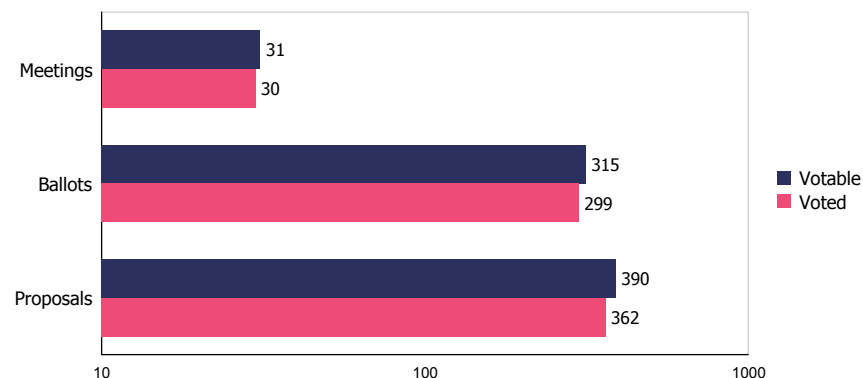
## Ballot Overview

| Category                  | Number | Percentage |
|---------------------------|--------|------------|
| Number of votable ballots | 315    |            |
| Number of ballots voted   | 299    | 94.92%     |

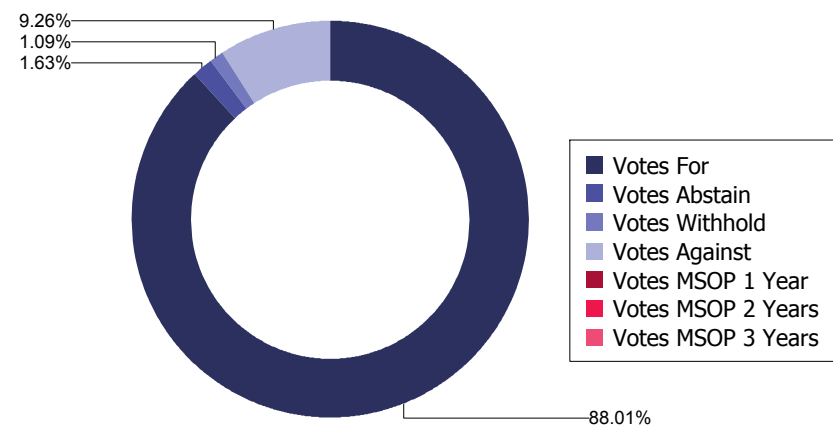
## Proposal Overview

| 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%      |

## Voting Statistics

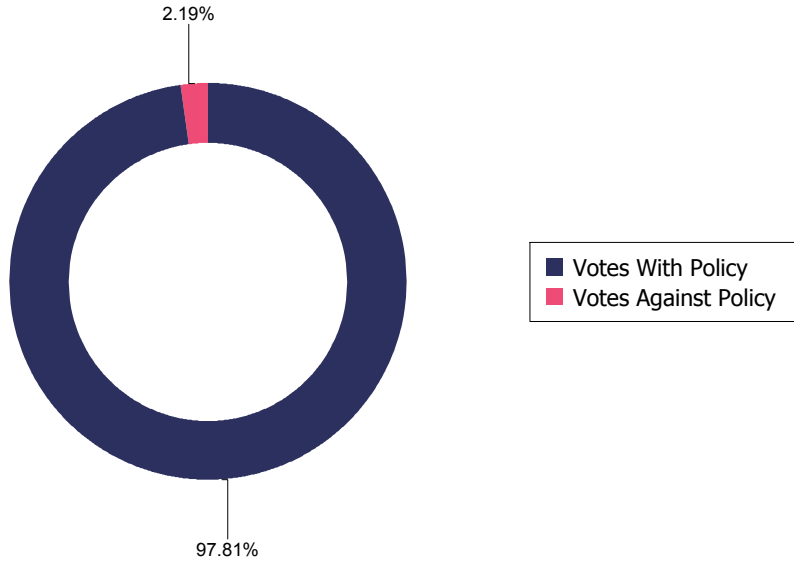


## Vote Cast Statistics

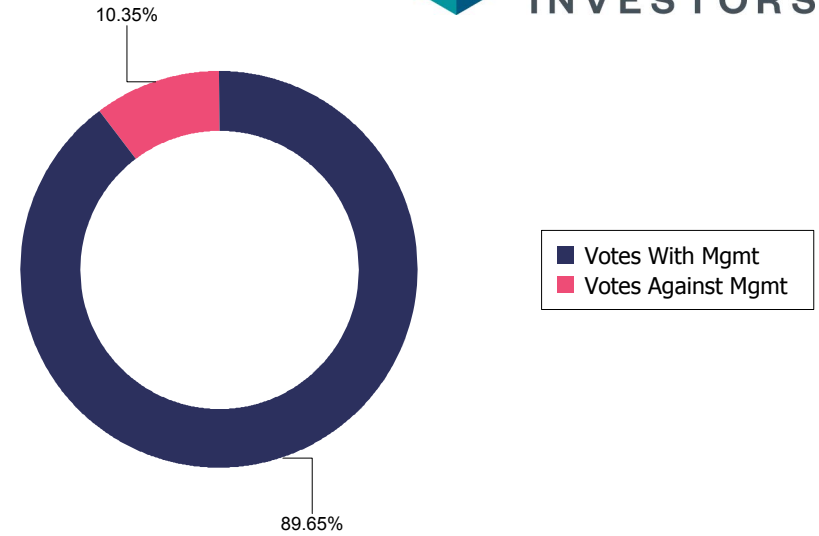


*Note: "MSOP" frequency = Management Say On Pay frequency proposal votes allow shareholders to determine whether, going forward, the "say-on-pay" vote to approve compensation should occur every one, two, or three years. For all calculations in this report, only ballots in status Confirmed or Sent are 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 : <https://www.issgovernance.com/policy-gateway/voting-policies>*

### Vote Alignment with Policy



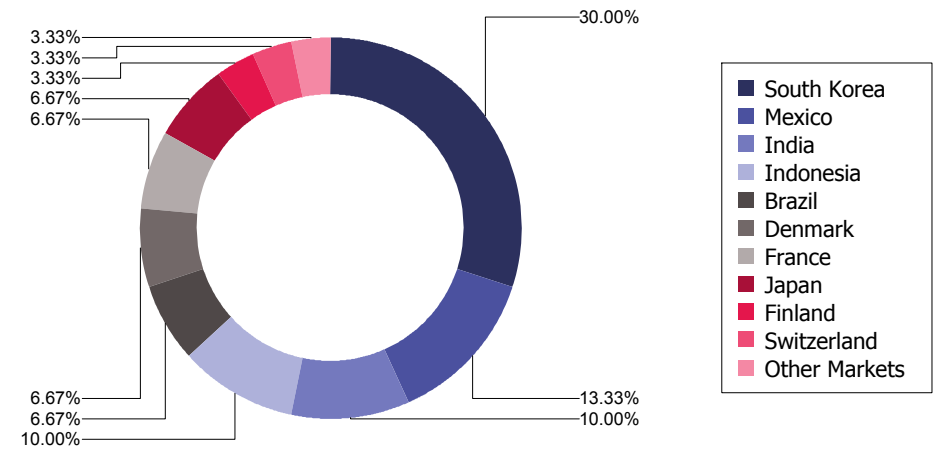
### Vote Alignment with Management

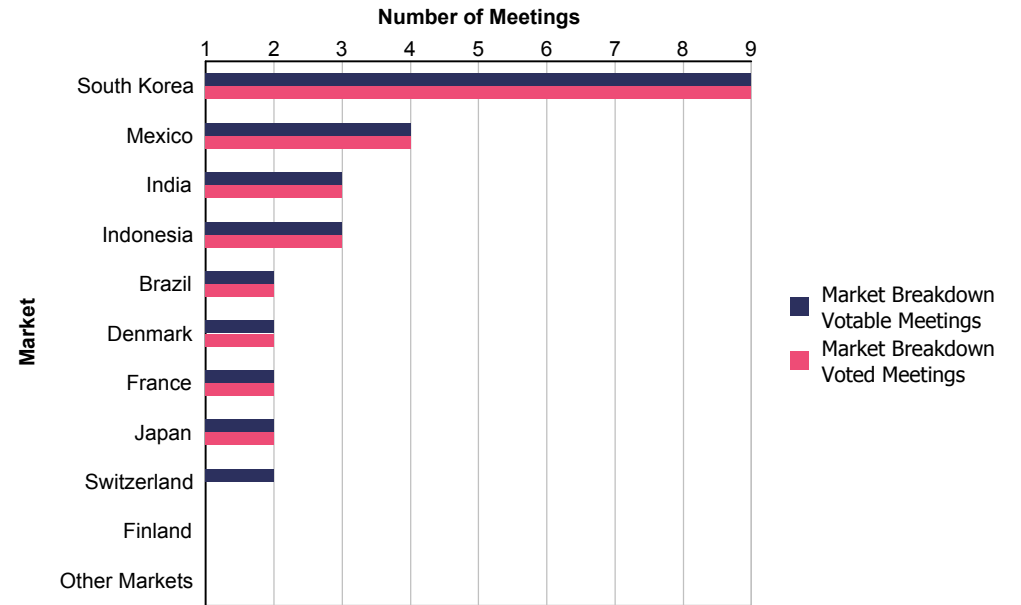


### Market Breakdown

| 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





AI Investors - March 2024

| Company Name                           | Meeting Type | Meeting Date | Proposal Text   | Vote Instruction | Voting Policy Rationale   |
|--|--------------|--------------|---|------------------|---|
| PT Bank Rakyat Indonesia (Persero) Tbk | Annual       | 01-Mar-24    | Approve Annual Report, Financial Statements, Statutory Reports, Financial Statements of Micro and Small Enterprise Funding Program and Discharge of Direc | For              | A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements.                                     |
| PT Bank Rakyat Indonesia (Persero) Tbk | Annual       | 01-Mar-24    | Approve Allocation of Income  | For              | A vote FOR this resolution is warranted.  |
| PT Bank Rakyat Indonesia (Persero) Tbk | Annual       | 01-Mar-24    | Approve Remuneration and Tantiem of Directors and Commissioners   | For              | 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.  |
| PT Bank Rakyat Indonesia (Persero) Tbk | Annual       | 01-Mar-24    | Accept Report on the Use of Proceeds  | For              | No vote is required for this item.  |
| PT Bank Rakyat Indonesia (Persero) Tbk | Annual       | 01-Mar-24    | 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.                        |
| Novartis AG                            | Annual       | 01-Mar-24    | Approve Changes in the Boards of the Company  | Against          | A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.  |
| Novartis AG                            | Annual       | 05-Mar-24    | 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                            | 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                            | 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                            | Annual       | 05-Mar-24    | Approve Maximum 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                            | 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       | 05-Mar-24    | 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                            | Annual       | 05-Mar-24    | 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       | 05-Mar-24    | 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                            | Annual       | 05-Mar-24    | 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       | 05-Mar-24    | 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                            | Annual       | 05-Mar-24    | 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       | 05-Mar-24    | 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                            | 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       | 05-Mar-24    | 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                            | 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  | 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 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       | 05-Mar-24    | Ratify KPMG AG as Auditors  | For              | A vote FOR is warranted because there are no concerns regarding this proposal.  |
| Novartis AG                            | Annual       | 05-Mar-24    | Designate Peter Zahn as Independent Proxy   | For              | 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       | 05-Mar-24    | 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                            | 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                            | Annual       | 05-Mar-24    | Approve CHF 42.9 Million Reduction in Share Capital via Cancellation of Repurchased Shares  | For              | A vote FOR this resolution is warranted because the proposed amount is in line with market practice.  |
| Novartis AG                            | Annual       | 05-Mar-24    | Approve Remuneration of Directors in the Amount of CHF 8.8 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 Maximum Remuneration of Executive Committee in the Amount of CHF 95 Million   | For              | A vote FOR this remuneration report is warranted because the company's remuneration practices are in line with market practice and pay and performance            |
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| Novartis AG                            | Annual       | 05-Mar-24    | Designate Peter Zahn as Independent Proxy   | For              | 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                   |
| Starbucks Corporation                  | Annual       | 13-Mar-24    | Elect Director Ritch Allison  | 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       | 13-Mar-24    | Elect Director James 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       | 13-Mar-24    | 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                  | Annual       | 13-Mar-24    | Elect Director Melody Hobson  | 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       | 13-Mar-24    | Elect Director Jorgen Vig Knudstorp   | 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       | 13-Mar-24    | 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         |
| 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       | 13-Mar-24    | 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                  | Annual       | 13-Mar-24    | Elect Director Daniel Sievitz   | 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       | 13-Mar-24    | Elect Director Mike Sievert   | 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       | 13-Mar-24    | Elect Director Wei Zhang  | 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       | 13-Mar-24    | Elect Dissident Nominee Director Maria Echaveste  | 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       | 13-Mar-24    | Elect Dissident Nominee Director Joshua Gottbaum  | 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       | 13-Mar-24    | Elect Dissident Nominee Director Wilma B. Liebman   | 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       | 13-Mar-24    | Advisory Vote to Ratify Named Executive Officers' Compensation  | For              | 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       | 13-Mar-24    | Ratify Deloitte & Touche LLP as Auditors  | For              | 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       | 13-Mar-24    | 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            |
| Starbucks Corporation                  | Annual       | 13-Mar-24    | Report on Congruency of Company's Privacy and Human Rights Policies with its Actions  | Against          | A vote AGAINST this proposal is warranted. The company has recently completed a human rights impact assessment and appears to provide shareholders                |
| TE Connectivity Ltd.                   | Annual       | 13-Mar-24    | Elect Director Jean-Pierre Clamadeu   | For              | A vote FOR the director nominees is warranted.  |
| TE Connectivity Ltd.                   | Annual       | 13-Mar-24    | Elect Director Terrence R. Curtin   | For              | A vote FOR the director nominees is warranted.  |
| TE Connectivity Ltd.                   | Annual       | 13-Mar-24    | Elect Director Carol A. (John) Davidson   | For              | A vote FOR the director nominees is warranted.  |
| TE Connectivity Ltd.                   | Annual       | 13-Mar-24    | Elect Director Lynn A. Dugle  | For              | A vote FOR the director nominees is warranted.  |
| TE Connectivity Ltd.                   | Annual       | 13-Mar-24    | Elect Director William A. Jeffrey   | For              | A vote FOR the director nominees is warranted.  |
| TE Connectivity Ltd.                   | Annual       | 13-Mar-24    | Elect Director Syaru Shirley Lin  | For              | A vote FOR the director nominees is warranted.  |
| TE Connectivity Ltd.                   | Annual       | 13-Mar-24    | Elect Director Heath A. Mitta   | For              | 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       | 13-Mar-24    | Elect Director Mark C. Trudeau  | For              | A vote FOR the director nominees is warranted.  |
| TE Connectivity Ltd.                   | Annual       | 13-Mar-24    | Elect Director Dawn C. Willoughby   | For              | A vote FOR the director nominees is warranted.  |
| TE Connectivity Ltd.                   | Annual       | 13-Mar-24    | Elect Director Laura H. Wright  | For              | A vote FOR the director nominees is warranted.  |
| TE Connectivity Ltd.                   | Annual       | 13-Mar-24    | 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       | 13-Mar-24    | Elect Abhijit Y. Talwalkar as Member of Management Development and Compensation Committee   | For              | Votes FOR the election of Abhijit Y. Talwalkar, Mark C. Trudeau, and Dawn C. Willoughby to the Management Development & Compensation Committee are                |
| TE Connectivity Ltd.                   | Annual       | 13-Mar-24    | Elect Mark C. Trudeau as Member of Management Development and Compensation Committee  | For              | Votes FOR the election of Abhijit Y. Talwalkar, Mark C. Trudeau, and Dawn C. Willoughby to the Management Development & Compensation Committee are                |
| TE Connectivity Ltd.                   | Annual       | 13-Mar-24    | Elect Dawn C. Willoughby as Member of Management Development and Compensation Committee   | For              | Votes FOR the election of Abhijit Y. Talwalkar, Mark C. Trudeau, and Dawn C. Willoughby to the Management Development & Compensation Committee are                |
| TE Connectivity Ltd.                   | Annual       | 13-Mar-24    | Designate Proxy Voting Services GmbH as Independent Proxy   | For              | A vote FOR this proposal is warranted due to a lack of concerns.  |
| TE Connectivity Ltd.                   | Annual       | 13-Mar-24    | Accept Annual Report for Fiscal Year Ended September 29,2023  | For              | Votes 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       | 13-Mar-24    | Approve Consolidated Financial Statements for Fiscal Year Ended September 29,2023   | For              | Votes FOR these routine items are warranted.  |
| TE Connectivity Ltd.                   | Annual       | 13-Mar-24    | Approve Discharge of Board and Senior Management  | For              | A vote FOR this proposal is warranted, as there is no evidence that the board and executive officers have not fulfilled their fiduciary duties.                   |
| TE Connectivity Ltd.                   | Annual       | 13-Mar-24    | Ratify Deloitte & Touche LLP as Auditors  | For              | A vote FOR this proposal to ratify the auditor is warranted.  |
| TE Connectivity Ltd.                   | Annual       | 13-Mar-24    | Ratify Deloitte AG as Swiss Registered Auditors   | For              | 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       | 13-Mar-24    | 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       | 13-Mar-24    | Approve Remuneration Report   | 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  |
| TE Connectivity Ltd.                   | Annual       | 13-Mar-24    | Approve Remuneration of Executive Management in the Amount of USD 61.2 million  | For              | As the company is classified 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 |

|  |                            |           |   |         |   |
|--|----------------------------|-----------|---|---------|---|
| TE Connectivity Ltd.                     | Annual                     | 13-Mar-24 | Approve Remuneration of Board of Directors in the Amount of USD 3.8 million   | For     | A vote FOR this resolution is warranted because the proposed amount is broadly in line with market practice.  |
| TE Connectivity Ltd.                     | Annual                     | 13-Mar-24 | Approve Allocation of Available Earnings at September 29, 2023  | For     | Votes FOR these proposals are warranted due to a lack of concerns.  |
| TE Connectivity Ltd.                     | Annual                     | 13-Mar-24 | Approve Declaration of Dividend   | For     | Votes FOR these proposals are warranted due to a lack of concerns.  |
| TE Connectivity Ltd.                     | Annual                     | 13-Mar-24 | Amend Articles to Reflect Changes in Capital  | For     | A vote FOR this proposal is warranted as the share issuance request is limited to 20 percent of issued share capital.   |
| TE Connectivity Ltd.                     | Annual                     | 13-Mar-24 | Approve Reduction in Share Capital via Cancellation of Shares   | For     | A vote FOR the proposed share capital reduction is warranted.   |
| TE Connectivity Ltd.                     | Annual                     | 13-Mar-24 | Amend Articles Re: General Meeting and Shareholders Matters   | For     | Items 161 and 163 Votes FOR the proposed article amendments are warranted because they are overall non-contentious in nature and largely reflect                |
| TE Connectivity Ltd.                     | Annual                     | 13-Mar-24 | Approve Virtual-Only Shareholder Meetings   | For     | Items 161 and 163 Votes FOR the proposed article amendments are warranted because they are overall non-contentious in nature and largely reflect                |
| TE Connectivity Ltd.                     | Annual                     | 13-Mar-24 | Reelect Anami N Roy as Member of Board of Directors, Compensation and Mandates  | For     | Items 161 and 163 Votes FOR the proposed article amendments are warranted because they are overall non-contentious in nature and largely reflect                |
| TE Connectivity Ltd.                     | Annual                     | 13-Mar-24 | Authorize Share Repurchase Program  | For     | A vote FOR this proposal is warranted, as all shareholders would have the opportunity to participate, and as there are no company-specific concerns relating to |
| TE Connectivity Ltd.                     | Annual                     | 13-Mar-24 | Approve Omnibus Stock Plan  | For     | Based on the Equity Plan Scorecard evaluation (EPSOC), a vote FOR this proposal is warranted.   |
| PT Bank Central Asia Tbk                 | Annual                     | 14-Mar-24 | Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners   | For     | A vote FOR this resolution is warranted given the absence of any known issues surrounding the company's financial statements.                                   |
| PT Bank Central Asia Tbk                 | Annual                     | 14-Mar-24 | Approve Allocation of Income and Dividends  | For     | A vote FOR this resolution is warranted.  |
| PT Bank Central Asia Tbk                 | Annual                     | 14-Mar-24 | Approve Remuneration and Tantiem of Directors and Commissioners   | For     | A vote FOR this resolution is warranted.  |
| PT Bank Central Asia Tbk                 | Annual                     | 14-Mar-24 | Approve KAP Tanudiredja, Wibisana, Rintis & Rekan as Auditors   | For     | A vote FOR this proposal is warranted given the absence of any known issues concerning the audit firm, its remuneration, and the way the audit was conducted.   |
| PT Bank Central Asia Tbk                 | Annual                     | 14-Mar-24 | Approve Payment of Interim Dividends  | For     | A vote FOR this resolution is warranted.  |
| PT Bank Central Asia Tbk                 | Annual                     | 14-Mar-24 | Approve Revised Recovery Plan   | For     | A vote FOR this resolution is warranted.  |
| Kia Corp.                                | Annual                     | 15-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     |
| Kia Corp.                                | Annual                     | 15-Mar-24 | Elect Choi Jun-young as Inside Director   | For     | A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.                       |
| Kia Corp.                                | Annual                     | 15-Mar-24 | Elect Lee In-gyeong as Outside Director   | For     | A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.                       |
| Kia Corp.                                | Annual                     | 15-Mar-24 | Elect Young-joon Kim as a Member of Audit Committee   | For     | A vote FOR this item is warranted given the absence of any known issues concerning the nominee and the company's audit committee.                               |
| Kia Corp.                                | Annual                     | 15-Mar-24 | Elect Cho Hwa-son as Outside Director to Serve as an Audit Committee Member   | For     | A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.                       |
| Kia Corp.                                | Annual                     | 15-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'   |
| SAMSUNG BIOLOGICS Co., Ltd.              | Annual                     | 15-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     |
| SAMSUNG BIOLOGICS Co., Ltd.              | Annual                     | 15-Mar-24 | Elect Seo Seung-hwan as Outside Director  | For     | A vote FOR this resolution is warranted given the absence of any known issues concerning the nominee and the company's board dynamics.                          |
| SAMSUNG BIOLOGICS Co., Ltd.              | Annual                     | 15-Mar-24 | Elect Seo Seung-hwan as a Member of Audit Committee   | For     | A vote FOR this item is warranted given the absence of any known issues concerning the nominee and the company's audit committee.                               |
| SAMSUNG BIOLOGICS Co., Ltd.              | Annual                     | 15-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'   |
| Bajaj Finance Limited                    | Special                    | 19-Mar-24 | Approve Increase in Borrowing Powers  | For     | A vote FOR these resolutions is warranted given that the request is deemed reasonable in view of the company's nature of business, credit rating and its        |
| Bajaj Finance Limited                    | Special                    | 19-Mar-24 | Approve Pledging of Assets for Debt   | For     | A vote FOR these resolutions is warranted given that the request is deemed reasonable in view of the company's nature of business, credit rating and its        |
| Bajaj Finance Limited                    | Special                    | 19-Mar-24 | Reelect Anami N Roy as Director   | Against | Item 3: Reelect Anami N Roy as Director A vote AGAINST the following nominee is warranted because: * Anami Roy serves on a total of more than six public        |
| Bajaj Finance Limited                    | Special                    | 19-Mar-24 | Reelect Naushad Darius Forbes as Director   | Against | Item 3: Reelect Anami N Roy as Director A vote AGAINST the following nominee is warranted because: * Anami Roy serves on a total of more than six public        |
| Bajaj Finance Limited                    | Special                    | 19-Mar-24 | Approve Re-designation of Anup Kumar Saha as Deputy Managing Director   | For     | A vote FOR the resolution is warranted although it is not without a concern: * The remuneration structure of the executive consists of variable pay and stock   |
| Bajaj Finance Limited                    | Special                    | 19-Mar-24 | Amend Employee Stock Option Scheme, 2009  | For     | Item 6: A vote FOR the resolution is warranted given the absence of any known issues. Item 7: A vote AGAINST the following resolution is considered warranted   |
| Bajaj Finance Limited                    | Special                    | 19-Mar-24 | Approve Extension of Benefits and Grant of Options Under the Employee Stock Option Scheme, 2009 to the Employees of Holding / Subsidiary Companies of | Against | A vote AGAINST the resolution is considered warranted because: * The proposal includes grant of stock options to employees of group, associate                  |
| Samsung Electronics Co., Ltd.            | Annual                     | 20-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.                         |
| Samsung Electronics Co., Ltd.            | Annual                     | 20-Mar-24 | Elect Shin Je-yoon as Outside Director  | For     | A vote FOR the nominees is warranted at this time.  |
| Samsung Electronics Co., Ltd.            | Annual                     | 20-Mar-24 | Elect Cho Hye-yeong as Outside Director to Serve as an Audit Committee Member   | For     | A vote FOR the nominees is warranted at this time.  |
| Samsung Electronics Co., Ltd.            | Annual                     | 20-Mar-24 | Elect Yoo Myeong-hui as a Member of Audit Committee   | For     | A vote FOR this item is warranted given the absence of any known issues concerning the nominee and the company's audit committee.                               |
| Samsung Electronics Co., Ltd.            | Annual                     | 20-Mar-24 | Approve Total Remuneration of Inside Directors and Outside Directors  | For     | A vote FOR this item is warranted. Although the level of the directors' remuneration cap is significantly higher than the market norm, the company is proposing |
| Samsung Electronics Co., Ltd.            | Annual                     | 20-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.   |
| Samsung SDI Co., Ltd.                    | Annual                     | 20-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     |
| Samsung SDI Co., Ltd.                    | Annual                     | 20-Mar-24 | Elect Kim Jong-seong as Inside Director   | For     | A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.                       |
| Samsung SDI Co., Ltd.                    | Annual                     | 20-Mar-24 | Elect Park Jin as Inside Director   | For     | A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.                       |
| Samsung SDI Co., Ltd.                    | Annual                     | 20-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'   |
| Corporation Immobiliaria Vesta SAB de CV | Extraordinary Shareholders | 21-Mar-24 | Amend Articles 6, 7, 8, 11, 12, 15, 18, 23, 30 and 31   | For     | A vote FOR this item is warranted because: * The company has disclosed the full text of the proposed by-law amendments; and * The proposed amendments           |
| Corporation Immobiliaria Vesta SAB de CV | Extraordinary Shareholders | 21-Mar-24 | Approve Extension of Term and Grant of Options Under the Employee Stock Option Scheme, 2009 to the Employees of Holding / Subsidiary Companies of     | Against | A vote FOR this proposal is warranted because: * The company has provided the terms and conditions of the proposed plan, and the plan appears to adequately     |
| Corporation Immobiliaria Vesta SAB de CV | Extraordinary Shareholders | 21-Mar-24 | Approve Granting of Powers  | For     | A vote FOR these closing formalities is warranted because: * Approval of these items grants management authority to approve only items that have been           |
| Corporation Immobiliaria Vesta SAB de CV | Extraordinary Shareholders | 21-Mar-24 | Authorize Board to Ratify and Execute Approved Resolutions  | For     | A vote FOR these closing formalities is warranted because: * Approval of these items grants management authority to approve only items that have been           |
| Corporation Immobiliaria Vesta SAB de CV | Annual                     | 21-Mar-24 | Approve CEO's Report  | For     | A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2023, and there are no independent auditor qualifications;   |
| Corporation Immobiliaria Vesta SAB de CV | Annual                     | 21-Mar-24 | Approve Report of Audit, Corporate Practices, Investment, Ethics, Debt and Capital, and Environmental, Social and Corporate Governance Committees     | For     | A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2023, and there are no independent auditor qualifications;   |
| Corporation Immobiliaria Vesta SAB de CV | Annual                     | 21-Mar-24 | Receive Report on Adherence to Fiscal Obligations   | For     | A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2023, and there are no independent auditor qualifications;   |
| Corporation Immobiliaria Vesta SAB de CV | Annual                     | 21-Mar-24 | Approve Audited and Consolidated Financial Statements   | For     | A vote FOR these routine proposals is warranted because: * Audited financials are available for FY 2023, and there are no independent auditor qualifications;   |
| Corporation Immobiliaria Vesta SAB de CV | Annual                     | 21-Mar-24 | Approve Cash Dividends  | For     | A vote FOR this item is warranted because the company's payouts in recent years have fallen within a reasonable 30-100 percent range of net income.             |
| Corporation Immobiliaria Vesta SAB de CV | Annual                     | 21-Mar-24 | Approve Report on Share Repurchase for FY 2023  | For     | A vote FOR these requests is warranted because: * The company's proposed share repurchase reserve appears reasonable; and * There are no known                  |
| Corporation Immobiliaria Vesta SAB de CV | Annual                     | 21-Mar-24 | Authorize Share Repurchase Reserve for FY 2024  | For     | A vote FOR these requests is warranted because: * The company's proposed share repurchase reserve appears reasonable; and * There are no known                  |
| Corporation Immobiliaria Vesta SAB de CV | Annual                     | 21-Mar-24 | Elect or Ratify Directors; Elect or Ratify Chairmen of Audit and Corporate Practices Committees   | For     | A vote FOR this item is warranted because: * The company has disclosed the names of the director nominees; and * The proposed board is at least one-third       |
| Corporation Immobiliaria Vesta SAB de CV | Annual                     | 21-Mar-24 | Approve Remuneration of Directors and Members of Committees   | For     | A vote FOR this item is warranted because: * There are no known concerns over the compensation of the company's directors; * There is no evidence of            |
| Corporation Immobiliaria Vesta SAB de CV | Annual                     | 21-Mar-24 | Approve Term Incentive Plan for Company's Executives  | For     | A vote FOR this item is warranted because the company has disclosed the key terms and conditions of the proposed plan, and the plan appears to adequately       |
| Corporation Immobiliaria Vesta SAB de CV | Annual                     | 21-Mar-24 | Approve Cancellation of Shares  | For     | A vote FOR this item is warranted because the reduction in share capital of unsubsribed shares is an administrative request with no impact on shareholder       |
| Corporation Immobiliaria Vesta SAB de CV | Annual                     | 21-Mar-24 | Authorize Board to Ratify and Execute Approved Resolutions  | For     | A vote FOR this closing formalities is warranted because: * Approval of this item grants management authority to approve only items that have been approved     |
| DLF Limited                              | Special                    | 21-Mar-24 | Reelect Priya Paul as Director  | Against | A vote AGAINST the following nominee is warranted because: * Priya Paul has failed to attend at least 75 percent of board and committee meetings in the         |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Receive Report of Board   | For     | This is a routine, non-voting item.   |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Accept Financial Statements and Statutory Reports; Approve Allocation of Income   | For     | A vote FOR this proposal is warranted due to a lack of concern regarding the financial statements, or proposed allocation of income.                            |
| Jyske Bank 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                    |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Approve Remuneration of Committee of Representatives  | For     | A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.  |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Approve Remuneration of Directors   | For     | A vote FOR this remuneration proposal is warranted because of a lack of concern regarding the proposed fees.  |
| Jyske Bank A/S                           | Annual                     | 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.                   |
| Jyske Bank 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                    |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Amend Articles Re: Art. 6(3), Item 1 g  | For     | A vote FOR these proposals is warranted because they appear largely uncontroversial, and neutral in terms of shareholder rights.                                |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Amend Articles Re: Art. 16(1) to be Discontinued  | For     | A vote FOR these proposals is warranted because they appear largely uncontroversial, and neutral in terms of shareholder rights.                                |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Amend Articles Re: Art. 16(1)   | For     | A vote FOR these proposals is warranted because they appear largely uncontroversial, and neutral in terms of shareholder rights.                                |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Amend Articles Re: Art. 17(1)   | For     | A vote FOR these proposals is warranted because they appear largely uncontroversial, and neutral in terms of shareholder rights.                                |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Company Refrains from Making Political Donations, Provide Financial Support to Political Parties or Support to Individual Political Candidates        | Against | A vote AGAINST this proposal is warranted because it lacks a clear and compelling rationale. Additionally, the company response appears well-founded and        |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Elect Members of Committee of Representatives (Vote for All Candidates)   | For     | A vote ABSTAIN for the incumbent members of the Committee of Representatives is warranted for lack of diversity on the board. A vote FOR new nominees           |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Reelect Annette Bache as Member of Committee of Representatives   | For     | A vote ABSTAIN for the incumbent members of the Committee of Representatives is warranted for lack of diversity on the board. A vote FOR new nominees           |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Reelect Asger Fredslund Pedersen as Member of Committee of Representatives  | For     | A vote ABSTAIN for the incumbent members of the Committee of Representatives is warranted for lack of diversity on the board. A vote FOR new nominees           |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Reelect Dorte Brix Nagel as Member of Committee of Representatives  | For     | A vote ABSTAIN for the incumbent members of the Committee of Representatives is warranted for lack of diversity on the board. A vote FOR new nominees           |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Reelect Frank Buch-Andersen as Member of Committee of Representatives   | For     | A vote ABSTAIN for the incumbent members of the Committee of Representatives is warranted for lack of diversity on the board. A vote FOR new nominees           |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Reelect Hans Bonde Hansen as Member of Committee of Representatives   | For     | A vote ABSTAIN for the incumbent members of the Committee of Representatives is warranted for lack of diversity on the board. A vote FOR new nominees           |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Reelect Jan Poul Crilles Tonnesen as Member of Committee of Representatives   | For     | A vote ABSTAIN for the incumbent members of the Committee of Representatives is warranted for lack of diversity on the board. A vote FOR new nominees           |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Reelect Jens Kramer Mikkelsen as Member of Committee of Representatives   | For     | A vote ABSTAIN for the incumbent members of the Committee of Representatives is warranted for lack of diversity on the board. A vote FOR new nominees           |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Reelect Jens-Christian Bay as Member of Committee of Representatives  | For     | A vote ABSTAIN for the incumbent members of the Committee of Representatives is warranted for lack of diversity on the board. A vote FOR new nominees           |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Reelect Jens Krogh Nielsen as Member of Committee of Representatives  | For     | A vote ABSTAIN for the incumbent members of the Committee of Representatives is warranted for lack of diversity on the board. A vote FOR new nominees           |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Reelect Jorgen Hellose Mathiesen as Member of Committee of Representatives  | For     | A vote ABSTAIN for the incumbent members of the Committee of Representatives is warranted for lack of diversity on the board. A vote FOR new nominees           |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Reelect Kim Elfvig as Member of Committee of Representatives  | For     | A vote ABSTAIN for the incumbent members of the Committee of Representatives is warranted for lack of diversity on the board. A vote FOR new nominees           |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Reelect Marie Louise Pind as Member of Committee of Representatives   | For     | A vote ABSTAIN for the incumbent members of the Committee of Representatives is warranted for lack of diversity on the board. A vote FOR new nominees           |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Reelect Philip Baruch as Member of Committee of Representatives   | For     | A vote ABSTAIN for the incumbent members of the Committee of Representatives is warranted for lack of diversity on the board. A vote FOR new nominees           |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Reelect Steen Jensen as Member of Committee of Representatives  | For     | A vote ABSTAIN for the incumbent members of the Committee of Representatives is warranted for lack of diversity on the board. A vote FOR new nominees           |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Reelect Soren Elmarn Ingerslev as Member of Committee of Representatives  | For     | A vote ABSTAIN for the incumbent members of the Committee of Representatives is warranted for lack of diversity on the board. A vote FOR new nominees           |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Reelect Soren Lynggaard as Member of Committee of Representatives   | For     | A vote ABSTAIN for the incumbent members of the Committee of Representatives is warranted for lack of diversity on the board. A vote FOR new nominees           |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Reelect Soren Tscherring as Member of Committee of Representatives  | For     | A vote ABSTAIN for the incumbent members of the Committee of Representatives is warranted for lack of diversity on the board. A vote FOR new nominees           |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Reelect Thomas Moberg as Member of Committee of Representatives   | For     | A vote ABSTAIN for the incumbent members of the Committee of Representatives is warranted for lack of diversity on the board. A vote FOR new nominees           |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Reelect Tina Rasmussen as Member of Committee of Representatives  | For     | A vote ABSTAIN for the incumbent members of the Committee of Representatives is warranted for lack of diversity on the board. A vote FOR new nominees           |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Reelect Carsten Buch 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 on the board. A vote FOR new nominees           |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Reelect Gertimel 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 on the board. A vote FOR new nominees           |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Elect Heidi Gunderson 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 on the board. A vote FOR new nominees           |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Elect Carina Dahl 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 on the board. A vote FOR new nominees           |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Elect Trine Wagner 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 on the board. A vote FOR new nominees           |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Elect Henrik Sorensen 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 on the board. A vote FOR new nominees           |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Elect Susanne Dalsgaard Provstgaard 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 on the board. A vote FOR new nominees           |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Elect Carsten Park Andreassen 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 on the board. A vote FOR new nominees           |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Elect Charlotte Nolsoe Gøttler 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 on the board. A vote FOR new nominees           |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Elect Pia Marie Schouggaard 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 on the board. A vote FOR new nominees           |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Elect Jacob Nannestad 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 on the board. A vote FOR new nominees           |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Elect Michael Thomsen 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 on the board. A vote FOR new nominees           |
| Jyske Bank A/S                           | Annual                     | 21-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.  |
| Jyske Bank A/S                           | Annual                     | 21-Mar-24 | Other Business  | For     | This is a routine, non-voting item.   |
| Novo Nordisk A/S                         | Annual                     | 21-Mar-24 | Receive Report of Board   | For     | 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 17 Million for the Vice Chairman and DKK 840,000 for Other Direc        | For     | 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 6.2a) 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 6.2a) 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   | 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                     | 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                     | 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; For | 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   | For     | This is a routine, non-voting item.   |
| Novo Nordisk A/S                     | Annual  | 21-Mar-24 | Receive Report of Board  | For     | 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 17 Million for the Vice Chairman and DKK 840,000 for Other Direc        | For     | 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 6.2a) 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 6.2a) 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   | 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                     | 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                     | 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; For | 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   | For     | This is a routine, non-voting item.   |
| Novo Nordisk A/S                     | Annual  | 21-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, Yasuhiro  | 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 Tomiyaga, 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, Mitsuuru   | 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 Suto, Miwa  | 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 and Audit Committee Member Kuramoto, Manabu   | 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 and Audit Committee Member Yokoi, Yasushi   | 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 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                      | Annual  | 22-Mar-24 | Set Maximum Amount of Share Repurchase Reserve   | For     | A vote FOR this item is warranted because: * The company's proposed share repurchase reserve appears reasonable and *   |
| CEMEX SAB de CV                      | Annual  | 22-Mar-24 | Approve Five Year Extension of Current Restricted Stock Incentive Plan for Executives, Officers and Employees  | Against | A vote AGAINST this proposal is recommended because a lack of disclosure regarding key terms of such plans prevents international institutional                   |
| CEMEX SAB de CV                      | Annual  | 22-Mar-24 | Elect Rogelio Zambrano Lozano as Board Chairman  | 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 Fernando Angeli Gonzalez Olivieri 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 Marcelo Zambrano Lozano 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 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                      | Annual  | 22-Mar-24 | Elect Everardo Etizondo Almaguer 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 Ramiro Garardo Villarreal Morales 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 Ramiro Sanjit 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 Isabel Maria Aguilera Navarro 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 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.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 Rene Delgado 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 Etizondo Almaguer as Chairman 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 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                      | Annual  | 22-Mar-24 | Elect Roger Saldana Madero as Secretary 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 Rene Delgado Galvan as Deputy Secretary 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 Francisco Javier Fernandez Carbajal as Chairman 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,              |
| CEMEX SAB de CV                      | Annual  | 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,              |
| CEMEX SAB de CV                      | Annual  | 22-Mar-24 | Elect Ramiro Garardo Villarreal Morales 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,              |
| CEMEX SAB de CV                      | Annual  | 22-Mar-24 | Elect Rene Delgado Galvan as Secretary 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,              |
| CEMEX SAB de CV                      | Annual  | 22-Mar-24 | Elect Rene Delgado Galvan as Deputy Secretary 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,              |
| CEMEX SAB de CV                      | Annual  | 22-Mar-24 | Elect Armando J. Garcia Segovia as Chairman of Sustainability, Climate Action, Social Impact and Diversity 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 Marcelo Zambrano Lozano as Member of Sustainability, Climate Action, Social Impact and Diversity 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 Isabel Maria Aguilera Navarro as Member of Sustainability, Climate Action, Social Impact and Diversity 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 Maria de Lourdes Melgar Palacios as Member of Sustainability, Climate Action, Social Impact and Diversity 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 Roger Saldana Madero as Secretary of Sustainability, Climate Action, Social Impact and Diversity 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 Rene Delgado Galvan as Deputy Secretary of Sustainability, Climate Action, Social Impact and Diversity 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 | Approve Remuneration of Directors and Members of Audit, Corporate Practices and Finance, Sustainability, Climate Action, Social Impact and Diversity Corn        | For     | A vote FOR this item is warranted because: * There are no known concerns over the composition of the company's directors; and * There is no evidence of,          |
| CEMEX SAB de CV                      | Annual  | 22-Mar-24 | Authorize Board to Ratify and Execute Approved Resolutions   | For     | A vote FOR this routine 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 Financial Statements and Statutory Reports   | For     | A vote FOR this closing proposal is warranted because: * Audited financials are available for FY 2022, and there are no independent auditor qualifications; and * |
| Fomento Economico Mexicano SAB de CV | Annual  | 22-Mar-24 | Approve Allocation of Income and Cash Dividends  | For     | A vote FOR this item is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.                             |
| Fomento Economico Mexicano SAB de CV | Annual  | 22-Mar-24 | Set Maximum Amount of Share Repurchase Reserve; Receive Report on Share Repurchase   | For     | A vote FOR this item is warranted because: * The company's proposed share repurchase reserve appears reasonable and *   |
| Fomento Economico Mexicano SAB de CV | Annual  | 22-Mar-24 | Elect Jose Antonio Fernandez Carbajal as 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 Barbara Garza Lagueria Gonda as 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 Mariana Garza Lagueria Gonda as 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 Jose Calderon Rojas as 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 Garza Garza as 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 Bertha Paula Michel Gonzalez as 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 Alejandro Bailleres Gual as Director   | Against | 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 Paulina Garza Lagueria Gonda as 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 Olga Gonzalez Aponte as 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 Michael Larson as 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 Ricardo E. Saldivar Escajalido as 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 Victor Alberto Tinoco Celorio as 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 Daniel Alegria as 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 Gibu Thomas as 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 Elane Stock as 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 Michael Kahus 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 Kouary 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 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 | 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, Kohel  | 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 Policy of Corporate Officers  | Against | A vote AGAINST is warranted as: * The company received significant free float outside of 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   | Against | A vote FOR this item 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   | Against | A vote FOR the reelection of this independent nominee is warranted in the absence of specific concerns (Item T2). 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 T2). 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 | Appoint PricewaterhouseCoopers Audit as Sustainability Auditor   | For     | A vote FOR is warranted because there are no concerns regarding this proposal.   |
| Sartorius Stedim Biotech SA          | Annual/Special             | 26-Mar-24 | Authorize Repurchase of Up to 10 Percent of Issued Share Capital   | Against | This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.   |
| Sartorius Stedim Biotech SA          | Annual/Special             | 26-Mar-24 | Amend Articles 17 and 22 of Bylaws Re: General Meetings  | For     | 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   | For     | These are routine meeting formalities.   |
| Konecranes Oyj                       | Annual                     | 27-Mar-24 | Call the Meeting to Order  | For     | These are routine meeting formalities.   |
| Konecranes Oyj                       | Annual                     | 27-Mar-24 | Designate Inspector or Shareholder Representative(s) of Minutes of Meeting   | For     | These are routine meeting formalities.   |
| Konecranes Oyj                       | Annual                     | 27-Mar-24 | Acknowledge Proper Convening of Meeting  | For     | These are routine meeting formalities.   |
| Konecranes Oyj                       | Annual                     | 27-Mar-24 | Prepare and Approve List of Shareholders   | For     | These are routine meeting formalities.   |
| Konecranes Oyj                       | Annual                     | 27-Mar-24 | Receive Financial Statements and Statutory Reports   | For     | 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 Oyj                       | 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; Appro                 | For     | 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 Oyj                       | Annual                     | 27-Mar-24 | Reelect Pauli Anttila, Pasi Laine (Chair), Ulf Liljedahl, Gun Nilsson, Sami Piittaniemi and Pavi Rekonen as Directors; Elect Thomas Schulz and Birgit Seeger as Ne   | Against | A vote AGAINST this proposal is warranted because candidate Pasi Laine is considered overboarded.  |
| Konecranes Oyj                       | Annual                     | 27-Mar-24 | Approve Remuneration of Auditors   | For     | A vote FOR is warranted because there are no concerns regarding this proposal.   |
| Konecranes Oyj                       | 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 14; 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 Oyj                       | 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 | Approve Issuance of up to 7.5 Million Shares without Preemptive Rights   | For     | A vote FOR this issuance authorization is warranted because the potential share capital increase is not excessive.   |
| Konecranes Oyj                       | 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                       | Annual                     | 27-Mar-24 | Approve Equity Plan Financing  | For     | 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  | For     | 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 AGAINST 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 AGAINST 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 AGAINST 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 AGAINST 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 AGAINST 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 AGAINST 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 AGAINST 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 AGAINST 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'      |
| 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        |
| Park Systems Corp.                   | Annual                     | 28-Mar-24 | Elect Park Sang-il as Inside Director  | Abstain | 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.                   | 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.  |
| Park Systems Corp.                   | Annual                     | 28-Mar-24 | Elect Park Gi-jun as Outside Director to Serve as an Audit Committee Member  | 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.            |
| Park Systems Corp.                   | Annual                     | 28-Mar-24 | Elect Kim Gyu-sik 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 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.   |
| TIM SA                               | Extraordinary Shareholders | 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                |
| Extraordinary Shareholders           | Annual                     | 28-Mar-24 | 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         |
| Extraordinary Shareholders           | Annual                     | 28-Mar-24 | Amend Articles of Incorporation  | For     | A vote FOR this resolution is warranted because: * The company has provided the full text of the proposed amendments; and * The proposed changes are               |
| TIM SA                               | 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     |
| TIM SA                               | 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         |
| TIM SA                               | 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.                              |
| TIM SA                               | Annual                     | 28-Mar-24 | Fix Number of Fiscal Council Members at Three  | For     | A vote FOR this administrative request is warranted.   |
| TIM SA                               | 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 Corpo Abstat | For     | A vote AGAINST this request is warranted because lack of timely disclosure prevents international institutional investors from making an informed voting           |
| TIM SA                               | Annual                     | 28-Mar-24 | 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 C       | Abstain | 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            |
| TIM SA                               | Annual                     | 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             |