



PROXY VOTING REPORT

Full Details

Robeco | 01.01.2025 - 31.03.2025

KGHM Polska Miedz S.A.		Meeting Date: 08.01.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Election of Presiding Chair		For	For	
2	Agenda		For	For	
3	Shareholder Proposal Regarding Changes to Supervisory Board Composition		N/A	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
4	Shareholder Proposal Regarding Coverage of Meeting Costs		N/A	For	

HDFC Bank Ltd.		Meeting Date: 11.01.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Santhosh Iyengar Keshavan		For	For	

Contemporary Amperex Technology Co. Limited		Meeting Date: 17.01.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles		For	For	
2	Amendments to Procedural Rules: Shareholder Meetings		For	For	
3	Amendments to Procedural Rules: Board Meetings		For	For	
4	Amendments to Procedural Rules: Supervisory Board Meetings		For	For	
5	H-SHARE OFFERING AND LISTING ON THE STOCK EXCHANGE OF HONG KONG		For	For	
6	Stock Type and Par Value		For	For	
7	Issuing Date		For	For	
8	Issuing Method		For	For	
9	Issuing Scale		For	For	
10	Pricing Method		For	For	
11	Issuing Targets		For	For	
12	Placement Principles		For	For	
13	CONVERSION INTO A COMPANY LIMITED BY SHARES WHICH RAISES FUNDS OVERSEAS		For	For	
14	PLAN FOR THE USE OF FUNDS TO BE RAISED FROM H-SHARE OFFERING		For	For	
15	Valid Period of the Resolution on the H-Share Offering and Listing on the Stock Exchange of Hong Kong		For	For	
16	Full Authorization to the Board and its Authorized Persons to Handle Matters Regarding the H-Share Offering and Listing		For	For	
17	Distribution Plan for Accumulated Retained Profits Before the H-Share Offering		For	For	
18	Amendments to Articles of Association (Draft)		For	For	
19	Amendments to Procedural Rules: Shareholder Meetings (Draft)		For	For	
20	Amendments to Procedural Rules: Board Meetings (Draft)		For	For	
21	DETERMINATION OF THE ROLE OF DIRECTORS		For	For	
22	APPOINTMENT OF AUDIT FIRM FOR THE H-SHARE OFFERING AND LISTING		For	For	

Petronet LNG Ltd.		Meeting Date: 25.01.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Sanjeev Mitla		For	Against	Board - Vote Against when there are clear concerns regarding the past performance of one or more nominees, including repeated absence at board meetings.
2	Elect Sundeep Bhutoria		For	Against	Board - Vote Against when there are clear concerns regarding the past performance of one or more nominees, including repeated absence at board meetings.
3	Elect Arvinder Singh Sahney		For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards

Visa Inc		Meeting Date: 28.01.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Lloyd A. Carney		For	For	
2	Elect Kermit R. Crawford		For	For	
3	Elect Francisco Javier Fernández Carbajal		For	For	
4	Elect Ramon L. Laguarda		For	For	
5	Elect Teri L. List		For	For	
6	Elect John F. Lundgren		For	For	
7	Elect Ryan McInerney		For	For	
8	Elect Denise M. Morrison		For	Against	Board - Vote manually when the board repeatedly fails to implement acceptable remuneration practices.
9	Elect Pamela Murphy		For	For	
10	Elect Linda J. Rendle		For	For	
11	Elect Maynard G. Webb, Jr.		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
12	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure
13	Ratification of Auditor		For	For	
14	Shareholder Proposal Regarding Report on Benefits and Health Program Gaps		Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company
15	Shareholder Proposal Regarding Report on Oversight of Merchant Category Codes		Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
16	Shareholder Proposal Regarding Mandatory Director Resignation Policy		Against	For	SHP Governance - Vote For when the proposal requests changes which improve shareholder rights
17	Shareholder Proposal Regarding Lobbying Report		Against	For	SHP - Vote For when the proposal requests the company to review their political spending and lobbying activities. These expenses must be consistent with their sustainability strategy and should be aligned with the long-term interests of investors and other relevant stakeholders.

WH Smith Plc

Meeting Date: 29.01.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Remuneration Policy		For	For	
4	Final Dividend		For	For	
5	Elect Colette Burke		For	For	
6	Elect Annette Court		For	For	
7	Elect Carl Cowling		For	For	
8	Elect Nicky Dulieu		For	For	
9	Elect Simon Emeny		For	For	
10	Elect Maxwell Izzard		For	For	
11	Elect Situl Jobanputra		For	For	
12	Elect Helen Rose		For	For	
13	Appointment of Auditor		For	For	
14	Authority to Set Auditor's Fees		For	For	
15	Authorisation of Political Donations		For	For	
16	Authority to Issue Shares w/ Preemptive Rights		For	For	
17	Authority to Issue Shares w/o Preemptive Rights		For	For	
18	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
19	Authority to Repurchase Shares		For	For	
20	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Compass Group Plc

Meeting Date: 06.02.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Policy		For	For	
3	Remuneration Report		For	For	
4	Final Dividend		For	For	
5	Elect Liat Ben-Zur		For	For	
6	Elect Juliana L. Chugg		For	For	
7	Elect Ian K. Meakins		For	For	
8	Elect Dominic Blakemore		For	For	
9	Elect Petros Parras		For	For	
10	Elect Palmer Brown		For	For	
11	Elect Stefan Bomhard		For	For	
12	Elect John A. Bryant		For	For	
13	Elect Arlene Isaacs-Lowe		For	For	
14	Elect Anne-Françoise Nesmes		For	For	
15	Elect Sundar Raman		For	For	
16	Elect Leanne Wood		For	For	
17	Appointment of Auditor		For	For	
18	Authority to Set Auditor's Fees		For	For	
19	Authorisation of Political Donations		For	For	
20	Amendment to Long-Term Incentive Plan		For	For	
21	Restricted Share Award Plan		For	For	
22	Authority to Issue Shares w/ Preemptive Rights		For	For	
23	Authority to Issue Shares w/o Preemptive Rights		For	For	
24	Authority to Issue Shares w/o Preemptive Rights (Specified Capital Investment)		For	For	
25	Authority to Repurchase Shares		For	For	
26	Authority to Set General Meeting Notice Period at 14 Days		For	For	

Apple Inc		Meeting Date: 25.02.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Wanda M. Austin		For	For	
2	Elect Timothy D. Cook		For	For	
3	Elect Alex Gorsky		For	For	
4	Elect Andrea Jung		For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
5	Elect Arthur D. Levinson		For	For	
6	Elect Monica C. Lozano		For	For	
7	Elect Ronald D. Sugar		For	For	
8	Elect Susan L. Wagner		For	For	
9	Ratification of Auditor		For	For	
10	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the remuneration assessment framework shows a lack of adequate structure.
11	Shareholder Proposal Regarding Report on Risks of AI Data Sourcing		Against	Against	SHP - Vote Against when the company sufficiently addresses the concerns raised by the ask of the proposal.
12	Shareholder Proposal Regarding Transparency Report on CSAM Identifying Software		Against	Against	SHP - Vote Against when the company sufficiently addresses the concerns raised by the ask of the proposal.
13	Shareholder Proposal Regarding Abolishing Inclusion and Diversity Program and Policies		Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
14	Shareholder Proposal Regarding Report on Discrimination Risk of Charitable Contributions		Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.

Diasorin S.p.A.		Meeting Date: 28.02.2025		Meeting Type: Special	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Amendments to Articles		For	Against	Shareholder rights - vote against when the proposed changes to the articles of association are not in the best interests of minority shareholders.

Analog Devices Inc.		Meeting Date: 12.03.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Vincent Roche		For	For	
2	Elect Stephen M. Jennings		For	For	
3	Elect André Andonian		For	For	
4	Elect Edward H. Frank		For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
5	Elect Laurie H. Glimcher		For	For	
6	Elect Karen M. Golz		For	For	
7	Elect Peter B. Henry		For	For	
8	Elect Mercedes Johnson		For	For	
9	Elect Ray Stata		For	For	
10	Elect Andrea F. Wainer		For	For	
11	Elect Susie Wee		For	For	
12	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the company fails to align pay with performance. Remuneration - Vote Against when the company has single trigger change in control provisions that are not legacy based.
13	Ratification of Auditor		For	For	
14	Elimination of Supermajority Requirements		For	For	

Pandora A/S		Meeting Date: 12.03.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Remuneration Report		For	For	
3	Directors' Fees		For	For	
4	Allocation of Profits/Dividends		For	For	
5	Elect Peter A. Ruzicka		For	For	
6	Elect Christian Frigast		For	For	
7	Elect Lillian Fossum Biner		For	For	
8	Elect Birgitta Stymne Göransson		For	For	
9	Elect Marianne Kirkegaard		For	For	
10	Elect Catherine Spindler		For	For	
11	Elect Jan Zijdeveld		For	For	
12	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting		For	For	
13	Ratification of Board and Management Acts		For	For	
14	Cancellation of Shares		For	For	
15	Authority to Issue Shares w/ Preemptive Rights		For	For	
16	Authority to Issue Shares w/o Preemptive Rights		For	For	
17	Authority to Repurchase Shares		For	For	
18	Authorization of Legal Formalities		For	For	

Starbucks Corp.		Meeting Date: 12.03.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect Richard E. Allison, Jr.		For	For	
2	Elect Andrew Campion		For	For	
3	Elect Beth E. Ford		For	For	
4	Elect Jørgen Vig Knudstorp		For	Against	Board - Vote Against when the board fails to incorporate basic considerations for gender diversity. Board - Vote Against when the company has either high exposure to deforestation risk commodities while failing to have adequate policies to mitigate this risk or it has been involved in severe deforestation-linked controversies.
5	Elect Neal Mohan		For	For	
6	Elect Brian Niccol		For	For	
7	Elect Daniel Servitje Montull		For	For	
8	Elect Mike Sievert		For	For	
9	Elect Wei Zhang		For	For	
10	Advisory Vote on Executive Compensation		For	Against	Remuneration - Vote Against when the company fails to align pay with performance. Remuneration - Vote Against when remuneration is deemed excessive and bears a significant cost
11	Ratification of Auditor		For	For	
12	Shareholder Proposal Regarding Report on Discrimination Risk in Charitable Contributions		Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
13	Shareholder Proposal Regarding Independent Chair		Against	For	SHP Governance - Vote For when the proposal requests an independent board chairman or the separation of chair and CEO roles.
14	Shareholder Proposal Regarding Response to Labor Organizing Efforts		Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
15	Shareholder Proposal Regarding Cage-Free Eggs		Against	For	SHP - Vote For when the proposal requests the company to address material ESG risks.
16	Shareholder Proposal Regarding Carbon Emissions Congruency Report		Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.

Wartsila Oyj Abp		Meeting Date: 13.03.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Ratification of Board and CEO Acts		For	For	
4	Remuneration Report		For	For	
5	Remuneration Policy		For	For	
6	Directors' Fees		For	For	
7	Board Size		For	For	
8	Election of Directors		For	Against	Board - Vote Against when the chair of the remuneration is not independent.
9	Authority to Set Auditor's Fees		For	For	
10	Appointment of Auditor		For	For	
11	Authority to Set Fees to Auditor for Sustainability Reporting		For	For	
12	Appointment of Auditor for Sustainability Reporting		For	For	
13	Amendments to Articles		For	For	
14	Authority to Repurchase Shares		For	For	
15	Authority to Issue Shares w/ or w/o Preemptive Rights		For	For	

Kia Corporation		Meeting Date: 14.03.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends		For	Against	Audit - Vote Against the approval of accounts if there are concerns regarding the reliability of accounts or followed procedures
2	Amendments to Articles		For	For	
3	Elect SONG Ho Seong		For	For	
4	Elect CHUNG Eui Sun		For	For	
5	Elect KIM Seung Jun		For	For	
6	Elect SHIN Jennifer Hyun Jong		For	For	
7	Directors' Fees		For	For	

Samsung Electronics		Meeting Date: 19.03.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends		For	For	
2	Elect KIM Jun Sung		For	For	
3	Elect HEO Eun Nyeong		For	For	
4	Elect YOO Myung Hee		For	For	
5	Elect LEE Hyuk Jae		For	For	
6	Elect JUN Young Hyun		For	For	
7	Elect ROH Tae Moon		For	For	
8	Elect SONG Jai Hyuk		For	For	
9	Directors' Fees		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
10	Election of Audit Committee Member: SHIN Je Yoon		For	For	
11	Election of Audit Committee Member: YOO Myung Hee		For	For	

Danske Bank AS

Meeting Date: 20.03.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Elect Jacob Dahl		For	For	
3	Elect Lieve Mostrey		For	For	
4	Elect Martin Nørkjær Larsen		For	Against	Board - Vote against when the audit committee is not sufficiently independent. Board - Vote against when the chair of the nominating committee is not independent.
5	Elect Lars-Erik Brønø		For	For	
6	Allocation of Profits/Dividends		For	For	
7	Remuneration Report		For	For	
8	Remuneration Policy		For	For	
9	Directors' Fees		For	For	
10	Election of Directors		For	For	
11	Elect Martin Blessing		For	For	
12	Elect Allan Polack		For	For	
13	Elect Helle Valentin		For	For	
14	Authorization of Legal Formalities		For	For	
15	Elect Rafael Salinas		For	For	
16	Elect Marianne Sørensen		For	For	
17	Appointment of Auditor; Appointment of Auditor for Sustainability Reporting		For	For	
18	Cancellation of Shares		For	For	
19	Authority to Issue Shares and Convertible Debt w/ Preemptive Rights		For	For	
20	Authority to Issue Shares w/o Preemptive Rights		For	For	
21	Authority to Issue Shares and Convertible Debt w/o Preemptive Rights		For	For	
22	Authority to Repurchase Shares		For	For	
23	Indemnification of Directors/Officers		For	For	
24	Shareholder Proposal Regarding Future Payment of Dividends (Henrik Rosengaard Jensen)		Against	Against	

Walt Disney Co (The)

Meeting Date: 20.03.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies		Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.
2	Elect Mary T. Barra		For	Against	Board - Vote Against when the board repeatedly fails to implement acceptable remuneration practices.
3	Elect Amy L. Chang		For	For	
4	Elect D. Jeremy Darroch		For	For	
5	Elect Carolyn N. Everson		For	For	
6	Elect Michael B.G. Froman		For	For	
7	Elect James P. Gorman		For	For	
8	Elect Robert A. Iger		For	For	
9	Elect Maria Elena Lagomasino		For	For	
10	Elect Calvin R. McDonald		For	For	
11	Elect Derica W. Rice		For	For	
12	Ratification of Auditor		For	For	
13	Advisory Vote on Executive Compensation		For	Against	Remuneration - Fails the remuneration framework assessment on height.
14	Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Options		Against	Against	SHP - Vote Against when the topic addressed by the proposal is considered to fall outside the remit of the shareholders
15	Shareholder Proposal Regarding Participation in Human Rights Campaign's Corporate Equality Index		Against	Against	SHP - Vote Against when there are concerns that the aim of the proposal is to hinder the ESG efforts of the company.

Bank Rakyat Indonesia (Persero) Tbk PT

Meeting Date: 24.03.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' and Commissioners' Fees, Bonuses, and Long-Term Incentives		For	Against	Remuneration - Vote Against when the remuneration of non-executive directors includes inappropriate incentives which might compromise the independent judgment of independent directors
2	Appointment of Auditor and Authority to Set Fees		For	For	
3	Use of Proceeds		For	For	
4	Approval of Updated Recovery Plan		For	For	
5	Determination of Credit Limit (Plafond) for the Cancellation of Bad Loan Receivables which have been Written-off		For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
6	Authority to Repurchase Shares		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
7	Amendments to Articles		For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
8	Election of Directors and/or Commissioners (Slate)		For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
9	Accounts and Reports; MSE Funding Program Report		For	For	
10	Allocation of Profits/Dividends		For	For	

L G Chemical

Meeting Date: 24.03.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends		For	Against	Audit/Financials - Vote Against the approval of accounts if there are concerns regarding the reliability of accounts or followed procedures
2	Amendment of the AOI to reflect improvements in dividend procedure		For	For	
3	Amendment of the AOI regarding the establishment of branches, etc.		For	For	
4	Elect SHIN Hak Cheol		For	For	
5	Elect KWON Bong Seok		For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards
6	Elect JHO Wha Sun		For	Against	Audit/Financials - Vote Against audit committee members if there are concerns on reliability of accounts or followed procedures for 2 consecutive years.
7	Elect LEE Hyun Joo		For	For	
8	Election of Audit Committee Member: JHO Wha Sun		For	Against	Audit/Financials - Vote Against audit committee members if there are concerns on reliability of accounts or followed procedures for 2 consecutive years.
9	Election of Audit Committee Member: LEE Hyun Joo		For	For	
10	Directors' Fees		For	For	

CJ Cheiljedang Corp

Meeting Date: 25.03.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect KIM Hye Young		For	For	
2	Election of Audit Committee Member: JEONG Hwang Keun		For	For	
3	Election of Audit Committee Member: KIM Hye Young		For	For	
4	Directors' Fees		For	For	
5	Elect LEE Hyung Joon		For	Against	Board - Vote Against when the board is not sufficiently independent according to local standards
6	Elect JEONG Hwang Keun		For	For	
7	Financial Statements and Allocation of Profits/Dividends		For	For	
8	Amendments to Articles		For	For	
9	Elect SOHN Kyung Shik		For	For	

Emaar Properties

Meeting Date: 25.03.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Directors' Report		For	For	
2	Auditor's Report		For	For	
3	Financial Statements		For	For	
4	Allocation of Profits/Dividends		For	For	
5	Directors' Fees		For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
6	Ratification of Board Acts		For	For	
7	Ratification of Auditor's Acts		For	For	
8	Appointment of Auditor and Authority to Set Fees		For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
9	Board Transactions		For	For	

Hana Financial Group Inc.

Meeting Date: 25.03.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Elect KANG Seong Muk		For	For	
2	Election of Independent Director to Be Appointed as Audit Committee Member: WON Sook Yeon		For	For	
3	Election of Audit Committee Member: PARK Dong Moon		For	For	
4	Election of Audit Committee Member: LEE Jae Min		For	For	
5	Elect HAM Young Joo		For	For	
6	Elect LEE Seung Lyul		For	For	
7	Financial Statements and Allocation of Profits/Dividends		For	For	
8	Amendments to Articles		For	For	
9	Elect PARK Dong Moon		For	For	
10	Elect LEE Kang Won		For	For	
11	Elect YI June Suh		For	For	
12	Elect SUH Young Sook		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
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13 Directors' Fees

For

For

LG Electronics Inc

Meeting Date: 25.03.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Election of Audit Committee Member: YOO Choong Yuel		For	Against	Audit/Financials - Vote Against audit committee members if there are concerns on reliability of accounts or followed procedures for 2 consecutive years.
2	Election of Audit Committee Member: KANG Seong Choon		For	For	
3	Financial Statements and Allocation of Profits/Dividends		For	Against	Audit/Financials - Vote Against the approval of accounts if there are concerns regarding the reliability of accounts or followed procedures
4	Amendments to Articles		For	For	
5	Elect YOO Choong Yuel		For	Against	Audit/Financials - Vote Against audit committee members if there are concerns on reliability of accounts or followed procedures for 2 consecutive years.
6	Elect KANG Seong Choon		For	For	
7	Elect KWON Bong Seok		For	For	
8	Elect CHO William Joo Wan		For	For	
9	Directors' Fees		For	For	

Randstad NV

Meeting Date: 26.03.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report		For	For	
2	Accounts and Reports		For	For	
3	Allocation of Dividends		For	For	
4	Ratification of Management Board Acts		For	For	
5	Ratification of Supervisory Board Acts		For	For	
6	Management Board Remuneration Policy		For	For	
7	Supervisory Board Remuneration Policy		For	For	
8	Elect Jesus Echevarria to the Management Board		For	For	
9	Authority to Issue Shares w/ or w/o Preemptive Rights		For	For	
10	Authority to Repurchase Shares		For	For	
11	Cancellation of Shares		For	For	
12	Elect Jos Beerepoot to the Stichting Board		For	For	
13	Appointment of Auditor		For	For	
14	Appointment of Auditor for Sustainability Reporting		For	For	

ABB Ltd.

Meeting Date: 27.03.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Transaction of Other Business		N/A	Against	Granting unfettered discretion is unwise
2	Accounts and Reports		For	For	
3	Compensation Report		For	For	
4	Report on Non-Financial Matters		For	For	
5	Ratification of Board and Management Acts		For	For	
6	Allocation of Dividends		For	For	
7	Board Compensation		For	For	
8	Executive Compensation (Total)		For	For	
9	Elect David E. Constable		For	For	
10	Elect Frederico Fleury Curado		For	For	
11	Elect Johan Forssell		For	For	
12	Elect Denise C. Johnson		For	For	
13	Elect Jennifer Xin-Zhe Li		For	For	
14	Elect Geraldine Matchett		For	For	
15	Elect David Meline		For	For	
16	Elect Claudia Nemat		For	For	
17	Elect Mats Rahmström		For	For	
18	Elect Peter R. Voser as Board Chair		For	For	
19	Elect David E. Constable as Compensation Committee Member		For	For	
20	Elect Frederico Fleury Curado as Compensation Committee Member		For	For	
21	Elect Jennifer Xin-Zhe Li as Compensation Committee Member		For	For	
22	Appointment of Independent Proxy		For	For	
23	Appointment of Auditor		For	For	

Bankinter SA

Meeting Date: 27.03.2025

Meeting Type: Annual

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Remuneration Report		For	For	
2	Accounts and Reports		For	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
3	Report on Non-Financial Information		For	For	
4	Ratification of Board Acts		For	For	
5	Allocation of Profits/Dividends		For	For	
6	Appointment of Auditor		For	For	
7	Board Size		For	For	
8	Elect Juan Antonio Zufiría Zatarain		For	For	
9	Elect Alfonso Villanueva Rodríguez		For	For	
10	Elect Marcelino Botín-Sanz de Sautuola		For	For	
11	Elect Fernando Masaveu Herrero		For	For	
12	Elect Cristina García-Peri Álvarez		For	For	
13	Creation of Capitalisation Reserve		For	For	
14	Authority to Repurchase and Reissue Shares		For	For	
15	Directors' Fees		For	For	
16	Authority to Transfer Shares Pursuant to Annual Variable Plan		For	For	
17	Maximum Variable Pay Ratio		For	For	
18	Authorisation of Legal Formalities		For	For	

Haci Omer Sabanci Holding A.S.		Meeting Date: 27.03.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Limit on Charitable Donations		For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
2	Authority to Carry out Competing Activities or Related Party Transactions		For	For	
3	Wishes		For	For	
4	Directors' Fees		For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
5	Appointment of Auditor		For	For	
6	Presentation of Report on Repurchase of Shares		For	For	
7	Presentation of Report on Charitable Donations		For	For	
8	Allocation of Profits/Dividends		For	For	
9	Election of Directors; Board Term Length		For	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
10	Opening; Election of Presiding Chair		For	For	
11	Presentation of Directors' Report		For	For	
12	Presentation of Auditor's Report		For	For	
13	Financial Statements		For	For	
14	Ratification of Board Acts		For	For	

SK Square		Meeting Date: 27.03.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends		For	For	
2	Election of Audit Committee Member: HONG Ji Hoon		For	For	
3	Directors' Fees		For	For	
4	Elect HONG Ji Hoon		For	For	
5	Elect JEONG Jai Hun		For	For	

TIM SA		Meeting Date: 27.03.2025		Meeting Type: Annual	
Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Accounts and Reports		For	For	
2	Allocation of Profits/Dividends		For	For	
3	Consolidate Board's Composition		For	For	
4	Ratify Directors' Independence Status		For	For	
5	Election of Directors		For	For	
6	Approve Recasting of Votes for Amended Slate		N/A	Against	Board - Vote Against proposals requesting to cumulate common and preferred votes and/or Recasting of votes for amended slate and/or Instructions if meeting is held on second call
7	Proportional Allocation of Cumulative Votes		N/A	For	
8	Allocate Cumulative Votes to Adrian Calaza		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
9	Allocate Cumulative Votes to Alberto Mario Griselli		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
10	Allocate Cumulative Votes to Alessandra Michelini		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
11	Allocate Cumulative Votes to Claudio Giovanni Ezio Ongaro		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
12	Allocate Cumulative Votes to Flavia Maria Bittencourt		N/A	For	
13	Allocate Cumulative Votes to Gesner José de Oliveira Filho		N/A	For	

Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
14	Allocate Cumulative Votes to Gigliola Bonino		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
15	Allocate Cumulative Votes to Herculano Aníbal Alves		N/A	For	
16	Allocate Cumulative Votes to Leonardo de Carvalho Capdeville		N/A	Against	Board - Vote Against when the nominated director is an insider or affiliate to the company and the method of election is cumulative voting.
17	Allocate Cumulative Votes to Nicandro Durante		N/A	For	
18	Request Separate Election for Board Member		N/A	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
19	Consolidate Supervisory Council Composition		For	For	
20	Election of Supervisory Council		For	For	
21	Approve Recasting of Votes for Amended Supervisory Council Slate		N/A	Against	Potential unknown nominees w/o shareholder approval
22	Request Separate Election for Supervisory Council Member		N/A	Against	Shareholder Rights - Vote Against when there is insufficient information available for shareholders to make an informed decision.
23	Remuneration Policy		For	For	

TIM SA	Meeting Date: 27.03.2025	Meeting Type: Special
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Extension of Cooperation and Support Agreement		For	For	
2	Reverse Stock Split and Simultaneous Stock Split		For	For	
3	Authorization of Legal Formalities		For	For	
4	Amendments to Article 3 (Corporate Purpose); Consolidation of Articles		For	For	

Coway	Meeting Date: 31.03.2025	Meeting Type: Annual
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Number	Proposal text	Proponent	Management Decision	Vote Decision	Rationale
1	Financial Statements and Allocation of Profits/Dividends		For	For	
2	Elect KIM Jung Ho		For	For	
3	Elect KIM Tae Hong		For	For	
4	Introduction of Cumulative Voting (Shareholder Proposal)		Against	For	Support adoption of cumulative voting
5	Application of Cumulative Voting for Executive and Outside Directors Separately (Board Proposal)		For	Against	May reduce effectiveness of cumulative voting
6	Addition of Business Objectives (Board Proposal)		For	For	
7	Revision of Record Date for Dividends (Board Proposal)		For	For	
8	Election of Audit Committee Member: LEE Gil Yeon		For	For	
9	Directors' Fees		For	For	
10	Elect LEE Gil Yeon		For	For	
11	Election of Audit Committee Member: KIM Tae Hong		For	For	
12	Capital Reduction		For	For	

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