



PROXY VOTING REPORT

Full Details

Robeco | 01.01.2024 - 31.03.2024

Proxy Voting Full Details Report

Plus500 Ltd		Meeting Date: 08.01.2024		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Anne Grim	Management	For	For	
4	Elect Tamar Gottlieb	Management	For	For	
6	Elect Daniel King	Management	For	For	

D.R. Horton Inc.		Meeting Date: 17.01.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Donald R. Horton	Management	For	Against	Board is not sufficiently independent Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices
2	Elect Barbara K. Allen	Management	For	Against	
3	Elect Brad S. Anderson	Management	For	For	
4	Elect David V. Auld	Management	For	For	
5	Elect Michael R. Buchanan	Management	For	For	
6	Elect Benjamin S. Carson, Sr.	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
7	Elect Maribess L. Miller	Management	For	For	
8	Elect Paul J. Romanowski	Management	For	For	
9	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when remuneration is deemed excessive and bears a significant cost for shareholders.
10	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	
11	Approval of the 2024 Stock Incentive Plan	Management	For	For	
12	Ratification of Auditor	Management	For	For	

Intuit Inc		Meeting Date: 18.01.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Eve Burton	Management	For	For	
2	Elect Scott D. Cook	Management	For	For	
3	Elect Richard L. Dalzell	Management	For	For	
4	Elect Sasan Goodarzi	Management	For	For	
5	Elect Deborah Liu	Management	For	For	
6	Elect Tekedra Mawakana	Management	For	For	
7	Elect Suzanne Nora Johnson	Management	For	For	
8	Elect Ryan Roslansky	Management	For	For	
9	Elect Thomas J. Szkutak	Management	For	For	
10	Elect Raul Vazquez	Management	For	For	
11	Elect Eric Yuan	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when remuneration is deemed excessive and bears a significant cost for shareholders.
13	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	
14	Ratification of Auditor	Management	For	For	
15	Amendment to the 2005 Equity Incentive Plan	Management	For	For	
16	Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Options	Shareholder	Against	Against	The spirit of the proposal is supportive. However, we consider the company's retirement plan options to fall outside the shareholders' remit.

Super Micro Computer Inc		Meeting Date: 22.01.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Judy Li-Ju Lin	Management	For	Withhold	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
2	Elect Chiu-Chu Liu Liang	Management	For	For	
3	Elect Yih-Shyan Liaw	Management	For	For	
4	Advisory Vote on Executive Compensation	Management	For	For	
5	Ratification of Auditor	Management	For	For	
6	Amendment to the 2020 Equity and Incentive Compensation Plan	Management	For	Against	Excessive overhang; Pace of historical grants

Visa Inc		Meeting Date: 23.01.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Lloyd A. Carney	Management	For	For	
2	Elect Kermit R. Crawford	Management	For	For	
3	Elect Francisco Javier Fernández Carbajal	Management	For	For	
4	Elect Ramon L. Laguarda	Management	For	For	
5	Elect Teri L. List	Management	For	For	
6	Elect John F. Lundgren	Management	For	For	

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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Elect Ryan McInerney	Management	For	For	
8	Elect Denise M. Morrison	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
9	Elect Pamela Murphy	Management	For	For	
10	Elect Linda J. Rendle	Management	For	For	
11	Elect Maynard G. Webb, Jr.	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
13	Ratification of Auditor	Management	For	For	
14	Exchange Offer Amendments	Management	For	For	
15	Right to Adjourn Meeting	Management	For	For	
16	Shareholder Proposal Regarding Severance Approval Policy	Shareholder	Against	For	SHP Remuneration - Vote For when the proposal requests that the company seeks shareholder approval prior to entering severance agreements which provide substantial benefits.

MSC Industrial Direct Co., Inc.

Meeting Date: 24.01.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Erik Gershwind	Management	For	For	
2	Elect Louise K. Goeser	Management	For	For	
3	Elect Mitchell Jacobson	Management	For	For	
4	Elect Michael C. Kaufmann	Management	For	For	
5	Elect Steven Paladino	Management	For	For	
6	Elect Philip R. Peller	Management	For	For	
7	Elect Rahquel Purcell	Management	For	For	
8	Elect Rudina Seseeri	Management	For	For	
9	Ratification of Auditor	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	For	
11	Frequency of Advisory Vote on Executive Compensation	Management	1 Year	1 Year	

Metro Inc

Meeting Date: 30.01.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Lori-Ann Beausoleil	Management	For	For	
2	Elect Maryse Bertrand	Management	For	For	
3	Elect Pierre Boivin	Management	For	For	
4	Elect François J. Coutu	Management	For	For	
5	Elect Michel Coutu	Management	For	For	
6	Elect Stephanie Coyles	Management	For	For	
7	Elect Geneviève Fortier	Management	For	For	
8	Elect Marc Guay	Management	For	For	
9	Elect Eric R. La Flèche	Management	For	For	
10	Elect Christine Magee	Management	For	For	
11	Elect Brian McManus	Management	For	For	
12	Elect Pietro Satriano	Management	For	For	
13	Appointment of Auditor	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	For	
15	Shareholder Proposal Regarding Cage-Free Eggs	Shareholder	Against	For	SHP - Vote For when shareholder proposal requests companies address material ESG risks
16	Shareholder Proposal Regarding In-Person Shareholder Meetings	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.
17	Shareholder Proposal Regarding Change of Auditor	Shareholder	Against	Against	
18	Shareholder Proposal Regarding Anticompetitive Practices	Shareholder	Against	For	SHP - Vote For when shareholder proposal aims to increase transparency on material ESG issues

Bellring Brands Inc

Meeting Date: 31.01.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Shawn M. Conway	Management	For	For	
2	Elect Thomas P. Erickson	Management	For	For	
3	Elect Jennifer Kuperman Johnson	Management	For	For	
4	Ratification of Auditor	Management	For	For	
5	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.

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CGI Inc		Meeting Date: 31.01.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Sophie Brochu	Management	For	For	
2	Elect George A. Cope	Management	For	For	
3	Elect Jacynthe Côté	Management	For	For	
4	Elect Julie Godin	Management	For	For	
5	Elect Serge Godin	Management	For	For	
6	Elect André Imbeau	Management	For	For	
7	Elect Gilles Labbé	Management	For	For	
8	Elect Michael B. Pedersen	Management	For	For	
9	Elect Stephen S. Poloz	Management	For	For	
10	Elect Mary G. Powell	Management	For	For	
11	Elect Alison C. Reed	Management	For	For	
12	Elect Michael E. Roach	Management	For	For	
13	Elect George D. Schindler	Management	For	For	
14	Elect Kathy N. Waller	Management	For	For	
15	Elect Frank Witter	Management	For	Withhold	Less than 75% Attendance
16	Appointment of Auditor and Authority to Set Fees	Management	For	For	
17	Shareholder Proposal Regarding Linking Employee Compensation to ESG Performance	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive.
18	Shareholder Proposal Regarding In-Person Shareholder Meetings	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.

Amdocs Ltd		Meeting Date: 02.02.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Eli Gelman	Management	For	For	
2	Elect Robert A. Minicucci	Management	For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity.
3	Elect Adrian Gardner	Management	For	For	
4	Elect Richard T.C. LeFave	Management	For	For	
5	Elect Ralph de la Vega	Management	For	For	
6	Elect John A. MacDonald	Management	For	For	
7	Elect Yvette Kanouff	Management	For	For	
8	Elect Sarah Ruth Davis	Management	For	For	
9	Elect Amos Genish	Management	For	For	
10	Elect Shuky Sheffer	Management	For	For	
11	Amendment to the 1998 Stock Option and Incentive Plan	Management	For	For	
12	Increase Quarterly Dividend	Management	For	For	
13	Accounts and Reports	Management	For	For	
14	Appointment of Auditor and Authority to Set Fees	Management	For	For	

Compass Group Plc		Meeting Date: 08.02.2024			Meeting Type: Annual
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Final Dividend	Management	For	For	
4	Elect Petros Parras	Management	For	For	
5	Elect Leanne Wood	Management	For	For	
6	Elect Ian K. Meakins	Management	For	For	
7	Elect Dominic Blakemore	Management	For	For	
8	Elect Palmer Brown	Management	For	For	
9	Elect Stefan Bomhard	Management	For	For	
10	Elect John A. Bryant	Management	For	For	
11	Elect Arlene Isaacs-Lowe	Management	For	For	
12	Elect Anne-Francoise Nesmes	Management	For	For	
13	Elect Sundar Raman	Management	For	For	
14	Elect Nelson Luiz Costa Silva	Management	For	For	
15	Elect Ireena Vittal	Management	For	For	
16	Appointment of Auditor	Management	For	For	
17	Authority to Set Auditor's Fees	Management	For	For	
18	Authorisation of Political Donations	Management	For	For	
19	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	
20	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
21	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)	Management	For	For	
22	Authority to Repurchase Shares	Management	For	For	

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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
23	Authority to Set General Meeting Notice Period at 14 Days	Management	For	For	

Fair Isaac Corp.

Meeting Date: 14.02.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Braden R. Kelly	Management	For	For	
2	Elect Fabiola R. Arredondo	Management	For	For	
3	Elect James D. Kirsner	Management	For	For	
4	Elect William J. Lansing	Management	For	For	
5	Elect Eva Manolis	Management	For	For	
6	Elect Marc F. McMorris	Management	For	For	
7	Elect Joanna Rees	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices
8	Elect David A. Rey	Management	For	For	
9	Elect H. Tayloe Stansbury	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote Against when remuneration is deemed excessive and bears a significant cost for shareholders.
11	Ratification of Auditor	Management	For	For	

Apple Inc

Meeting Date: 28.02.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Wanda M. Austin	Management	For	For	
2	Elect Timothy D. Cook	Management	For	For	
3	Elect Alex Gorsky	Management	For	For	
4	Elect Andrea Jung	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
5	Elect Arthur D. Levinson	Management	For	For	
6	Elect Monica C. Lozano	Management	For	For	
7	Elect Ronald D. Sugar	Management	For	For	
8	Elect Susan L. Wagner	Management	For	Against	Board - Vote Against when the board fails to address the negative impact of long tenure on the level of board and/or committee independence.
9	Ratification of Auditor	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration – Vote Against when the remuneration assessment framework shows a lack of adequate structure.
11	Shareholder Proposal Regarding EEO Policy Risk Report	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the company's ESG efforts.
12	Shareholder Proposal Regarding Curating and Managing Disputes Concerning App Content	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the company's ESG efforts.
13	Shareholder Proposal Regarding Median Gender and Racial Pay Equity Report	Shareholder	Against	For	SHP Remuneration - Vote For when proposal request company to increase disclosure & transparency on compensation practices.
14	Shareholder Proposal Regarding Report on Use of Artificial Intelligence	Shareholder	Against	For	SHP - Vote For when shareholder proposal aims to increase transparency on material ESG issues.
15	Shareholder Proposal Regarding Congruency Report on Privacy and Human Rights Policies	Shareholder	Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the company's ESG efforts.

Novartis AG

Meeting Date: 05.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Approval of Non-Financial Statement Reports	Management	For	For	
3	Ratification of Board and Management Acts	Management	For	For	
4	Allocation of Dividends	Management	For	For	
5	Cancellation of Shares and Reduction in Share Capital	Management	For	For	
6	Board Compensation	Management	For	For	
7	Executive Compensation (Total)	Management	For	For	
8	Compensation Report	Management	For	For	
9	Elect Jörg Reinhardt as Board Chair	Management	For	For	
10	Elect Nancy C. Andrews	Management	For	For	
11	Elect Ton Büchner	Management	For	For	
12	Elect Patrice Bula	Management	For	For	
13	Elect Elizabeth Doherty	Management	For	For	
14	Elect Bridgette P. Heller	Management	For	For	
15	Elect Daniel Hochstrasser	Management	For	For	
16	Elect Frans van Houten	Management	For	For	
17	Elect Simon Moroney	Management	For	For	
18	Elect Ana de Pro Gonzalo	Management	For	For	
19	Elect Charles L. Sawyers	Management	For	For	

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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
20	Elect William T. Winters	Management	For	For	
21	Elect John D. Young	Management	For	For	
22	Elect Patrice Bula as Compensation Committee Member	Management	For	For	
23	Elect Bridgette P. Heller as Compensation Committee Member	Management	For	For	
24	Elect Simon Moroney as Compensation Committee Chair	Management	For	For	
25	Elect William T. Winters as Compensation Committee Member	Management	For	For	
26	Appointment of Auditor	Management	For	For	
27	Appointment of Independent Proxy	Management	For	For	
28	Transaction of Other Business	Management	N/A	Against	Granting unfettered discretion is unwise

Qualcomm, Inc.

Meeting Date: 05.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Sylvia Acevedo	Management	For	For	
2	Elect Cristiano R. Amon	Management	For	For	
3	Elect Mark Fields	Management	For	For	
4	Elect Jeffrey W. Henderson	Management	For	For	
5	Elect Gregory N. Johnson	Management	For	For	
6	Elect Ann M. Livermore	Management	For	For	
7	Elect Mark D. McLaughlin	Management	For	For	
8	Elect Jamie S. Miller	Management	For	For	
9	Elect Irene B. Rosenfeld	Management	For	For	
10	Elect Kornelis Smit	Management	For	For	
11	Elect Jean-Pascal Tricoire	Management	For	For	
12	Elect Anthony J. Vinciguerra	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Vote manually when remuneration is deemed excessive and bears a significant cost for shareholders.
15	Amendment to the 2023 Long-Term Incentive Plan	Management	For	For	
16	Amendment to Certificate of Incorporation Regarding Officer Exculpation	Management	For	For	
17	Amendment to Bylaws to Add Federal Forum Selection Provision	Management	For	For	

Hologic, Inc.

Meeting Date: 07.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Stephen P. MacMillan	Management	For	For	
2	Elect Sally W. Crawford	Management	For	Against	Board - Vote Against when the board fails to address the negative impact of long tenure on the level of board and/or committee independence.
3	Elect Charles J. Dockendorff	Management	For	For	
4	Elect Scott T. Garrett	Management	For	For	
5	Elect Ludwig N. Hantson	Management	For	For	
6	Elect Nanaz Mohtashami	Management	For	For	
7	Elect Christina Stamoulis	Management	For	For	
8	Elect Stacey D. Stewart	Management	For	For	
9	Elect Amy M. Wendell	Management	For	For	
10	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration – Vote Against when the remuneration assessment framework shows a lack of adequate structure.
11	Ratification of Auditor	Management	For	For	

Wartsila Oyj Abp

Meeting Date: 07.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Ratification of Board and CEO Acts	Management	For	For	
4	Remuneration Report	Management	For	For	
5	Directors' Fees	Management	For	For	
6	Board Size	Management	For	For	
7	Election of Directors	Management	For	Against	Board - Vote Against when the chair of the remuneration committee is not independent.
8	Authority to Set Auditor's Fees	Management	For	For	
9	Appointment of Auditor	Management	For	For	
10	Authority to Set Fees to Auditor for Sustainability Reporting	Management	For	For	
11	Appointment of Auditor for Sustainability Reporting	Management	For	For	
12	Amendments to Articles	Management	For	Against	Changes to Company Statutes - Vote Against when the Company has requested the right to hold a virtual-only meeting.

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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
13	Authority to Repurchase Shares	Management	For	For	
14	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	

Cencora Inc. Meeting Date: 12.03.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Ornella Barra	Management	For	For	
2	Elect Werner Baumann	Management	For	For	
3	Elect Steven H. Collis	Management	For	For	
4	Elect D. Mark Durcan	Management	For	For	
5	Elect Richard W. Gochnauer	Management	For	For	
6	Elect Lon R. Greenberg	Management	For	Against	Board - Vote Against when the board fails to address the negative impact of long tenure on the level of board and/or committee independence.
7	Elect Kathleen W. Hyle	Management	For	For	
8	Elect Lorence H. Kim	Management	For	For	
9	Elect Redonda G. Miller	Management	For	For	
10	Elect Dennis M. Nally	Management	For	For	
11	Elect Lauren M. Tyler	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	
13	Ratification of Auditor	Management	For	For	
14	Amendment Regarding Officer Exculpation	Management	For	For	
15	Miscellaneous Amendments to Certificate of Incorporation	Management	For	For	
16	Shareholder Proposal Regarding Plurality Voting in Contested Elections	Shareholder	Against	Against	SHP - Vote Against when the company sufficiently addresses the concerns raised by the topic of the proposal.

Toll Brothers Inc. Meeting Date: 12.03.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Douglas C. Yearley, Jr.	Management	For	For	
2	Elect Stephen F. East	Management	For	For	
3	Elect Christine N. Garvey	Management	For	For	
4	Elect Karen H. Grimes	Management	For	For	
5	Elect Derek T. Kan	Management	For	For	
6	Elect John A. McLean	Management	For	For	
7	Elect Wendell E. Pritchett	Management	For	For	
8	Elect Judith A. Reinsdorf	Management	For	For	
9	Elect Katherine M. Sandstrom	Management	For	For	
10	Elect Paul E. Shapiro	Management	For	Against	Board - Vote Against when the board fails to address the negative impact of long tenure on the level of board and/or committee independence.
11	Elect Scott D. Stowell	Management	For	For	
12	Ratification of Auditor	Management	For	For	
13	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration – Vote Against when the remuneration assessment framework shows a lack of adequate structure.

Analog Devices Inc. Meeting Date: 13.03.2024 Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Vincent Roche	Management	For	For	
2	Elect Stephen M. Jennings	Management	For	For	
3	Elect André Andonian	Management	For	For	
4	Elect James A. Champy	Management	For	For	
5	Elect Edward H. Frank	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
6	Elect Laurie H. Glimcher	Management	For	For	
7	Elect Karen M. Golz	Management	For	For	
8	Elect Peter B. Henry	Management	For	For	
9	Elect Mercedes Johnson	Management	For	For	
10	Elect Ray Stata	Management	For	For	
11	Elect Susie Wee	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	Against	Remuneration - Fails the remuneration framework assessment on structure and a critical factor.
13	Ratification of Auditor	Management	For	For	
14	Shareholder Proposal Regarding Simple Majority Vote	Shareholder	Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights.

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Banco Bilbao Vizcaya Argentaria.		Meeting Date: 14.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Report on Non-Financial Information	Management	For	For	
3	Allocation of Dividends	Management	For	For	
4	Ratification of Board Acts	Management	For	For	
5	Elect José Miguel Andrés Torrecillas	Management	For	For	
6	Elect Jaime Félix Caruana Lacorte	Management	For	For	
7	Elect Belén Garijo López	Management	For	For	
8	Elect Ana Cristina Peralta Moreno	Management	For	For	
9	Elect Jan Verplancke	Management	For	For	
10	Elect Enrique Casanueva Nárdiz	Management	For	For	
11	Elect Cristina de Parias Halcón	Management	For	For	
12	Authority to Cancel Treasury Shares and Reduce Capital	Management	For	For	
13	Maximum Variable Pay Ratio	Management	For	For	
14	Authorisation of Legal Formalities	Management	For	For	
15	Remuneration Report	Management	For	For	

Pandora A/S		Meeting Date: 14.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Remuneration Report	Management	For	For	
3	Directors' Fees	Management	For	For	
4	Allocation of Profits/Dividends	Management	For	For	
5	Elect Peter A. Ruzicka	Management	For	For	
6	Elect Christian Frigast	Management	For	Against	Board - Vote Against when the chair of the nominating committee is not independent. Board - Vote Against when the board fails to address the negative impact of long tenure on the level of board and/or committee independence.
7	Elect Lillian Fossum Biner	Management	For	For	
8	Elect Birgitta Stymne Göransson	Management	For	For	
9	Elect Marianne Kirkegaard	Management	For	For	
10	Elect Catherine Spindler	Management	For	Abstain	Less than 75% Attendance
11	Elect Jan Zijderveld	Management	For	For	
12	Appointment of Auditor	Management	For	For	
13	Ratification of Board and Management Acts	Management	For	For	
14	Cancellation of Shares	Management	For	For	
15	Indemnification Scheme	Management	For	Against	Board - Vote Against the indemnification of directors or auditors when if there are concerns regarding the terms of the agreement.
16	Amendment to Remuneration Policy (Derogation Clause)	Management	For	For	
17	Amendment to Remuneration Policy (STI Maximum Opportunity)	Management	For	For	
18	Amendment to Remuneration Policy (Travel Allowance for Members of the Board)	Management	For	For	
19	Authority to Repurchase Shares	Management	For	For	
20	Authorization of Legal Formalities	Management	For	For	

Swiss Prime Site AG		Meeting Date: 19.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Compensation Report	Management	For	For	
3	Ratification of Board and Management Acts	Management	For	For	
4	Allocation of Profits; Dividend from Reserves	Management	For	For	
5	Board Compensation	Management	For	For	
6	Executive Compensation (Total)	Management	For	For	
7	Elect Ton Büchner	Management	For	For	
8	Elect Reto Conrad	Management	For	For	
9	Elect Barbara A. Knoflach	Management	For	For	
10	Elect Gabrielle Nater-Bass	Management	For	For	
11	Elect Thomas Studhalter	Management	For	For	
12	Elect Brigitte Walter	Management	For	For	
13	Elect Detlef Trefzger	Management	For	For	
14	Appoint Ton Büchner as board chair	Management	For	For	
15	Elect Gabrielle Nater-Bass as Nominating and Compensation Committee member	Management	For	For	
16	Elect Barbara A. Knoflach as Nominating and Compensation Committee member	Management	For	For	

Proxy Voting Full Details Report

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
17	Elect Detlef Trefzger as Nominating and Compensation Committee member	Management	For	For	
18	Appointment of Independent Proxy	Management	For	For	
19	Appointment of Auditor	Management	For	Against	Audit/Financials - Vote Against when issues regarding the tenure, fees, independence of the audit are not in line with market best practice.
20	Additional or Amended Proposals	Management	N/A	Against	Granting unfettered discretion is unwise

Enagas SA

Meeting Date: 20.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Report on Non-Financial Information	Management	For	For	
3	Allocation of Dividends	Management	For	For	
4	Ratification of Board Acts	Management	For	For	
5	Appointment of Auditor	Management	For	For	
6	Elect Sociedad Estatal de Participaciones Industriales - SEPI (Bartolomé Lora Toro)	Management	For	For	
7	Elect José Blanco López	Management	For	For	
8	Elect José Montilla Aguilera	Management	For	For	
9	Elect Cristóbal José Gallego Castillo	Management	For	For	
10	Board Size	Management	For	For	
11	Remuneration Policy	Management	For	For	
12	Remuneration Report	Management	For	For	
13	Authorisation of Legal Formalities	Management	For	For	

Banco Santander S.A.

Meeting Date: 21.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Report on Non-Financial Information	Management	For	For	
3	Ratification of Board Acts	Management	For	For	
4	Allocation of Dividends	Management	For	For	
5	Board Size	Management	For	For	
6	Elect Juan Carlos Barrabés Cónsul	Management	For	For	
7	Elect Antonio Francesco Weiss	Management	For	For	
8	Elect Francisco Javier Botín-Sanz de Sautuola y O'Shea	Management	For	For	
9	Elect Germán de la Fuente Escamilla	Management	For	For	
10	Elect Enrique de Castro	Management	For	For	
11	Elect José Antonio Álvarez Álvarez	Management	For	For	
12	Elect Belén Romana García	Management	For	For	
13	Appointment of Auditor	Management	For	For	
14	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
15	Authority to Cancel Treasury Shares (Buy-Back Programme)	Management	For	For	
16	Authority to Cancel Treasury Shares	Management	For	For	
17	Remuneration Policy	Management	For	For	
18	Directors' Fees	Management	For	For	
19	Maximum Variable Pay Ratio	Management	For	For	
20	Deferred Multiyear Objectives Variable Remuneration Plan	Management	For	For	
21	Buy-Out Policy	Management	For	For	
22	Remuneration Report	Management	For	For	
23	Authorisation of Legal Formalities	Management	For	For	

Bankinter SA

Meeting Date: 21.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Report on Non-Financial Information	Management	For	For	
3	Ratification of Board Acts	Management	For	For	
4	Allocation of Dividends	Management	For	For	
5	Appointment of Auditor	Management	For	For	
6	Elect Gloria Ortiz Portero	Management	For	For	
7	Elect Teresa Paz-Ares Rodríguez	Management	For	For	
8	Board Size	Management	For	For	
9	Creation of Capitalisation Reserve	Management	For	For	
10	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
11	Authority to Issue Convertible Debt Instruments	Management	For	For	
12	Remuneration Policy	Management	For	Against	Remuneration - Vote Against when there are concerns regarding the vesting provisions upon a change in control.

Proxy Voting Full Details Report

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
13	Authority to Transfer Shares Pursuant to Annual Variable Plan	Management	For	For	
14	Maximum Variable Pay Ratio	Management	For	For	
15	Authorisation of Legal Formalities	Management	For	For	
16	Remuneration Report	Management	For	For	

CaixaBank, S.A

Meeting Date: 21.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Report on Non-Financial Information	Management	For	For	
3	Ratification of Board Acts	Management	For	For	
4	Allocation of Dividends	Management	For	For	
5	Appointment of Auditor	Management	For	For	
6	Elect María Verónica Fisas Vergés	Management	For	For	
7	First Authority to Cancel Treasury Shares and Reduce Capital	Management	For	For	
8	Second Authority to Cancel Treasury Shares and Reduce Capital	Management	For	For	
9	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
10	Authority to Issue Convertible Securities w/ or w/o Preemptive Rights	Management	For	For	
11	Amendment to the Remuneration Policy	Management	For	For	
12	Authority to Issue Share Pursuant to Equity Remuneration Plan	Management	For	For	
13	Maximum Variable Pay Ratio	Management	For	For	
14	Remuneration Report	Management	For	For	
15	Authorisation of Legal Formalities	Management	For	For	

Danske Bank AS

Meeting Date: 21.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Remuneration Report	Management	For	Against	Remuneration - Fails the remuneration framework assessment on a critical factor.
4	Remuneration Policy	Management	For	For	
5	Election of Directors	Management	For	For	
6	Elect Martin Blessing	Management	For	For	
7	Elect Lars-Erik Brønø	Management	For	For	
8	Elect Jacob Dahl	Management	For	For	
9	Elect Raija-Leena Hankonen-Nybom	Management	For	For	
10	Elect Allan Polack	Management	For	For	
11	Elect Helle Valentin	Management	For	For	
12	Elect Lieve Mostrey	Management	For	For	
13	Elect Martin Nørkjær Larsen	Management	For	For	
14	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting	Management	For	For	
15	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	
16	Authority to Repurchase Shares	Management	For	For	
17	Directors' Fees	Management	For	For	
18	Approval of Indemnification Scheme	Management	For	Against	Board - Vote Against the indemnification of directors or auditors when if there are concerns regarding the terms of the agreement.
19	Shareholder Proposal Regarding Banking Benefits for Shareholders	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive.
20	Shareholder Proposal Regarding Climate Policy	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive.
21	Shareholder Proposal Regarding Exclusion of Shares in Oil and Gas	Shareholder	Against	Against	SHP - Vote Against when the proposal is deemed too prescriptive.
22	Authorization of Legal Formalities	Management	For	For	

Novo Nordisk

Meeting Date: 21.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Remuneration Report	Management	For	For	
4	Directors' Fees	Management	For	For	
5	Indemnification of the Board of Directors	Management	For	For	
6	Indemnification of the Executive Management	Management	For	For	
7	Amendments to Articles	Management	For	For	
8	Remuneration Policy	Management	For	For	
9	Election of Helge Lund as Chair	Management	For	For	

Proxy Voting Full Details Report

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
10	Election of Henrik Poulsen as Vice Chair	Management	For	Against	Board - Vote Against when the chair of the remuneration committee is not independent.
11	Elect Laurence Debroux	Management	For	For	
12	Elect Andreas Fibig	Management	For	For	
13	Elect Sylvie Grégoire	Management	For	For	
14	Elect Kasim Kutay	Management	For	For	
15	Elect Christina Choi Lai Law	Management	For	For	
16	Elect Martin Mackay	Management	For	Abstain	Potential overcommitment
17	Appointment of Auditor	Management	For	Against	Audit/Financials - Vote Against when issues regarding the tenure, fees, independence of the audit are not in line with market best practice.
18	Cancellation of Shares	Management	For	For	
19	Authority to Repurchase Shares	Management	For	For	
20	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	

Sydbank		Meeting Date: 21.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Remuneration Report	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability
4	Elect Tine Seehausen	Management	For	For	
5	Elect Robin Feddern	Management	For	For	
6	Elect Per Nordvig Nielsen	Management	For	For	
7	Elect Jon Stefansson	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices.
8	Elect Carsten Sandbæk Kristensen	Management	For	For	
9	Elect Lise Von Seelen	Management	For	For	
10	Elect Lars Mikkilgaard-Jensen	Management	For	For	
11	Elect Christian Bring	Management	For	For	
12	Elect Lars Andersen	Management	For	For	
13	Elect Susanne Schou	Management	For	For	
14	Elect Jacob Christian Nielsen	Management	For	For	
15	Elect Hans-Jørgen Skovby Jørgensen	Management	For	For	
16	Elect Anne-Mette Elbæk Mapouya	Management	For	For	
17	Elect Martin Lentfer Petersen	Management	For	For	
18	Elect Bjarne Emborg Pedersen	Management	For	For	
19	Elect Kristine Schmidt	Management	For	For	
20	Elect Jan Christensen	Management	For	For	
21	Elect Mette Hejl	Management	For	For	
22	Appointment of Auditor	Management	For	For	
23	Cancellation of Shares	Management	For	For	
24	Remuneration Policy	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability
25	Directors' Fees	Management	For	For	
26	Indemnification of Directors/Officers	Management	For	For	
27	Authority to Repurchase Shares	Management	For	For	

Tryg AS		Meeting Date: 21.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Ratification of Board and Management Acts	Management	For	For	
3	Allocation of Profits/Dividends	Management	For	For	
4	Remuneration Report	Management	For	For	
5	Directors' Fees	Management	For	For	
6	Cancellation of Shares	Management	For	For	
7	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
8	Authority to Repurchase Shares	Management	For	For	
9	Indemnification of Directors/Officers	Management	For	For	
10	Remuneration Policy	Management	For	For	
11	Elect Jukka Pertola	Management	For	For	
12	Elect Carl-Viggo Östlund	Management	For	For	
13	Elect Mengmeng Du	Management	For	For	
14	Elect Thomas Hofman-Bang	Management	For	For	
15	Elect Steffen Kragh	Management	For	For	
16	Elect Benedicte Bakke Agerup	Management	For	For	
17	Appointment of Auditor	Management	For	For	

Proxy Voting Full Details Report

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
18	Authorization of Legal Formalities	Management	For	For	

Yamaha Motor Co Ltd

Meeting Date: 21.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Katsuaki Watanabe	Management	For	For	
3	Elect Yoshihiro Hidaka	Management	For	For	
4	Elect Heiji Maruyama	Management	For	For	
5	Elect Satohiko Matsuyama	Management	For	For	
6	Elect Motofumi Shitara	Management	For	For	
7	Elect Takuya Nakata	Management	For	For	
8	Elect Yuko Tashiro	Management	For	For	
9	Elect Tetsuji Ohashi	Management	For	For	
10	Elect Jin Song Montesano	Management	For	For	
11	Elect Keiji Masui	Management	For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards.

Randstad NV

Meeting Date: 26.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report	Management	For	For	
2	Accounts and Reports	Management	For	For	
3	Allocation of Dividends	Management	For	For	
4	Allocation of Special Dividend	Management	For	For	
5	Ratification of Management Board Acts	Management	For	For	
6	Ratification of Supervisory Board Acts	Management	For	For	
7	Elect Dimitra Manis to the Supervisory Board	Management	For	For	
8	Elect Philippe Vimard to the Supervisory Board	Management	For	For	
9	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
10	Authority to Repurchase Shares	Management	For	For	
11	Cancellation of Shares	Management	For	For	

Renesas Electronics Corporation

Meeting Date: 26.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Amendments to Articles	Management	For	For	
3	Amendments to Articles	Management	For	For	
4	Elect Hidetoshi Shibata	Management	For	For	
5	Elect Jiro Iwasaki	Management	For	For	
6	Elect Selena Loh Lacroix	Management	For	For	
7	Elect Noboru Yamamoto	Management	For	For	
8	Elect Takuya Hirano	Management	For	For	
9	Elect Tomoko Mizuno	Management	For	For	

SGS AG

Meeting Date: 26.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Report on Non-Financial Matters	Management	For	For	
3	Compensation Report	Management	For	For	
4	Ratification of Board and Management Acts	Management	For	For	
5	Allocation of Dividends	Management	For	For	
6	Issuance of Shares without Preemptive Rights	Management	For	For	
7	Cancellation of Shares and Reduction in Share Capital	Management	For	For	
8	Elect Calvin Grieder	Management	For	For	
9	Elect Sami Atiya	Management	For	For	
10	Elect Phyllis Cheung	Management	For	For	
11	Elect Ian Gallienne	Management	For	For	
12	Elect Tobias Hartmann	Management	For	For	
13	Elect Jens Riedl	Management	For	For	
14	Elect Kory Sorenson	Management	For	For	
15	Elect Janet S. Vergis	Management	For	For	
16	Elect Calvin Grieder as Board Chair	Management	For	For	
17	Elect Sami Atiya as Compensation Committee Member	Management	For	For	
18	Elect Ian Gallienne as Compensation Committee Member	Management	For	For	

Proxy Voting Full Details Report

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
19	Elect Kory Sorenson as Compensation Committee Member	Management	For	For	
20	Appointment of Auditor	Management	For	For	
21	Appointment of Independent Proxy	Management	For	For	
22	Board Compensation	Management	For	For	
23	Executive Compensation (Fixed)	Management	For	For	
24	Executive Compensation (Short-Term)	Management	For	For	
25	Executive Compensation (Long-Term)	Management	For	For	
26	Executive Compensation (Long-Term)	Management	For	Against	Amendment is not in best interests of shareholders
27	Amendments to Articles (Executive Compensation)	Management	For	Against	Amendment is not in best interests of shareholders
28	Amendments to Articles (General Meeting)	Management	For	For	
29	Transaction of Other Business	Management	N/A	Against	Granting unfettered discretion is unwise

APA Corporation

Meeting Date: 27.03.2024

Meeting Type: Special

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Merger with Callon Petroleum Company	Management	For	For	
2	Right to Adjourn Meeting	Management	For	For	

Canon Marketing Japan Inc.

Meeting Date: 27.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Masachika Adachi	Management	For	For	
3	Elect Minoru Mizoguchi	Management	For	For	
4	Elect Hatsumi Hirukawa	Management	For	For	
5	Elect Tsuyoshi Osato	Management	For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards
6	Elect Yoshio Osawa	Management	For	For	
7	Elect Toshiharu Hasebe	Management	For	For	
8	Elect Hiroko Kawamoto	Management	For	For	
9	Elect Yoshihiro Hashimoto	Management	For	For	
10	Elect Iwao Hashimoto	Management	For	For	
11	Elect Seijun Suzuki	Management	For	Against	Board - Vote Against when the statutory auditors board is not sufficiently independent.
12	Bonus	Management	For	For	

Otsuka Corp.

Meeting Date: 27.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Kazuhiko Nakai	Management	For	For	
3	Elect Etsuo Hada	Management	For	For	
4	Elect Katsumasa Minagawa	Management	For	For	
5	Statutory Auditors' Fees	Management	For	For	

Swisscom AG

Meeting Date: 27.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Compensation Report	Management	For	Against	Remuneration - Vote Against when disclosure on remuneration practices is insufficient and there are concerns of board accountability
3	Report on Non-Financial Matters	Management	For	For	
4	Allocation of Dividends	Management	For	For	
5	Ratification of Board and Management Acts	Management	For	For	
6	Elect Michael Rechsteiner as Board Chair	Management	For	For	
7	Elect Roland Abt	Management	For	For	
8	Elect Monique Bourquin	Management	For	For	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices
9	Elect Guus Dekkers	Management	For	For	
10	Elect Frank Esser	Management	For	For	
11	Elect Sandra Lathion-Zweifel	Management	For	For	
12	Elect Anna Mossberg	Management	For	For	
13	Elect Daniel Münger	Management	For	For	
14	Elect Roland Abt as Compensation Committee member	Management	For	For	
15	Elect Monique Bourquin as Compensation Committee member	Management	For	Against	Board - Vote Against when the board repeatedly shows unwillingness to implement good governance standards, such as persistently unacceptable compensation practices
16	Elect Frank Esser as Compensation Committee member	Management	For	For	

Proxy Voting Full Details Report

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
17	Elect Michael Rechsteiner as Compensation Committee member	Management	For	For	
18	Elect Fritz Zurbrügg as Compensation Committee member	Management	For	For	
19	Board Compensation	Management	For	For	
20	Executive Compensation (Total)	Management	For	For	
21	Appointment of Independent Proxy	Management	For	For	
22	Appointment of Auditor	Management	For	Against	Audit/Financials - Vote Against when issues regarding the tenure, fees, independence of the audit are not in line with market best practice.
23	Transaction of Other Business	Management	N/A	Against	Granting unfettered discretion is unwise

Volvo AB

Meeting Date: 27.03.2024

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Election of Presiding Chair	Management	For	For	
2	Agenda	Management	For	For	
3	Compliance with the Rules of Convocation	Management	For	For	
4	Accounts and Reports	Management	For	For	
5	Allocation of Profits/Dividends	Management	For	For	
6	Ratify Matti Alahuhta	Management	For	For	
7	Ratify Bo Annvik	Management	For	For	
8	Ratify Jan Carlson	Management	For	For	
9	Ratify Eric Elzvik	Management	For	For	
10	Ratify Martha Finn Brooks	Management	For	For	
11	Ratify Kurt Jofs	Management	For	For	
12	Ratify Martin Lundstedt	Management	For	For	
13	Ratify Kathryn V. Marinello	Management	For	For	
14	Ratify Martina Merz	Management	For	For	
15	Ratify Hanne de Mora	Management	For	For	
16	Ratify Helena Stjernholm	Management	For	For	
17	Ratify Carl-Henric Svanberg	Management	For	For	
18	Ratify Lars Ask	Management	For	For	
19	Ratify Mats Henning	Management	For	For	
20	Ratify Mari Larsson	Management	For	For	
21	Ratify Urban Spännar	Management	For	For	
22	Ratify Danny Bilger	Management	For	For	
23	Ratify Camilla Johansson	Management	For	For	
24	Ratify Erik Svensson	Management	For	For	
25	Ratify Martin Lundstedt (President and CEO)	Management	For	For	
26	Board Size	Management	For	For	
27	Number of Deputy Board Members	Management	For	For	
28	Directors' Fees	Management	For	For	
29	Elect Matti Alahuhta	Management	For	For	
30	Elect Bo Annvik	Management	For	For	
31	Elect Pär Boman	Management	For	Against	Board - Vote Against when there are concerns that the nominee lacks sufficient time to effectively carry out their role in light of their external commitments
32	Elect Jan Carlson	Management	For	For	
33	Elect Eric A. Elzvik	Management	For	For	
34	Elect Martha Finn Brooks	Management	For	For	
35	Elect Kurt Jofs	Management	For	For	
36	Elect Martin Lundstedt	Management	For	For	
37	Elect Kathryn V. Marinello	Management	For	For	
38	Elect Martina Merz	Management	For	For	
39	Elect Helena Stjernholm	Management	For	Against	Board - Vote Against when there are concerns that the nominee lacks sufficient time to effectively carry out their role in light of their external commitments
40	Elect Pär Boman as Chair	Management	For	Against	Board - Vote Against when there are concerns that the nominee lacks sufficient time to effectively carry out their role in light of their external commitments
41	Authority to Set Auditor's Fees	Management	For	Against	Audit/Financials - Vote Against when issues regarding the tenure, fees, independence of the audit are not in line with market best practice.
42	Appointment of Auditor	Management	For	Against	Audit/Financials - Vote Against when issues regarding the tenure, fees, independence of the audit are not in line with market best practice.
43	Election of Fredrik Persson	Management	For	For	
44	Election of Anders Oscarsson	Management	For	For	
45	Election of Carina Silberg	Management	For	For	
46	Election of Anders Algotsson	Management	For	For	
47	Election of the Chair of the Board as Nominating Committee Member	Management	For	For	
48	Remuneration Report	Management	For	For	

Proxy Voting Full Details Report

Canon Inc.		Meeting Date: 28.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect Fujio Mitarai	Management	For	For	
3	Elect Toshizo Tanaka	Management	For	For	
4	Elect Toshio Homma	Management	For	For	
5	Elect Kazuto Ogawa	Management	For	For	
6	Elect Hiroaki Takeishi	Management	For	For	
7	Elect Minoru Asada	Management	For	For	
8	Elect Yusuke Kawamura	Management	For	For	
9	Elect Masayuki Ikegami	Management	For	For	
10	Elect Masaki Suzuki	Management	For	For	
11	Elect Akiko Ito @ Akiko Noda	Management	For	For	
12	Elect Chikahiro Okayama as Statutory Auditor	Management	For	For	
13	Bonus	Management	For	For	
14	Amendment to the Equity Compensation Plan	Management	For	For	

DBS Group Holdings Ltd		Meeting Date: 28.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports	Management	For	For	
2	Allocation of Profits/Dividends	Management	For	For	
3	Directors' Fees	Management	For	For	
4	Appointment of Auditor and Authority to Set Fees	Management	For	For	
5	Elect Piyush Gupta	Management	For	For	
6	Elect CHNG Kai Fong	Management	For	For	
7	Elect Judy Lee	Management	For	For	
8	Elect David Ho Hing-Yuen	Management	For	For	
9	Authority to Issue Shares w/ or w/o Preemptive Rights	Management	For	For	
10	AUTHORITY TO ISSUE SHARES PURSUANT TO THE DBSH SCRIP DIVIDEND SCHEME	Management	For	For	
11	Authority to Repurchase and Reissue Shares	Management	For	For	

GungHo Online Entertainment, Inc.		Meeting Date: 28.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Kazuki Morishita	Management	For	For	
2	Elect Kazuya Sakai	Management	For	For	
3	Elect Yoshinori Kitamura	Management	For	For	
4	Elect Koji Yoshida	Management	For	For	
5	Elect Akihiko Ichikawa	Management	For	For	
6	Elect Norikazu Oba	Management	For	For	
7	Elect Hidetsugu Onishi	Management	For	For	
8	Elect Keiji Miyakawa	Management	For	For	
9	Elect Susumu Tanaka	Management	For	For	
10	Elect Etsuko Hara	Management	For	For	

Otsuka Holdings Co.,Ltd.		Meeting Date: 28.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Ichiro Otsuka	Management	For	For	
2	Elect Tatsuo Higuchi	Management	For	For	
3	Elect Makoto Inoue	Management	For	For	
4	Elect Yoshiro Matsuo	Management	For	For	
5	Elect Yuko Makino	Management	For	For	
6	Elect Shuichi Takagi	Management	For	For	
7	Elect Masayuki Kobayashi	Management	For	For	
8	Elect Noriko Tojo	Management	For	For	
9	Elect Yukio Matsutani	Management	For	For	
10	Elect Ko Sekiguchi	Management	For	For	
11	Elect Yoshihisa Aoki	Management	For	For	
12	Elect Mayo Mita @ Mayo Nakatsuka	Management	For	For	
13	Elect Tatsuaki Kitachi	Management	For	For	
14	Amendment to the Restricted Stock Plan	Management	For	For	

Proxy Voting Full Details Report

Parkland Corp		Meeting Date: 28.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Lisa Colnett	Management	For	For	
2	Elect Nora Duke	Management	For	For	
3	Elect Robert Espey	Management	For	For	
4	Elect Timothy W. Hogarth	Management	For	For	
5	Elect Richard M. Hookway	Management	For	For	
6	Elect Michael C. Jennings	Management	For	For	
7	Elect Angela John	Management	For	For	
8	Elect James Neate	Management	For	For	
9	Elect Steven P. Richardson	Management	For	For	
10	Elect Mariame McIntosh Robinson	Management	For	For	
11	Appointment of Auditor and Authority to Set Fees	Management	For	For	
12	Advisory Vote on Executive Compensation	Management	For	For	

Trend Micro Incorporated		Meeting Date: 28.03.2024		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Allocation of Profits/Dividends	Management	For	For	
2	Elect CHANG Ming-Jang	Management	For	For	
3	Elect Eva Chen	Management	For	For	
4	Elect Mahendra Negi	Management	For	For	
5	Elect Akihiko Omikawa	Management	For	For	
6	Elect Tetsuo Koga	Management	For	For	
7	Elect Koichiro Tokuoka	Management	For	For	
8	Elect Kenichiro Jomen	Management	For	For	
9	Elect Miwako Funamoto	Management	For	For	
10	Amendment to the Equity Compensation Plan	Management	For	Against	Short vesting period.
11	Amendment to the Equity Compensation Plan	Management	For	Against	Short vesting period.
12	Amendment to the Equity Compensation Plan	Management	For	Against	Short vesting period; Excessively dilutive.

Robeco disclaimer

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