



ARKANSAS PUBLIC EMPLOYEES'
RETIREMENT SYSTEM

**Per Arkansas Act 498, APERS presents Proxy
Voting Reports for the following co-mingled
investment funds for:**

**Arkansas Public Employees' Retirement System
Arkansas State Police Retirement System**

**Part III of IV
01/01/25 - 03/31/25**



APERS Proxy Voting Report

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Arkansas Public Employees' Retirement System

Arkansas State Police Retirement System



Acadian Asset Management

All-Country World ex-U.S. Small-Cap Equity

The proxies have been voted solely in the pecuniary interest of the pension benefit plan

01/01/25 - 03/31/25

VOTE SUMMARY REPORT

Date range covered : 01/01/2025 to 03/31/2025

LOCATION(S): ACADIAN ASSET MANAGEMENT

INSTITUTION ACCOUNT(S): ACADIAN ACWI EX US
SMALL-CAP FUND

Hansol Paper Co., Ltd.

Meeting Date: 01/02/2025 **Country:** South Korea **Ticker:** 213500
Record Date: 11/21/2024 **Meeting Type:** Special
Primary Security ID: Y3081T105

Shares Voted: 24,454

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Han Gyeong-rok as Inside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST non-independent director nominee Sang-hun Lee (Item 1.2) is warranted given that the company is a large company and the board is not majority independent. A vote FOR Gyeong-rok Han (Item 1.1), who is the CEO nominee of the company, is warranted despite the board being less than majority independent as his removal would be expected to have a material negative impact on shareholder value.</i>						
1.2	Elect Lee Sang-hun as Inside Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST non-independent director nominee Sang-hun Lee (Item 1.2) is warranted given that the company is a large company and the board is not majority independent. A vote FOR Gyeong-rok Han (Item 1.1), who is the CEO nominee of the company, is warranted despite the board being less than majority independent as his removal would be expected to have a material negative impact on shareholder value.</i>						

Chacha Food Co., Ltd.

Meeting Date: 01/03/2025 **Country:** China **Ticker:** 002557
Record Date: 12/26/2024 **Meeting Type:** Special
Primary Security ID: Y2000X106

Shares Voted: 87,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Profit Distribution Plan for the First Three Quarters	Mgmt	For	For	For	No
2	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For	No

Gujarat Industries Power Company Limited

Meeting Date: 01/03/2025 **Country:** India **Ticker:** 517300
Record Date: 11/29/2024 **Meeting Type:** Special
Primary Security ID: Y2944H118

Gujarat Industries Power Company Limited

Shares Voted: 303,987

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Elect Krishna Kumar Nirala as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the following nominees is warranted because: * The board is chaired by a promoter director and the board is not at least one-half independent and Krishna Nirala and Jagdish Prasad Gupta are non-independent director nominees.						
2	Elect Jagdish Prasad Gupta as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the following nominees is warranted because: * The board is chaired by a promoter director and the board is not at least one-half independent and Krishna Nirala and Jagdish Prasad Gupta are non-independent director nominees.						

PNB Gilts Limited

Meeting Date: 01/03/2025

Country: India

Ticker: 532366

Record Date: 11/29/2024

Meeting Type: Special

Primary Security ID: Y7027J105

Shares Voted: 71,705

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Elect Raj Kamal Verma as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
2	Elect Rekha Jain as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						

Sammaan Capital Limited

Meeting Date: 01/03/2025

Country: India

Ticker: 535789

Record Date: 12/27/2024

Meeting Type: Extraordinary Shareholders

Primary Security ID: Y3R12A119

Shares Voted: 597,189

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No

Sudarshan Chemical Industries Limited

Meeting Date: 01/04/2025

Country: India

Ticker: 506655

Record Date: 12/28/2024

Meeting Type: Extraordinary
Shareholders

Primary Security ID: Y81821145

Shares Voted: 2,184

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Issuance of Equity Shares to Person(s) belonging to Non-Promoter Category on a Preferential Basis for Cash Consideration	Mgmt	For	For	For	No

Pantech Group Holdings Berhad

Meeting Date: 01/06/2025

Country: Malaysia

Ticker: 5125

Record Date: 12/31/2024

Meeting Type: Extraordinary
Shareholders

Primary Security ID: Y6599Q109

Shares Voted: 550,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Proposed Listing of Pantech Global Berhad on the Main Market of Bursa Malaysia Securities Berhad	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted in light of the following: * The Proposed Chain Listing would provide Pantech Global with direct access to the equity capital market; * The Proposed Chain Listing will allow Pantech Global to raise funds to support its business plans; and * The Proposed Listing represents an opportunity for the company's shareholders to have a direct participation in the business of the enlarged the Pantech Global Group.</i>						
2	Approve Allocation of New Ordinary Shares to Tan Ang Ang	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted in light of the following: * The Proposed Chain Listing would provide Pantech Global with direct access to the equity capital market; * The Proposed Chain Listing will allow Pantech Global to raise funds to support its business plans; and * The Proposed Listing represents an opportunity for the company's shareholders to have a direct participation in the business of the enlarged the Pantech Global Group.</i>						
3	Approve Allocation of New Ordinary Shares to To Tai Wai	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted in light of the following: * The Proposed Chain Listing would provide Pantech Global with direct access to the equity capital market; * The Proposed Chain Listing will allow Pantech Global to raise funds to support its business plans; and * The Proposed Listing represents an opportunity for the company's shareholders to have a direct participation in the business of the enlarged the Pantech Global Group.</i>						
4	Approve Allocation of New Ordinary Shares to Ng Lee Lee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted in light of the following: * The Proposed Chain Listing would provide Pantech Global with direct access to the equity capital market; * The Proposed Chain Listing will allow Pantech Global to raise funds to support its business plans; and * The Proposed Listing represents an opportunity for the company's shareholders to have a direct participation in the business of the enlarged the Pantech Global Group.</i>						

Pantech Group Holdings Berhad

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Allocation of New Ordinary Shares to Sakinah Binti Salleh	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted in light of the following: * The Proposed Chain Listing would provide Pantech Global with direct access to the equity capital market; * The Proposed Chain Listing will allow Pantech Global to raise funds to support its business plans; and * The Proposed Listing represents an opportunity for the company's shareholders to have a direct participation in the business of the enlarged the Pantech Global Group.						
6	Approve Allocation of New Ordinary Shares to Lim Yoong Xiao	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted in light of the following: * The Proposed Chain Listing would provide Pantech Global with direct access to the equity capital market; * The Proposed Chain Listing will allow Pantech Global to raise funds to support its business plans; and * The Proposed Listing represents an opportunity for the company's shareholders to have a direct participation in the business of the enlarged the Pantech Global Group.						
7	Approve Allocation of New Ordinary Shares to Yap Tian Leong	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted in light of the following: * The Proposed Chain Listing would provide Pantech Global with direct access to the equity capital market; * The Proposed Chain Listing will allow Pantech Global to raise funds to support its business plans; and * The Proposed Listing represents an opportunity for the company's shareholders to have a direct participation in the business of the enlarged the Pantech Global Group.						
8	Approve Allocation of New Ordinary Shares to Nooraini Binti Mohd Yasin	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted in light of the following: * The Proposed Chain Listing would provide Pantech Global with direct access to the equity capital market; * The Proposed Chain Listing will allow Pantech Global to raise funds to support its business plans; and * The Proposed Listing represents an opportunity for the company's shareholders to have a direct participation in the business of the enlarged the Pantech Global Group.						
9	Approve Allocation of New Ordinary Shares to Jairus Tan Vern Hsien	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted in light of the following: * The Proposed Chain Listing would provide Pantech Global with direct access to the equity capital market; * The Proposed Chain Listing will allow Pantech Global to raise funds to support its business plans; and * The Proposed Listing represents an opportunity for the company's shareholders to have a direct participation in the business of the enlarged the Pantech Global Group.						

The KCP Limited

Meeting Date: 01/06/2025	Country: India	Ticker: 590066
Record Date: 11/29/2024	Meeting Type: Special	
Primary Security ID: Y4595E139		

Shares Voted: 14,084						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Postal Ballot Approve Appointment and Remuneration of Ravi Chitturi as Technical Director	Mgmt	For	For	For	No

The KCP Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Revision in Remuneration of V.L. Indira Dutt as Chairperson and Managing Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this resolution is warranted though it is not without concerns: * The commission element in the proposed remuneration lacks an absolute cap. The company has not provided details on the variable pay component, which could lead to discretionary payouts. * There are no disclosures on the threshold and target performance that he needs to achieve to determine the rewards under the variable element. * Estimated remuneration at maximum based on the percentage of net profits as proposed by the company is aggressively positioned The main reason for support is. * Past pay of two years of the executives as a % of net profit is reasonable and is aligned with the performance of the company. * The shareholders had approved a 6% remuneration limit of V.L. Indira Dutt and 4% remuneration limit of V. Kavitha Dutt in the special meeting dated January 17, 2023, which was deemed aggressive. The current proposal would effectively reduce the limit to 5.5% and 3.5% of the net profit respectively.</i>						
3	Approve Revision in Remuneration of V. Kavitha Dutt as Joint Managing Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this resolution is warranted though it is not without concerns: * The commission element in the proposed remuneration lacks an absolute cap. The company has not provided details on the variable pay component, which could lead to discretionary payouts. * There are no disclosures on the threshold and target performance that he needs to achieve to determine the rewards under the variable element. * Estimated remuneration at maximum based on the percentage of net profits as proposed by the company is aggressively positioned The main reason for support is. * Past pay of two years of the executives as a % of net profit is reasonable and is aligned with the performance of the company. * The shareholders had approved a 6% remuneration limit of V.L. Indira Dutt and 4% remuneration limit of V. Kavitha Dutt in the special meeting dated January 17, 2023, which was deemed aggressive. The current proposal would effectively reduce the limit to 5.5% and 3.5% of the net profit respectively.</i>						

Zensar Technologies Limited

Meeting Date: 01/07/2025 **Country:** India **Ticker:** 504067
Record Date: 11/29/2024 **Meeting Type:** Special
Primary Security ID: Y9894D120

Shares Voted: 240,712

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Postal Ballot Amend Terms of Remuneration of Manish Tandon as Chief Executive Officer and Managing Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, although it is not without concern: * The performance parameters to determine the annual performance bonus is not disclosed. The main reasons for support are: * The proposed grant of ESOPs mandates a performance threshold for individual and company performance, below which there will be no payout. * His pay has been aligned with the company's performance since he joined, and we expect the company to continue with this practice. * All elements of his remuneration, including payments from the subsidiary, are capped under the existing remuneration structure, leaving no scope for discretionary payouts. * His overall estimated remuneration is reasonably positioned when compared to market standards and similar sized peers.</i>						

Zensar Technologies Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Increase in the Limit of Managerial Remuneration Payable to Manish Tandon as Chief Executive Officer and Managing Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, although it is not without concern: * The performance parameters to determine the annual performance bonus is not disclosed. The main reasons for support are: * The proposed grant of ESOPs mandates a performance threshold for individual and company performance, below which there will be no payout. * His pay has been aligned with the company's performance since he joined, and we expect the company to continue with this practice. * All elements of his remuneration, including payments from the subsidiary, are capped under the existing remuneration structure, leaving no scope for discretionary payouts. * His overall estimated remuneration is reasonably positioned when compared to market standards and similar sized peers.</i>						
3	Amend Zensar Technologies Limited - Employee Performance Award Unit Plan, 2016	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The proposed exercise period is longer than what we usually see in this market. This may not be in overall interest of shareholders, as it reduces the incentive rationale of the scheme.</i>						

G-Bits Network Technology (Xiamen) Co., Ltd.

Meeting Date: 01/08/2025 **Country:** China **Ticker:** 603444
Record Date: 01/02/2025 **Meeting Type:** Special
Primary Security ID: Y2688G102

Shares Voted: 18,200						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Remuneration of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>						
2	Approve Remuneration of Supervisors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR is merited because no concerns have been identified.</i>						
	ELECT NON-INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
3.1	Elect Lu Hongyan as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
3.2	Elect Chen Tuolin as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
3.3	Elect Gao Yan as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						

G-Bits Network Technology (Xiamen) Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.4	Elect Lin Jiajin as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
	ELECT INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING	Mgmt				
4.1	Elect Bao Huifang as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.2	Elect Liang Yanhua as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
4.3	Elect Wu Yibing as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.</i>						
	ELECT SUPERVISORS VIA CUMULATIVE VOTING	Mgmt				
5.1	Elect Xu Shuai as Supervisor	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>						
5.2	Elect Huang Shuling as Supervisor	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees.</i>						

Digital China Information Service Group Co. Ltd.

Meeting Date: 01/09/2025 **Country:** China **Ticker:** 000555
Record Date: 01/03/2025 **Meeting Type:** Special
Primary Security ID: Y2943B104

Shares Voted: 221,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Estimated Amount of Guarantees	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because the level of guarantee to be provided to of the guaranteed entities is disproportionate to the level of ownership in the said entities. The company has failed to provide any justifications in the meeting circular.</i>						
2	Approve Financial Assistance Provision	Mgmt	For	For	For	No
3	Approve Daily Related Party Transactions	Mgmt	For	For	For	No

KFin Technologies Ltd.

Meeting Date: 01/09/2025

Record Date: 12/06/2024

Primary Security ID: Y4S976105

Country: India

Meeting Type: Special

Ticker: 543720

Shares Voted: 122,280

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Postal Ballot Elect Chetan Savla as Nominee Director	Mgmt	For	For	For	No

Rusta AB

Meeting Date: 01/13/2025

Record Date: 01/02/2025

Primary Security ID: W7S5WK109

Country: Sweden

Meeting Type: Extraordinary Shareholders

Ticker: RUSTA

Shares Voted: 46,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
2	Elect Chairman of Meeting	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
6	Approve Agenda of Meeting	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					
7	Elect Claus Juel-Jensen as New Director; Approve Remuneration of New Director	Mgmt	For	For	For	No
8	Close Meeting	Mgmt				

Cogeco Inc.

Meeting Date: 01/14/2025

Country: Canada

Ticker: CGO

Record Date: 12/02/2024

Meeting Type: Annual

Primary Security ID: 19238T100

Shares Voted: 13,850

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Meeting for Multiple Voting and Subordinate Voting Shareholders	Mgmt				
1.1	Elect Director Louis Audet	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1.2	Elect Director Mary-Ann Bell	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1.3	Elect Director Robin Bienenstock	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1.4	Elect Director James C. Cherry	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1.5	Elect Director Samih Elhage	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1.6	Elect Director Normand Legault	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1.7	Elect Director Caroline Papadatos	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1.8	Elect Director Frederic Perron	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
2	Approve Deloitte LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For	No

Guangdong Deerma Technology Co., Ltd.

Meeting Date: 01/14/2025

Country: China

Ticker: 301332

Record Date: 01/07/2025

Meeting Type: Special

Primary Security ID: Y29280107

Guangdong Deerma Technology Co., Ltd.

Shares Voted: 89,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Credit Line Application and Provision of Guarantee	Mgmt	For	For	For	No

EKI Energy Services Ltd.

Meeting Date: 01/15/2025Country: IndiaTicker: 543284
Record Date: 01/08/2025Meeting Type: Extraordinary Shareholders
Primary Security ID: Y2R6DN102

Shares Voted: 9,063

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Mohit Kumar Agrawal as Director and Approve Appointment and Remuneration of Mohit Kumar Agrawal as Whole-Time Director, designated as Whole-Time Director & Chief Financial Officer	Mgmt	For	For	For	No
2	Amend Ancillary Object Clause of the Memorandum of Association of Company	Mgmt	For	For	For	No

Indraprastha Gas Limited

Meeting Date: 01/15/2025Country: IndiaTicker: 532514
Record Date: 12/06/2024Meeting Type: Special
Primary Security ID: Y39881126

Shares Voted: 185,506

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Postal Ballot Increase Authorized Share Capital and Amend Capital Clause of the Memorandum of Association	Mgmt Mgmt	 For	 Against	 Against	 Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the proposed capital increase is more than 100 percent of current authorization, and the proposed capital increase will leave the company with less than 30 percent of the enlarged authorized outstanding.						
2	Approve Issuance of Bonus Shares	Mgmt	For	For	For	No

Melnick Desenvolvimento Imobiliario SA

Meeting Date: 01/15/2025	Country: Brazil	Ticker: MELK3
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P6S4DL101		

Shares Voted: 47,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Reduction in Share Capital without Cancellation of Shares	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has presented a sound rationale for the share-capital reduction, which will not impact shareholder rights; and * The company has provided the full text of the proposed article amendment.						
2	Amend Article 5 to Reflect Changes in Capital	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these requests is warranted because: * The company has presented a sound rationale for the share-capital reduction, which will not impact shareholder rights; and * The company has provided the full text of the proposed article amendment.						

Poh Kong Holdings Berhad

Meeting Date: 01/15/2025	Country: Malaysia	Ticker: 5080
Record Date: 01/09/2025	Meeting Type: Annual	
Primary Security ID: Y7041U102		

Shares Voted: 398,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Final Dividend	Mgmt	For	For	For	No
2	Approve Directors' Fees and Allowances	Mgmt	For	For	For	No
3	Elect Choon Nee Siew as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
4	Elect Choon Yee Bin as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
5	Elect Tan Choon Hwa @ Esther Tan Choon Hwa as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees.						
6	Approve Baker Tilly Monteiro Heng PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Poh Kong Holdings Berhad

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Approve Tan Choon Hwa @ Esther Tan Choon Hwa to Continue Office as Independent Director	Mgmt	For	For	For	No
8	Approve Share Repurchase Program	Mgmt	For	For	For	No

Intellect Design Arena Limited

Meeting Date: 01/16/2025Country: IndiaTicker: 538835

Record Date: 12/13/2024Meeting Type: Special

Primary Security ID: Y4R932109

Shares Voted: 18,642

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Approve Appointment and Remuneration of Aarushi Jain to Hold Office or Place of Profit as "Assistant Manager-Marketing" in Intellect Design Arena Inc., USA	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted in view of the following concerns: * The proposed mandate may limit shareholders' rights to review and vote on the said transaction on a periodic basis. * The proposed 242 percent increase in remuneration is deemed excessive.						

UTI Asset Management Company Limited

Meeting Date: 01/16/2025Country: IndiaTicker: 543238

Record Date: 12/13/2024Meeting Type: Special

Primary Security ID: Y9T17K109

Shares Voted: 47,019

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Reelect Jayashree Vaidhyathan as Director	Mgmt	For	For	For	No

Hilong Holding Limited

Meeting Date: 01/17/2025Country: Cayman IslandsTicker: 1623

Record Date: 01/06/2025Meeting Type: Extraordinary Shareholders

Primary Security ID: G4509G105

Shares Voted: 59,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve 2025 Renewed Beijing Huashi Tenancy Agreements, Proposed Annual Cap and Related Transactions	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted given: * the transactions to be contemplated under these proposals are within the ordinary and usual course of the company's business and are on normal commercial terms; and * the independent non-executive directors and independent financial advisor believe that the transactions are fair and reasonable for the company's shareholders.</i>						
2	Approve 2025 Renewed Shine New Material Tenancy Agreement, Proposed Annual Cap and Related Transactions	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted given: * the transactions to be contemplated under these proposals are within the ordinary and usual course of the company's business and are on normal commercial terms; and * the independent non-executive directors and independent financial advisor believe that the transactions are fair and reasonable for the company's shareholders.</i>						
3	Approve 2025 Renewed Pipeline Tenancy Agreements, Proposed Annual Cap and Related Transactions	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted given: * the transactions to be contemplated under these proposals are within the ordinary and usual course of the company's business and are on normal commercial terms; and * the independent non-executive directors and independent financial advisor believe that the transactions are fair and reasonable for the company's shareholders.</i>						
4	Approve 2025 Longshi Investment Tenancy Agreement, Proposed Annual Cap and Related Transactions	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted given: * the transactions to be contemplated under these proposals are within the ordinary and usual course of the company's business and are on normal commercial terms; and * the independent non-executive directors and independent financial advisor believe that the transactions are fair and reasonable for the company's shareholders.</i>						
5	Approve 2025 Coating Services, Hardbanding Services and Spraying and Packaging Services Agreement, Proposed Annual Cap and Related Transactions	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted given: * the transactions to be contemplated under these proposals are within the ordinary and usual course of the company's business and are on normal commercial terms; and * the independent non-executive directors and independent financial advisor believe that the transactions are fair and reasonable for the company's shareholders.</i>						
6	Approve 2025 Welding Wire Supply Agreement, Proposed Annual Cap and Related Transactions	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted given: * the transactions to be contemplated under these proposals are within the ordinary and usual course of the company's business and are on normal commercial terms; and * the independent non-executive directors and independent financial advisor believe that the transactions are fair and reasonable for the company's shareholders.</i>						

JS Global Lifestyle Company Limited

Meeting Date: 01/20/2025

Country: Cayman Islands

Ticker: 1691

Record Date: 01/14/2025

Meeting Type: Extraordinary Shareholders

Primary Security ID: G2S85A104

Shares Voted: 613,750

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1a	Approve Proposed 2025 Annual Cap	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted given: * the transactions to be contemplated under these proposals are within the ordinary and usual course of the company's business and are on normal commercial terms; and * the independent non-executive directors and independent financial advisor believe that the transactions are fair and reasonable for the company's shareholders.</i>						
1b	Authorize Board to Deal with Matters Relating to the Proposed 2025 Annual Cap and Related Transactions	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these proposals is warranted given: * the transactions to be contemplated under these proposals are within the ordinary and usual course of the company's business and are on normal commercial terms; and * the independent non-executive directors and independent financial advisor believe that the transactions are fair and reasonable for the company's shareholders.</i>						

Ferretti SpA

Meeting Date: 01/21/2025

Country: Italy

Ticker: YACHT

Record Date: 01/10/2025

Meeting Type: Ordinary Shareholders

Primary Security ID: T4R20P128

Shares Voted: 13,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				
1	Appoint EY SpA as Auditor for the Sustainability Reporting	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted as the amount of the non-audit fees received by EY SpA in relation to the last fiscal year raises substantial doubts about its independence.</i>						
2.a	Elect Jiang Kui as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: The election of the proposed non-independent male nominee as director (Item 2.a) warrants a vote AGAINST due to insufficient board independence and failure to meet gender diversity requirements. Accordingly, Item 2.b also warrants a vote AGAINST. In addition, the nominee is considered overboarded following his appointment as board chair.</i>						
2.b	Elect Jiang Kui as Board Chair	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: The election of the proposed non-independent male nominee as director (Item 2.a) warrants a vote AGAINST due to insufficient board independence and failure to meet gender diversity requirements. Accordingly, Item 2.b also warrants a vote AGAINST. In addition, the nominee is considered overboarded following his appointment as board chair.</i>						

Meeting Date: 01/21/2025

Country: United Kingdom

Ticker: MARS

Record Date: 01/17/2025

Meeting Type: Annual

Primary Security ID: G5852L104

Shares Voted: 102,142

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Elect Ken Lever as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
4	Re-elect Justin Platt as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
5	Re-elect Hayleigh Lupino as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
6	Re-elect Bridget Lea as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
7	Re-elect Octavia Morley as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
8	Re-elect Rachel Osborne as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
9	Re-elect Sir Nick Varney as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
10	Reappoint RSM UK Audit LLP as Auditors	Mgmt	For	For	For	No
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Abitare In SpA

Meeting Date: 01/22/2025

Record Date: 01/13/2025

Primary Security ID: T0R33G121

Country: Italy

Meeting Type: Annual/Special

Ticker: ABT

Shares Voted: 2,461

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business	Mgmt				
	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Voting Policy Rationale: These items warrant a vote FOR because they are routine requests in Italy, and there are no specific concerns with the company's accounts and the proposed income allocation.					
	Approve Allocation of Income	Mgmt	For	For	For	No
3.1	Voting Policy Rationale: These items warrant a vote FOR because they are routine requests in Italy, and there are no specific concerns with the company's accounts and the proposed income allocation.					
	Approve Remuneration Policy	Mgmt	For	For	For	No
3.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For	No
4	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
1	Voting Policy Rationale: This item warrants a vote AGAINST because: * The maximum volume of the share repurchase program exceeds 10 percent of the issued share capital. * The holding limit of up to 10 percent of share capital in treasury may be exceeded.					
	Extraordinary Business	Mgmt				
1	Approve Cancellation of Capital Authorization	Mgmt	For	For	For	No

Canny Elevator Co., Ltd.

Meeting Date: 01/22/2025

Record Date: 01/15/2025

Primary Security ID: Y1099M104

Country: China

Meeting Type: Special

Ticker: 002367

Shares Voted: 276,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Sale of Fixed Assets	Mgmt	For	For	For	No

Exco Technologies Limited

Meeting Date: 01/22/2025

Record Date: 12/05/2024

Primary Security ID: 30150P109

Country: Canada

Meeting Type: Annual

Ticker: XTC

Exco Technologies Limited

Shares Voted: 19,353

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1A	Elect Director Edward H. Kernaghan	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1B	Elect Director Darren M. Kirk	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1C	Elect Director Robert B. Magee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1D	Elect Director Colleen M. McMorrow	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1E	Elect Director Brian A. Robbins	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
1F	Elect Director Tommy J. Skudutis	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>						
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

IFB Industries Limited

Meeting Date: 01/22/2025

Country: India

Ticker: 505726

Record Date: 12/13/2024

Meeting Type: Special

Primary Security ID: Y38609114

Shares Voted: 7,616

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Postal Ballot	Mgmt				
	Approve Appointment and Remuneration of Collegal Srinivasan Govindaraj as Executive Director - Manufacturing, Home Appliances Business	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted, because the board independence norms are not met as per our reclassification and Collegal Srinivasan Govindaraj is a non-independent director nominee.</i>						

Paisalo Digital Limited

Meeting Date: 01/22/2025

Record Date: 01/15/2025

Primary Security ID: Y6658E112

Country: India

Meeting Type: Extraordinary Shareholders

Ticker: 532900

Shares Voted: 946,796

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles of Association - Equity Related	Mgmt	For	For	For	No
2	Approve Issuance of Convertible Equity Warrants to Certain Identified Non-Promoter Persons/Entities on Preferential Basis	Mgmt	For	For	For	No

Kanamoto Co., Ltd.

Meeting Date: 01/23/2025

Record Date: 10/31/2024

Primary Security ID: J29557105

Country: Japan

Meeting Type: Annual

Ticker: 9678

Shares Voted: 39,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Kanamoto, Kanchu	Mgmt	For	For	For	No
1.2	Elect Director Kanamoto, Tetsuo	Mgmt	For	For	For	No
1.3	Elect Director Kanamoto, Tatsuo	Mgmt	For	For	For	No
1.4	Elect Director Hashiguchi, Kazunori	Mgmt	For	For	For	No
1.5	Elect Director Sannomiya, Akira	Mgmt	For	For	For	No
1.6	Elect Director Watanabe, Jun	Mgmt	For	For	For	No
1.7	Elect Director Hirose, Shun	Mgmt	For	For	For	No
1.8	Elect Director Yamashita, Hideaki	Mgmt	For	For	For	No
1.9	Elect Director Arita, Eiji	Mgmt	For	For	For	No
1.10	Elect Director Yonekawa, Motoki	Mgmt	For	For	For	No
1.11	Elect Director Tabata, Ayako	Mgmt	For	For	For	No
1.12	Elect Director Okawa, Tetsuya	Mgmt	For	For	For	No
1.13	Elect Director Shibuya, Naomi	Mgmt	For	For	For	No

Kerry Logistics Network Limited

Meeting Date: 01/23/2025

Country: Bermuda

Ticker: 636

Record Date: 01/21/2025

Meeting Type: Special

Primary Security ID: G52418103

Shares Voted: 439,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Purchase Contract and Related Transactions	Mgmt	For	For	For	No

Edvantage Group Holdings Limited

Meeting Date: 01/24/2025

Country: Cayman Islands

Ticker: 382

Record Date: 01/17/2025

Meeting Type: Annual

Primary Security ID: G2901A106

Shares Voted: 286,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2a	Approve Final Dividend	Mgmt	For	For	For	No
2b	Approve Scrip Dividend Scheme	Mgmt	For	For	For	No
3a1	Elect Chen Yuan, Rita as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the reelection of Rita Chen Yuan and Liu Yung Kan is warranted for failing to attend at least 75 percent of board meetings in the most recent fiscal year, without a satisfactory explanation. In the absence of any significant issues concerning O'Yang Wiley, a vote FOR his reelection is warranted.</i>						
3a2	Elect Liu Yung Kan as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the reelection of Rita Chen Yuan and Liu Yung Kan is warranted for failing to attend at least 75 percent of board meetings in the most recent fiscal year, without a satisfactory explanation. In the absence of any significant issues concerning O'Yang Wiley, a vote FOR his reelection is warranted.</i>						
3a3	Elect O'Yang Wiley as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the reelection of Rita Chen Yuan and Liu Yung Kan is warranted for failing to attend at least 75 percent of board meetings in the most recent fiscal year, without a satisfactory explanation. In the absence of any significant issues concerning O'Yang Wiley, a vote FOR his reelection is warranted.</i>						
3b	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
4	Approve Deloitte Touche Tohmatsu as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

Edvantage Group Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
5C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes

*Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.*

GAKUJO Co., Ltd.

Meeting Date: 01/24/2025Country: JapanTicker: 2301
Record Date: 10/31/2024Meeting Type: Annual
Primary Security ID: J16931107

Shares Voted: 630						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 39	Mgmt	For	For	For	No
2	Amend Articles to Reduce Directors' Term	Mgmt	For	For	For	No
3.1	Elect Director Nakai, Kiyokazu	Mgmt	For	For	For	No
3.2	Elect Director Nakai, Taishi	Mgmt	For	For	For	No
3.3	Elect Director Inui, Shinichiro	Mgmt	For	For	For	No
3.4	Elect Director Tsujiuchi, Akira	Mgmt	For	For	For	No
3.5	Elect Director Sasagawa, Yuko	Mgmt	For	For	For	No
3.6	Elect Director Miyata, Kiyoshi	Mgmt	For	For	For	No
3.7	Elect Director Wada, Hiromi	Mgmt	For	For	For	No
4.1	Appoint Statutory Auditor Mae, Yoshinobu	Mgmt	For	For	For	No
4.2	Appoint Statutory Auditor Kobayashi, Seiko	Mgmt	For	For	For	No

Electrosteel Castings Limited

Meeting Date: 01/25/2025Country: IndiaTicker: 500128
Record Date: 12/20/2024Meeting Type: Special
Primary Security ID: Y2285U165

Shares Voted: 170,962						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				

Electrosteel Castings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Sangeeta Singh as Director	Mgmt	For	For	For	No

B Communications Ltd.

Meeting Date: 01/26/2025	Country: Israel	Ticker: BCOM
Record Date: 12/22/2024	Meeting Type: Special	
Primary Security ID: M15629104		

Shares Voted: 8,561						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Reelect Efrat Duvdevani as External Director	Mgmt	For	For	For	No
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Refer	Against	No
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt				
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against	No
Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.						
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against	No
Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.						

B Communications Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	For	No
<i>Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>						

El Al Israel Airlines Ltd.

Meeting Date: 01/26/2025	Country: Israel	Ticker: ELAL
Record Date: 12/01/2024	Meeting Type: Special	
Primary Security ID: M3741D147		

Shares Voted: 547,523						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Updated Employment Terms of Dina Ganancia, CEO	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted, as the company has provided sufficient information on the employment terms are mainly in line with market practice.</i>						
2	Approve Updated Employment Terms of Amikam Ben Zvi, Chairman	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted, as the company has provided sufficient information on the employment terms are mainly in line with market practice.</i>						
3	Approve Amended Compensation Policy for the Directors and Officers of the Company	Mgmt	For	For	For	No
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Refer	Against	No
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt				

El Al Israel Airlines Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against	No
Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.						
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against	No
Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.						
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	For	No
Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.						

Elior Group SA

Meeting Date: 01/28/2025	Country: France	Ticker: ELIOR
Record Date: 01/24/2025	Meeting Type: Annual/Special	
Primary Security ID: F3253Q112		

Shares Voted: 117,640						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.						
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the approval of the annual accounts are warranted due to the unqualified auditors' opinion and lack of concerns.						

Elior Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted since the trademark license agreement is not supported by a convincing rationale.						
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
6	Approve Compensation of Daniel Derichebourg, Chairman of the Board and CEO	Mgmt	For	For	For	No
7	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For	No
8	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
9	Appoint Deloitte & Associates as Auditor for the Sustainability Reporting	Mgmt	For	For	For	No
10	Ratify Appointment of Julie Walbaum as Director	Mgmt	For	For	For	No
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
12	Extraordinary Business	Mgmt	For	For	For	No
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt				
13	Ordinary Business	Mgmt	For	For	For	No
	Authorize Filing of Required Documents/Other Formalities	Mgmt				

JSB Co., Ltd.

Meeting Date: 01/28/2025

Record Date: 10/31/2024

Primary Security ID: J28553105

Country: Japan

Meeting Type: Annual

Ticker: 3480

Shares Voted: 2,200						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Clarify Director Authority on Board Meetings	Mgmt	For	For	For	No
2.1	Elect Director Hayashi, Kenji	Mgmt	For	For	For	No

JSB Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.2	Elect Director Yamamoto, Takanori	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition where no female directors are included.</i>						
2.3	Elect Director Ando, Eiji	Mgmt	For	For	For	No
2.4	Elect Director Mori, Takahiro	Mgmt	For	For	For	No
2.5	Elect Director Shiraishi, Norio	Mgmt	For	For	For	No
2.6	Elect Director Kiyohara, Yuhei	Mgmt	For	For	For	No
2.7	Elect Director Fukushima, Hiroki	Mgmt	For	For	For	No
2.8	Elect Director Sato, Shogo	Mgmt	For	For	For	No
2.9	Elect Director Kuramochi, Hiroshi	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Okada, Kenichi	Mgmt	For	For	For	No
3.2	Appoint Statutory Auditor Yamaoka, Sachie	Mgmt	For	For	For	No
3.3	Appoint Statutory Auditor Fujisawa, Yasuko	Mgmt	For	For	For	No
4	Appoint Alternate Statutory Auditor Higashitsuji, Junji	Mgmt	For	For	For	No

AJ Bell Plc

Meeting Date: 01/29/2025 **Country:** United Kingdom **Ticker:** AJB
Record Date: 01/27/2025 **Meeting Type:** Annual
Primary Security ID: G01457103

Shares Voted: 137,244

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Amendments to the Executive Incentive Plan	Mgmt	For	For	For	No
5	Approve Amendments to the Senior Manager Incentive Plan	Mgmt	For	For	For	No
6	Approve Final Dividend	Mgmt	For	For	For	No
7	Re-elect Fiona Clutterbuck as Director	Mgmt	For	For	For	No

Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Re-elect Michael Summersgill as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
9	Re-elect Peter Birch as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
10	Re-elect Evelyn Bourke as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
11	Re-elect Eamonn Flanagan as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
12	Re-elect Fiona Fry as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
13	Re-elect Margaret Hassall as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
14	Re-elect Les Platts as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
15	Elect Julie Chakraverty as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
16	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.</i>						
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.</i>						
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Derichbourg SA
Meeting Date: 01/29/2025

Record Date: 01/27/2025

Primary Security ID: F2546C237

Country: France

Meeting Type: Annual/Special

Ticker: DBG

Shares Voted: 47,471

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business Approve Financial Statements and Discharge Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted, given the unqualified opinion and the lack of controversy.</i>						
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted, given the unqualified opinion and the lack of controversy.</i>						
3	Approve Allocation of Income and Dividends of EUR 0.13 per Share	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted since: * Governance agreement related to the contribution in kind of Derichebourg Multiservices to Elio puts the Chairman of the company in an overboarding situation; * The management service agreement is not supported by any convincing rationale. It could be used to allow partial or total outsourcing of the chairman's, CEO's and Vice-CEO's remuneration. Outsourcing the remuneration entails a lack of transparency; * The trademark license agreement is not supported by a convincing rationale; * The amendment to the trademark license agreement is not supported by a convincing rationale; and * As last year, two transactions do not appear in the auditors' special report.</i>						
5	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes AGAINST the remuneration policies of the CEO (item 6) and the Vice-CEO (item 7) are warranted because: * Remunerations are not paid by Derichebourg SA but by the controlling holding (DBG Finances) and a subsidiary (Purfer), which entails a significant lack of transparency and circumvent shareholders's scrutiny; * The CEO's remuneration policy does not include any long-term components; * The discretion policy for the CEO and vice-CEO's remunerations is deemed too vague; and * The company does not specify any cap in case of an allocation of an exceptional payments to the CEO or the vice-CEO. A vote FOR the remuneration policy of the Chairman (item 5) is warranted but not without concerns given the absence of disclosure concerning his base salary. Support is nonetheless warranted given that his remuneration through the global package dedicated to directors remains capped and the absence of any other concerns. A vote FOR the remuneration policy of the non-executive corporate officers (item 8) is warranted in the absence of specific concerns.</i>						
6	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST the remuneration policies of the CEO (item 6) and the Vice-CEO (item 7) are warranted because: * Remunerations are not paid by Derichebourg SA but by the controlling holding (DBG Finances) and a subsidiary (Purfer), which entails a significant lack of transparency and circumvent shareholders's scrutiny; * The CEO's remuneration policy does not include any long-term components; * The discretion policy for the CEO and vice-CEO's remunerations is deemed too vague; and * The company does not specify any cap in case of an allocation of an exceptional payments to the CEO or the vice-CEO. A vote FOR the remuneration policy of the Chairman (item 5) is warranted but not without concerns given the absence of disclosure concerning his base salary. Support is nonetheless warranted given that his remuneration through the global package dedicated to directors remains capped and the absence of any other concerns. A vote FOR the remuneration policy of the non-executive corporate officers (item 8) is warranted in the absence of specific concerns.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST the remuneration policies of the CEO (item 6) and the Vice-CEO (item 7) are warranted because: * Remunerations are not paid by Derichebourg SA but by the controlling holding (DBG Finances) and a subsidiary (Purfer), which entails a significant lack of transparency and circumvent shareholders's scrutiny; * The CEO's remuneration policy does not include any long-term components; * The discretion policy for the CEO and vice-CEO's remunerations is deemed too vague; and * The company does not specify any cap in case of an allocation of an exceptional payments to the CEO or the vice-CEO. A vote FOR the remuneration policy of the Chairman (item 5) is warranted but not without concerns given the absence of disclosure concerning his base salary. Support is nonetheless warranted given that his remuneration through the global package dedicated to directors remains capped and the absence of any other concerns. A vote FOR the remuneration policy of the non-executive corporate officers (item 8) is warranted in the absence of specific concerns.</i>						
8	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes AGAINST the remuneration policies of the CEO (item 6) and the Vice-CEO (item 7) are warranted because: * Remunerations are not paid by Derichebourg SA but by the controlling holding (DBG Finances) and a subsidiary (Purfer), which entails a significant lack of transparency and circumvent shareholders's scrutiny; * The CEO's remuneration policy does not include any long-term components; * The discretion policy for the CEO and vice-CEO's remunerations is deemed too vague; and * The company does not specify any cap in case of an allocation of an exceptional payments to the CEO or the vice-CEO. A vote FOR the remuneration policy of the Chairman (item 5) is warranted but not without concerns given the absence of disclosure concerning his base salary. Support is nonetheless warranted given that his remuneration through the global package dedicated to directors remains capped and the absence of any other concerns. A vote FOR the remuneration policy of the non-executive corporate officers (item 8) is warranted in the absence of specific concerns.</i>						
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For	No
10	Approve Compensation of Daniel Derichebourg, Chairman of the Board	Mgmt	For	For	For	No
11	Approve Compensation of Abderrahmane El Aoufir, CEO	Mgmt	For	For	For	No
12	Approve Compensation of Thomas Derichebourg, Vice-CEO	Mgmt	For	For	For	No
13	Reelect Catherine Claverie as Director	Mgmt	For	For	For	No
14	Renew Appointment of Ernst & Young Audit as Auditor	Mgmt	For	For	For	No
15	Ratify Ernst & Young Audit as Authorized Sustainability Auditors	Mgmt	For	For	For	No
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: This resolution warrants a vote AGAINST as the share repurchase program can be continued during a takeover period.</i>						
Extraordinary Business						
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST Items 18, 19, 21 and 22 are warranted as the possibility of use during a takeover period is not excluded; * Votes AGAINST the authorizations under Items 18-19 and 21-23 are warranted because they do not respect the recommended 10/50-percent guidelines for issuances with and without preemptive rights; and * A vote FOR the total limit proposed under Item 24 is warranted as it limits shareholder dilution under all authorizations together.</i>						
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST Items 18, 19, 21 and 22 are warranted as the possibility of use during a takeover period is not excluded; * Votes AGAINST the authorizations under Items 18-19 and 21-23 are warranted because they do not respect the recommended 10/50-percent guidelines for issuances with and without preemptive rights; and * A vote FOR the total limit proposed under Item 24 is warranted as it limits shareholder dilution under all authorizations together.</i>						
20	Authorize Capitalization of Reserves of Up to EUR 50 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST Items 18, 19, 21 and 22 are warranted as the possibility of use during a takeover period is not excluded; * Votes AGAINST the authorizations under Items 18-19 and 21-23 are warranted because they do not respect the recommended 10/50-percent guidelines for issuances with and without preemptive rights; and * A vote FOR the total limit proposed under Item 24 is warranted as it limits shareholder dilution under all authorizations together.</i>						
22	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST Items 18, 19, 21 and 22 are warranted as the possibility of use during a takeover period is not excluded; * Votes AGAINST the authorizations under Items 18-19 and 21-23 are warranted because they do not respect the recommended 10/50-percent guidelines for issuances with and without preemptive rights; and * A vote FOR the total limit proposed under Item 24 is warranted as it limits shareholder dilution under all authorizations together.</i>						
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST Items 18, 19, 21 and 22 are warranted as the possibility of use during a takeover period is not excluded; * Votes AGAINST the authorizations under Items 18-19 and 21-23 are warranted because they do not respect the recommended 10/50-percent guidelines for issuances with and without preemptive rights; and * A vote FOR the total limit proposed under Item 24 is warranted as it limits shareholder dilution under all authorizations together.</i>						

Derichebourg SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
24	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-22 and 25 of Current Meeting and Items 19-20 and 22 from 30 Jan. 2024 Meeting at EUR 50 Million	Mgmt	For	For	For	No
Voting Policy Rationale: * Votes AGAINST Items 18, 19, 21 and 22 are warranted as the possibility of use during a takeover period is not excluded; * Votes AGAINST the authorizations under Items 18-19 and 21-23 are warranted because they do not respect the recommended 10/50-percent guidelines for issuances with and without preemptive rights; and * A vote FOR the total limit proposed under Item 24 is warranted as it limits shareholder dilution under all authorizations together.						
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	Against	For	For	Yes
Voting Policy Rationale: A vote FOR this item is warranted as it does not raise concerns.						
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Fuji Corp. (Miyagi)

Meeting Date: 01/29/2025	Country: Japan	Ticker: 7605
Record Date: 10/31/2024	Meeting Type: Annual	
Primary Security ID: J14018113		

Shares Voted: 2,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 20	Mgmt	For	For	For	No

Paramount Resources Ltd.

Meeting Date: 01/29/2025	Country: Canada	Ticker: POU
Record Date: 12/30/2024	Meeting Type: Special	
Primary Security ID: 699320206		

Shares Voted: 103,597						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Reduction in Stated Capital	Mgmt	For	For	For	No

Astral Foods Ltd.

Meeting Date: 01/30/2025	Country: South Africa	Ticker: ARL
Record Date: 01/24/2025	Meeting Type: Annual	
Primary Security ID: S0752H102		

Shares Voted: 15,964

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports for the Year Ended 30 September 2024	Mgmt	For	For	For	No
2.1	Re-elect Tshepo Shabangu as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.</i>						
2.2	Re-elect Willem Potgieter as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.</i>						
3.1	Re-elect Diederik Fouche as Member of the Audit and Risk Management Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.</i>						
3.2	Re-elect Saleh Mayet as Member of the Audit and Risk Management Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.</i>						
3.3	Re-elect Tshepo Shabangu as Member of the Audit and Risk Management Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.</i>						
4.1	Re-elect Tshepo Shabangu as Member of the Social and Ethics Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted, although it is not without concern: * The composition of the Social and Ethics Committee deviates from the recommendations of King IV Report. The main reason for support is: * The composition of the Committee is consistent with the requirements of South African company law.</i>						
4.2	Re-elect Theunis Eloff as Member of the Social and Ethics Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted, although it is not without concern: * The composition of the Social and Ethics Committee deviates from the recommendations of King IV Report. The main reason for support is: * The composition of the Committee is consistent with the requirements of South African company law.</i>						
4.3	Re-elect Gary Arnold as Member of the Social and Ethics Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted, although it is not without concern: * The composition of the Social and Ethics Committee deviates from the recommendations of King IV Report. The main reason for support is: * The composition of the Committee is consistent with the requirements of South African company law.</i>						
4.4	Re-elect Len Hansen as Member of the Social and Ethics Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted, although it is not without concern: * The composition of the Social and Ethics Committee deviates from the recommendations of King IV Report. The main reason for support is: * The composition of the Committee is consistent with the requirements of South African company law.</i>						

Astral Foods Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Reappoint Deloitte and Touche as Auditors with Sebastian Carter as the Individual Designated Auditor	Mgmt	For	For	For	No
6	Approve Remuneration Policy	Mgmt	For	For	For	No
7	Approve Implementation of the Remuneration Policy	Mgmt	For	For	For	No
8	Authorise Ratification of Approved Resolutions	Mgmt	For	For	For	No
9	Approve Fees Payable to Non-executive Directors	Mgmt	For	For	For	No
10	Approve Financial Assistance to Related and Inter-related Companies	Mgmt	For	For	For	No
11	Authorise Repurchase of Issued Share Capital	Mgmt	For	For	For	No

Greencore Group Plc

Meeting Date: 01/30/2025 **Country:** Ireland **Ticker:** GNC
Record Date: 01/26/2025 **Meeting Type:** Annual
Primary Security ID: G40866124

Shares Voted: 193,663

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports and Review the Company's Affairs	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3a	Re-elect Leslie Van de Walle as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
3b	Re-elect Dalton Philips as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
3c	Elect Catherine Gubbins as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
3d	Re-elect Linda Hickey as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
3e	Re-elect Alastair Murray as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						

Greencore Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3f	Re-elect Anne O'Leary as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
3g	Re-elect Helen Rose as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
3h	Re-elect Harshitkumar Shah as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
4	Approve Remuneration Report	Mgmt	For	For	For	No
5	Ratify Deloitte Ireland LLP as Auditors	Mgmt	For	For	For	No
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
7	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No
8	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.</i>						
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.</i>						
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.</i>						
11	Authorise Market Purchase of Shares	Mgmt	For	For	For	No
12	Authorise the Re-allotment of Treasury Shares	Mgmt	For	For	For	No

Per Aarsleff Holding A/S

Meeting Date: 01/30/2025 **Country:** Denmark **Ticker:** PAAL.B
Record Date: 01/23/2025 **Meeting Type:** Annual
Primary Security ID: K7627X145

Shares Voted: 4,838

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Report of Board	Mgmt				
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

Per Aarsleff Holding A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Allocation of Income and Dividends of DKK 11 Per Share	Mgmt	For	For	For	No
4	Approve Discharge of Management and Board	Mgmt	For	For	For	No
5.1	Approve Remuneration Report	Mgmt	For	For	For	No
5.2	Approve Remuneration of Directors for 2024/25 in the Aggregate Amount of DKK 325,000	Mgmt	For	For	For	No
6.1	Reelect Jorgen Dencker Wisborg as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all proposed candidates is warranted due to the lack of concern regarding their suitability.						
6.2	Reelect Charlotte Strand as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all proposed candidates is warranted due to the lack of concern regarding their suitability.						
6.3	Reelect Klaus Kaae as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all proposed candidates is warranted due to the lack of concern regarding their suitability.						
6.4	Reelect Pernille Lind Olsen as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all proposed candidates is warranted due to the lack of concern regarding their suitability.						
6.5	Reelect Lars-Peter Sobye as New Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all proposed candidates is warranted due to the lack of concern regarding their suitability.						
6.6	Elect Mette Kynne Frandsen as New Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all proposed candidates is warranted due to the lack of concern regarding their suitability.						
6.7	Elect Per Asmussen as New Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all proposed candidates is warranted due to the lack of concern regarding their suitability.						
7	Ratify Deloitte as Auditor	Mgmt	For	For	For	No
8	Other Business	Mgmt				

Tomoe Engineering Co., Ltd.

Meeting Date: 01/30/2025	Country: Japan	Ticker: 6309
Record Date: 10/31/2024	Meeting Type: Annual	
Primary Security ID: J8912L103		

Shares Voted: 100						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 82	Mgmt	For	For	For	No

Tomoe Engineering Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.1	Elect Director Tamai, Akitomo	Mgmt	For	For	For	No
2.2	Elect Director Shinoda, Akiyoshi	Mgmt	For	For	For	No
2.3	Elect Director Azuma, Tetsuyuki	Mgmt	For	For	For	No
2.4	Elect Director Fujii, Osamu	Mgmt	For	For	For	No
2.5	Elect Director Kitta, Kazuyuki	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Yakura, Toshiaki	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Yahiro, Kenji	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Sugihara, Rei	Mgmt	For	For	For	No
3.4	Elect Director and Audit Committee Member Ochi, Takako	Mgmt	For	For	For	No
4	Elect Alternate Director and Audit Committee Member Sato, Takashi	Mgmt	For	For	For	No
5	Approve Annual Bonus	Mgmt	For	For	For	No

thyssenkrupp AG

Meeting Date: 01/31/2025

Record Date: 01/09/2025

Primary Security ID: D8398Q119

Country: Germany

Meeting Type: Annual

Ticker: TKA

Shares Voted: 108,816

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023/24 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 0.15 per Share	Mgmt	For	For	For	No
3.1	Approve Discharge of Management Board Member Miguel Lopez Borrego for Fiscal Year 2023/24	Mgmt	For	For	For	No

Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.2	Approve Discharge of Management Board Member Oliver Burkhard for Fiscal Year 2023/24	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
3.3	Approve Discharge of Management Board Member Volkmar Dinstuhl (from Jan. 1, 2024) for Fiscal Year 2023/24	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
3.4	Approve Discharge of Management Board Member Ilse Henne (from Jan. 1, 2024) for Fiscal Year 2023/24	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
3.5	Approve Discharge of Management Board Member Jens Schulte (from June 1, 2024) for Fiscal Year 2023/24	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
3.6	Approve Discharge of Management Board Member Klaus Keysberg (until May 31, 2024) for Fiscal Year 2023/24	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4.1	Approve Discharge of Supervisory Board Member Siegfried Russwurm for Fiscal Year 2023/24	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4.2	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2023/24	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4.3	Approve Discharge of Supervisory Board Member Birgit Behrendt for Fiscal Year 2023/24	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4.4	Approve Discharge of Supervisory Board Member Patrick Berard for Fiscal Year 2023/24	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.5	Approve Discharge of Supervisory Board Member Stefan Buchner for Fiscal Year 2023/24	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4.6	Approve Discharge of Supervisory Board Member Wolfgang Colberg for Fiscal Year 2023/24	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4.7	Approve Discharge of Supervisory Board Member Ursula Gather for Fiscal Year 2023/24	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4.8	Approve Discharge of Supervisory Board Member Angelika Gifford for Fiscal Year 2023/24	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4.9	Approve Discharge of Supervisory Board Member Bernhard Guenther for Fiscal Year 2023/24	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4.10	Approve Discharge of Supervisory Board Member Achim Hass for Fiscal Year 2023/24	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4.11	Approve Discharge of Supervisory Board Member Tanja Jacquemin for Fiscal Year 2023/24	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4.12	Approve Discharge of Supervisory Board Member Daniela Jansen for Fiscal Year 2023/24	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4.13	Approve Discharge of Supervisory Board Member Christian Julius for Fiscal Year 2023/24	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.14	Approve Discharge of Supervisory Board Member Thorsten Koch for Fiscal Year 2023/24	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.15	Approve Discharge of Supervisory Board Member Katrin Krawinkel for Fiscal Year 2023/24	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.16	Approve Discharge of Supervisory Board Member Ingo Luge for Fiscal Year 2023/24	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.17	Approve Discharge of Supervisory Board Member Tekin Nasikkol for Fiscal Year 2023/24	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.18	Approve Discharge of Supervisory Board Member Verena Volpert for Fiscal Year 2023/24	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.19	Approve Discharge of Supervisory Board Member Ulrich Wilsberg for Fiscal Year 2023/24	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4.20	Approve Discharge of Supervisory Board Member Kirstin Zeidler for Fiscal Year 2023/24	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
5.1	Ratify KPMG AG as Auditor for Fiscal Year 2024/25 and as Auditor for the Review of the Interim Financial Statements and Reports for Fiscal Year 2025/26	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>					
5.2	Ratify KPMG AG as Auditors for the Sustainability Reporting for Fiscal Year 2024/25	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR is warranted because there are no concerns regarding this proposal.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Approve Remuneration Report	Mgmt	For	For	For	No
7	Approve Remuneration Policy	Mgmt	For	For	For	No
8	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For	No

Aramis Group SAS

Meeting Date: 02/04/2025 **Country:** France **Ticker:** ARAMI
Record Date: 01/31/2025 **Meeting Type:** Annual/Special
Primary Security ID: F0356L107

Shares Voted: 7,793

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business	Mgmt				
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted in the absence of any specific concern.</i>					
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted in the absence of any specific concern.</i>					
3	Approve Treatment of Losses	Mgmt	For	For	For	No
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For	No
5	Reelect Guillaume Paoli as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: In the absence of specific concerns, votes FOR these proposals are warranted.</i>					
6	Reelect Nicolas Chartier as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: In the absence of specific concerns, votes FOR these proposals are warranted.</i>					
7	Reelect Patrick Bataillard as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: In the absence of specific concerns, votes FOR these proposals are warranted.</i>					
8	Reelect Linda Jackson as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: In the absence of specific concerns, votes FOR these proposals are warranted.</i>					
9	Reelect Delphine Mousseau as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: In the absence of specific concerns, votes FOR these proposals are warranted.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10	Reelect Sophie Le Roi as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of specific concerns, votes FOR these proposals are warranted.</i>						
11	Reelect Philippe de Rovira as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of specific concerns, votes FOR these proposals are warranted.</i>						
12	Elect Sonia Barriere as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of specific concerns, votes FOR these proposals are warranted.</i>						
13	Elect James Weston as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of specific concerns, votes FOR these proposals are warranted.</i>						
14	Appoint Deloitte et Associes as Authorized Sustainability Auditors	Mgmt	For	For	For	No
15	Approve Compensation Report	Mgmt	For	For	For	No
16	Approve Compensation of Guillaume Paoli, Chairman of the Board and CEO	Mgmt	For	For	For	No
17	Approve Compensation of Nicolas Chartier, Vice-CEO	Mgmt	For	For	For	No
18	Approve Remuneration Policy of Directors	Mgmt	For	For	For	No
19	Approve Remuneration Policy of Chairman of the Board and CEO	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these remunerations policies is warranted, even though the company only discloses the nature of the performance conditions without specifying its targets and vesting scales for the LTIP.</i>						
20	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these remunerations policies is warranted, even though the company only discloses the nature of the performance conditions without specifying its targets and vesting scales for the LTIP.</i>						
21	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For	No
Extraordinary Business						
22	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For	No
23	Authorize Capitalization of Reserves of Up to EUR 331,000 for Bonus Issue or Increase in Par Value	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
24	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 828,000	Mgmt	For	For	For	No
<i>Voting Policy Rationale: * Votes AGAINST the authorizations under Items 25, 26, 27, 28 and 29 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. Moreover, the maximum discount allowed for these authorizations is not disclosed, or not explicitly specified and may exceed the acceptable limit of 10 percent. * A vote FOR the total limit proposed under Item 24 is warranted because it respects the recommended 50-percent guidelines for issuances with preemptive rights, and as it limits shareholder dilution under all authorizations together.</i>						
25	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with a Binding Priority Right up to Aggregate Nominal Amount of EUR 497,140	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST the authorizations under Items 25, 26, 27, 28 and 29 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. Moreover, the maximum discount allowed for these authorizations is not disclosed, or not explicitly specified and may exceed the acceptable limit of 10 percent. * A vote FOR the total limit proposed under Item 24 is warranted because it respects the recommended 50-percent guidelines for issuances with preemptive rights, and as it limits shareholder dilution under all authorizations together.</i>						
26	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 497,140	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST the authorizations under Items 25, 26, 27, 28 and 29 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. Moreover, the maximum discount allowed for these authorizations is not disclosed, or not explicitly specified and may exceed the acceptable limit of 10 percent. * A vote FOR the total limit proposed under Item 24 is warranted because it respects the recommended 50-percent guidelines for issuances with preemptive rights, and as it limits shareholder dilution under all authorizations together.</i>						
27	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 497,140	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST the authorizations under Items 25, 26, 27, 28 and 29 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. Moreover, the maximum discount allowed for these authorizations is not disclosed, or not explicitly specified and may exceed the acceptable limit of 10 percent. * A vote FOR the total limit proposed under Item 24 is warranted because it respects the recommended 50-percent guidelines for issuances with preemptive rights, and as it limits shareholder dilution under all authorizations together.</i>						
28	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST the authorizations under Items 25, 26, 27, 28 and 29 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. Moreover, the maximum discount allowed for these authorizations is not disclosed, or not explicitly specified and may exceed the acceptable limit of 10 percent. * A vote FOR the total limit proposed under Item 24 is warranted because it respects the recommended 50-percent guidelines for issuances with preemptive rights, and as it limits shareholder dilution under all authorizations together.</i>						

Aramis Group SAS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
29	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: * Votes AGAINST the authorizations under Items 25, 26, 27, 28 and 29 are warranted because they do not respect the recommended 10-percent guidelines for issuances without preemptive rights. Moreover, the maximum discount allowed for these authorizations is not disclosed, or not explicitly specified and may exceed the acceptable limit of 10 percent. * A vote FOR the total limit proposed under Item 24 is warranted because it respects the recommended 50-percent guidelines for issuances with preemptive rights, and as it limits shareholder dilution under all authorizations together.</i>						
30	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For	No
31	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For	No
32	Authorize Issuance of 410,000 Warrants (BSA 2025) without Preemptive Rights Reserved for Specific Beneficiaries	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * Grants of equity-based instruments to non-executives goes against recommended guidelines. * There is no sufficient information on performance criteria.</i>						
33	Authorize up to 5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * No sufficient information is available on the existence of performance conditions. * The vesting period is not sufficiently long-term oriented. * The performance period is not disclosed.</i>						
34	Amend Article 15 of Bylaws Re: Board Deliberation	Mgmt	For	For	For	No
35	Delegate Powers to the Board to Amend Articles of Bylaws to Comply with Legal Changes	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as the delegation could lead to the implementation of amendments that have a negative impact on shareholders' rights.</i>						
36	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For	No

Chorus Aviation Inc.

Meeting Date: 02/04/2025 **Country:** Canada **Ticker:** CHR
Record Date: 12/23/2024 **Meeting Type:** Special
Primary Security ID: 17040T300

Shares Voted: 0						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Share Consolidation	Mgmt	For	For		No

Chorus Aviation Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
A	The Undersigned Certifies The Shares Represented By This Proxy Are Owned And Controlled By: FOR = Canadian, AGT = Non-Canadian Holder Authorized To Provide Air Service, ABN = Non-Canadian Who Is Not A Non-Canadian Holder Authorized To Provide Air Service.	Mgmt	None	Refer		No
B	The Undersigned Certifies that Shares Owned and Controlled, Including Shares Held by Persons in Affiliation with the Undersigned Represent 10% or More of Company's IOS. Vote FOR = Yes and AGAINST = No. A Vote ABSTAIN will be treated as not voted.	Mgmt	None	Refer		No

Nufarm Limited

Meeting Date: 02/04/2025Country: AustraliaTicker: NUF

Record Date: 02/02/2025Meeting Type: Annual

Primary Security ID: Q7007B105

Shares Voted: 270,191						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Elect David Jones as Director	Mgmt	For	For	For	No
4	Approve Grant of Rights to Greg Hunt under the EIP	Mgmt	For	For	For	No

Logista Integral SA

Meeting Date: 02/05/2025Country: SpainTicker: LOG

Record Date: 01/31/2025Meeting Type: Annual

Primary Security ID: E0304S106

Shares Voted: 29,981						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Approve Standalone Financial Statements	Mgmt	For	For	For	No

Voting Policy Rationale: A vote FOR these items is warranted due to a lack of concern regarding the accounts presented or audit procedures used.

Logista Integral SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.2	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted due to a lack of concern regarding the accounts presented or audit procedures used.						
2	Approve Non-Financial Information Statement	Mgmt	For	For	For	No
3	Approve Discharge of Board	Mgmt	For	For	For	No
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
5	Renew Appointment of Ernst & Young as Auditor	Mgmt	For	For	For	No
6	Amend Article 11 Re: Board Term	Mgmt	For	For	For	No
7.1	Ratify Appointment of and Elect Celso Marciniuk as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted due to a lack of concerns about the director nominees and the board composition.						
7.2	Ratify Appointment of and Elect Cristina Ruiz Ortega as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted due to a lack of concerns about the director nominees and the board composition.						
7.3	Reelect Luis Isasi Fernandez de Bobadilla as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted due to a lack of concerns about the director nominees and the board composition.						
8	Approve Remuneration Policy	Mgmt	For	For	For	No
9	Advisory Vote on Remuneration Report	Mgmt	For	For	For	No
10	Receive Amendments to Board of Directors Regulations	Mgmt				
11	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

SpareBank 1 SMN

Meeting Date: 02/05/2025	Country: Norway	Ticker: MING
Record Date: 01/29/2025	Meeting Type: Annual	
Primary Security ID: R83262114		

Shares Voted: 50,997

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Meeting for Holders of Equity Capital Certificates	Mgmt				

SpareBank 1 SMN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
2	Elect Chairman of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5.1	Elect Members and Deputy Members of Corporate Assembly	Mgmt	For	For	For	No
	Proposals Submitted by Sparebankstiftinga Sore Sunnmor	Mgmt				
5.2	Elect Members and Deputy Members of Corporate Assembly	SH	None	Against	Against	No

Stabilus SE

Meeting Date: 02/05/2025 **Country:** Germany **Ticker:** STM
Record Date: 01/14/2025 **Meeting Type:** Annual
Primary Security ID: D76913108

Shares Voted: 6,321						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023/24 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 1.15 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2023/24	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					
4	Approve Discharge of Supervisory Board for Fiscal Year 2023/24	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.1	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024/25 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2025	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR are warranted because no concerns were identified that would impact the suitability of the proposed auditor.						
5.2	Ratify Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2024/25	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR are warranted because no concerns were identified that would impact the suitability of the proposed auditor.						
6	Approve Remuneration Report	Mgmt	For	For	For	No
7	Elect Kai-Uwe Knickmann to the Supervisory Board	Mgmt	For	For	For	No
8.1	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the remuneration policy and the remuneration of the supervisory board members are warranted because they are in line with market practice and no significant concerns are noted.						
8.2	Approve Remuneration of Supervisory Board	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the remuneration policy and the remuneration of the supervisory board members are warranted because they are in line with market practice and no significant concerns are noted.						
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the proposed article amendments in regard to virtual-only shareholder meetings is warranted because: * There is no explanation regarding why it was considered necessary to hold a virtual-only meeting in the past three years, nor why the company chose the virtual-only format again for the 2025 AGM. * The company has not given shareholders the option to attend the AGM in-person since prior to the pandemic, and there is no commitment by the boards to giving shareholders an in-person attendance option in the near future. * There is no explanation of the circumstances under which the board would hold a virtual-only (or in-person) meeting. * The new proposal appears to be a blanket authorization to continue holding AGMs in the virtual format only.						

Dexxos Participacoes SA

Meeting Date: 02/06/2025	Country: Brazil	Ticker: DEXP3
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: P3R895118		

Shares Voted: 2,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Conversion of All Preferred Shares into Common Shares at Ratio of 1:1	Mgmt	For	For	For	No

Dexxos Participacoes SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
<i>Voting Policy Rationale: A vote FOR these requests is warranted because: * The company presented a compelling rationale for the share conversion, which would potentially improve the company's governance by creating a single-class share structure; * There are no known concerns regarding the proposed terms of the share conversion; and * The company has disclosed the full text of the proposed bylaw amendments.</i>						
2	Amend Articles 5 and 6 to Reflect Changes in Capital	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these requests is warranted because: * The company presented a compelling rationale for the share conversion, which would potentially improve the company's governance by creating a single-class share structure; * There are no known concerns regarding the proposed terms of the share conversion; and * The company has disclosed the full text of the proposed bylaw amendments.</i>						
3	Consolidate Bylaws	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these requests is warranted because: * The company presented a compelling rationale for the share conversion, which would potentially improve the company's governance by creating a single-class share structure; * There are no known concerns regarding the proposed terms of the share conversion; and * The company has disclosed the full text of the proposed bylaw amendments.</i>						
4	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

DCM Shriram Industries Ltd.

Meeting Date: 02/08/2025Country: IndiaTicker: 523369

Record Date: 02/01/2025Meeting Type: Court

Primary Security ID: Y2023U139

Shares Voted: 78,721						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Court-Ordered Meeting for Equity Shareholders	Mgmt				
	Approve Scheme of Arrangement	Mgmt	For	For	For	No

Electrosteel Castings Limited

Meeting Date: 02/10/2025Country: IndiaTicker: 500128

Record Date: 01/03/2025Meeting Type: Special

Primary Security ID: Y2285U165

Shares Voted: 170,962						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				

Electrosteel Castings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Payment of Remuneration to Umang Kejriwal as Managing Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted, however it is not without concerns: * There is no absolute cap on the commission element. Further, there are no disclosures on the threshold and target performance the executives need to achieve to determine the payout under this element. * The executives will be paid the proposed remuneration as minimum remuneration, even in the event of loss or inadequate profits of the company. The main reason for support is: * The proposed remuneration is deemed reasonable as compared to executives in peer companies and is commensurate to the size and scale of the company's operations. * The past pay of the executives has been aligned with the performance of the company and the company is expected to continue with this practice.</i>						
2	Approve Payment of Remuneration to Mayank Kejriwal as Joint Managing Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted, however it is not without concerns: * There is no absolute cap on the commission element. Further, there are no disclosures on the threshold and target performance the executives need to achieve to determine the payout under this element. * The executives will be paid the proposed remuneration as minimum remuneration, even in the event of loss or inadequate profits of the company. The main reason for support is: * The proposed remuneration is deemed reasonable as compared to executives in peer companies and is commensurate to the size and scale of the company's operations. * The past pay of the executives has been aligned with the performance of the company and the company is expected to continue with this practice.</i>						
3	Approve Reappointment and Remuneration of Priya Manjari Todi as Whole-time Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Item 3 A vote AGAINST the nominee is warranted because: * The nominee has failed to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. Item 4, 5, 6 and 7 A vote FOR these resolutions is warranted, however it is not without concerns: * The proposed remuneration structure does not comprise of a variable component, to align pay with performance. * The executives will be paid the proposed remuneration as minimum remuneration, even in the event of loss or inadequate profits of the company. The main reason for support is: * The proposed remuneration is deemed reasonable as compared to executives in peer companies and is commensurate to the size and scale of the company's operations. * The past pay of the executives has been aligned with the performance of the company and the company is expected to continue with this practice.</i>						
4	Approve Reappointment and Remuneration of Radha Kejriwal Agarwal as Whole-time Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 3 A vote AGAINST the nominee is warranted because: * The nominee has failed to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. Item 4, 5, 6 and 7 A vote FOR these resolutions is warranted, however it is not without concerns: * The proposed remuneration structure does not comprise of a variable component, to align pay with performance. * The executives will be paid the proposed remuneration as minimum remuneration, even in the event of loss or inadequate profits of the company. The main reason for support is: * The proposed remuneration is deemed reasonable as compared to executives in peer companies and is commensurate to the size and scale of the company's operations. * The past pay of the executives has been aligned with the performance of the company and the company is expected to continue with this practice.</i>						
5	Approve Reappointment and Remuneration of Nityangi Kejriwal Jaiswal as Whole-time Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 3 A vote AGAINST the nominee is warranted because: * The nominee has failed to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. Item 4, 5, 6 and 7 A vote FOR these resolutions is warranted, however it is not without concerns: * The proposed remuneration structure does not comprise of a variable component, to align pay with performance. * The executives will be paid the proposed remuneration as minimum remuneration, even in the event of loss or inadequate profits of the company. The main reason for support is: * The proposed remuneration is deemed reasonable as compared to executives in peer companies and is commensurate to the size and scale of the company's operations. * The past pay of the executives has been aligned with the performance of the company and the company is expected to continue with this practice.</i>						

Electrosteel Castings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Approve Reappointment and Remuneration of Madhav Kejriwal as Whole-time Director	Mgmt	For	For	For	No
Voting Policy Rationale: Item 3 A vote AGAINST the nominee is warranted because: * The nominee has failed to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. Item 4, 5, 6 and 7 A vote FOR these resolutions is warranted, however it is not without concerns: * The proposed remuneration structure does not comprise of a variable component, to align pay with performance. * The executives will be paid the proposed remuneration as minimum remuneration, even in the event of loss or inadequate profits of the company. The main reason for support is: * The proposed remuneration is deemed reasonable as compared to executives in peer companies and is commensurate to the size and scale of the company's operations. * The past pay of the executives has been aligned with the performance of the company and the company is expected to continue with this practice.						
7	Approve Reappointment and Remuneration of Ashutosh Agarwal as Whole-time Director and Chief Financial Officer	Mgmt	For	For	For	No
Voting Policy Rationale: Item 3 A vote AGAINST the nominee is warranted because: * The nominee has failed to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. Item 4, 5, 6 and 7 A vote FOR these resolutions is warranted, however it is not without concerns: * The proposed remuneration structure does not comprise of a variable component, to align pay with performance. * The executives will be paid the proposed remuneration as minimum remuneration, even in the event of loss or inadequate profits of the company. The main reason for support is: * The proposed remuneration is deemed reasonable as compared to executives in peer companies and is commensurate to the size and scale of the company's operations. * The past pay of the executives has been aligned with the performance of the company and the company is expected to continue with this practice.						

Handa Pharmaceuticals, Inc.

Meeting Date: 02/10/2025	Country: Taiwan	Ticker: 6620
Record Date: 01/10/2025	Meeting Type: Special	
Primary Security ID: Y2R9U5106		

Shares Voted: 19,452						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Capital Injection by Issuance of Shares via a Private Placement	Mgmt	For	For	For	No

CI Financial Corp.

Meeting Date: 02/12/2025	Country: Canada	Ticker: CIX
Record Date: 12/30/2024	Meeting Type: Special	
Primary Security ID: 125491100		

Shares Voted: 221,900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Acquisition by Accelerate Holdings Corp.	Mgmt	For	For	For	No

China New Higher Education Group Limited

Meeting Date: 02/13/2025

Country: Cayman Islands

Ticker: 2001

Record Date: 02/07/2025

Meeting Type: Annual

Primary Security ID: G2163K107

Shares Voted: 127,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Elect Chan Tung Hoi as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
4	Elect Kwong Wai Sun Wilson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
5	Elect Wong Ka Ki Ada as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
6	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
7	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
9	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
10	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

easyJet Plc

Meeting Date: 02/13/2025

Country: United Kingdom

Ticker: EZJ

Record Date: 02/11/2025

Meeting Type: Annual

Primary Security ID: G3030S109

Shares Voted: 134,759

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Re-elect Sir Stephen Hester as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
6	Re-elect Kenton Jarvis as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
7	Re-elect Sue Clark as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
8	Re-elect Catherine Bradley as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
9	Re-elect Rianne van der Eijk as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
10	Re-elect Harald Eisenacher as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
11	Re-elect David Robbie as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
12	Re-elect Detlef Trefzger as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
13	Elect Jan De Raeymaeker as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
14	Elect Julie Chakraverty as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is considered warranted as no significant concerns have been identified.</i>						
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For	No
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
18	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.</i>						
19	Approve UK Sharesave Plan and International Sharesave Plan	Mgmt	For	For	For	No
20	Approve Share Incentive Plan and International Share Incentive Plan	Mgmt	For	For	For	No
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.</i>						
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

ENEA SA

Meeting Date: 02/13/2025

Country: Poland

Ticker: ENA

Record Date: 01/28/2025

Meeting Type: Special

Primary Security ID: X2232G104

Shares Voted: 540,276

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
<i>Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.</i>						
2	Elect Meeting Chairman	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.</i>						
3	Acknowledge Proper Convening of Meeting	Mgmt				
<i>Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.</i>						
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.</i>						
5.1	Amend Statute Re: Management Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed amendments are warranted because the changes are unlikely to have any appreciable impact on shareholder rights and value.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.2	Amend Statute Re: Management and Supervisory Boards	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed amendments are warranted because the changes are unlikely to have any appreciable impact on shareholder rights and value.</i>						
5.3	Amend Statute Re: Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed amendments are warranted because the changes are unlikely to have any appreciable impact on shareholder rights and value.</i>						
5.4	Amend Statute	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed amendments are warranted because the changes are unlikely to have any appreciable impact on shareholder rights and value.</i>						
6.1	Recall Supervisory Board Member	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST these items are warranted because the names of directors to be recalled and elected have not been disclosed.</i>						
6.2	Elect Supervisory Board Member	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Votes AGAINST these items are warranted because the names of directors to be recalled and elected have not been disclosed.</i>						
7	Close Meeting	Mgmt				

Graincorp Limited

Meeting Date: 02/13/2025 **Country:** Australia **Ticker:** GNC
Record Date: 02/11/2025 **Meeting Type:** Annual
Primary Security ID: Q42655102

Shares Voted: 31,653

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Remuneration Report	Mgmt	For	For	For	No
3a	Elect Peter Richards as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the re-election of chair Peter Richards (Item 3a) is warranted. Mr Richards is classified as overboarded and gender diversity will fall below the guidelines of the ASX Corporate Governance Council after the conclusion of the 2025 AGM. A vote FOR the re-election of non-executive director Clive Stiff (Item 3b) is warranted. No material issues have been identified regarding his nomination in respect of board and committee composition.</i>						
3b	Elect Clive Stiff as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the re-election of chair Peter Richards (Item 3a) is warranted. Mr Richards is classified as overboarded and gender diversity will fall below the guidelines of the ASX Corporate Governance Council after the conclusion of the 2025 AGM. A vote FOR the re-election of non-executive director Clive Stiff (Item 3b) is warranted. No material issues have been identified regarding his nomination in respect of board and committee composition.</i>						
4	Approve Grant of FY25 Long Term Incentive Rights to Robert Spurway	Mgmt	For	For	For	No

Meeting Date: 02/13/2025

Country: South Africa

Ticker: RDF

Record Date: 02/07/2025

Meeting Type: Annual

Primary Security ID: S6815L196

Shares Voted: 188,438

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Resolutions Re-elect Ntombi Langa-Royds as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.</i>						
2	Re-elect Cora Fernandez as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.</i>						
3	Re-elect Andrew Konig as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.</i>						
4	Re-elect Simon Fifield as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.</i>						
5.1	Re-elect Diane Radley as Chairperson of the Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.</i>						
5.2	Re-elect Lesego Sennelo as Member of the Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.</i>						
5.3	Re-elect Cora Fernandez as Member of the Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.</i>						
5.4	Re-elect Simon Fifield as Member of the Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.</i>						
6	Reappoint PricewaterhouseCoopers Inc as Auditors with Jorge Goncalves as the Designated Audit Partner	Mgmt	For	For	For	No
7	Place Authorised but Unissued Shares under Control of Directors	Mgmt	For	For	For	No
8	Authorise Board to Issue Shares for Cash	Mgmt	For	For	For	No

Redefine Properties Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Approve Specific Authority to Issue Shares Pursuant to a Reinvestment Option	Mgmt	For	For	For	No
10	Approve Remuneration Policy	Mgmt	For	For	For	No
11	Approve Implementation of the Remuneration Policy	Mgmt	For	For	For	No
12	Authorise Ratification of Approved Resolutions	Mgmt	For	For	For	No
	Special Resolutions	Mgmt				
1	Approve Non-executive Directors' Fees	Mgmt	For	For	For	No
2	Approve Financial Assistance in Terms of Section 44 of the Companies Act	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted: * These are routine requests, proposed as a result of the implementation of the Companies Act 2008.						
3	Approve Financial Assistance in Terms of Section 45 of the Companies Act	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted: * These are routine requests, proposed as a result of the implementation of the Companies Act 2008.						
4	Authorise Repurchase of Issued Share Capital	Mgmt	For	For	For	No

Zespół Elektrociepłowni Wrocławskich Kogeneracja SA

Meeting Date: 02/13/2025Country: PolandTicker: KGN

Record Date: 01/28/2025Meeting Type: Special

Primary Security ID: X9898A107

Shares Voted: 1,084						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
2	Elect Meeting Chairman	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
3	Acknowledge Proper Convening of Meeting	Mgmt				
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 2 and 4 are warranted because these are routine meeting formalities. Items 1 and 3 are non-voting.						

Zespol Elektrocieplowni Wroclawskich Kogeneracja SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Settlement Agreement	Mgmt	For	For	For	No
6	Amend Statute Re: Management and Supervisory Boards	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the proposed amendment is warranted because the company has failed to disclose the sufficiently compelling rationale to grant the right to appoint auditor for sustainability reporting to the supervisory board. The proposal may diminish the rights of shareholders.						
7	Close Meeting	Mgmt				

CMS Info Systems Ltd.

Meeting Date: 02/17/2025Country: IndiaTicker: 543441

Record Date: 01/10/2025Meeting Type: Special

Primary Security ID: Y1R6G9102

Shares Voted: 72,442

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Elect Sunil Mehta as Director	Mgmt	For	For	For	No

Changan Minsheng APLL Logistics Co., Ltd.

Meeting Date: 02/18/2025Country: ChinaTicker: 1292

Record Date: 02/12/2025Meeting Type: Extraordinary Shareholders

Primary Security ID: Y1294J104

Shares Voted: 10,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Framework Agreement Between the Company and Changan Automobile, Proposed Cap and Related Transactions	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR Items 1 to 3 is warranted given: * the transactions to be contemplated under these proposals are within the ordinary and usual course of the company's business and are on normal commercial terms; and * the independent non-executive directors and independent financial advisor believe that the transactions are fair and reasonable for the company's shareholders. A vote AGAINST the framework agreement with Zhuangbei Finance in Item 4 is warranted because the proposed related-party transaction includes a financial service agreement with the group finance company, which may expose the company to unnecessary risks.						

Changan Minsheng APLL Logistics Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Framework Agreement Between the Company and China Changan, Proposed Cap and Related Transactions	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR Items 1 to 3 is warranted given: * the transactions to be contemplated under these proposals are within the ordinary and usual course of the company's business and are on normal commercial terms; and * the independent non-executive directors and independent financial advisor believe that the transactions are fair and reasonable for the company's shareholders. A vote AGAINST the framework agreement with Zhuangbei Finance in Item 4 is warranted because the proposed related-party transaction includes a financial service agreement with the group finance company, which may expose the company to unnecessary risks.						
3	Approve Framework Agreement Between the Company and Minsheng Industrial, Proposed Cap and Related Transactions	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR Items 1 to 3 is warranted given: * the transactions to be contemplated under these proposals are within the ordinary and usual course of the company's business and are on normal commercial terms; and * the independent non-executive directors and independent financial advisor believe that the transactions are fair and reasonable for the company's shareholders. A vote AGAINST the framework agreement with Zhuangbei Finance in Item 4 is warranted because the proposed related-party transaction includes a financial service agreement with the group finance company, which may expose the company to unnecessary risks.						
4	Approve Framework Agreement Between the Company and Zhuangbei Finance and Related Transactions	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote FOR Items 1 to 3 is warranted given: * the transactions to be contemplated under these proposals are within the ordinary and usual course of the company's business and are on normal commercial terms; and * the independent non-executive directors and independent financial advisor believe that the transactions are fair and reasonable for the company's shareholders. A vote AGAINST the framework agreement with Zhuangbei Finance in Item 4 is warranted because the proposed related-party transaction includes a financial service agreement with the group finance company, which may expose the company to unnecessary risks.						

Douglas AG

Meeting Date: 02/19/2025Country: GermanyTicker: DOU

Record Date: 01/28/2025Meeting Type: Annual

Primary Security ID: D2S0ZD105

Shares Voted: 8,757						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023/24 (Non-Voting)	Mgmt				
2	Approve Discharge of Management Board for Fiscal Year 2023/24	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						

Douglas AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Discharge of Supervisory Board for Fiscal Year 2023/24	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.						
4	Ratify KPMG AG as Auditors for Fiscal Year 2024/25	Mgmt	For	For	For	No
5.1	Approve Management Board Remuneration Policy	Mgmt	For	For	For	No
5.2	Approve Supervisory Board Remuneration Policy	Mgmt	For	For	For	No
6	Approve Remuneration Report	Mgmt	For	For	For	No
7	Approve Conversion of Bearer Shares into Registered Shares	Mgmt	For	For	For	No

OVS SpA

Meeting Date: 02/19/2025	Country: Italy	Ticker: OVS
Record Date: 02/10/2025	Meeting Type: Extraordinary Shareholders	
Primary Security ID: T7S3C5103		

Shares Voted: 66,520						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Extraordinary Business Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For	For	No

Sparebanken Ost

Meeting Date: 02/19/2025	Country: Norway	Ticker: SPOG
Record Date: 02/12/2025	Meeting Type: Annual	
Primary Security ID: R1984E108		

Shares Voted: 5,299						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Meeting for Holders of Primary Capital Certificates Approve Notice of Meeting and Agenda	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						

Sparebanken Ost

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
3	Elect Members and Deputy Members of Corporate Assembly	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because the overall level of board independence falls below one-third.						

Technology One Limited

Meeting Date: 02/19/2025	Country: Australia	Ticker: TNE
Record Date: 02/17/2025	Meeting Type: Annual	
Primary Security ID: Q89275103		

Shares Voted: 190,523						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Remuneration Report	Mgmt	For	For	For	No
2	Elect Pat O'Sullivan as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the re-election of Patrick O'Sullivan (Item 2) is warranted solely on the basis of overboarding concerns. Shareholders may place greater weight on the strong performance of the company, and that of ASX-listed CAR Group Ltd and Siteminder Ltd where Mr O'Sullivan is chairman, and support his re-election. A vote FOR the re-election of non-executive director Paul Robson (Item 3) is warranted. No material issues have been identified regarding his nomination in respect of board and committee composition.						
3	Elect Paul Robson as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST the re-election of Patrick O'Sullivan (Item 2) is warranted solely on the basis of overboarding concerns. Shareholders may place greater weight on the strong performance of the company, and that of ASX-listed CAR Group Ltd and Siteminder Ltd where Mr O'Sullivan is chairman, and support his re-election. A vote FOR the re-election of non-executive director Paul Robson (Item 3) is warranted. No material issues have been identified regarding his nomination in respect of board and committee composition.						
4	Approve Grant of FY25 LTI Options to Ed Chung	Mgmt	For	For	For	No
5	Approve the Amendments to the Company's Constitution	Mgmt	For	For	For	No

Datasonic Group Berhad

Meeting Date: 02/20/2025	Country: Malaysia	Ticker: 5216
Record Date: 02/13/2025	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y2020Y100		

Shares Voted: 3,452,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Change of Company Name from Datasonic Group Berhad to NexG Berhad	Mgmt	For	For	For	No

Isracard Ltd.

Meeting Date: 02/20/2025Country: IsraelTicker: ISCD
Record Date: 01/23/2025Meeting Type: Special
Primary Security ID: M5R26V107

Shares Voted: 161,740

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Issuance of Shares to Delek Group Ltd. in Connection with Acquisition Which Grant Control of the Company	Mgmt	For	For	For	No
2	Amend Articles	Mgmt	For	For	For	No
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Refer	Against	No
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt				
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against	No
Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.						
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against	No

Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.

Isracard Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	For	No
<i>Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>						

Life Healthcare Group Holdings Ltd.

Meeting Date: 02/20/2025 **Country:** South Africa **Ticker:** LHC
Record Date: 02/14/2025 **Meeting Type:** Annual
Primary Security ID: S4682C100

Shares Voted: 549,557						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Resolutions	Mgmt				
1.1	Reappoint Deloitte & Touche as Auditors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted, as no significant concerns have been identified.</i>						
1.2	Reappoint James Welch as the Individual Designated Auditor	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted, as no significant concerns have been identified.</i>						
2.1	Elect Fareed Abdullah as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.</i>						
2.2	Elect Raymond Campbell as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.</i>						
2.3	Re-elect Mahlape Sello as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.</i>						
2.4	Re-elect Peter Wharton-Hood as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.</i>						

Life Healthcare Group Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.5	Re-elect Marian Jacobs as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * No issues have been identified in relation to the election or re-election of these Directors.</i>						
3.1	Re-elect Fulvio Tonelli as Chairman of the Audit and Risk Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.</i>						
3.2	Re-elect Caroline Henry as Member of the Audit and Risk Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.</i>						
3.3	Re-elect Audrey Mothupi as Member of the Audit and Risk Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.</i>						
3.4	Re-elect Paul Moeketsi as Member of the Audit and Risk Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted: * All of the members of the Audit Committee are independent.</i>						
4.1	Elect Mahlape Sello as Chairman of the Social, Ethics and Transformation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted as the composition of the Social and Ethics Committee aligns with the requirements of South African company law and recommendations of the King IV Report.</i>						
4.2	Elect Caroline Henry as Member of the Social, Ethics and Transformation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted as the composition of the Social and Ethics Committee aligns with the requirements of South African company law and recommendations of the King IV Report.</i>						
4.3	Elect Audrey Mothupi as Member of the Social, Ethics and Transformation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted as the composition of the Social and Ethics Committee aligns with the requirements of South African company law and recommendations of the King IV Report.</i>						
4.4	Elect Marian Jacobs as Member of the Social, Ethics and Transformation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted as the composition of the Social and Ethics Committee aligns with the requirements of South African company law and recommendations of the King IV Report.</i>						
4.5	Elect Peter Wharton-Hood as Member of the Social, Ethics and Transformation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these items is warranted as the composition of the Social and Ethics Committee aligns with the requirements of South African company law and recommendations of the King IV Report.</i>						
5	Authorise Ratification of Approved Resolutions	Mgmt	For	For	For	No
6.1	Approve Remuneration Policy	Mgmt	For	For	For	No
6.2	Approve Remuneration Implementation Report	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Special Resolutions	Mgmt				
1.1	Approve Board Fees	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Items 1.2-1.2 & 1.4-1.10 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised. Item 1.3 A vote FOR this item is warranted, although it is not without concern: * A significant increase is applied to the Audit and Risk Committee fees. The main reason for support is: * The Company has explained the reasoning for this fee increase and the proposed fee level is not considered excessive relative to comparable South African companies.</i>					
1.2	Approve Fees of the Lead Independent Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Items 1.2-1.2 & 1.4-1.10 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised. Item 1.3 A vote FOR this item is warranted, although it is not without concern: * A significant increase is applied to the Audit and Risk Committee fees. The main reason for support is: * The Company has explained the reasoning for this fee increase and the proposed fee level is not considered excessive relative to comparable South African companies.</i>					
1.3	Approve Fees of the Audit and Risk Committee	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Items 1.2-1.2 & 1.4-1.10 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised. Item 1.3 A vote FOR this item is warranted, although it is not without concern: * A significant increase is applied to the Audit and Risk Committee fees. The main reason for support is: * The Company has explained the reasoning for this fee increase and the proposed fee level is not considered excessive relative to comparable South African companies.</i>					
1.4	Approve Fees of the Human Resources and Remuneration Committee	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Items 1.2-1.2 & 1.4-1.10 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised. Item 1.3 A vote FOR this item is warranted, although it is not without concern: * A significant increase is applied to the Audit and Risk Committee fees. The main reason for support is: * The Company has explained the reasoning for this fee increase and the proposed fee level is not considered excessive relative to comparable South African companies.</i>					
1.5	Approve Fees of the Nominations and Governance Committee	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Items 1.2-1.2 & 1.4-1.10 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised. Item 1.3 A vote FOR this item is warranted, although it is not without concern: * A significant increase is applied to the Audit and Risk Committee fees. The main reason for support is: * The Company has explained the reasoning for this fee increase and the proposed fee level is not considered excessive relative to comparable South African companies.</i>					
1.6	Approve Fees of the Investment Committee	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Items 1.2-1.2 & 1.4-1.10 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised. Item 1.3 A vote FOR this item is warranted, although it is not without concern: * A significant increase is applied to the Audit and Risk Committee fees. The main reason for support is: * The Company has explained the reasoning for this fee increase and the proposed fee level is not considered excessive relative to comparable South African companies.</i>					
1.7	Approve Fees of the Clinical Committee	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Items 1.2-1.2 & 1.4-1.10 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised. Item 1.3 A vote FOR this item is warranted, although it is not without concern: * A significant increase is applied to the Audit and Risk Committee fees. The main reason for support is: * The Company has explained the reasoning for this fee increase and the proposed fee level is not considered excessive relative to comparable South African companies.</i>					

Life Healthcare Group Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.8	Approve Fees of the Social, Ethics and Transformation Committee	Mgmt	For	For	For	No
Voting Policy Rationale: Items 1.2-1.2 & 1.4-1.10 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised. Item 1.3 A vote FOR this item is warranted, although it is not without concern: * A significant increase is applied to the Audit and Risk Committee fees. The main reason for support is: * The Company has explained the reasoning for this fee increase and the proposed fee level is not considered excessive relative to comparable South African companies.						
1.9	Approve Fees of the Ad Hoc Material Board and Committee Meetings	Mgmt	For	For	For	No
Voting Policy Rationale: Items 1.2-1.2 & 1.4-1.10 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised. Item 1.3 A vote FOR this item is warranted, although it is not without concern: * A significant increase is applied to the Audit and Risk Committee fees. The main reason for support is: * The Company has explained the reasoning for this fee increase and the proposed fee level is not considered excessive relative to comparable South African companies.						
1.10	Approve Fees of the Committee Meeting for the International Board Member	Mgmt	For	For	For	No
Voting Policy Rationale: Items 1.2-1.2 & 1.4-1.10 A vote FOR these items is warranted: * The proposed fees appear to be in line with what comparable South African companies are offering to their NEDs. No major concerns are raised. Item 1.3 A vote FOR this item is warranted, although it is not without concern: * A significant increase is applied to the Audit and Risk Committee fees. The main reason for support is: * The Company has explained the reasoning for this fee increase and the proposed fee level is not considered excessive relative to comparable South African companies.						
2	Approve Financial Assistance in Terms of Sections 44 and 45 of the Companies Act	Mgmt	For	For	For	No
3	Authorise Repurchase of Issued Share Capital	Mgmt	For	For	For	No

Qatar National Bank

Meeting Date: 02/20/2025

Country: Egypt

Ticker: QNBE

Record Date:

Meeting Type: Annual

Primary Security ID: M7245L109

Shares Voted: 0						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business	Mgmt				
1	Approve Board Report on Company Operations with Corporate Governance Report and Related Auditors Report for Fiscal Year Ended 31/12/2024	Mgmt	For	For	Do Not Vote	No
2	Approve Auditors' Report on Company Financial Statements for Fiscal Year Ended 31/12/2024	Mgmt	For	For	Do Not Vote	No

Qatar National Bank

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Accept Financial Statements and Statutory Reports for Fiscal Year Ended 31/12/2024	Mgmt	For	For	Do Not Vote	No
4	Approve Allocation of Income and Dividends for Fiscal Year Ended 31/12/2024	Mgmt	For	For	Do Not Vote	No
5	Approve Discharge of Chairman and Directors for Fiscal Year Ended 31/12/2024	Mgmt	For	For	Do Not Vote	No
6	Approve Remuneration of Chairman and Directors for Attending Board and Committee Meetings for Fiscal Year 2025	Mgmt	For	For	Do Not Vote	No
7	Ratify Auditors and Fix Their Remuneration for Fiscal Year Ending 31/12/2025	Mgmt	For	For	Do Not Vote	No
8	Approve Transfer of Profits from Sale of Fixed Assets to Capital Reserve	Mgmt	For	For	Do Not Vote	No
9	Authorize Board to Grant Donations Above EGP 1000 for Fiscal Year 2025 and Ratify Charitable Donations During Fiscal Year 2024	Mgmt	For	For	Do Not Vote	No
10	Elect Members of the Board of Directors for the New Cycle 2025/2028	Mgmt	For	Against	Do Not Vote	No
Voting Policy Rationale: A vote AGAINST is warranted due to lack of disclosure regarding this item.						
11	Other Business	Mgmt	For	Against	Do Not Vote	No
Voting Policy Rationale: A vote AGAINST this item is warranted because: * Issues which might be raised under this item are currently unknown; and * Approval of this proposal may have a negative impact on shareholder rights and/or value.						

China Kepei Education Group Limited

Meeting Date: 02/21/2025Country: Cayman IslandsTicker: 1890

Record Date: 02/17/2025Meeting Type: Annual

Primary Security ID: G2122A109

Shares Voted: 416,515						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3a1	Elect Ye Xun as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						

China Kepei Education Group Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3a2	Elect Li Yan as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3a3	Elect Lu Chao as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
3b	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
4	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
5A	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
5B	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
5C	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						

Matrimony.com Limited

Meeting Date: 02/21/2025 **Country:** India **Ticker:** 540704
Record Date: 01/17/2025 **Meeting Type:** Special
Primary Security ID: Y5S4AT109

Shares Voted: 3,303

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Elect Rajesh Sawhney as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 1 A vote FOR nominee is warranted given the absence of any known issues concerning the nominee and the company's board and committee dynamics. Item 2 A vote AGAINST the nominee is warranted given he has failed to attend atleast 75 percent of board meetings in the most recent fiscal year, without a satisfactory explanation.</i>						
2	Approve Continuation of Directorship of Chinnikrishnan Ranganathan as Non-Executive, Non-Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Item 1 A vote FOR nominee is warranted given the absence of any known issues concerning the nominee and the company's board and committee dynamics. Item 2 A vote AGAINST the nominee is warranted given he has failed to attend atleast 75 percent of board meetings in the most recent fiscal year, without a satisfactory explanation.</i>						

Meeting Date: 02/23/2025

Country: United Arab Emirates

Ticker: SIB

Record Date: 02/21/2025

Meeting Type: Annual

Primary Security ID: M8T007102

Shares Voted: 195,727

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				
1	Approve Board Report on Company Operations and Its Financial Position for Fiscal Year Ended 31/12/2024	Mgmt	For	For	For	No
2	Approve Auditors' Report on Company Financial Statements for Fiscal Year Ended 31/12/2024	Mgmt	For	For	For	No
3	Approve Internal Shariah Supervisory Committee Report for Fiscal Year Ended 31/12/2024	Mgmt	For	For	For	No
4	Accept Financial Statements and Statutory Reports for Fiscal Year Ended 31/12/2024	Mgmt	For	For	For	No
5	Approve Renewal of the Appointment of the Internal Shariah Supervisory Committee Members, Ibraheem Al Mansouri and Ali Al Juniyyi and to Appoint Trainees	Mgmt	For	For	For	No
6	Approve Dividends of 15 Percent of Share Capital and Determine the Date of Distribution	Mgmt	For	For	For	No
7	Approve Remuneration of Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: In the absence of a rationale justifying the significant increase in directors' fees, a vote AGAINST this Item is warranted.</i>						
8	Approve Discharge of Directors for Fiscal Year Ended 31/12/2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of concerns that the board and auditors are not fulfilling their fiduciary duties, votes FOR are warranted.</i>						
9	Approve Discharge of Auditors for Fiscal Year Ended 31/12/2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of concerns that the board and auditors are not fulfilling their fiduciary duties, votes FOR are warranted.</i>						
10	Ratify Auditors and Fix Their Remuneration for Fiscal Year 2025	Mgmt	For	For	For	No
11	Elect Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted due to lack of disclosure regarding this item.</i>						

Sharjah Islamic Bank

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12.a	Extraordinary Business Approve the Renewal of SIB Sukuk Company III Ltd Up to USD 3 Billion Trust Certificate Issuance Programme and Delegate the Issuance to the Board of Directors	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Since the requested authority is reasonable in relation to the bank's capital position, votes FOR are warranted.</i>						
12.b	Authorize the Board to Issue Subordinated Shariah Compliance Instruments Up to USD 5 Billion for the Purpose of Strengthening the Capital Adequacy Ratio, and Establishing a Special Purpose Vehicle Acting as the Issuer of Tier 1 Capital Sukuk	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Since the requested authority is reasonable in relation to the bank's capital position, votes FOR are warranted.</i>						

On The Beach Group Plc

Meeting Date: 02/25/2025 **Country:** United Kingdom **Ticker:** OTB
Record Date: 02/21/2025 **Meeting Type:** Annual
Primary Security ID: G6754C101

Shares Voted: 26,445

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Richard Pennycook as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
5	Re-elect Simon Cooper as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
6	Re-elect Shaun Morton as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
7	Re-elect Elaine O'Donnell as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						

On The Beach Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Re-elect Justine Greening as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
9	Re-elect Zoe Harris as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
10	Re-elect Veronica Sharma as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
11	Re-elect Jon Wormald as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
12	Elect Victoria Self as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Sparebank 1 Ostlandet

Meeting Date: 02/25/2025

Country: Norway

Ticker: SPOL

Record Date: 02/18/2025

Meeting Type: Annual

Primary Security ID: R8T572100

Shares Voted: 4,550

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Meeting for Holders of Equity Capital Certificates	Mgmt				
2	Receive President's Report	Mgmt				
2	Elect Tore Larsen, Peggy Hessen Folsvik and Siv Schau as Members of the Bank Supervisory Board; Elect Louise Gjør, Anne Berit Aker Hansen and Asle Reime as Deputy Members	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because the overall level of board independence falls below one-third.						

Victorian Plumbing Group Plc

Meeting Date: 02/25/2025 Country: United Kingdom Ticker: VIC
Record Date: 02/21/2025 Meeting Type: Annual
Primary Security ID: G9345Z100

Shares Voted: 793

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
4	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * An increase in total award opportunity, alongside the addition of a non-performance-based element due to a shift in a 'hybrid' LTIP structure, is not in line with market standards. Executive Director salaries are also increased, resulting in a substantial change in total remuneration.						
5	Approve Final Dividend	Mgmt	For	For	For	No
6	Re-elect Philip Bowcock as Director	Mgmt	For	Abstain	Abstain	Yes
Voting Policy Rationale: Item 6 An ABSTAIN vote on the re-election of Philip Bowcock is warranted because: * A potential independence issue has been identified and he currently sits on the Audit and the Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size. A vote FOR this resolution is warranted for those shareholders in markets who have a fiduciary responsibility to vote either in favour or against and who do not recognise an abstention as a valid option. Items 7-10 A vote FOR the re-election of Mark Radcliffe, Daniel Barton, Damian Sanders and Dianne Walker is warranted because no significant concerns have been identified.						

Victorian Plumbing Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Re-elect Mark Radcliffe as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 6 An ABSTAIN vote on the re-election of Philip Bowcock is warranted because: * A potential independence issue has been identified and he currently sits on the Audit and the Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size. A vote FOR this resolution is warranted for those shareholders in markets who have a fiduciary responsibility to vote either in favour or against and who do not recognise an abstention as a valid option. Items 7-10 A vote FOR the re-election of Mark Radcliffe, Daniel Barton, Damian Sanders and Dianne Walker is warranted because no significant concerns have been identified.</i>						
8	Re-elect Daniel Barton as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 6 An ABSTAIN vote on the re-election of Philip Bowcock is warranted because: * A potential independence issue has been identified and he currently sits on the Audit and the Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size. A vote FOR this resolution is warranted for those shareholders in markets who have a fiduciary responsibility to vote either in favour or against and who do not recognise an abstention as a valid option. Items 7-10 A vote FOR the re-election of Mark Radcliffe, Daniel Barton, Damian Sanders and Dianne Walker is warranted because no significant concerns have been identified.</i>						
9	Re-elect Damian Sanders as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 6 An ABSTAIN vote on the re-election of Philip Bowcock is warranted because: * A potential independence issue has been identified and he currently sits on the Audit and the Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size. A vote FOR this resolution is warranted for those shareholders in markets who have a fiduciary responsibility to vote either in favour or against and who do not recognise an abstention as a valid option. Items 7-10 A vote FOR the re-election of Mark Radcliffe, Daniel Barton, Damian Sanders and Dianne Walker is warranted because no significant concerns have been identified.</i>						
10	Re-elect Dianne Walker as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 6 An ABSTAIN vote on the re-election of Philip Bowcock is warranted because: * A potential independence issue has been identified and he currently sits on the Audit and the Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size. A vote FOR this resolution is warranted for those shareholders in markets who have a fiduciary responsibility to vote either in favour or against and who do not recognise an abstention as a valid option. Items 7-10 A vote FOR the re-election of Mark Radcliffe, Daniel Barton, Damian Sanders and Dianne Walker is warranted because no significant concerns have been identified.</i>						
11	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

CECONOMY AG

Meeting Date: 02/26/2025

Country: Germany

Ticker: CEC

Record Date: 02/04/2025

Meeting Type: Annual

Primary Security ID: D1497L107

Shares Voted: 168,912

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023/24 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	No
3	Approve Discharge of Management Board for Fiscal Year 2023/24	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
4	Approve Discharge of Supervisory Board for Fiscal Year 2023/24	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these proposals are warranted as there is no evidence that the boards have not fulfilled their fiduciary duties.</i>						
5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024/25 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2024/25	Mgmt	For	For	For	No
5.2	Ratify PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2024/25	Mgmt	For	For	For	No
6.1	Elect Katrin Adt to the Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.</i>						
6.2	Elect Doreen Huber to the Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.</i>						
6.3	Elect Juergen Kellerhals to the Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.</i>						
6.4	Elect Peter Kimpel to the Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.</i>						
6.5	Elect Sabine Nitzsche to the Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed nominees are warranted due to a lack of governance concerns and controversy surrounding the supervisory board.</i>						
7	Approve Remuneration Report	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8.1	Amend Articles Re: Supervisory Board Chair Remuneration	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed change and overall remuneration schedule for supervisory board members are warranted due to a lack of concerns.</i>						
8.2	Approve Remuneration of Supervisory Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed change and overall remuneration schedule for supervisory board members are warranted due to a lack of concerns.</i>						
9	Amend Corporate Purpose	Mgmt	For	For	For	No
10	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For	No

Chemring Group Plc

Meeting Date: 02/26/2025 **Country:** United Kingdom **Ticker:** CHG
Record Date: 02/24/2025 **Meeting Type:** Annual
Primary Security ID: G20860139

Shares Voted: 326,630

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Policy	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Final Dividend	Mgmt	For	For	For	No
5	Elect Tony Wood as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
6	Re-elect Alpana Amar as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
7	Re-elect Laurie Bowen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
8	Re-elect Sarah Ellard as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
9	Re-elect Stephen King as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
10	Re-elect Fiona MacAulay as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						

Chemring Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11	Re-elect James Mortensen as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
12	Re-elect Michael Ord as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.						
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
16	Authorise Issue of Equity	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.						
17	Approve Long Term Incentive Plan	Mgmt	For	For	For	No
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.						
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is considered warranted because the proposed amounts and durations are within recommended limits.						
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Lacto Japan Co., Ltd.

Meeting Date: 02/26/2025	Country: Japan	Ticker: 3139
Record Date: 11/30/2024	Meeting Type: Annual	
Primary Security ID: J38737102		

Shares Voted: 1,200						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 49	Mgmt	For	For	For	No
2.1	Elect Director Miura, Motohisa	Mgmt	For	For	For	No
2.2	Elect Director Kojima, Shin	Mgmt	For	For	For	No

Lacto Japan Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.3	Elect Director Bundo, Kenji	Mgmt	For	For	For	No
2.4	Elect Director Abe, Takashi	Mgmt	For	For	For	No
2.5	Elect Director Kohata, Tomonori	Mgmt	For	For	For	No
2.6	Elect Director Ikeda, Yasuhiro	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Abe, Kimiaki	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Saito, Hiroko	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Hoga, Toshio	Mgmt	For	For	For	No
3.4	Elect Director and Audit Committee Member Fujikawa, Yukiko	Mgmt	For	For	For	No

Nachi-Fujikoshi Corp.

Meeting Date: 02/26/2025

Country: Japan

Ticker: 6474

Record Date: 11/30/2024

Meeting Type: Annual

Primary Security ID: J47098108

Shares Voted: 5,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 100	Mgmt	For	For	For	No
2.1	Elect Director Homma, Hiro	Mgmt	For	For	For	No
2.2	Elect Director Kurosawa, Tsutomu	Mgmt	For	For	For	No
2.3	Elect Director Hara, Hideaki	Mgmt	For	For	For	No
2.4	Elect Director Furusawa, Tetsu	Mgmt	For	For	For	No
2.5	Elect Director Sawasaki, Yuichi	Mgmt	For	For	For	No
2.6	Elect Director Sasaki, Noritsugu	Mgmt	For	For	For	No
2.7	Elect Director Kunisaki, Akira	Mgmt	For	For	For	No
2.8	Elect Director Okabe, Yo	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Kobayashi, Masayuki	Mgmt	For	For	For	No

Nachi-Fujikoshi Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.2	Elect Director and Audit Committee Member Yamazaki, Masakazu	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
3.3	Elect Director and Audit Committee Member Sawachika, Yasuaki	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
3.4	Elect Director and Audit Committee Member Goto, Emi	Mgmt	For	For	For	No

Tosei Corp.

Meeting Date: 02/26/2025Country: JapanTicker: 8923

Record Date: 11/30/2024Meeting Type: Annual

Primary Security ID: J8963D109

Shares Voted: 6,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 79	Mgmt	For	For	For	No
2.1	Elect Director Yamaguchi, Seiichiro	Mgmt	For	For	For	No
2.2	Elect Director Hirano, Noboru	Mgmt	For	For	For	No
2.3	Elect Director Nakanishi, Hideki	Mgmt	For	For	For	No
2.4	Elect Director Yamaguchi, Shunsuke	Mgmt	For	For	For	No
2.5	Elect Director Yoneda, Hiroyasu	Mgmt	For	For	For	No
2.6	Elect Director Takami, Shigehiro	Mgmt	For	For	For	No
2.7	Elect Director Shotoku, Kenichi	Mgmt	For	For	For	No
2.8	Elect Director Kobayashi, Hiroyuki	Mgmt	For	For	For	No
2.9	Elect Director Ishiwatari, Mai	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Kuroda, Toshinori	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						
3.2	Appoint Statutory Auditor Nagano, Tatsuki	Mgmt	For	For	For	No

Tosei Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.3	Appoint Statutory Auditor Ikeda, Satoshi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						

First Brothers Co., Ltd.

Meeting Date: 02/27/2025	Country: Japan	Ticker: 3454
Record Date: 11/30/2024	Meeting Type: Annual	
Primary Security ID: J13483102		

Shares Voted: 100						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Yoshihara, Tomoki	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management should be held responsible for the board composition at the controlled company, which will not have at least two independent directors and board independence of at least one-third.						
1.2	Elect Director Tsujino, Kazutaka	Mgmt	For	For	For	No
1.3	Elect Director Onishi, Minami	Mgmt	For	For	For	No
1.4	Elect Director Tamura, Kotaro	Mgmt	For	For	For	No
1.5	Elect Director Usui, Mitsuhiro	Mgmt	For	For	For	No
1.6	Elect Director Iwashita, Tadashi	Mgmt	For	For	For	No

Hioki E.E. Corp.

Meeting Date: 02/27/2025	Country: Japan	Ticker: 6866
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J19635101		

Shares Voted: 2,700						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 100	Mgmt	For	For	For	No
2.1	Elect Director Okazawa, Takahiro	Mgmt	For	For	For	No
2.2	Elect Director Suyama, Yoshikazu	Mgmt	For	For	For	No
2.3	Elect Director Kubota, Kunihisa	Mgmt	For	For	For	No
2.4	Elect Director Takano, Yasunao	Mgmt	For	For	For	No

Hioki E.E. Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.5	Elect Director Tamura, Yoshiharu	Mgmt	For	For	For	No
2.6	Elect Director Maruta, Yukari	Mgmt	For	For	For	No
2.7	Elect Director Mawatari, Osamu	Mgmt	For	For	For	No
2.8	Elect Director Maki, Tatsundo	Mgmt	For	For	For	No
2.9	Elect Director Watase, Hiromi	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Takahashi, Hitoshi	Mgmt	For	For	For	No
4	Appoint Alternate Statutory Auditor Iwamoto, Hiroaki	Mgmt	For	For	For	No
5	Approve Performance Share Plan	Mgmt	For	For	For	No

Integrafin Holdings Plc

Meeting Date: 02/27/2025

Country: United Kingdom

Ticker: IHP

Record Date: 02/25/2025

Meeting Type: Annual

Primary Security ID: G4796T109

Shares Voted: 13,881

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Remuneration Policy	Mgmt	For	For	For	No
4	Approve Combined Incentive Plan	Mgmt	For	For	For	No
5	Re-elect Richard Cranfield as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
6	Re-elect Alexander Scott as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
7	Re-elect Michael Howard as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
8	Re-elect Euan Marshall as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
9	Re-elect Caroline Banszky as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						

Integrafin Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10	Re-elect Victoria Cochrane as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
11	Elect Irene Brown as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
12	Re-elect Rita Dhut as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
13	Re-elect Charles Lister as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these Directors is warranted as no significant concerns have been identified.</i>						
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For	No
15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
17	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Morito Co., Ltd.

Meeting Date: 02/27/2025

Country: Japan

Ticker: 9837

Record Date: 11/30/2024

Meeting Type: Annual

Primary Security ID: J46647103

Shares Voted: 4,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 34	Mgmt	For	For	For	No
2.1	Elect Director Ichitsubo, Takaki	Mgmt	For	For	For	No
2.2	Elect Director Yano, Bunki	Mgmt	For	For	For	No
2.3	Elect Director Akui, Kiyomi	Mgmt	For	For	For	No
2.4	Elect Director Ishihara, Mayumi	Mgmt	For	For	For	No
2.5	Elect Director Matsuzawa, Moto	Mgmt	For	For	For	No

PT Delta Dunia Makmur Tbk

Meeting Date: 02/27/2025Country: IndonesiaTicker: DOID
Record Date: 02/04/2025Meeting Type: Extraordinary Shareholders
Primary Security ID: Y2036T103

Shares Voted: 12,463,417

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Article 1 Paragraph 1 of the Company's Articles of Association Regarding the Name and Domicile of the Company	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of further information to make an informed voting decision.						
2	Approve Changes in the Boards of the Company	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.						

Solid Forsakrings AB

Meeting Date: 02/27/2025Country: SwedenTicker: SFAB
Record Date: 02/19/2025Meeting Type: Extraordinary Shareholders
Primary Security ID: W8607C108

Shares Voted: 3,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						

Solid Forsakrings AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Elect Chairman of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
3	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
7	Authorize Warrant Repurchase Program	Mgmt	For	For	For	No
8	Close Meeting	Mgmt				

S-Pool, Inc.

Meeting Date: 02/27/2025	Country: Japan	Ticker: 2471
Record Date: 11/30/2024	Meeting Type: Annual	
Primary Security ID: J7655U106		

Shares Voted: 12,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 10	Mgmt	For	For	For	No
2.1	Elect Director Urakami, Sohei	Mgmt	For	For	For	No
2.2	Elect Director Sato, Hideaki	Mgmt	For	For	For	No
2.3	Elect Director Arai, Naoshi	Mgmt	For	For	For	No
2.4	Elect Director Akaura, Toru	Mgmt	For	For	For	No
2.5	Elect Director Miyazawa, Nao	Mgmt	For	For	For	No
2.6	Elect Director Nakai, Kazuhiko	Mgmt	For	For	For	No

Newgen Software Technologies Limited

Meeting Date: 02/28/2025	Country: India	Ticker: 540900
Record Date: 01/24/2025	Meeting Type: Special	
Primary Security ID: Y6S19P103		

Newgen Software Technologies Limited

Shares Voted: 25,479

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Reelect Padmaja Krishnan as Director	Mgmt	For	For	For	No

SNT MOTIV Co., Ltd.

Meeting Date: 02/28/2025 **Country:** South Korea **Ticker:** 064960
Record Date: 12/31/2024 **Meeting Type:** Annual
Primary Security ID: Y8137Y107

Shares Voted: 5,722

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Kim Doh-hwan as Inside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
2.2	Elect Kim Hyeong-seop as Inside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
2.3	Elect Heo Yeon as Outside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * The proposed remuneration limit is excessive compared to that of the market norm; and * The company is proposing an increase without providing any reasonable justification.</i>						
4	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

Mears Group Plc

Meeting Date: 03/03/2025 **Country:** United Kingdom **Ticker:** MER
Record Date: 02/27/2025 **Meeting Type:** Special
Primary Security ID: G5946P103

Shares Voted: 30,816

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

First International Bank of Israel Ltd.

Meeting Date: 03/04/2025

Country: Israel

Ticker: FIBI

Record Date: 02/04/2025

Meeting Type: Special

Primary Security ID: M1648G106

Shares Voted: 56,744

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Amended Compensation Policy for the Directors and Officers of the Company	Mgmt	For	For	For	No
2	Approve Updated Employment Terms of Eliyahu Cohen, CEO	Mgmt	For	For	For	No
3	Approve Updated Employment Terms of Ron Levkovich, Chairman	Mgmt	For	For	For	No
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Refer	Against	No
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt				
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against	No

Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.

First International Bank of Israel Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against	No
Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.						
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	For	No
Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.						

Sudarshan Chemical Industries Limited

Meeting Date: 03/04/2025	Country: India	Ticker: 506655
Record Date: 02/25/2025	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y81821145		

Shares Voted: 2,184						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Pledging of Assets for Debt	Mgmt	For	For	For	No

Impax Asset Management Group Plc

Meeting Date: 03/05/2025	Country: United Kingdom	Ticker: IPX
Record Date: 03/03/2025	Meeting Type: Annual	
Primary Security ID: G4718L101		

Shares Voted: 31,726						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Remuneration Report	Mgmt	For	For	For	No

Impax Asset Management Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Re-elect William O'Regan as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the re-election/election of Simon O'Regan, Ian Simm, Arnaud de Servigny, Annette Wilson, Karen Cockburn, Julia Bond and Lyle Logan is warranted because no significant concerns have been identified.</i>					
4	Re-elect Ian Simm as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the re-election/election of Simon O'Regan, Ian Simm, Arnaud de Servigny, Annette Wilson, Karen Cockburn, Julia Bond and Lyle Logan is warranted because no significant concerns have been identified.</i>					
5	Re-elect Arnaud de Servigny as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the re-election/election of Simon O'Regan, Ian Simm, Arnaud de Servigny, Annette Wilson, Karen Cockburn, Julia Bond and Lyle Logan is warranted because no significant concerns have been identified.</i>					
6	Re-elect Annette Wilson as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the re-election/election of Simon O'Regan, Ian Simm, Arnaud de Servigny, Annette Wilson, Karen Cockburn, Julia Bond and Lyle Logan is warranted because no significant concerns have been identified.</i>					
7	Re-elect Karen Cockburn as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the re-election/election of Simon O'Regan, Ian Simm, Arnaud de Servigny, Annette Wilson, Karen Cockburn, Julia Bond and Lyle Logan is warranted because no significant concerns have been identified.</i>					
8	Re-elect Julia Bond as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the re-election/election of Simon O'Regan, Ian Simm, Arnaud de Servigny, Annette Wilson, Karen Cockburn, Julia Bond and Lyle Logan is warranted because no significant concerns have been identified.</i>					
9	Elect Lyle Logan as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR the re-election/election of Simon O'Regan, Ian Simm, Arnaud de Servigny, Annette Wilson, Karen Cockburn, Julia Bond and Lyle Logan is warranted because no significant concerns have been identified.</i>					
10	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
12	Approve Final Dividend	Mgmt	For	For	For	No
13	Authorise Issue of Equity	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>					
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No

NMDC Energy PJSC

Meeting Date: 03/05/2025	Country: United Arab Emirates	Ticker: NMDCENR
Record Date: 03/04/2025	Meeting Type: Annual	
Primary Security ID: M73023109		

Shares Voted: 727,406

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Authorize Chairman of the Meeting to Appoint the Meeting Secretary and the Vote Collector	Mgmt	For	For	For	No
	Ordinary Business	Mgmt				
1	Approve Board Report on Company Operations and Financial Position for FY 2024	Mgmt	For	For	For	No
2	Approve Auditors' Report on Company Financial Statements for FY 2024	Mgmt	For	For	For	No
3	Accept Financial Statements and Statutory Reports for FY 2024	Mgmt	For	For	For	No
4	Approve Dividends of AED 0.14 per Share for FY 2024	Mgmt	For	For	For	No
5	Approve Remuneration of Directors for FY 2024	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Due to the lack of sufficient disclosure concerning directors' remuneration at NMDC Energy PJSC, a vote AGAINST this item is warranted.						
6	Approve Discharge of Directors for FY 2024	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of concerns that the board and the auditor are not fulfilling their fiduciary duties, votes FOR are warranted.						
7	Approve Discharge of Auditors for FY 2024	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of concerns that the board and the auditor are not fulfilling their fiduciary duties, votes FOR are warranted.						
8	Appoint Auditors and Fix Their Remuneration for FY 2025	Mgmt	For	For	For	No

Paragon Banking Group Plc

Meeting Date: 03/05/2025	Country: United Kingdom	Ticker: PAG
Record Date: 03/03/2025	Meeting Type: Annual	
Primary Security ID: G6376N154		

Shares Voted: 60,825

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

Paragon Banking Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Remuneration Report	Mgmt	For	For	For	No
3	Approve Final Dividend	Mgmt	For	For	For	No
4	Re-elect Robert East as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these directors is considered warranted, as no material concerns have been identified.</i>						
5	Re-elect Nigel Terrington as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these directors is considered warranted, as no material concerns have been identified.</i>						
6	Re-elect Richard Woodman as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these directors is considered warranted, as no material concerns have been identified.</i>						
7	Re-elect Tanvi Davda as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these directors is considered warranted, as no material concerns have been identified.</i>						
8	Re-elect Peter Hill as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these directors is considered warranted, as no material concerns have been identified.</i>						
9	Re-elect Zoe Howorth as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these directors is considered warranted, as no material concerns have been identified.</i>						
10	Re-elect Alison Morris as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these directors is considered warranted, as no material concerns have been identified.</i>						
11	Re-elect Barbara Ridpath as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these directors is considered warranted, as no material concerns have been identified.</i>						
12	Re-elect Hugo Tudor as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these directors is considered warranted, as no material concerns have been identified.</i>						
13	Re-elect Graeme Yorston as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these directors is considered warranted, as no material concerns have been identified.</i>						
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For	No
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For	No
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For	No
17	Approve Variable Component of Remuneration for Material Risk Takers	Mgmt	For	For	For	No
18	Authorise Issue of Equity	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						

Paragon Banking Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted because the proposed amounts and durations are within recommended limits.</i>						
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For	No
22	Authorise Issue of Equity in Relation to Additional Tier 1 Securities	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Additional Tier 1 Securities and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements. The Company is seeking shareholder approval to allot ordinary shares in connection with Additional Tier 1 Securities, in addition to the authorities sought under Resolutions 16-24.</i>						
23	Authorise Issue of Equity without Pre-emptive Rights in Relation to Additional Tier 1 Securities	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted, although this is not without concern for shareholders: * If the Company were to issue Additional Tier 1 Securities and a trigger event were to occur, causing them to convert into ordinary shares, this would result in significant dilution to non-participating shareholders. The main reasons for support are: * Such authorities are common proposals at UK banks and are intended to apply in extreme circumstances only; and * The conversion into ordinary shares would require the CET1 ratio to fall to a level which would denote significant capital weakness well beyond the Company's current position and minimum regulatory requirements. The Company is seeking shareholder approval to allot ordinary shares in connection with Additional Tier 1 Securities, in addition to the authorities sought under Resolutions 16-24.</i>						
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For	No

Indian Energy Exchange Limited

Meeting Date: 03/06/2025 **Country:** India **Ticker:** 540750
Record Date: 01/31/2025 **Meeting Type:** Special
Primary Security ID: Y39237139

Shares Voted: 93,852

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Elect Pradeep Kumar Pujari as Director	Mgmt	For	For	For	No

Meeting Date: 03/06/2025

Country: Canada

Ticker: MEQ

Record Date: 01/30/2025

Meeting Type: Annual/Special

Primary Security ID: 560915100

Shares Voted: 1,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Fix Number of Directors at Six	Mgmt	For	For	For	No
2.1	Elect Director Navjeet (Bob) S. Dhillon	Mgmt	For	Withhold	Withhold	Yes
<i>Voting Policy Rationale: Vote WITHHOLD for Navjeet (Bob) Dhillon for serving as an executive director and Joseph (Joe) Amantea and Karanveer Dhillon for serving as non-independent, non-executive directors on a board that lacks a nominating committee. Vote WITHHOLD for Navjeet (Bob) Dhillon for serving as an executive director and Joseph (Joe) Amantea and Karanveer Dhillon for serving as non-independent, non-executive directors on a non-majority independent board. Vote WITHHOLD for Ron Anderson, Richard (Rich) Grimaldi, and John Irwin for serving as member of the Audit Committee where the company has not provided detailed disclosure of fees paid to the auditor in the most recent fiscal year. Vote WITHHOLD for Navjeet (Bob) Dhillon as the board does not have any female directors.</i>						
2.2	Elect Director Joseph B. Amantea	Mgmt	For	Withhold	Withhold	Yes
<i>Voting Policy Rationale: Vote WITHHOLD for Navjeet (Bob) Dhillon for serving as an executive director and Joseph (Joe) Amantea and Karanveer Dhillon for serving as non-independent, non-executive directors on a board that lacks a nominating committee. Vote WITHHOLD for Navjeet (Bob) Dhillon for serving as an executive director and Joseph (Joe) Amantea and Karanveer Dhillon for serving as non-independent, non-executive directors on a non-majority independent board. Vote WITHHOLD for Ron Anderson, Richard (Rich) Grimaldi, and John Irwin for serving as member of the Audit Committee where the company has not provided detailed disclosure of fees paid to the auditor in the most recent fiscal year. Vote WITHHOLD for Navjeet (Bob) Dhillon as the board does not have any female directors.</i>						
2.3	Elect Director Ron B. Anderson	Mgmt	For	Withhold	Withhold	Yes
<i>Voting Policy Rationale: Vote WITHHOLD for Navjeet (Bob) Dhillon for serving as an executive director and Joseph (Joe) Amantea and Karanveer Dhillon for serving as non-independent, non-executive directors on a board that lacks a nominating committee. Vote WITHHOLD for Navjeet (Bob) Dhillon for serving as an executive director and Joseph (Joe) Amantea and Karanveer Dhillon for serving as non-independent, non-executive directors on a non-majority independent board. Vote WITHHOLD for Ron Anderson, Richard (Rich) Grimaldi, and John Irwin for serving as member of the Audit Committee where the company has not provided detailed disclosure of fees paid to the auditor in the most recent fiscal year. Vote WITHHOLD for Navjeet (Bob) Dhillon as the board does not have any female directors.</i>						
2.4	Elect Director Karanveer V. Dhillon	Mgmt	For	Withhold	Withhold	Yes
<i>Voting Policy Rationale: Vote WITHHOLD for Navjeet (Bob) Dhillon for serving as an executive director and Joseph (Joe) Amantea and Karanveer Dhillon for serving as non-independent, non-executive directors on a board that lacks a nominating committee. Vote WITHHOLD for Navjeet (Bob) Dhillon for serving as an executive director and Joseph (Joe) Amantea and Karanveer Dhillon for serving as non-independent, non-executive directors on a non-majority independent board. Vote WITHHOLD for Ron Anderson, Richard (Rich) Grimaldi, and John Irwin for serving as member of the Audit Committee where the company has not provided detailed disclosure of fees paid to the auditor in the most recent fiscal year. Vote WITHHOLD for Navjeet (Bob) Dhillon as the board does not have any female directors.</i>						
2.5	Elect Director Richard Grimaldi	Mgmt	For	Withhold	Withhold	Yes
<i>Voting Policy Rationale: Vote WITHHOLD for Navjeet (Bob) Dhillon for serving as an executive director and Joseph (Joe) Amantea and Karanveer Dhillon for serving as non-independent, non-executive directors on a board that lacks a nominating committee. Vote WITHHOLD for Navjeet (Bob) Dhillon for serving as an executive director and Joseph (Joe) Amantea and Karanveer Dhillon for serving as non-independent, non-executive directors on a non-majority independent board. Vote WITHHOLD for Ron Anderson, Richard (Rich) Grimaldi, and John Irwin for serving as member of the Audit Committee where the company has not provided detailed disclosure of fees paid to the auditor in the most recent fiscal year. Vote WITHHOLD for Navjeet (Bob) Dhillon as the board does not have any female directors.</i>						

Mainstreet Equity Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.6	Elect Director John Irwin	Mgmt	For	Withhold	Withhold	Yes
Voting Policy Rationale: Vote WITHHOLD for Navjeet (Bob) Dhillon for serving as an executive director and Joseph (Joe) Amantea and Karanveer Dhillon for serving as non-independent, non-executive directors on a board that lacks a nominating committee. Vote WITHHOLD for Navjeet (Bob) Dhillon for serving as an executive director and Joseph (Joe) Amantea and Karanveer Dhillon for serving as non-independent, non-executive directors on a non-majority independent board. Vote WITHHOLD for Ron Anderson, Richard (Rich) Grimaldi, and John Irwin for serving as member of the Audit Committee where the company has not provided detailed disclosure of fees paid to the auditor in the most recent fiscal year. Vote WITHHOLD for Navjeet (Bob) Dhillon as the board does not have any female directors.						
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Re-approve Shareholder Rights Plan	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Vote AGAINST the shareholder rights plan because it is not a "new generation" plan that is structured to protect the interests of shareholders in the event of a bid for their shares.						

MKH Oil Palm (East Kalimantan) Bhd.

Meeting Date: 03/06/2025

Country: Malaysia

Ticker: 5319

Record Date: 02/27/2025

Meeting Type: Annual

Primary Security ID: Y6088T101

Shares Voted: 333,200						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Directors' Fees	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
2	Approve Directors' Benefits (Excluding Directors' Fees)	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted.						
3	Elect Chen Lok Loi as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the following nominee is warranted because: * Lok Loi Chen (Item 3) has failed to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. A vote FOR all other nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
4	Elect Leong Sow Yoke as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST the following nominee is warranted because: * Lok Loi Chen (Item 3) has failed to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. A vote FOR all other nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
5	Elect Ong Kim Pin as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST the following nominee is warranted because: * Lok Loi Chen (Item 3) has failed to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation. A vote FOR all other nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						

MKH Oil Palm (East Kalimantan) Bhd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Approve Deloitte PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
7	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For	No
8	Approve Share Repurchase Program	Mgmt	For	For	For	No

SMC Global Securities Ltd. (India)

Meeting Date: 03/06/2025Country: IndiaTicker: 543263

Record Date: 01/31/2025Meeting Type: Special

Primary Security ID: Y8T6CS123

Shares Voted: 91,536

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Elect Sarita Kapur as Director	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					
2	Elect Pranay Aggarwal as Director	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.					

Sparekassen Sjaelland-Fyn A/S

Meeting Date: 03/06/2025Country: DenmarkTicker: SPKSJF

Record Date: 02/27/2025Meeting Type: Annual

Primary Security ID: K92092103

Shares Voted: 3,802

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Report of Board	Mgmt				
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.a	Elect Lene Floris as Member of Committee of Representatives	Mgmt	None	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
5.b	Elect Michael Henriksen as Member of Committee of Representatives	Mgmt	None	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
5.c	Elect Jesper I. Justesen as Member of Committee of Representatives	Mgmt	None	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
5.d	Elect Hans Jorgen B. Kolding as Member of Committee of Representatives	Mgmt	None	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
5.e	Elect Ole Mosbaek as Member of Committee of Representatives	Mgmt	None	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
5.f	Elect Jakob Frimodt Olsen as Member of Committee of Representatives	Mgmt	None	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
5.g	Elect Rikke Saltoft as Member of Committee of Representatives	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
6	Ratify Deloitte as Auditor	Mgmt	For	For	For	No
7	Authorize Share Repurchase Program	Mgmt	For	For	For	No
8.a	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For	No
8.b	Approve Remuneration of Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
8.c	Approve Creation of Pool of Capital without Preemptive Rights	Mgmt	For	Against	Against	Yes
8.d	Approve DKK 4.4 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For	No

Sparekassen Sjaelland-Fyn A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8.e	Amend Articles Re: Secondary Names	Mgmt	For	For	For	No
8.f	Amend Articles Re: General Meeting	Mgmt	For	For	For	No
8.g	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For	No
9	Other Business	Mgmt				

Voltamp Transformers Limited

Meeting Date: 03/07/2025Country: IndiaTicker: 532757

Record Date: 01/31/2025Meeting Type: Special

Primary Security ID: Y9380D105

Shares Voted: 3,767

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Approve Reappointment and Remuneration of Kanubhai S. Patel as Chairman and Managing Director	Mgmt	For	For	For	No
2	Elect Mayur K. Swadia as Director	Mgmt	For	For	For	No

Aditya Birla Sun Life AMC Ltd.

Meeting Date: 03/08/2025Country: IndiaTicker: 543374

Record Date: 01/31/2025Meeting Type: Special

Primary Security ID: Y0R1KX610

Shares Voted: 61,422

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Elect Manjit Singh as Director	Mgmt	For	For	For	No

SIS Limited

Meeting Date: 03/09/2025Country: IndiaTicker: 540673

Record Date: 01/31/2025Meeting Type: Special

Primary Security ID: Y7T669116

Shares Voted: 7,048

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Reelect Upendra Kumar Sinha as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>					
2	Reelect Vrinda Sarup as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>					

Enghouse Systems Limited

Meeting Date: 03/10/2025 **Country:** Canada **Ticker:** ENGH
Record Date: 01/28/2025 **Meeting Type:** Annual
Primary Security ID: 292949104

Shares Voted: 116,007

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1A	Elect Director Stephen Sadler	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1B	Elect Director Pierre Lassonde	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1C	Elect Director Vivian Leung	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1D	Elect Director Jane Mowat	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1E	Elect Director Melissa Sonberg	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
1F	Elect Director Paul Stoyan	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Vote FOR all proposed nominees as no significant concerns have been identified at this time.</i>					
2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For	No

TECOM Group PJSC

Meeting Date: 03/10/2025Country: United Arab EmiratesTicker: TECOM

Record Date: 03/07/2025Meeting Type: Annual

Primary Security ID: M8196K108

Shares Voted: 210,350

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				
1	Approve Board Report on Company Operations and Financial Position for FY 2024	Mgmt	For	For	For	No
2	Approve Auditors' Report on Company Financial Statements for FY 2024	Mgmt	For	For	For	No
3	Accept Financial Statements and Statutory Reports for FY 2024	Mgmt	For	For	For	No
4	Approve Dividends of AED 0.08 per Share for the Second Half of FY 2024, to Bring the total Dividends of FY 2024 to AED 800 Million Including Interim Dividends	Mgmt	For	For	For	No
5	Approve Remuneration of Directors of AED 5,990,000 plus VAT for FY 2024	Mgmt	For	For	For	No
6	Approve Discharge of Directors for FY 2024	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of concerns that the directors and auditors are not fulfilling their fiduciary duties, votes FOR are warranted.						
7	Approve Discharge of Auditors for FY 2024	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of concerns that the directors and auditors are not fulfilling their fiduciary duties, votes FOR are warranted.						
8	Ratify Auditors and Fix Their Remuneration for FY 2025	Mgmt	For	For	For	No
9	Elect Members of the Board of Director for the Next Three-year Term 2025-2028	Mgmt	For	Against	Against	Yes

Emirates Driving Co.

Meeting Date: 03/11/2025Country: United Arab EmiratesTicker: DRIVE

Record Date: 03/10/2025Meeting Type: Annual

Primary Security ID: M4027Q109

Shares Voted: 34,341

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				

Emirates Driving Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Board Report on Company Operations and Its Financial Position for FY 2024	Mgmt	For	For	For	No
2	Approve Auditors' Report on Company Financial Statements for FY 2024	Mgmt	For	For	For	No
3	Accept Financial Statements and Statutory Reports for FY 2024	Mgmt	For	For	For	No
4	Approve Dividends of AED 0.17 Per Share for FY 2024	Mgmt	For	For	For	No
5	Approve and Determine Remuneration of Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Due to the lack of disclosure concerning the proposed directors' remuneration, a vote AGAINST this item is warranted.						
6	Approve Discharge of Directors for FY 2024	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of concerns that the board and auditor are not fulfilling their fiduciary duties, votes FOR are warranted.						
7	Approve Discharge of Auditors for FY 2024	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of concerns that the board and auditor are not fulfilling their fiduciary duties, votes FOR are warranted.						
8	Appoint Auditors and Fix Their Remuneration for FY 2025	Mgmt	For	For	For	No
9	Elect Directors for the Upcoming Three Years	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted due to lack of disclosure regarding this item.						

Maharashtra Seamless Limited

Meeting Date: 03/11/2025	Country: India	Ticker: 500265
Record Date: 01/31/2025	Meeting Type: Special	
Primary Security ID: Y5405N144		

Shares Voted: 45,120

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Approve Appointment and Remuneration of Saket Jindal as Managing Director	Mgmt	For	For	For	No

Quess Corp Limited

Meeting Date: 03/11/2025	Country: India	Ticker: 539978
Record Date: 01/31/2025	Meeting Type: Special	
Primary Security ID: Y3R6BW102		

Shares Voted: 10,432

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Approve Reappointment and Remuneration of Guruprasad Srinivasan as Whole Time Director Designated as Executive Director and Group Chief Executive Officer	Mgmt	For	For	For	No

RAK Properties PJSC

Meeting Date: 03/11/2025

Country: United Arab Emirates

Ticker: RAKPROP

Record Date: 03/10/2025

Meeting Type: Annual

Primary Security ID: M81868107

Shares Voted: 2,933,450

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				
1	Approve Board Report on Company Operations and Financial Position for FY 2024	Mgmt	For	For	For	No
2	Approve Auditors' Report on Company Financial Statements for FY 2024	Mgmt	For	For	For	No
3	Accept Financial Statements and Statutory Reports for FY 2024	Mgmt	For	For	For	No
4	Approve Absence of Dividends for FY 2024	Mgmt	For	For	For	No
5	Approve Remuneration of Directors	Mgmt	For	For	For	No
6	Approve Discharge of Directors for FY 2024	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of concerns that the directors and auditor are not fulfilling their fiduciary duties, votes FOR are warranted.						
7	Approve Discharge of Auditors for FY 2024	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of concerns that the directors and auditor are not fulfilling their fiduciary duties, votes FOR are warranted.						
8	Appoint or Reappoint Auditors and Fix Their Remuneration for FY 2025	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				

RAK Properties PJSC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Providing a Voluntary Contribution for the Purpose of Serving the Community of AED 1.2 Million, and Authorize the Board to Determine the Beneficiaries	Mgmt	For	For	For	No

Indian Metals & Ferro Alloys Ltd.

Meeting Date: 03/12/2025Country: IndiaTicker: 533047

Record Date: 02/05/2025Meeting Type: Special

Primary Security ID: Y3925N108

Shares Voted: 18,929						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Elect Bijayananda Mohapatra as Director	Mgmt	For	For	For	No
2	Approve Appointment and Remuneration of Bijayananda Mohapatra as Whole-Time Director and Chief Operating Officer	Mgmt	For	For	For	No

Sparebanken More

Meeting Date: 03/12/2025Country: NorwayTicker: MORG

Record Date: 03/05/2025Meeting Type: Annual

Primary Security ID: R8T42M120

Shares Voted: 3,068						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Meeting for Holders of Primary Capital Certificates	Mgmt				
1	Open Meeting	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
2	Registration of Attending Shareholders and Proxies	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
3	Elect Chair of Meeting	Mgmt	For	For	For	No
	Voting Policy Rationale: These are routine meeting formalities.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approve Notice of Meeting and Agenda	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
5	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
6.A	Elect Tone Skotheim Gjerdsbakk as Member of Corporate Assembly	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these proposals is warranted because the company has failed to disclose the independence classifications of the company's board members. As such, it is not possible to assess the independence of the board.</i>						
6.B	Elect Roy Kjorsvik as Member of Corporate Assembly	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these proposals is warranted because the company has failed to disclose the independence classifications of the company's board members. As such, it is not possible to assess the independence of the board.</i>						
6.C	Elect Lars Martin Lunde as Member of Corporate Assembly	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these proposals is warranted because the company has failed to disclose the independence classifications of the company's board members. As such, it is not possible to assess the independence of the board.</i>						
6.D	Elect Knut Henrik Rolland as Member of Corporate Assembly	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these proposals is warranted because the company has failed to disclose the independence classifications of the company's board members. As such, it is not possible to assess the independence of the board.</i>						
7.A	Elect Karin Marie Midthaug as Member of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this item is warranted, because of a lack of controversy regarding the nominating committee.</i>						
7.B	Elect Tor Einar Olsen as Member of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this item is warranted, because of a lack of controversy regarding the nominating committee.</i>						
8	Elect Ann Magritt Bjastad Vikebakk as Chair of Nominating Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this item is warranted, because of a lack of controversy regarding the nominating committee.</i>						

ALK-Abello A/S

Meeting Date: 03/13/2025

Country: Denmark

Ticker: ALK.B

Record Date: 03/06/2025

Meeting Type: Annual

Primary Security ID: K03294137

Shares Voted: 138,054

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Report of Board	Mgmt				
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For	For	For	No
3	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	No
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the proposed remuneration report is below par in relation to market standards, particularly with regards to the insufficient breakdown of half of the STIP for the CEO, and annual earning period for part of the LTIP.</i>						
5	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chair, DKK 800,000 for Vice Chair and DKK 400,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
6	Reelect Anders Hedegaard (Chair) as Director	Mgmt	For	Abstain	Abstain	Yes
<i>Voting Policy Rationale: A vote FOR candidates Lene Skole, Gitte Aabo, Lars Holmqvist, Jesper Hoeiland, Bertil Lindmark, and Alan Main (Items 7, 8.a, 8.b, 8.c, 8.d and 8.e) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN Anders Hedegaard (Item 6) is warranted due to their position as the chairman of the nomination committee combined with a lack of gender diversity on the board.</i>						
7	Reelect Lene Skole (Vice Chair) as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Lene Skole, Gitte Aabo, Lars Holmqvist, Jesper Hoeiland, Bertil Lindmark, and Alan Main (Items 7, 8.a, 8.b, 8.c, 8.d and 8.e) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN Anders Hedegaard (Item 6) is warranted due to their position as the chairman of the nomination committee combined with a lack of gender diversity on the board.</i>						
8.a	Reelect Gitte Aabo as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Lene Skole, Gitte Aabo, Lars Holmqvist, Jesper Hoeiland, Bertil Lindmark, and Alan Main (Items 7, 8.a, 8.b, 8.c, 8.d and 8.e) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN Anders Hedegaard (Item 6) is warranted due to their position as the chairman of the nomination committee combined with a lack of gender diversity on the board.</i>						
8.b	Reelect Lars Holmqvist as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Lene Skole, Gitte Aabo, Lars Holmqvist, Jesper Hoeiland, Bertil Lindmark, and Alan Main (Items 7, 8.a, 8.b, 8.c, 8.d and 8.e) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN Anders Hedegaard (Item 6) is warranted due to their position as the chairman of the nomination committee combined with a lack of gender diversity on the board.</i>						
8.c	Reelect Jesper Hoiland as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Lene Skole, Gitte Aabo, Lars Holmqvist, Jesper Hoeiland, Bertil Lindmark, and Alan Main (Items 7, 8.a, 8.b, 8.c, 8.d and 8.e) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN Anders Hedegaard (Item 6) is warranted due to their position as the chairman of the nomination committee combined with a lack of gender diversity on the board.</i>						

ALK-Abello A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8.d	Reelect Bertil Lindmark as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Lene Skole, Gitte Aabo, Lars Holmqvist, Jesper Hoeiland, Bertil Lindmark, and Alan Main (Items 7, 8.a, 8.b, 8.c, 8.d and 8.e) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN Anders Hedegaard (Item 6) is warranted due to their position as the chairman of the nomination committee combined with a lack of gender diversity on the board.						
8.e	Reelect Alan Main as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Lene Skole, Gitte Aabo, Lars Holmqvist, Jesper Hoeiland, Bertil Lindmark, and Alan Main (Items 7, 8.a, 8.b, 8.c, 8.d and 8.e) is warranted due to a lack of concern regarding the suitability of these individuals in particular. A vote ABSTAIN Anders Hedegaard (Item 6) is warranted due to their position as the chairman of the nomination committee combined with a lack of gender diversity on the board.						
9	Ratify PricewaterhouseCoopers as Auditors; Appoint PricewaterhouseCoopers as Auditors for Sustainability Reporting	Mgmt	For	For	For	No
10	Other Business	Mgmt				

BAIC Motor Corporation Limited

Meeting Date: 03/13/2025	Country: China	Ticker: 1958
Record Date: 03/07/2025	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y0506H104		

Shares Voted: 343,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Wang Hao as Director	Mgmt	For	For	For	No
2	Elect Xia Peng as Supervisor	Mgmt	For	For	For	No

SpareBank 1 Nord-Norge

Meeting Date: 03/13/2025	Country: Norway	Ticker: NONG
Record Date: 03/06/2025	Meeting Type: Annual	
Primary Security ID: R8288N106		

Shares Voted: 4,891

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Meeting for Holders of Primary Capital Certificates	Mgmt				

SpareBank 1 Nord-Norge

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Kjell Olav Pettersen, Kjersti Therese Stormo and Sonja Djonne as Members of Committee of Representatives	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because the level of board independence is considered insufficient.						

Vestjysk Bank A/S

Meeting Date: 03/13/2025 **Country:** Denmark **Ticker:** VJBA
Record Date: 03/06/2025 **Meeting Type:** Annual
Primary Security ID: K98127119

Shares Voted: 80,841						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Report of Board	Mgmt				
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of DKK 0.4 Per Share	Mgmt	For	For	For	No
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For	No
5	Approve of Directors Remuneration in the Amount of DKK 625,000 for Chair, DKK 437,500 for the Vice Chair, and DKK 250,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
6.A.1	Reelect Kim Ronnow Duus as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all proposed candidates is warranted due to a lack of concern regarding the composition of the board or its committees.						
6.A.2	Reelect Gry Bandholm Jonassen as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all proposed candidates is warranted due to a lack of concern regarding the composition of the board or its committees.						
6.A.3	Reelect Anna Bolette van Ingen Bro as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all proposed candidates is warranted due to a lack of concern regarding the composition of the board or its committees.						
6.A.4	Reelect Hanne Traeholt Odegaard as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all proposed candidates is warranted due to a lack of concern regarding the composition of the board or its committees.						

Vestjysk Bank A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6.A.5	Reelect Jan Nordstrom as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all proposed candidates is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
6.A.6	Reelect Bent Ejnar Juul Simonsen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all proposed candidates is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
6.A.7	Reelect Lars Langhoff as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all proposed candidates is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
6.A.8	Elect Frank Mortensen as New Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all proposed candidates is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
6.B.1	Elect Kim Ronnow Duus as Board Chair	Mgmt	For	For	For	No
6.C.1	Elect Frank Mortensen as Vice Chair	Mgmt	For	For	For	No
7.1	Ratify Ernst & Young as Auditors	Mgmt	For	For	For	No
8.A	Authorize Share Repurchase Program	Mgmt	For	For	For	No
8.B	Approve Creation of DKK 90 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these issuance authorizations is warranted because the potential share capital increase is not excessive.</i>						
8.C	Approve Creation of DKK 90 Million Pool of Capital with Preemptive Rights	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these issuance authorizations is warranted because the potential share capital increase is not excessive.</i>						
8.D	Update of Restricted Savings Bank Reserve	Mgmt	For	For	For	No
8.E	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For	No
9	Other Business	Mgmt				

Gujarat Industries Power Company Limited

Meeting Date: 03/14/2025

Country: India

Ticker: 517300

Record Date: 02/07/2025

Meeting Type: Special

Primary Security ID: Y2944H118

Gujarat Industries Power Company Limited

Shares Voted: 303,987

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Approve Material Related Party Transactions for the Financial Year 2025-26	Mgmt	For	For	For	No
2	Approve Issuance of Equity Shares on Preferential Basis for Cash Consideration	Mgmt	For	For	For	No

KOREA PETROCHEMICAL IND Co., Ltd.

Meeting Date: 03/14/2025Country: South KoreaTicker: 006650
Record Date: 12/31/2024Meeting Type: Annual
Primary Security ID: Y4S99J105

Shares Voted: 730

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Lee Soon-gyu as Inside Director	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					
1.2	Elect Ha Hyeon-su as Inside Director	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					
1.3	Elect Gwak Ji-hyeon as Outside Director	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					
2	Elect Jeong Young-gi as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
	Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.					
3	Elect Gwak Ji-hyeon as a Member of Audit Committee	Mgmt	For	For	For	No
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Samsung Securities Co., Ltd.

Meeting Date: 03/14/2025Country: South KoreaTicker: 016360
Record Date: 12/31/2024Meeting Type: Annual
Primary Security ID: Y7486Y106

Shares Voted: 4,784

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Amend Articles of Incorporation (Board Committee)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR items 2.1 and 2.2 are warranted as none of the proposed amendments is contentious or problematic in nature.</i>						
2.2	Amend Articles of Incorporation (Model AOI)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR items 2.1 and 2.2 are warranted as none of the proposed amendments is contentious or problematic in nature.</i>						
3.1	Elect Kim Hwa-jin as Outside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
3.2	Elect Park Gyeong-hui as Inside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
3.3	Elect Ko Young-dong as Inside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
4	Elect Kim Hwa-jin as a Member of Audit Committee	Mgmt	For	For	For	No
5	Elect Choi Hye-ri as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Shalby Limited

Meeting Date: 03/14/2025

Country: India

Ticker: 540797

Record Date: 02/07/2025

Meeting Type: Special

Primary Security ID: Y7T79H105

Shares Voted: 7,731

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				

Shalby Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Reappointment and Remuneration of Vikram Indrajit Shah as Chairman and Managing Director	Mgmt	For	For	For	No

Shandong Publishing & Media Co., Ltd.

Meeting Date: 03/14/2025Country: ChinaTicker: 601019

Record Date: 03/07/2025Meeting Type: Special

Primary Security ID: Y768M9101

Shares Voted: 253,697

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Xiao Gang as Supervisor	SH	For	For	For	No

Solar A/S

Meeting Date: 03/14/2025Country: DenmarkTicker: SOLAR.B

Record Date: 03/07/2025Meeting Type: Annual

Primary Security ID: K90472117

Shares Voted: 658

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Report of Board	Mgmt				
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of DKK 15 Per Share	Mgmt	For	For	For	No
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For	No
5	Approve Remuneration of Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
6.a	Reelect Michael Troensegaard Andersen as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Michael Andersen, Peter Bang, Katrine Borum, Morten Chrone, Jesper Dalsgaard Jensen, Rene Juul and Sophie Louise Knauer (Items 6.a, 6.b, 6.c, 6.d, 6.e, 6.f and 6.g) is warranted due to a lack of concern regarding the composition of the board or its committees.						
6.b	Reelect Jesper Dalsgaard as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Michael Andersen, Peter Bang, Katrine Borum, Morten Chrone, Jesper Dalsgaard Jensen, Rene Juul and Sophie Louise Knauer (Items 6.a, 6.b, 6.c, 6.d, 6.e, 6.f and 6.g) is warranted due to a lack of concern regarding the composition of the board or its committees.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6.c	Reelect Louise Knauer as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Michael Andersen, Peter Bang, Katrine Borum, Morten Chrone, Jesper Dalsgaard Jensen, Rene Juul and Sophie Louise Knauer (Items 6.a, 6.b, 6.c, 6.d, 6.e, 6.f and 6.g) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
6.d	Reelect Peter Bang as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Michael Andersen, Peter Bang, Katrine Borum, Morten Chrone, Jesper Dalsgaard Jensen, Rene Juul and Sophie Louise Knauer (Items 6.a, 6.b, 6.c, 6.d, 6.e, 6.f and 6.g) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
6.e	Reelect Morten Chrone as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Michael Andersen, Peter Bang, Katrine Borum, Morten Chrone, Jesper Dalsgaard Jensen, Rene Juul and Sophie Louise Knauer (Items 6.a, 6.b, 6.c, 6.d, 6.e, 6.f and 6.g) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
6.f	Reelect Katrine Borum as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Michael Andersen, Peter Bang, Katrine Borum, Morten Chrone, Jesper Dalsgaard Jensen, Rene Juul and Sophie Louise Knauer (Items 6.a, 6.b, 6.c, 6.d, 6.e, 6.f and 6.g) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
Shareholder Proposals Submitted by Rene Juul		Mgmt				
6.g	Elect Rene Juul as New Director	SH	Abstain	Abstain	Abstain	No
Management Proposals		Mgmt				
7	Ratify Deloitte as Auditors; Appoint Deloitte as Auditors for Sustainability Reporting	Mgmt	For	For	For	No
8.1	Approve Special Dividends of DKK 50.00 Per Share	Mgmt	For	For	For	No
8.2	Authorize Share Repurchase Program	Mgmt	For	For	For	No
Shareholder Proposals		Mgmt				
9	Approve Stock Split	SH	Against	Against	Against	No
Management Proposals		Mgmt				
10	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For	No
11	Other Business	Mgmt				

Cyient Limited

Meeting Date: 03/15/2025	Country: India	Ticker: 532175
Record Date: 02/07/2025	Meeting Type: Special	
Primary Security ID: Y4082D131		

Cyient Limited

Shares Voted: 21,944

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Postal Ballot Elect Debjani Ghosh as Director	Mgmt	For	For	For	No

Global Health Ltd. (India)

Meeting Date: 03/15/2025 Country: India Ticker: 543654
Record Date: 02/07/2025 Meeting Type: Special
Primary Security ID: Y2R1K6136

Shares Voted: 20

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Postal Ballot Reelect Praveen Mahajan as Director	Mgmt	For	For	For	No

Mastek Limited

Meeting Date: 03/15/2025 Country: India Ticker: 523704
Record Date: 02/07/2025 Meeting Type: Special
Primary Security ID: Y5897C143

Shares Voted: 20,153

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Postal Ballot Approve Appointment of Umang Nahata as Whole-Time Director in the Designation of Chief Executive Officer	Mgmt	For	Against	Against	Yes

*Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The executive will be paid the proposed remuneration as minimum remuneration, even in the event of loss or inadequate profits of the company. * There are no disclosures on the performance metrics and target performance that he needs to achieve to determine the variable pay element. * The executive's overall estimated pay quantum at maximum is aggressively positioned in comparison to industry peers of similar size and scale of operations. * The resolution provides board the discretion to grant increments, without adequate justification.*

Mastek Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Payment of Remuneration to Umang Nahata as Whole-Time Director and Chief Executive Officer	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted because: * The executive will be paid the proposed remuneration as minimum remuneration, even in the event of loss or inadequate profits of the company. * There are no disclosures on the performance metrics and target performance that he needs to achieve to determine the variable pay element. * The executive's overall estimated pay quantum at maximum is aggressively positioned in comparison to industry peers of similar size and scale of operations. * The resolution provides board the discretion to grant increments, without adequate justification.</i>						

Alembic Pharmaceuticals Limited

Meeting Date: 03/16/2025 **Country:** India **Ticker:** 533573
Record Date: 02/07/2025 **Meeting Type:** Special
Primary Security ID: Y0R76F109

Shares Voted: 18,360

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Elect Geeta Goradia as Director	Mgmt	For	For	For	No

Air Arabia PJSC

Meeting Date: 03/17/2025 **Country:** United Arab Emirates **Ticker:** AIRARABIA
Record Date: 03/14/2025 **Meeting Type:** Annual
Primary Security ID: M0367N110

Shares Voted: 1,373,919

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				
1	Approve Board Report on Company Operations and Financial Position for FY 2024	Mgmt	For	For	For	No
2	Approve Auditors' Report on Company Financial Statements for FY 2024	Mgmt	For	For	For	No
3	Accept Financial Statements and Statutory Reports for FY 2024	Mgmt	For	For	For	No
4	Approve Dividends of AED 0.25 Per Share for FY 2024	Mgmt	For	For	For	No

Air Arabia PJSC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Remuneration of Directors for FY 2024	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Due to the lack of disclosure concerning the proposed directors' remuneration, a vote AGAINST this item is warranted.</i>						
6	Approve Discharge of Directors for FY 2024	Mgmt	For	For	For	No
7	Approve Discharge of Auditors for FY 2024	Mgmt	For	For	For	No
8	Appoint Auditors and Fix Their Remuneration for FY 2025	Mgmt	For	For	For	No

Cellcom Israel Ltd.

Meeting Date: 03/17/2025 **Country:** Israel **Ticker:** CEL
Record Date: 02/16/2025 **Meeting Type:** Special
Primary Security ID: M2196U109

Shares Voted: 0						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Reelect Shmuel Hauser as External Director	Mgmt	For	For		No
<i>Voting Policy Rationale: A vote FOR is warranted, as there are no issues with the nominees.</i>						
2	Reelect Varda Liberman as External Director	Mgmt	For	For		No
<i>Voting Policy Rationale: A vote FOR is warranted, as there are no issues with the nominees.</i>						
3	Amend Articles of Association	Mgmt	For	For		No
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Refer		No
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt				
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer		No
<i>Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>						

Cellcom Israel Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer		No
<i>Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>						
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	Refer		No
<i>Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.</i>						
B4	Vote FOR if the Holding of Ordinary Shares of the Company, Directly or Indirectly, Do Not Contravene any Holding or Transfer Restrictions set forth in the Company's Telecommunications Licenses	Mgmt	None	Refer		No

Spinneys 1961 Holding Plc

Meeting Date: 03/17/2025

Country: United Arab Emirates

Ticker: SPINNEYS

Record Date: 03/14/2025

Meeting Type: Annual

Primary Security ID: M8559F100

Shares Voted: 648,958

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				
1	Approve Board Annual Report on Company Operations and Its Financial Position for FY 2024	Mgmt	For	For	For	No
2	Approve Auditors' Report on Company Financial Statements for FY 2024	Mgmt	For	For	For	No
3	Accept Consolidated Financial Statements and Statutory Reports for FY 2024	Mgmt	For	For	For	No

Spinneys 1961 Holding Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Ratify Board Resolution Dated 07/08/2024 by Which the Company Distributed Interim Cash Dividends of AED 0.0285 per Share for the Six Months Ended 30 June 2024	Mgmt	For	For	For	No
5	Approve Interim Dividends of AED 0.028 per Share for the Second Half of FY 2024	Mgmt	For	For	For	No
6	Approve Remuneration of Directors for FY 2024	Mgmt	For	For	For	No
7	Approve Discharge of Directors for FY 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of concerns that the board and auditors are not fulfilling their fiduciary duties, votes FOR are warranted.</i>						
8	Approve Discharge of Auditors for FY 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of concerns that the board and auditors are not fulfilling their fiduciary duties, votes FOR are warranted.</i>						
9	Appoint Auditors and Fix Their Remuneration for FY 2025	Mgmt	For	For	For	No
10	Approve Company's Dividend Distribution Policy	Mgmt	For	For	For	No

Changjiang & Jinggong Steel Building (Group) Co., Ltd.

Meeting Date: 03/18/2025 **Country:** China **Ticker:** 600496
Record Date: 03/11/2025 **Meeting Type:** Special
Primary Security ID: Y0137U102

Shares Voted: 729,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Change Purpose of Previous Repurchased Shares and Cancellation	Mgmt	For	For	For	No
2	Amend Articles of Association	Mgmt	For	For	For	No
3	Approve Provision of Financing Guarantee	SH	For	For	For	No

DCM Shriram Industries Ltd.

Meeting Date: 03/18/2025 **Country:** India **Ticker:** 523369
Record Date: 02/10/2025 **Meeting Type:** Special
Primary Security ID: Y2023U139

DCM Shriram Industries Ltd.

Shares Voted: 78,721

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Elect Meenakshi Behara as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
2	Elect Velagapudi Kavitha Dutt as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						

Hansol Chemical Co., Ltd.

Meeting Date: 03/18/2025

Country: South Korea

Ticker: 014680

Record Date: 12/31/2024

Meeting Type: Annual

Primary Security ID: Y3064E109

Shares Voted: 964

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1.1	Elect Park Won-hwan as Inside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
2.1.2	Elect Han Jang-ahn as Inside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
2.2	Elect Park Jin-won as Outside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
3	Elect Kim Sol as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
4	Elect Park Jin-won as a Member of Audit Committee	Mgmt	For	For	For	No

Hansol Chemical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						
6	Approve Stock Option Grants	Mgmt	For	For	For	No

Mahanagar Gas Limited

Meeting Date: 03/18/2025Country: IndiaTicker: 539957
Record Date: 02/07/2025Meeting Type: Special
Primary Security ID: Y5S732109

Shares Voted: 150,696						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Elect P. Anbalagan as Director	Mgmt	For	For	For	No

AgeSA Hayat ve Emeklilik AS

Meeting Date: 03/19/2025Country: TurkeyTicker: AGESA.E
Record Date:Meeting Type: Annual
Primary Security ID: M1548T125

Shares Voted: 344,821						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1	Open Meeting and Elect Presiding Council of Meeting	Mgmt	For	For	For	No
2	Accept Board Report	Mgmt	For	For	For	No
Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.						
3	Accept Audit Report	Mgmt	For	For	For	No
Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.						
4	Accept Financial Statements	Mgmt	For	For	For	No
Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.						

AgeSA Hayat ve Emeklilik AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Ratify Appointments of Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted as the company has failed to comply with the board independence requirement.						
6	Approve Discharge of Board	Mgmt	For	For	For	No
7	Approve Allocation of Income	Mgmt	For	For	For	No
Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.						
8	Approve Director Remuneration	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.						
9	Ratify External Auditors	Mgmt	For	For	For	No
10	Authorize Board to Distribute Advance Dividends	Mgmt	For	For	For	No
11	Receive Information on Donations Made in 2024	Mgmt				
12	Approve Upper Limit of Donations for 2025	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: This item warrants a vote AGAINST due to a lack of disclosure on the resolution.						
13	Receive Information on Share Repurchase Program	Mgmt				
14	Approve Share Repurchase Program	Mgmt	For	For	For	No
15	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	Mgmt	For	For	For	No
16	Wishes	Mgmt				

ALSO Holding AG

Meeting Date: 03/19/2025	Country: Switzerland	Ticker: ALSN
Record Date:	Meeting Type: Annual	
Primary Security ID: H0178Q159		

Shares Voted: 3,042

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
1.2	Approve Non-Financial Report	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The overall level of disclosure is poor. * There is insufficient ex-post disclosure to explain the evolution of variable payouts versus company performance. * The outgoing CEO's FY24 STI includes a one-time special premium, and no further information is provided. * Non-executive directors continue to receive significant fees for additional services without a detailed explanation. This newly concerns board chair and outgoing CEO Gustavo Moeller-Hergt. * The report does not directly address significant shareholder dissent on the prior vote.</i>						
3	Approve Allocation of Income and Dividends of CHF 5.10 per Share	Mgmt	For	For	For	No
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
5.1	Approve Remuneration of Directors in the Amount of CHF 4 Million	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because the board has requested a significant increase in fixed compensation without an accompanying and compelling justification.</i>						
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of EUR 3 Million	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Fixed compensation (Item 5.2) A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns. Variable compensation (Item 5.3) A vote AGAINST this proposal is warranted because: * Even when accounting for the increase group management, the proposal represents a significant potential increase in variable remuneration, and the company has not provided a compelling rationale. * There are concerns regarding the company's remuneration practices for executive management.</i>						
5.3	Approve Variable Remuneration of Executive Committee in the Amount of EUR 20 Million	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Fixed compensation (Item 5.2) A vote FOR this item is warranted because the proposal appears to be in line with market practice and does not raise significant concerns. Variable compensation (Item 5.3) A vote AGAINST this proposal is warranted because: * Even when accounting for the increase group management, the proposal represents a significant potential increase in variable remuneration, and the company has not provided a compelling rationale. * There are concerns regarding the company's remuneration practices for executive management.</i>						
6.1.a	Reelect Peter Athanas as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 6.1a – 6.2) Votes FOR the proposed nominees are warranted due to a lack of concerns. Compensation and nomination committee elections (Items 6.3a – 6.3c) Votes AGAINST the non-independent nominees, Walter Droege and Frank Tanski, are warranted due to the failure to establish a sufficiently independent committee. A vote AGAINST the incumbent chair, Peter Athanas, is warranted as a signal of concern to the board because the board is insufficiently gender diverse.</i>						
6.1.b	Reelect Walter Droege as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 6.1a – 6.2) Votes FOR the proposed nominees are warranted due to a lack of concerns. Compensation and nomination committee elections (Items 6.3a – 6.3c) Votes AGAINST the non-independent nominees, Walter Droege and Frank Tanski, are warranted due to the failure to establish a sufficiently independent committee. A vote AGAINST the incumbent chair, Peter Athanas, is warranted as a signal of concern to the board because the board is insufficiently gender diverse.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6.1.c	Reelect Frank Tanski as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 6.1a – 6.2) Votes FOR the proposed nominees are warranted due to a lack of concerns. Compensation and nomination committee elections (Items 6.3a – 6.3c) Votes AGAINST the non-independent nominees, Walter Droege and Frank Tanski, are warranted due to the failure to establish a sufficiently independent committee. A vote AGAINST the incumbent chair, Peter Athanas, is warranted as a signal of concern to the board because the board is insufficiently gender diverse.</i>						
6.1.d	Reelect Ernest-W. Droege as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 6.1a – 6.2) Votes FOR the proposed nominees are warranted due to a lack of concerns. Compensation and nomination committee elections (Items 6.3a – 6.3c) Votes AGAINST the non-independent nominees, Walter Droege and Frank Tanski, are warranted due to the failure to establish a sufficiently independent committee. A vote AGAINST the incumbent chair, Peter Athanas, is warranted as a signal of concern to the board because the board is insufficiently gender diverse.</i>						
6.1.e	Reelect Thomas Fuerer as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 6.1a – 6.2) Votes FOR the proposed nominees are warranted due to a lack of concerns. Compensation and nomination committee elections (Items 6.3a – 6.3c) Votes AGAINST the non-independent nominees, Walter Droege and Frank Tanski, are warranted due to the failure to establish a sufficiently independent committee. A vote AGAINST the incumbent chair, Peter Athanas, is warranted as a signal of concern to the board because the board is insufficiently gender diverse.</i>						
6.1.f	Reelect Gustavo Moeller-Hergt as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 6.1a – 6.2) Votes FOR the proposed nominees are warranted due to a lack of concerns. Compensation and nomination committee elections (Items 6.3a – 6.3c) Votes AGAINST the non-independent nominees, Walter Droege and Frank Tanski, are warranted due to the failure to establish a sufficiently independent committee. A vote AGAINST the incumbent chair, Peter Athanas, is warranted as a signal of concern to the board because the board is insufficiently gender diverse.</i>						
6.2	Elect Gustavo Moeller-Hergt as Board Chair	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 6.1a – 6.2) Votes FOR the proposed nominees are warranted due to a lack of concerns. Compensation and nomination committee elections (Items 6.3a – 6.3c) Votes AGAINST the non-independent nominees, Walter Droege and Frank Tanski, are warranted due to the failure to establish a sufficiently independent committee. A vote AGAINST the incumbent chair, Peter Athanas, is warranted as a signal of concern to the board because the board is insufficiently gender diverse.</i>						
6.3.a	Reappoint Peter Athanas as Member of the Compensation Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 6.1a – 6.2) Votes FOR the proposed nominees are warranted due to a lack of concerns. Compensation and nomination committee elections (Items 6.3a – 6.3c) Votes AGAINST the non-independent nominees, Walter Droege and Frank Tanski, are warranted due to the failure to establish a sufficiently independent committee. A vote AGAINST the incumbent chair, Peter Athanas, is warranted as a signal of concern to the board because the board is insufficiently gender diverse.</i>						
6.3.b	Reappoint Walter Droege as Member of the Compensation Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 6.1a – 6.2) Votes FOR the proposed nominees are warranted due to a lack of concerns. Compensation and nomination committee elections (Items 6.3a – 6.3c) Votes AGAINST the non-independent nominees, Walter Droege and Frank Tanski, are warranted due to the failure to establish a sufficiently independent committee. A vote AGAINST the incumbent chair, Peter Athanas, is warranted as a signal of concern to the board because the board is insufficiently gender diverse.</i>						

ALSO Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6.3.c	Reappoint Frank Tanski as Member of the Compensation Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 6.1a – 6.2) Votes FOR the proposed nominees are warranted due to a lack of concerns. Compensation and nomination committee elections (Items 6.3a – 6.3c) Votes AGAINST the non-independent nominees, Walter Droege and Frank Tanski, are warranted due to the failure to establish a sufficiently independent committee. A vote AGAINST the incumbent chair, Peter Athanas, is warranted as a signal of concern to the board because the board is insufficiently gender diverse.</i>						
6.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For	No
6.5	Designate Adrian von Segesser as Independent Proxy	Mgmt	For	For	For	No
7	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>						

Atinum Investment Co., Ltd.

Meeting Date: 03/19/2025 **Country:** South Korea **Ticker:** 021080
Record Date: 12/31/2024 **Meeting Type:** Annual
Primary Security ID: Y0448C106

Shares Voted: 30,913						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Shin Gi-cheon as Inside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
2.2	Elect Lee Young-seop as Non-Independent Non-Executive Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
2.3	Elect Kim Sang-jun as Outside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.</i>						

Atinum Investment Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted. The company is not proposing an increase in the internal auditor's remuneration limit. However, based on ISS' updated market data, the level of the internal auditor's remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						

B-R 31 Ice Cream Co., Ltd.

Meeting Date: 03/19/2025Country: JapanTicker: 2268

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J04536108

Shares Voted: 1,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For	For	No
2.1	Elect Director John Kim	Mgmt	For	For	For	No
2.2	Elect Director Anzai, Masaaki	Mgmt	For	For	For	No
2.3	Elect Director Shirai, Kohei	Mgmt	For	For	For	No
2.4	Elect Director Paolo A.P. Nicolas	Mgmt	For	For	For	No
2.5	Elect Director Peter Jensen	Mgmt	For	For	For	No
2.6	Elect Director Kawamura, Nobuyuki	Mgmt	For	For	For	No
2.7	Elect Director Uryu, Toru	Mgmt	For	For	For	No
2.8	Elect Director Theodore Guild	Mgmt	For	For	For	No
2.9	Elect Director Abe, Emima	Mgmt	For	For	For	No
3	Approve Annual Bonus	Mgmt	For	For	For	No

Canare Electric Co., Ltd.

Meeting Date: 03/19/2025Country: JapanTicker: 5819

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J05037106

Shares Voted: 1,300						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 29	Mgmt	For	For	For	No

Canare Electric Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Elect Director Noda, Chikashi	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Hayashi, Akira	Mgmt	For	For	For	No
4	Approve Annual Bonus	Mgmt	For	For	For	No

Dubai Taxi Co. PJSC

Meeting Date: 03/19/2025

Record Date: 03/18/2025

Primary Security ID: M28894109

Country: United Arab Emirates

Meeting Type: Annual

Ticker: DTC

Shares Voted: 136,603

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				
1	Approve Appointment of Secretary for the Meeting, Vote Collector	Mgmt	For	For	For	No
2	Approve Board Report on Company Operations and Its Financial Position for the Fiscal Year Ended 31/12/2024	Mgmt	For	For	For	No
3	Approve Auditors' Report on Company Financial Statements for the Fiscal Year Ended 31/12/2024	Mgmt	For	For	For	No
4	Accept Financial Statements and Statutory Reports for the Fiscal Year Ended 31/12/2024	Mgmt	For	For	For	No
5	Approve Dividends of AED 0.0489 per Share for the Second Half of Fiscal Year Ended 31/12/2024 and Authorize Board to Distribute Semi Annual Dividends for the First Half of FY 2025	Mgmt	For	For	For	No
6	Approve Remuneration of Directors of AED 3,896,000 for the Fiscal Year Ended 31/12/2024	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: In the absence of a rationale justifying the significant increase in directors' remuneration, a vote AGAINST this item is warranted.						
7	Approve Discharge of Directors for the Fiscal Year Ended 31/12/2024	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of concerns that the board and auditor are not fulfilling their fiduciary duties, votes FOR are warranted.						

Dubai Taxi Co. PJSC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Approve Discharge of Auditors for the Fiscal Year Ended 31/12/2024	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of concerns that the board and auditor are not fulfilling their fiduciary duties, votes FOR are warranted.						
9	Appoint Auditors and Fix Their Remuneration for FY 2025	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
1	Approve the Amendment of the Definition of the Government Shareholder in Article 1 of the Company's Bylaws to be: Any Entity or Person Designated or Nominated by the Government of Dubai	Mgmt	For	For	For	No

GMO GlobalSign Holdings KK

Meeting Date: 03/19/2025Country: JapanTicker: 3788

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J1822A101

Shares Voted: 650						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Add/Amend Provisions on Corporate Philosophy	Mgmt	For	For	For	No
2	Approve Allocation of Income, With a Final Dividend of JPY 37.22	Mgmt	For	For	For	No
3.1	Elect Director Aoyama, Mitsuru	Mgmt	For	For	For	No
3.2	Elect Director Kumagai, Masatoshi	Mgmt	For	For	For	No
3.3	Elect Director Chujo, Ichiro	Mgmt	For	For	For	No
3.4	Elect Director Ikeya, Susumu	Mgmt	For	For	For	No
3.5	Elect Director Yasuda, Masashi	Mgmt	For	For	For	No
3.6	Elect Director Akiyama, Yukari	Mgmt	For	For	For	No

Grupo Televisa SAB

Meeting Date: 03/19/2025Country: MexicoTicker: TLEVISACPO

Record Date: 02/24/2025Meeting Type: Extraordinary Shareholders

Primary Security ID: P4987V137

Grupo Televisa SAB

Shares Voted: 41,621

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Meeting for ADR Holders	Mgmt				
1	Approve Absorption of Company's Subsidiaries: Novo Telesitam S.A. de C.V. and Corporacion Villacezan S.A. de C.V.	Mgmt	For	For	For	No
2	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

Hansol Technics Co., Ltd.

Meeting Date: 03/19/2025Country: South KoreaTicker: 004710
Record Date: 12/31/2024Meeting Type: Annual
Primary Security ID: Y3067M132

Shares Voted: 21,168

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Elect Oh Seung-wook as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Elect Choi Ji-woong as Outside Director to Serve as Audit Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Approve Stock Option Plan Grants	Mgmt	For	For	For	No
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Hanwha General Insurance Co., Ltd.

Meeting Date: 03/19/2025Country: South KoreaTicker: 000370
Record Date: 12/31/2024Meeting Type: Annual
Primary Security ID: Y7472M108

Shares Voted: 123,753

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Appropriation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3.1	Elect Nah Chae-beom as Inside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
3.2	Elect Seo Ji-hun as Inside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
3.3	Elect Park Seong-gyu as Inside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
3.4	Elect Kim Jeong-yeon as Outside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
3.5	Elect Moon Il as Outside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
3.6	Elect Yang Gi-ho as Outside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
4	Elect Yoo Gwang-yeol as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
5.1	Elect Kim Jeong-yeon as a Member of Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.</i>						
5.2	Elect Yang Gi-ho as a Member of Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.</i>						
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

HS Ad, Inc.

Meeting Date: 03/19/2025

Record Date: 12/31/2024

Primary Security ID: Y2924B107

Country: South Korea

Meeting Type: Annual

Ticker: 035000

Shares Voted: 6,944

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Elect Kang Pyeong-gyeong as Outside Director	Mgmt	For	For	For	No
3	Elect Kang Pyeong-gyeong as a Member of Audit Committee	Mgmt	For	For	For	No
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
5	Amend Articles of Incorporation	Mgmt	For	For	For	No

Multicampus Corp.

Meeting Date: 03/19/2025

Record Date: 12/31/2024

Primary Security ID: Y1781P100

Country: South Korea

Meeting Type: Annual

Ticker: 067280

Shares Voted: 2,026

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Cho Song-gi as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Elect Kim Ju-ho as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Amend Articles of Incorporation	Mgmt	For	For	For	No
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
5	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

Meeting Date: 03/19/2025

Country: Denmark

Ticker: NLFSK

Record Date: 03/12/2025

Meeting Type: Annual

Primary Security ID: K7S14U100

Shares Voted: 6,983

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Report of Board	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
2	Receive Financial Statements and Statutory Reports	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
3	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
4	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	No
5	Approve Discharge of Management and Board	Mgmt	For	For	For	No
6	Approve Remuneration Report	Mgmt	For	For	For	No
7	Approve Remuneration of Directors	Mgmt	For	For	For	No
8.a	Reelect Peter Nilsson as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all candidates (Items 8.a-8.f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>					
8.b	Reelect Are Dragesund as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all candidates (Items 8.a-8.f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>					
8.c	Reelect Franck Falezan as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all candidates (Items 8.a-8.f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>					
8.d	Reelect Bengt Thorsson as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all candidates (Items 8.a-8.f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>					
8.e	Reelect Ole Kristian Jodahl as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all candidates (Items 8.a-8.f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>					
8.f	Reelect Viveka Ekberg as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all candidates (Items 8.a-8.f) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>					
9	Ratify Deloitte as Auditors; Ratify Deloitte as Auditors for Sustainability Reporting	Mgmt	For	For	For	No

Nilfisk Holding A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For	No
11	Other Business	Mgmt				

NKT A/S

Meeting Date: 03/19/2025 **Country:** Denmark **Ticker:** NKT
Record Date: 03/12/2025 **Meeting Type:** Annual
Primary Security ID: K7037A107

Shares Voted: 23,172

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Report of Board	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
2	Receive Annual Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
3	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
4	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	No
5	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For	No
6	Approve Discharge of Management and Board	Mgmt	For	For	For	No
7	Approve Remuneration of Directors in the Amount of DKK 1.1 Million for Chair, DKK 750,000 for Deputy Chair and DKK 375,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
8.a	Reelect Jens Due Olsen as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all proposed candidates (Items 8.a-8.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>					
8.b	Reelect Rene Svendsen-Tune as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all proposed candidates (Items 8.a-8.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>					
8.c	Reelect Nebahat Albayrak as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR all proposed candidates (Items 8.a-8.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8.d	Reelect Karla Marianne Lindahl as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all proposed candidates (Items 8.a-8.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular.						
8.e	Reelect Andreas Nauen as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all proposed candidates (Items 8.a-8.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular.						
8.f	Reelect Anne Vedel as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all proposed candidates (Items 8.a-8.f) is warranted due to a lack of concern regarding the suitability of these individuals in particular.						
9.1	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	No
9.2	Ratify PricewaterhouseCoopers as Authorized Sustainability Auditor	Mgmt	For	For	For	No
10	Other Proposals from Board or Shareholders	Mgmt				
11	Other Business	Mgmt				

Platzer Fastigheter Holding AB

Meeting Date: 03/19/2025Country: SwedenTicker: PLAZ.B

Record Date: 03/11/2025Meeting Type: Annual

Primary Security ID: W7S644112

Shares Voted: 20,694						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
2	Elect Chair of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
3	Prepare and Approve List of Shareholders	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
4	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
5	Designate Inspectors of Minutes of Meeting	Mgmt				
Voting Policy Rationale: These are routine meeting formalities.						
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						

Platzer Fastigheter Holding AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7.1	Receive Financial Statements and Statutory Reports	Mgmt				
	<i>Voting Policy Rationale: This is a routine, non-voting item.</i>					
7.2	Receive Board Report on Dividend Proposal	Mgmt				
	<i>Voting Policy Rationale: This is a routine, non-voting item.</i>					
7.3	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt				
	<i>Voting Policy Rationale: This is a routine, non-voting item.</i>					
7.4	Receive Audit Report Regarding the Sustainability Report	Mgmt				
	<i>Voting Policy Rationale: This is a routine, non-voting item.</i>					
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
9	Approve Allocation of Income and Dividends of SEK 2.10 Per Share	Mgmt	For	For	For	No
10a.1	Approve Discharge of Anders Jarl	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
10a.2	Approve Discharge of Anneli Jansson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
10a.3	Approve Discharge of Eric Grimlund	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
10a.4	Approve Discharge of Henrik Forsberg Schoultz	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
10a.5	Approve Discharge of Maximilian Hobohm	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
10a.6	Approve Discharge of Ricard Robbstal	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
10b.1	Approve Discharge of Johanna Hult Rentsch	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					

Platzer Fastigheter Holding AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11a	Determine Number of Members (7) and Deputy Members of Board (0)	Mgmt	For	For	For	No
11b	Determine Number of Auditors (1)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because of a lack of controversy concerning the number of auditors.</i>						
11c	Determine Number of Deputy Auditors (0)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because of a lack of controversy concerning the number of auditors.</i>						
12a	Approve Remuneration of Directors in the Amount of SEK 550,000 for Chair and SEK 240,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
12b	Approve Remuneration of Auditors	Mgmt	For	For	For	No
13a.1	Reelect Anders Jarl as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all candidates (Items 13a.1 – 13a.7) is warranted due to a lack of concern regarding the suitability of these individuals.</i>						
13a.2	Reelect Anneli Jansson as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all candidates (Items 13a.1 – 13a.7) is warranted due to a lack of concern regarding the suitability of these individuals.</i>						
13a.3	Reelect Eric Grimlund as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all candidates (Items 13a.1 – 13a.7) is warranted due to a lack of concern regarding the suitability of these individuals.</i>						
13a.4	Reelect Henrik Forsberg Schoultz as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all candidates (Items 13a.1 – 13a.7) is warranted due to a lack of concern regarding the suitability of these individuals.</i>						
13a.5	Reelect Maximilian Hobohm as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all candidates (Items 13a.1 – 13a.7) is warranted due to a lack of concern regarding the suitability of these individuals.</i>						
13a.6	Reelect Ricard Robbstal as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all candidates (Items 13a.1 – 13a.7) is warranted due to a lack of concern regarding the suitability of these individuals.</i>						
13a.7	Elect Ulrika Danielsson as New Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all candidates (Items 13a.1 – 13a.7) is warranted due to a lack of concern regarding the suitability of these individuals.</i>						
13b	Reelect Henrik Forsberg Schoultz as Board Chair	Mgmt	For	For	For	No
14	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	For	No

Platzer Fastigheter Holding AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
15	Approve Nomination Committee Procedures	Mgmt	For	For	For	No
16	Approve Remuneration Report	Mgmt	For	For	For	No
17	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No
18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
19	Approve Issuance of up to 10 Percent of the Company's Share Capital without Preemptive Rights	Mgmt	For	For	For	No
20	Approve Stock Option Plan for Senior Executives and Key Employees	Mgmt	For	For	For	No
21	Amend Articles Re: Location of General Meeting	Mgmt	For	For	For	No
22	Close Meeting	Mgmt				

PT Erajaya Swasembada Tbk

Meeting Date: 03/19/2025	Country: Indonesia	Ticker: ERAA
Record Date: 02/21/2025	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y712AZ104		

Shares Voted: 6,491,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Changes in the Boards of the Company	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.

Strides Pharma Science Limited

Meeting Date: 03/19/2025	Country: India	Ticker: 532531
Record Date: 02/14/2025	Meeting Type: Special	
Primary Security ID: Y8175G117		

Shares Voted: 55,753

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				

Strides Pharma Science Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Mukta Arora as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
2	Elect Arun Kumar as Non-Executive Director and Chairperson of the Board	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						

BINGRAE Co., Ltd.

Meeting Date: 03/20/2025 **Country:** South Korea **Ticker:** 005180
Record Date: 12/31/2024 **Meeting Type:** Annual
Primary Security ID: Y0887G105

Shares Voted: 791						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Park Jeong-hwan as Inside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
2.2	Elect Oh Dae-sik as Outside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
3	Appoint Nam Gi-won as Internal Auditor	Mgmt	For	For	For	No
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.</i>						
5	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted. The company is not proposing an increase in the internal auditor's remuneration limit. However, based on ISS' updated market data, the level of the internal auditor's remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.</i>						

Meeting Date: 03/20/2025	Country: South Korea	Ticker: 000990
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y3R69A103		

Shares Voted: 5,059						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Cho Gi-seok as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Elect Yang Seung-ju as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.3	Elect Jeong Ji-yeon as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.4	Elect Hong Nam-gi as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.5	Elect Park Geon-su as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.1	Elect Jeong Ji-yeon as Audit Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.						
3.2	Elect Park Geon-su as Audit Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.						
4	Elect Bae Hong-gi as Outside Director to Serve as a Member of Audit Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
6.1	Amend Articles of Incorporation (Number of Directors)	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6.2	Amend Articles of Incorporation (Interim Dividend) (Shareholder Proposal)	SH	Against	Against	Against	No
<i>Voting Policy Rationale: We recommend to vote AGAINST Items 6.2-6.8, as the dissident failed to provide justifiable rationale. With respect to Items 6.3, 6.7, and 6.8, the dissident's request steps beyond the regulatory bounds, which calls for a compelling rationale reflecting unique circumstances of the company, substantiated with concrete evidence, surpassing conceptual outlines. ISS will continue to monitor the development on these topics and may fine-tune our perspective accordingly.</i>						
6.3	Amend Articles of Incorporation (Disposition of Treasury Shares) (Shareholder Proposal)	SH	Against	Against	Against	No
<i>Voting Policy Rationale: We recommend to vote AGAINST Items 6.2-6.8, as the dissident failed to provide justifiable rationale. With respect to Items 6.3, 6.7, and 6.8, the dissident's request steps beyond the regulatory bounds, which calls for a compelling rationale reflecting unique circumstances of the company, substantiated with concrete evidence, surpassing conceptual outlines. ISS will continue to monitor the development on these topics and may fine-tune our perspective accordingly.</i>						
6.4	Amend Articles of Incorporation (Shareholder Meeting Related) (Shareholder Proposal)	SH	Against	Against	Against	No
<i>Voting Policy Rationale: We recommend to vote AGAINST Items 6.2-6.8, as the dissident failed to provide justifiable rationale. With respect to Items 6.3, 6.7, and 6.8, the dissident's request steps beyond the regulatory bounds, which calls for a compelling rationale reflecting unique circumstances of the company, substantiated with concrete evidence, surpassing conceptual outlines. ISS will continue to monitor the development on these topics and may fine-tune our perspective accordingly.</i>						
6.5	Amend Articles of Incorporation (Minority Shareholder Rights) (Shareholder Proposal)	SH	Against	Against	Against	No
<i>Voting Policy Rationale: We recommend to vote AGAINST Items 6.2-6.8, as the dissident failed to provide justifiable rationale. With respect to Items 6.3, 6.7, and 6.8, the dissident's request steps beyond the regulatory bounds, which calls for a compelling rationale reflecting unique circumstances of the company, substantiated with concrete evidence, surpassing conceptual outlines. ISS will continue to monitor the development on these topics and may fine-tune our perspective accordingly.</i>						
6.6	Amend Articles of Incorporation (Introduction of Cumulative Voting) (Shareholder Proposal)	SH	Against	Against	Against	No
<i>Voting Policy Rationale: We recommend to vote AGAINST Items 6.2-6.8, as the dissident failed to provide justifiable rationale. With respect to Items 6.3, 6.7, and 6.8, the dissident's request steps beyond the regulatory bounds, which calls for a compelling rationale reflecting unique circumstances of the company, substantiated with concrete evidence, surpassing conceptual outlines. ISS will continue to monitor the development on these topics and may fine-tune our perspective accordingly.</i>						
6.7	Amend Articles of Incorporation (Advisory Shareholder Proposals) (Shareholder Proposal)	SH	Against	Against	Against	No
<i>Voting Policy Rationale: We recommend to vote AGAINST Items 6.2-6.8, as the dissident failed to provide justifiable rationale. With respect to Items 6.3, 6.7, and 6.8, the dissident's request steps beyond the regulatory bounds, which calls for a compelling rationale reflecting unique circumstances of the company, substantiated with concrete evidence, surpassing conceptual outlines. ISS will continue to monitor the development on these topics and may fine-tune our perspective accordingly.</i>						

DB HITEK Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6.8	Amend Articles of Incorporation (Remuneration for Directors) (Shareholder Proposal)	SH	Against	Against	Against	No
Voting Policy Rationale: We recommend to vote AGAINST Items 6.2-6.8, as the dissident failed to provide justifiable rationale. With respect to Items 6.3, 6.7, and 6.8, the dissident's request steps beyond the regulatory bounds, which calls for a compelling rationale reflecting unique circumstances of the company, substantiated with concrete evidence, surpassing conceptual outlines. ISS will continue to monitor the development on these topics and may fine-tune our perspective accordingly.						
7	Approve Cancellation of Treasury Shares (Shareholder Proposal)	SH	Against	Against	Against	No
Voting Policy Rationale: We recommend to vote AGAINST Items 7, 8, and 9, as the dissident failed to provide sufficient evidence or rationale to build a compelling case.						
8	Approve Sales in Company's Non-core Assets (Shareholder Proposal)	SH	Against	Against	Against	No
Voting Policy Rationale: We recommend to vote AGAINST Items 7, 8, and 9, as the dissident failed to provide sufficient evidence or rationale to build a compelling case.						
9	Approve Report on Performance of Directors subject to Remuneration Disclosure (Shareholder Proposal)	SH	Against	Against	Against	No
Voting Policy Rationale: We recommend to vote AGAINST Items 7, 8, and 9, as the dissident failed to provide sufficient evidence or rationale to build a compelling case.						

DY POWER Corp.

Meeting Date: 03/20/2025	Country: South Korea	Ticker: 210540
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y21872109		

Shares Voted: 9,894						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because the new notice period may be too short, preventing outside directors from attending the meeting, and therefore reduce independent oversight of board resolutions.						
3.1	Elect Park Chi-woong as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.2	Elect Kim Jin-ho as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
5	Authorize Board to Fix Remuneration of Internal Auditor	Mgmt	For	For	For	No
6	Approve Terms of Retirement Pay	Mgmt	For	For	For	No

HANWHA LIFE INSURANCE Co., Ltd.

Meeting Date: 03/20/2025

Record Date: 12/31/2024

Primary Security ID: Y306AX100

Country: South Korea

Meeting Type: Annual

Ticker: 088350

Shares Voted: 415,213						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Amend Articles of Incorporation (Office term)	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted as none of the proposed amendments is contentious or problematic in nature.						
2.2	Amend Articles of Incorporation (Board of Directors)	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted as none of the proposed amendments is contentious or problematic in nature.						
3.1	Elect Lee In-sil as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.2	Elect Yeo Seung-ju as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.3	Elect Kim Jung-won as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.4	Elect Shin Chung-ho as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Elect Lee In-sil as a Member of Audit Committee	Mgmt	For	For	For	No

HANWHA LIFE INSURANCE Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

ILJIN Holdings Co., Ltd.

Meeting Date: 03/20/2025

Country: South Korea

Ticker: 015860

Record Date: 12/31/2024

Meeting Type: Annual

Primary Security ID: Y38845106

Shares Voted: 28,351

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3.1	Elect Heo Jeong-seok as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.2	Elect Lee Shin-il as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.3	Elect Park Chan-jung as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Appoint Jang Byeong-chae as Internal Auditor	Mgmt	For	For	For	No
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
6	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No
7	Approve Terms of Retirement Pay	Mgmt	For	For	For	No

Innocean Worldwide, Inc.

Meeting Date: 03/20/2025

Country: South Korea

Ticker: 214320

Record Date: 12/31/2024

Meeting Type: Annual

Primary Security ID: Y3862P108

Shares Voted: 1,994

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Elect Shin Seung-ho as Inside Director	Mgmt	For	For	For	No
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.

KGINICIS Co., Ltd.
Meeting Date: 03/20/2025

Country: South Korea

Ticker: 035600

Record Date: 12/31/2024

Meeting Type: Annual

Primary Security ID: Y4083K100

Shares Voted: 7,082

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3.1	Elect Lee Seon-jae as Inside Director	Mgmt	For	For	For	No

Voting Policy Rationale: A vote AGAINST non-independent director nominee Eom Gi-min (Item 3.2) is warranted given that the company is a small company and the board is not 25 percent independent. A vote FOR Lee Seon-jae (Item 3.1), who is the CEO of the company, is warranted despite the board being less than 25 percent independent as his removal would be expected to have a material negative impact on shareholder value.

3.2	Elect Eom Gi-min as Inside Director	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST non-independent director nominee Eom Gi-min (Item 3.2) is warranted given that the company is a small company and the board is not 25 percent independent. A vote FOR Lee Seon-jae (Item 3.1), who is the CEO of the company, is warranted despite the board being less than 25 percent independent as his removal would be expected to have a material negative impact on shareholder value.

4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
5	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No
6	Approve Terms of Retirement Pay	Mgmt	For	For	For	No

LX Semicon Co., Ltd.

Meeting Date: 03/20/2025

Record Date: 12/31/2024

Primary Security ID: Y7935F104

Country: South Korea

Meeting Type: Annual

Ticker: 108320

Shares Voted: 21,428

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Elect Kim Beom as Outside Director	Mgmt	For	For	For	No
3	Elect Kim Beom as a Member of Audit Committee	Mgmt	For	For	For	No
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

PNB Housing Finance Limited

Meeting Date: 03/20/2025

Record Date: 02/17/2025

Primary Security ID: Y6S766105

Country: India

Meeting Type: Special

Ticker: 540173

Shares Voted: 11,085

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Reelect Tejendra Mohan Bhasin as Director	Mgmt	For	For	For	No

PT Bank OCBC NISP Tbk

Meeting Date: 03/20/2025

Record Date: 02/25/2025

Primary Security ID: Y71366168

Country: Indonesia

Meeting Type: Annual

Ticker: NISP

Shares Voted: 1,007,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No

PT Bank OCBC NISP Tbk

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Share Repurchase Program	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.						
4	Approve Reappointment of Directors and Commissioners and Approve Their Remuneration	Mgmt	For	For	For	No
5	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No

Qatar National Bank

Meeting Date: 03/20/2025Country: EgyptTicker: QNBE

Record Date:Meeting Type: Extraordinary Shareholders

Primary Security ID: M7245L109

Shares Voted: 0						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Extraordinary Business Amend Article 25 of Bylaws Re: Board of Directors, and Article 55 Re: Distribution of Profits	Mgmt	For	For	Do Not Vote	No

S-1 Corp. (Korea)

Meeting Date: 03/20/2025Country: South KoreaTicker: 012750

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y75435100

Shares Voted: 7,040						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3.1	Elect Lee Man-woo as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						

S-1 Corp. (Korea)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.2	Elect Namgoong Beom as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.3	Elect Matsui Hiromichi as Non-Independent Non-Executive Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Elect Lee Man-woo as a Member of Audit Committee	Mgmt	For	For	For	No
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

SAJODONGAONE CO., LTD.

Meeting Date: 03/20/2025	Country: South Korea	Ticker: 008040
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y209AB104		

Shares Voted: 54,660						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Three Inside Directors	Mgmt	For	For	For	No
2.2	Elect Ju Jin-woo as Non-Independent Non-Executive Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.3	Elect Oh Byeong-cheol as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Elect Kim Yoo-yong as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Elect Oh Byeong-cheol as a Member of Audit Committee	Mgmt	For	For	For	No
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

SeAH Steel Corp.

Meeting Date: 03/20/2025

Record Date: 12/31/2024

Primary Security ID: Y7T465101

Country: South Korea

Meeting Type: Annual

Ticker: 306200

Shares Voted: 1,916						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Appropriation of Income	Mgmt	For	For	For	No
2.1	Elect Lee Hwi-ryeong as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Elect Park Shin-young as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Elect Park Shin-young as a Member of Audit Committee	Mgmt	For	For	For	No
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because: * The proposed remuneration limit is excessive compared to that of the market norm; and * The company is proposing an increase without providing any reasonable justification.						

SEOUL CITY GAS Co., Ltd.

Meeting Date: 03/20/2025

Record Date: 12/31/2024

Primary Security ID: Y7643J109

Country: South Korea

Meeting Type: Annual

Ticker: 017390

Shares Voted: 2,371						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Elect Four Inside Directors and One Outside Directors (Bundled)	Mgmt	For	For	For	No
3	Elect Lee Seok-moon as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
4	Elect Park Jeong-su as a Member of Audit Committee	Mgmt	For	For	For	No

SEOUL CITY GAS Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.</i>						

Shinsegae International Inc.

Meeting Date: 03/20/2025 **Country:** South Korea **Ticker:** 031430
Record Date: 12/31/2024 **Meeting Type:** Annual
Primary Security ID: Y7754C109

Shares Voted: 4,651						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Kim Hong-geuk as Inside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
2.2	Elect Ryu Je-hui as Inside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
2.3	Elect Kim Jae-jung as Outside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
2.4	Elect Chu Ho-jeong as Outside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
3	Elect Park Man-seong as Outside Director to serve as an Audit Committee Member	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
4.1	Elect Kim Jae-jung as a Member of Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.</i>						
4.2	Elect Chu Ho-jeong as a Member of Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.</i>						

Shinsegae International Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						

Teknosa Ic ve Dis Ticaret AS

Meeting Date: 03/20/2025Country: TurkeyTicker: TKNSA.E

Record Date:Meeting Type: Annual

Primary Security ID: M8766E102

Shares Voted: 103,239						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1	Open Meeting and Elect Presiding Council of Meeting	Mgmt	For	For	For	No
2	Accept Board Report	Mgmt	For	For	For	No
Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.						
3	Accept Audit Report	Mgmt	For	For	For	No
Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.						
4	Accept Financial Statements	Mgmt	For	For	For	No
Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.						
5	Approve Discharge of Board	Mgmt	For	For	For	No
6	Approve Allocation of Income	Mgmt	For	For	For	No
Voting Policy Rationale: These items warrant a vote FOR because there are no specific concerns with the company's accounts or the allocation of income.						
7	Approve Director Remuneration	Mgmt	For	For	For	No
8	Ratify External Auditors	Mgmt	For	For	For	No
9	Authorize Board to Distribute Advance Dividends	Mgmt	For	For	For	No
10	Receive Information on Donations Made in 2024	Mgmt				
11	Approve Upper Limit of Donations for 2025	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: This item warrants a vote AGAINST due to a lack of disclosure on the resolution.						

Teknosa Ic ve Dis Ticaret AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	Mgmt	For	For	For	No
13	Wishes	Mgmt				

UNID Co., Ltd.

Meeting Date: 03/20/2025Country: South KoreaTicker: 014830

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y9046D101

Shares Voted: 8,977

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Appropriation of Income	Mgmt	For	For	For	No
2	Elect Lee Woo-il as Inside Director	Mgmt	For	For	For	No
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
4	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

Yesco Holdings Co., Ltd.

Meeting Date: 03/20/2025Country: South KoreaTicker: 015360

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y97637105

Shares Voted: 723

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3.1	Elect Lee Jeong-cheol as Inside Director	Mgmt	For	For	For	No

Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.

Yesco Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.2	Elect Lee Chang-woo as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Elect Shin Yoo-cheol as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						

Asia Paper Manufacturing Co., Ltd.

Meeting Date: 03/21/2025Country: South KoreaTicker: 002310

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y0371F100

Shares Voted: 11,625						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Lee Hun-beom as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Elect Yoo Seung-hwan as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.3	Elect Cho Won-gyeong as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
4	Authorize Board to Fix Remuneration of Internal Auditor	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted. The company is not proposing an increase in the internal auditor's remuneration limit. However, based on ISS' updated market data, the level of the internal auditor's remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						

Broadleaf Co., Ltd.

Meeting Date: 03/21/2025Country: JapanTicker: 3673

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J04642112

Shares Voted: 6,800						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 2	Mgmt	For	For	For	No
2.1	Elect Director Oyama, Kenji	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
2.2	Elect Director Yamanaka, Kenichi	Mgmt	For	For	For	No
2.3	Elect Director Kizawa, Morio	Mgmt	For	For	For	No
2.4	Elect Director Takada, Hiroshi	Mgmt	For	For	For	No
2.5	Elect Director Yamaguchi, Unemi	Mgmt	For	For	For	No
3.1	Appoint Alternate Statutory Auditor Yamaguchi, Junichi	Mgmt	For	For	For	No
3.2	Appoint Alternate Statutory Auditor Asakura, Yusuke	Mgmt	For	For	For	No

Chofu Seisakusho Co., Ltd.

Meeting Date: 03/21/2025Country: JapanTicker: 5946

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J06384101

Shares Voted: 1,800						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 23	Mgmt	For	For	For	No
2.1	Elect Director Kawakami, Yasuo	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the firm's board composition at the company with an audit committee structure which will not include at least one-third outsiders. * Top management bears responsibility for the board composition where no female directors are included. * Top management is responsible for the company's unfavorable ROE performance.						
2.2	Elect Director Yamashita, Gaku	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the firm's board composition at the company with an audit committee structure which will not include at least one-third outsiders. * Top management bears responsibility for the board composition where no female directors are included. * Top management is responsible for the company's unfavorable ROE performance.						
2.3	Elect Director Kawakami, Yasuhiro	Mgmt	For	For	For	No
2.4	Elect Director Wada, Takeshi	Mgmt	For	For	For	No

Chofu Seisakusho Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.5	Elect Director Hayashi, Tetsuro	Mgmt	For	For	For	No
2.6	Elect Director Mikubo, Tadatoshi	Mgmt	For	For	For	No
2.7	Elect Director Nishijima, Kazuyuki	Mgmt	For	For	For	No
2.8	Elect Director Saito, Tetsuya	Mgmt	For	For	For	No

DAEHAN FLOUR MILLS Co., Ltd.

Meeting Date: 03/21/2025Country: South KoreaTicker: 001130

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y18601107

Shares Voted: 96

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Elect Cheon Hyo-jeong as Outside Director	Mgmt	For	For	For	No
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
4	Authorize Board to Fix Remuneration of Internal Auditor	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this resolution is warranted. The company is not proposing an increase in the internal auditor's remuneration limit. However, based on ISS' updated market data, the level of the internal auditor's remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.

GIC Housing Finance Ltd.

Meeting Date: 03/21/2025Country: IndiaTicker: 511676

Record Date: 02/14/2025Meeting Type: Special

Primary Security ID: Y2708Y117

Shares Voted: 72,066

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Approve Appointment and Remuneration of Sachindra Salvi as Managing Director and CEO	Mgmt	For	For	For	No

GMO Internet Group, Inc.

Meeting Date: 03/21/2025

Country: Japan

Ticker: 9449

Record Date: 12/31/2024

Meeting Type: Annual

Primary Security ID: J1822R104

Shares Voted: 13,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Amend Business Lines - Add/Amend Provisions on Corporate Philosophy	Mgmt	For	For	For	No
2.1	Elect Director Kumagai, Masatoshi	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition where no female directors are included. * The nominee should be held responsible for the company's continued failure to put its poison pill renewal to a vote.</i>						
2.2	Elect Director Yasuda, Masashi	Mgmt	For	For	For	No
2.3	Elect Director Nishiyama, Hiroyuki	Mgmt	For	For	For	No
2.4	Elect Director Ainora, Issei	Mgmt	For	For	For	No
2.5	Elect Director Ito, Tadashi	Mgmt	For	For	For	No
3	Elect Director and Audit Committee Member Matsui, Hideyuki	Mgmt	For	For	For	No

HYUNDAI MARINE & FIRE INSURANCE Co., Ltd.

Meeting Date: 03/21/2025

Country: South Korea

Ticker: 001450

Record Date: 12/31/2024

Meeting Type: Annual

Primary Security ID: Y3842K104

Shares Voted: 52,811

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3.1	Elect Jeong Mong-yoon as Inside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
3.2	Elect Lee Seok-hyeon as Inside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						

HYUNDAI MARINE & FIRE INSURANCE Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.3	Elect Hwang In-gwan as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.4	Elect Jang Bong-gyu as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Elect Doh Hyo-jeong as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

KPX Chemical Co., Ltd.

Meeting Date: 03/21/2025	Country: South Korea	Ticker: 025000
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y4987A109		

Shares Voted: 620						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3	Elect Lee Chan-su as Inside Director	Mgmt	For	For	For	No
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because the company is proposing an increase without providing any reasonable justification.						
5	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

MODETOUR NETWORK Inc.

Meeting Date: 03/21/2025	Country: South Korea	Ticker: 080160
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y60818104		

MODETOUR NETWORK Inc.

Shares Voted: 14,460

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Elect Woo Jong-woong as Inside Director	Mgmt	For	For	For	No
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
4	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

Nakanishi, Inc.

Meeting Date: 03/21/2025Country: JapanTicker: 7716
Record Date: 12/31/2024Meeting Type: Annual
Primary Security ID: J4800J102

Shares Voted: 8,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 26	Mgmt	For	For	For	No
2	Appoint Statutory Auditor Harita, Jin	Mgmt	For	For	For	No

NOROO HOLDINGS Co., Ltd.

Meeting Date: 03/21/2025Country: South KoreaTicker: 000320
Record Date: 12/31/2024Meeting Type: Annual
Primary Security ID: Y63657103

Shares Voted: 1,324

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Elect One Inside Director and One Outside Director (Bundled)	Mgmt	For	For	For	No
3	Appoint Son Jong-woo as Internal Auditor	Mgmt	For	For	For	No

NOROO HOLDINGS Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						
5	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted. The company is not proposing an increase in the internal auditor's remuneration limit. However, based on ISS' updated market data, the level of the internal auditor's remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						

Noroo Paint & Coatings Co., Ltd.

Meeting Date: 03/21/2025Country: South KoreaTicker: 090350

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y6365P103

Shares Voted: 4,552						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Han Young-jae as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Elect Lee Su-min as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.3	Elect Kim Hak-geun as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.4	Elect Lee Jong-ho as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Noroo Paint & Coatings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted. The company is not proposing an increase in the internal auditor's remuneration limit. However, based on ISS' updated market data, the level of the internal auditor's remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.</i>						

Pico Far East Holdings Limited

Meeting Date: 03/21/2025 **Country:** Cayman Islands **Ticker:** 752
Record Date: 03/17/2025 **Meeting Type:** Annual
Primary Security ID: G7082H127

Shares Voted: 223,913						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Elect Jean Chia Yuan Jiun as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
3	Elect Gregory Robert Scott Crichton as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
4	Elect James Patrick Cunningham as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
5	Approve RSM Hong Kong as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
6	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
7	Approve Final Dividend and Special Dividend	Mgmt	For	For	For	No
8	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
9	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No

Pico Far East Holdings Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.						
11	Approve Proposed Amendments to the Amended and Restated Memorandum and Articles of Association and Adopt Amended and Restated Memorandum and Articles of Association	Mgmt	For	For	For	No

POONGSAN HOLDINGS Corp.

Meeting Date: 03/21/2025Country: South KoreaTicker: 005810

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y70692101

Shares Voted: 5,806						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Park Woo-dong as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Elect Son Shin-myeong as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.3	Elect Hwang Se-young as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.4	Elect Seo Jeong-guk as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.5	Elect Lee Jong-gu as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.6	Elect Kwon Oh-seong as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						

POONGSAN HOLDINGS Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
4	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this resolution is warranted as the proposed remuneration limit is excessive relative to that of the market norm, and the company has not provided a reasonable justification for the proposed increase.

PT Bank Danamon Indonesia Tbk

Meeting Date: 03/21/2025 **Country:** Indonesia **Ticker:** BDMN
Record Date: 02/26/2025 **Meeting Type:** Annual
Primary Security ID: Y71188190

Shares Voted: 340,299

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
3	Approve Elisabeth Imelda and Liana Ramon Xenia & Rekan as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Approve Remuneration and Tantiem of Directors, Commissioners and Sharia Supervisory Board Members	Mgmt	For	For	For	No
5	Approve Changes in the Board of Directors	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of information to make an informed voting decision.

6	Amend Articles of Association	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this resolution is warranted given the lack of further information to make an informed voting decision.

Public Financial Holdings Limited

Meeting Date: 03/21/2025 **Country:** Bermuda **Ticker:** 626
Record Date: 03/14/2025 **Meeting Type:** Annual
Primary Security ID: G7297B105

Public Financial Holdings Limited

Shares Voted: 5,581

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2.1	Elect Lai Wan as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
2.2	Elect Chong Yam Kiang as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
2.3	Elect Lim Chao Li as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted.</i>						
2.4	Authorize Board to Fix Remuneration of Directors	Mgmt	For	For	For	No
3	Approve Ernst & Young as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
4	Authorize Repurchase of Issued Share Capital	Mgmt	For	For	For	No
5	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
6	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST these resolutions is warranted for the following: * The aggregate share issuance limit (including the share reissuance limit or the transfer of treasury shares, if permitted) is greater than 10 percent of the relevant class of shares for issuance for cash and non-cash consideration. * The company has not specified the discount limit for issuance for cash and non-cash consideration.</i>						
7	Amend Existing Bye-Laws	Mgmt	For	For	For	No

Samchully Co., Ltd.

Meeting Date: 03/21/2025

Country: South Korea

Ticker: 004690

Record Date: 12/31/2024

Meeting Type: Annual

Primary Security ID: Y7467M105

Shares Voted: 4,041

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No

Samchully Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.1	Elect Lee Dong-gyu as Outside Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST Dong-gyu Lee (Item 3.1) is warranted, as his inaction to remove directors with serious governance failure is in itself indicative of material failure of governance and oversight at the company. A vote FOR the remaining nominee is warranted.						
3.2	Elect Kim Doh-in as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST Dong-gyu Lee (Item 3.1) is warranted, as his inaction to remove directors with serious governance failure is in itself indicative of material failure of governance and oversight at the company. A vote FOR the remaining nominee is warranted.						
4.1	Elect Lee Dong-gyu as a Member of Audit Committee	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: For the same concern raised in the director election section of this report, we recommend to vote AGAINST Dong-gyu Lee (Item 4.1), as he have not acted in the best interest of shareholders while serving on the board. A vote FOR the remaining nominee is warranted.						
4.2	Elect Kim Doh-in as a Member of Audit Committee	Mgmt	For	For	For	No
Voting Policy Rationale: For the same concern raised in the director election section of this report, we recommend to vote AGAINST Dong-gyu Lee (Item 4.1), as he have not acted in the best interest of shareholders while serving on the board. A vote FOR the remaining nominee is warranted.						
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

SEBANG Co., Ltd.

Meeting Date: 03/21/2025	Country: South Korea	Ticker: 004360
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y7566P116		

Shares Voted: 19,087

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Approve Financial Statements	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these resolutions are warranted. These are routine financial statements and dividend proposals that merit shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. While there are no known concerns regarding the company's financial statements, some shareholders may wish to engage with the company directly to address this issue.						
1.2.1	Approve Appropriation of Income (KRW 300 per Common Share and KRW 305 per Preferred Share)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these resolutions are warranted. These are routine financial statements and dividend proposals that merit shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. While there are no known concerns regarding the company's financial statements, some shareholders may wish to engage with the company directly to address this issue.						
1.2.2	Approve Allocation of Income (KRW 800 per Common Share and KRW 805 per Preferred Share) (Shareholder Proposal)	SH	None	Against	Against	No

SEBANG Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Elect Four Inside Directors and Two Outside Directors (Bundled)	Mgmt	For	For	For	No
3	Elect Choi Woo-su as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
4	Elect Two Audit Committee Members (Bundled)	Mgmt	For	For	For	No
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.

SONGWON INDUSTRIAL Co., Ltd.

Meeting Date: 03/21/2025 **Country:** South Korea **Ticker:** 004430
Record Date: 12/31/2024 **Meeting Type:** Annual
Primary Security ID: Y8068Q107

Shares Voted: 4,748						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Elect Park Dong-baek as Outside Director	Mgmt	For	For	For	No
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.

4	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this resolution is warranted. The company is not proposing an increase in the internal auditor's remuneration limit. However, based on ISS' updated market data, the level of the internal auditor's remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.

Surya Roshni Limited

Meeting Date: 03/21/2025 **Country:** India **Ticker:** 500336
Record Date: 02/14/2025 **Meeting Type:** Special
Primary Security ID: Y8T1FC118

Surya Roshni Limited

Shares Voted: 67,956

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Postal Ballot	Mgmt				
	Elect Puja Surya as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the following nominee is warranted because: * The board is chaired by an executive and promoter director and the board is not at least one-half independent and Puja Surya is a non-independent director nominee.						
2	Approve Appointment and Remuneration of Puja Surya as Whole-Time Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the following nominee is warranted because: * The board independence norms are not met (based on our reclassification) and Puja Surya is a non-independent director nominee.						

SYSTEMS TECHNOLOGY, Inc.

Meeting Date: 03/21/2025Country: South KoreaTicker: 039440
Record Date: 12/31/2024Meeting Type: Annual
Primary Security ID: Y8T35J102

Shares Voted: 4,294

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Appropriation of Income	Mgmt	For	For	For	No
2	Elect Lee Woo-seok as Inside Director	Mgmt	For	For	For	No
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
4	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

Alembic Limited

Meeting Date: 03/22/2025Country: IndiaTicker: 506235
Record Date: 02/14/2025Meeting Type: Special
Primary Security ID: Y0032M163

Shares Voted: 38,695

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				

Alembic Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Mayurdhvaj Jadeja as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board.						
2	Elect Sanjeev Shah as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board.						
3	Elect Jain Parkash as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board.						

Windlas Biotech Ltd.

Meeting Date: 03/22/2025 **Country:** India **Ticker:** 543329
Record Date: 02/14/2025 **Meeting Type:** Special
Primary Security ID: Y953GK101

Shares Voted: 3,365

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Approve Reappointment and Remuneration of Hitesh Windlass as Managing Director	Mgmt	For	For	For	No
Voting Policy Rationale: Item 1 A vote FOR this resolution is warranted although it is not without concerns: * Hitesh Windlass is an executive director on the audit committee. * There is no absolute cap on the commission element. Further, there are no disclosures on the threshold and target performance that he needs to achieve to determine the commission element. The main reason for support is: * Hitesh Windlass is the company's Managing Director and removing him from the board would have a material negative impact on shareholder value. * Commission payouts in the past have been reasonable and the proposed pay is commensurate with the size and scale of the company's operations. Item 2 A vote FOR this resolution is warranted although it is not without concern: * There is no absolute cap on the commission element. Further, there are no disclosures on the threshold and target performance that he needs to achieve to determine the commission element. The main reason for support is: * Commission payouts in the past have been reasonable and the proposed pay is commensurate with the size and scale of the company's operations.						
2	Approve Reappointment and Remuneration of Manoj Kumar Windlass as Joint Managing Director	Mgmt	For	For	For	No
Voting Policy Rationale: Item 1 A vote FOR this resolution is warranted although it is not without concerns: * Hitesh Windlass is an executive director on the audit committee. * There is no absolute cap on the commission element. Further, there are no disclosures on the threshold and target performance that he needs to achieve to determine the commission element. The main reason for support is: * Hitesh Windlass is the company's Managing Director and removing him from the board would have a material negative impact on shareholder value. * Commission payouts in the past have been reasonable and the proposed pay is commensurate with the size and scale of the company's operations. Item 2 A vote FOR this resolution is warranted although it is not without concern: * There is no absolute cap on the commission element. Further, there are no disclosures on the threshold and target performance that he needs to achieve to determine the commission element. The main reason for support is: * Commission payouts in the past have been reasonable and the proposed pay is commensurate with the size and scale of the company's operations.						

Agility Global Plc

Meeting Date: 03/24/2025

Country: United Arab Emirates

Ticker: AGILITY

Record Date: 03/21/2025

Meeting Type: Special

Primary Security ID: M0R82C101

Shares Voted: 687,988

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Authorize Chairman of the Meeting to Appoint the Meeting Secretary and the Vote Collector	Mgmt	For	For	For	No
	Ordinary Business	Mgmt				
1	Approve Board Recommendation to Adopt a Share Option Plan to be Offered to Certain Bona Fide Employees of the Company	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted due to the lack of sufficient disclosure around the share option plan such as the performance conditions.</i>						
2	Authorize Share Repurchase Program of 1,041,772,440 of Company's Share to be Allocated to the Employees Share Option Plan for Not Less Than AED 0.5 Per Share and not Exceeding AED 5 per Share	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted considering the issues raised under Item 1 with regards to the employees' share option plan.</i>						

Amlak Finance PJSC

Meeting Date: 03/24/2025

Country: United Arab Emirates

Ticker: AMLAK

Record Date: 03/21/2025

Meeting Type: Special

Primary Security ID: M0963R101

Shares Voted: 253,667

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				
1	Ratify Auditors and Fix Their Remuneration for FY 2025	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				

Amlak Finance PJSC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approval of the sale of Some of the Company's Investment Properties in Dubai, Ras Al Khor, and Authorize the Board or any Authorized Person to Execute and Complete all the Necessary Actions Regarding the Matter	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted due to the lack of sufficient disclosure, which does not allow to ascertain whether the proposed transaction is in shareholders' interest.</i>						

BELIMO Holding AG

Meeting Date: 03/24/2025 **Country:** Switzerland **Ticker:** BEAN
Record Date: **Meeting Type:** Annual
Primary Security ID: H07171129

Shares Voted: 7,680						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends of CHF 9.50 per Share	Mgmt	For	For	For	No
3	Approve Non-Financial Report	Mgmt	For	For	For	No
4	Approve Remuneration Report	Mgmt	For	For	For	No
5	Approve Discharge of Board of Directors	Mgmt	For	For	For	No
6.1	Approve Remuneration of Directors in the Amount of CHF 1.6 Million	Mgmt	For	For	For	No
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 9.5 Million	Mgmt	For	For	For	No
7.1.1	Reelect Adrian Altenburger as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 7.1.1 – 7.2) A vote AGAINST Martin Zwyssig is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair and deputy chair election (Items 7.3.1-7.3.2) A vote FOR Patrick Burkhalter as board chair is warranted due to a lack of concerns. A vote AGAINST Martin Zwyssig as deputy chair is warranted because his election to the board does not warrant support. Committee elections (Items 7.4.1 – 7.4.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the reappointment of the committee chair, Sandra Emme, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7.1.2	Reelect Patrick Burkhalter as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 7.1.1 – 7.2) A vote AGAINST Martin Zwyssig is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair and deputy chair election (Items 7.3.1-7.3.2) A vote FOR Patrick Burkhalter as board chair is warranted due to a lack of concerns. A vote AGAINST Martin Zwyssig as deputy chair is warranted because his election to the board does not warrant support. Committee elections (Items 7.4.1 – 7.4.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the reappointment of the committee chair, Sandra Emme, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						
7.1.3	Reelect Sandra Emme as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 7.1.1 – 7.2) A vote AGAINST Martin Zwyssig is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair and deputy chair election (Items 7.3.1-7.3.2) A vote FOR Patrick Burkhalter as board chair is warranted due to a lack of concerns. A vote AGAINST Martin Zwyssig as deputy chair is warranted because his election to the board does not warrant support. Committee elections (Items 7.4.1 – 7.4.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the reappointment of the committee chair, Sandra Emme, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						
7.1.4	Reelect Urban Linsi as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 7.1.1 – 7.2) A vote AGAINST Martin Zwyssig is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair and deputy chair election (Items 7.3.1-7.3.2) A vote FOR Patrick Burkhalter as board chair is warranted due to a lack of concerns. A vote AGAINST Martin Zwyssig as deputy chair is warranted because his election to the board does not warrant support. Committee elections (Items 7.4.1 – 7.4.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the reappointment of the committee chair, Sandra Emme, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						
7.1.5	Reelect Ines Poeschel as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 7.1.1 – 7.2) A vote AGAINST Martin Zwyssig is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair and deputy chair election (Items 7.3.1-7.3.2) A vote FOR Patrick Burkhalter as board chair is warranted due to a lack of concerns. A vote AGAINST Martin Zwyssig as deputy chair is warranted because his election to the board does not warrant support. Committee elections (Items 7.4.1 – 7.4.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the reappointment of the committee chair, Sandra Emme, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						
7.1.6	Reelect Stefan Ranstrand as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 7.1.1 – 7.2) A vote AGAINST Martin Zwyssig is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair and deputy chair election (Items 7.3.1-7.3.2) A vote FOR Patrick Burkhalter as board chair is warranted due to a lack of concerns. A vote AGAINST Martin Zwyssig as deputy chair is warranted because his election to the board does not warrant support. Committee elections (Items 7.4.1 – 7.4.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the reappointment of the committee chair, Sandra Emme, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7.1.7	Reelect Martin Zwyssig as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 7.1.1 – 7.2) A vote AGAINST Martin Zwyssig is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair and deputy chair election (Items 7.3.1-7.3.2) A vote FOR Patrick Burkhalter as board chair is warranted due to a lack of concerns. A vote AGAINST Martin Zwyssig as deputy chair is warranted because his election to the board does not warrant support. Committee elections (Items 7.4.1 – 7.4.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the reappointment of the committee chair, Sandra Emme, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						
7.2	Elect Thomas Hallam as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 7.1.1 – 7.2) A vote AGAINST Martin Zwyssig is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair and deputy chair election (Items 7.3.1-7.3.2) A vote FOR Patrick Burkhalter as board chair is warranted due to a lack of concerns. A vote AGAINST Martin Zwyssig as deputy chair is warranted because his election to the board does not warrant support. Committee elections (Items 7.4.1 – 7.4.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the reappointment of the committee chair, Sandra Emme, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						
7.3.1	Reelect Patrick Burkhalter as Board Chair	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Board elections (Items 7.1.1 – 7.2) A vote AGAINST Martin Zwyssig is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair and deputy chair election (Items 7.3.1-7.3.2) A vote FOR Patrick Burkhalter as board chair is warranted due to a lack of concerns. A vote AGAINST Martin Zwyssig as deputy chair is warranted because his election to the board does not warrant support. Committee elections (Items 7.4.1 – 7.4.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the reappointment of the committee chair, Sandra Emme, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						
7.3.2	Reelect Martin Zwyssig as Deputy Chair	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 7.1.1 – 7.2) A vote AGAINST Martin Zwyssig is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair and deputy chair election (Items 7.3.1-7.3.2) A vote FOR Patrick Burkhalter as board chair is warranted due to a lack of concerns. A vote AGAINST Martin Zwyssig as deputy chair is warranted because his election to the board does not warrant support. Committee elections (Items 7.4.1 – 7.4.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the reappointment of the committee chair, Sandra Emme, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						
7.4.1	Reappoint Sandra Emme as Member of the Nomination and Compensation Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Board elections (Items 7.1.1 – 7.2) A vote AGAINST Martin Zwyssig is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair and deputy chair election (Items 7.3.1-7.3.2) A vote FOR Patrick Burkhalter as board chair is warranted due to a lack of concerns. A vote AGAINST Martin Zwyssig as deputy chair is warranted because his election to the board does not warrant support. Committee elections (Items 7.4.1 – 7.4.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the reappointment of the committee chair, Sandra Emme, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7.4.2	Reappoint Urban Linsi as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
Voting Policy Rationale: Board elections (Items 7.1.1 – 7.2) A vote AGAINST Martin Zwyssig is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair and deputy chair election (Items 7.3.1-7.3.2) A vote FOR Patrick Burkhalter as board chair is warranted due to a lack of concerns. A vote AGAINST Martin Zwyssig as deputy chair is warranted because his election to the board does not warrant support. Committee elections (Items 7.4.1 – 7.4.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the reappointment of the committee chair, Sandra Emme, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.						
7.4.3	Reappoint Ines Poeschel as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
Voting Policy Rationale: Board elections (Items 7.1.1 – 7.2) A vote AGAINST Martin Zwyssig is warranted because he is non-independent and is currently the chair of the audit committee. Votes FOR the remaining nominees are warranted due to a lack of further concerns. Board chair and deputy chair election (Items 7.3.1-7.3.2) A vote FOR Patrick Burkhalter as board chair is warranted due to a lack of concerns. A vote AGAINST Martin Zwyssig as deputy chair is warranted because his election to the board does not warrant support. Committee elections (Items 7.4.1 – 7.4.3) We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the reappointment of the committee chair, Sandra Emme, is warranted as a signal of concern to the board because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.						
7.5	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For	No
7.6	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For	No
8	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.						

Dentsu Soken, Inc.

Meeting Date: 03/24/2025	Country: Japan	Ticker: 4812
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J2388L101		

Shares Voted: 13,900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 54	Mgmt	For	For	For	No
2.1	Elect Director Iwamoto, Hirohisa	Mgmt	For	For	For	No
2.2	Elect Director Ogane, Shinichi	Mgmt	For	For	For	No
2.3	Elect Director Takaoka, Mio	Mgmt	For	For	For	No
2.4	Elect Director Wada, Tomoko	Mgmt	For	For	For	No

Dentsu Soken, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.5	Elect Director Yasue, Reiko	Mgmt	For	For	For	No
2.6	Elect Director Matsumoto, Chisato	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Sekiguchi, Atsuhiko	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
3.2	Elect Director and Audit Committee Member Murayama, Yukari	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Sasamura, Masahiko	Mgmt	For	For	For	No
4	Elect Alternate Director and Audit Committee Member Tanaka, Koichiro	Mgmt	For	For	For	No
5	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No

Ferreycorp SA

Meeting Date: 03/24/2025	Country: Peru	Ticker: FERREYC1
Record Date: 03/14/2025	Meeting Type: Annual	
Primary Security ID: P3924F106		

Shares Voted: 38,968

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Annual Report, Financial Statements and Sustainability Report	Mgmt	For	For	For	No
2	Approve Allocation of Income	Mgmt	For	For	For	No
3	Appoint Auditors	Mgmt	For	For	For	No
4	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

Haesung DS Co., Ltd.

Meeting Date: 03/24/2025	Country: South Korea	Ticker: 195870
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y6021V106		

Shares Voted: 2,062

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Dan Woo-young as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Elect Dan Woo-jun as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.3	Elect Choi Young-sik as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Elect Jeon Won-jung as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
5	Approve Terms of Retirement Pay	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted given that internal auditors will become eligible to severance payments which could threaten to compromise their independence and objectivity.						

HANDSOME Corp.

Meeting Date: 03/24/2025 Country: South Korea Ticker: 020000
Record Date: 12/31/2024 Meeting Type: Annual
Primary Security ID: Y3R022101

Shares Voted: 15,038

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Elect Kim Min-deok as Inside Director	Mgmt	For	For	For	No
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Hansol Paper Co., Ltd.

Meeting Date: 03/24/2025Country: South KoreaTicker: 213500

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y3081T105

Shares Voted: 24,454

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Approve Stock Option Grants	Mgmt	For	For	For	No
3.1	Elect Choi Seung-yong as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.2	Elect Oh Jun-gyun as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Elect Kim Hui-gwan as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
5	Elect Kim Hui-gwan as a Member of Audit Committee	Mgmt	For	For	For	No
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Hanyang ENG Co., Ltd.

Meeting Date: 03/24/2025Country: South KoreaTicker: 045100

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y3067B102

Shares Voted: 40,345

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Appropriation of Income	Mgmt	For	For	For	No
2.1	Elect Kim Yoon-sang as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Elect Baek Yong-wook as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Appoint Byeon Young-su as Internal Auditor	Mgmt	For	For	For	No

Hanyang ENG Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.</i>						
5	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

Hyundai Green Food Co., Ltd.

Meeting Date: 03/24/2025 **Country:** South Korea **Ticker:** 453340
Record Date: 12/31/2024 **Meeting Type:** Annual
Primary Security ID: Y3820T101

Shares Voted: 12,651

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Jeong Gyo-seon as Inside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
2.2	Elect Park Hong-jin as Inside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
2.3	Elect Lee Heon-sang as Inside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
2.4	Elect Cho Hyeon-gwan as Outside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
2.5	Elect Jang Young-su as Outside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
3.1	Elect Cho Hyeon-gwan as a Member of Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.</i>						

Hyundai Green Food Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.2	Elect Jang Young-su as a Member of Audit Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.						
4	Elect Kim Hui-seok as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Mgame Corp.

Meeting Date: 03/24/2025Country: South KoreaTicker: 058630

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y5376B103

Shares Voted: 12,611

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Kwon I-hyeong as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Elect Cho In-han as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.3	Elect Lee Jae-chang as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
4	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

Saramin Co., Ltd.

Meeting Date: 03/24/2025Country: South KoreaTicker: 143240

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y7T199106

Shares Voted: 1,448

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Kim Ik-rae as Non-Independent Non-Executive Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Elect Park Sang-jo as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
4	Authorize Board to Fix Remuneration of Internal Auditor	Mgmt	For	For	For	No
5	Approve Terms of Retirement Pay	Mgmt	For	For	For	No

SEMPIO Co.

Meeting Date: 03/24/2025Country: South KoreaTicker: 007540

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y74708119

Shares Voted: 908

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3	Appoint Park Seung-heon as Internal Auditor	Mgmt	For	For	For	No
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
5	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

Sempio Foods Co.

Meeting Date: 03/24/2025

Record Date: 12/31/2024

Primary Security ID: Y7618C105

Country: South Korea

Meeting Type: Annual

Ticker: 248170

Shares Voted: 6,381

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Appropriation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3	Elect Park Jin-seon as Inside Director	Mgmt	For	For	For	No
4	Appoint Jang Byeong-taek as Internal Auditor	Mgmt	For	For	For	No
5	Approve Terms of Retirement Pay	Mgmt	For	For	For	No
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
7	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

TES Co., Ltd.

Meeting Date: 03/24/2025

Record Date: 12/31/2024

Primary Security ID: Y85776105

Country: South Korea

Meeting Type: Annual

Ticker: 095610

Shares Voted: 3,963

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						
3	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

ValueCommerce Co., Ltd.

Meeting Date: 03/24/2025

Record Date: 12/31/2024

Primary Security ID: J9451Q107

Country: Japan

Meeting Type: Annual

Ticker: 2491

Shares Voted: 47,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Kagawa, Jin	Mgmt	For	For	For	No
1.2	Elect Director Endo, Masatomo	Mgmt	For	For	For	No
1.3	Elect Director Hasegawa, Taku	Mgmt	For	For	For	No
1.4	Elect Director Tanabe, Koichiro	Mgmt	For	For	For	No
1.5	Elect Director Kasuya, Yoshimasa	Mgmt	For	For	For	No
1.6	Elect Director Awa, Masahiro	Mgmt	For	For	For	No
2	Elect Director and Audit Committee Member Ikeda, Haruka	Mgmt	For	For	For	No

AmorePacific Group, Inc.

Meeting Date: 03/25/2025

Record Date: 12/31/2024

Primary Security ID: Y0126C105

Country: South Korea

Meeting Type: Annual

Ticker: 002790

Shares Voted: 36,537

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3	Elect Lee Woo-jong as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Aucnet, Inc.

Meeting Date: 03/25/2025

Record Date: 12/31/2024

Primary Security ID: J03497138

Country: Japan

Meeting Type: Annual

Ticker: 3964

Shares Voted: 3,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Fujisaki, Kiyotaka	Mgmt	For	For	For	No
1.2	Elect Director Fujisaki, Shinichiro	Mgmt	For	For	For	No
1.3	Elect Director Takigawa, Masayasu	Mgmt	For	For	For	No
1.4	Elect Director Taniguchi, Hiroki	Mgmt	For	For	For	No
1.5	Elect Director Umeno, Seiichiro	Mgmt	For	For	For	No
1.6	Elect Director Maki, Toshio	Mgmt	For	For	For	No
1.7	Elect Director Tsukamoto, Megumi	Mgmt	For	For	For	No
2	Elect Director and Audit Committee Member Nagai, Mikito	Mgmt	For	For	For	No
3	Elect Alternate Director and Audit Committee Member Maki, Toshio	Mgmt	For	For	For	No

Cairo Communication SpA

Meeting Date: 03/25/2025 **Country:** Italy **Ticker:** CAI
Record Date: 03/14/2025 **Meeting Type:** Ordinary Shareholders
Primary Security ID: T2809Y111

Shares Voted: 36,971

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business Authorize Purchase of Own Shares also via Voluntary Partial Tender Offer and Disposal of Own Shares	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this proposal is considered warranted as the maximum repurchase and holding limits exceed 10 percent of the share capital, and this operation will increase considerably the ownership of the largest shareholder.

Castrol India Limited

Meeting Date: 03/25/2025 **Country:** India **Ticker:** 500870
Record Date: 03/18/2025 **Meeting Type:** Annual
Primary Security ID: Y1143S149

Castrol India Limited

Shares Voted: 48,936

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Final Dividend	Mgmt	For	For	For	No
3	Reelect Saugata Basuray as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						
4	Approve Remuneration of Cost Auditors	Mgmt	For	For	For	No
5	Elect Nisha Trivedi as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR both nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.</i>						

Credit Agricole Egypt

Meeting Date: 03/25/2025

Country: Egypt

Ticker: CIEB

Record Date:

Meeting Type: Annual

Primary Security ID: M2660N102

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				
1	Approve Board Report on Company Operations, Corporate Governance and Sustainability Report Summary for FY 2024	Mgmt	For	For	Do Not Vote	No
2	Approve Auditors' Report on Company Standalone and Consolidated Financial Statements and Approve the Corporate Governance Report for FY 2024	Mgmt	For	For	Do Not Vote	No
3	Accept Standalone and Consolidated Financial Statements and Statutory Reports for FY 2024	Mgmt	For	For	Do Not Vote	No
4	Approve Allocation of Income and Dividends for FY 2024	Mgmt	For	For	Do Not Vote	No
5	Ratify Changes in the Composition of the Board, Board Membership of the Affiliated Company and Statement of Board Members Attendance	Mgmt	For	For	Do Not Vote	No

Credit Agricole Egypt

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Approve Discharge of Chairman and Directors for FY 2024	Mgmt	For	For	Do Not Vote	No
7	Elect Directors	Mgmt	For	Against	Do Not Vote	No
Voting Policy Rationale: In view of total lack of information regarding the candidate(s) up for election, a vote AGAINST is warranted.						
8	Approve Related Party Transactions	Mgmt	For	For	Do Not Vote	No
9	Determine Remuneration of Chairman, Directors and Committees Members for FY 2025	Mgmt	For	For	Do Not Vote	No
10	Ratify Auditors and Fix Their Remuneration for FY 2025	Mgmt	For	For	Do Not Vote	No
11	Ratify Charitable Donations During FY 2024 and Authorize the Board to Donate Charitable Donations FY 2025	Mgmt	For	For	Do Not Vote	No

CTI Engineering Co., Ltd.

Meeting Date: 03/25/2025Country: JapanTicker: 9621

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J0845L102

Shares Voted: 2,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 150	Mgmt	For	For	For	No
2.1	Elect Director Nakamura, Tetsumi	Mgmt	For	For	For	No
2.2	Elect Director Nishimura, Tatsuya	Mgmt	For	For	For	No
2.3	Elect Director Suzuki, Naoto	Mgmt	For	For	For	No
2.4	Elect Director Fujiwara, Naoki	Mgmt	For	For	For	No
2.5	Elect Director Matsuoka, Toshikazu	Mgmt	For	For	For	No
2.6	Elect Director Emori, Masahiro	Mgmt	For	For	For	No
2.7	Elect Director Amano, Mitsuho	Mgmt	For	For	For	No
2.8	Elect Director Kosao, Fumiko	Mgmt	For	For	For	No
2.9	Elect Director Sonobe, Yoshihisa	Mgmt	For	For	For	No
2.10	Elect Director Ogasawara, Atsuko	Mgmt	For	For	For	No

CTI Engineering Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.11	Elect Director Kuwano, Toru	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Tateyama, Akira	Mgmt	For	For	For	No

Cuckoo Holdings Co., Ltd.

Meeting Date: 03/25/2025	Country: South Korea	Ticker: 192400
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y1823J104		

Shares Voted: 8,025						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Elect Lee Myo-seung as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Densan System Holdings Co., Ltd.

Meeting Date: 03/25/2025	Country: Japan	Ticker: 4072
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J12603106		

Shares Voted: 7,700						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 40	Mgmt	For	For	For	No
2.1	Elect Director Kobayashi, Ryoji	Mgmt	For	For	For	No
2.2	Elect Director Takahashi, Jota	Mgmt	For	For	For	No
2.3	Elect Director Yashima, Kentaro	Mgmt	For	For	For	No
2.4	Elect Director Usami, Takashi	Mgmt	For	For	For	No
2.5	Elect Director Suzuki, Masanobu	Mgmt	For	For	For	No
2.6	Elect Director Nakata, Keiko	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Sawafuji, Norihiko	Mgmt	For	For	For	No

Densan System Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.2	Elect Director and Audit Committee Member Tomisaka, Hiroshi	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Noda, Yuji	Mgmt	For	For	For	No
4	Elect Alternate Director and Audit Committee Member Shozugawa, Yuko	Mgmt	For	For	For	No

Future Corp.

Meeting Date: 03/25/2025Country: JapanTicker: 4722

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J16832107

Shares Voted: 37,300						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 21	Mgmt	For	For	For	No
2.1	Elect Director Kanemaru, Yasufumi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
2.2	Elect Director Ishibashi, Kunihiro	Mgmt	For	For	For	No
2.3	Elect Director Shingu, Yuki	Mgmt	For	For	For	No
2.4	Elect Director Taniguchi, Tomohiko	Mgmt	For	For	For	No
2.5	Elect Director Saito, Yohei	Mgmt	For	For	For	No
2.6	Elect Director Yamaoka, Hiromi	Mgmt	For	For	For	No
3	Elect Director and Audit Committee Member Sakakibara, Miki	Mgmt	For	For	For	No

HYUNDAI HOME SHOPPING NETWORK Corp.

Meeting Date: 03/25/2025Country: South KoreaTicker: 057050

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y3822J101

Shares Voted: 991						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No

HYUNDAI HOME SHOPPING NETWORK Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.1	Elect Jeong Gyo-seon as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Elect Han Gwang-young as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.3	Elect Kim Seong-jin as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.4	Elect Jang Su-ryeong as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Elect Lee Jeong-gu as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Elect Kim Seong-jin as a Member of Audit Committee	Mgmt	For	For	For	No
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						

Implenia AG

Meeting Date: 03/25/2025	Country: Switzerland	Ticker: IMPN
Record Date:	Meeting Type: Annual	
Primary Security ID: H41929102		

Shares Voted: 22,177						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
1.2	Approve Non-Financial Report	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends of CHF 0.90 per Share	Mgmt	For	For	For	No
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.1	Approve Remuneration of Directors in the Amount of CHF 1.6 Million	Mgmt	For	For	For	No
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 11 Million	Mgmt	For	For	For	No
4.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For	No
5.1.a	Reelect Hans Meister as Director and Board Chair	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
5.1.b	Reelect Henner Mahlstedt as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
5.1.c	Reelect Kyrre Johansen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
5.1.d	Reelect Barbara Lambert as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
5.1.e	Reelect Judith Bischof as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
5.1.f	Reelect Raymond Cron as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
5.1.g	Elect Marie-Noelle Zen-Ruffinen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
5.2.a	Reappoint Kyrre Johansen as Member of the Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
5.2.b	Reappoint Raymond Cron as Member of the Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
5.2.c	Appoint Marie-Noelle Zen-Ruffinen as Member of the Compensation Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						

Implenia AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.3	Designate Keller AG as Independent Proxy	Mgmt	For	For	For	No
5.4	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For	No
6	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.						

J Trust Co., Ltd.

Meeting Date: 03/25/2025	Country: Japan	Ticker: 8508
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J2946X100		

Shares Voted: 60,900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Fujisawa, Nobuyoshi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition where no female directors are included. * Top management is responsible for the company's unfavorable ROE performance.						
1.2	Elect Director Chiba, Nobuiku	Mgmt	For	For	For	No
1.3	Elect Director Atsuta, Ryuichi	Mgmt	For	For	For	No
1.4	Elect Director Adachi, Nobiru	Mgmt	For	For	For	No
1.5	Elect Director Oda, Katsuyuki	Mgmt	For	For	For	No
1.6	Elect Director Hatatani, Tsuyoshi	Mgmt	For	For	For	No
1.7	Elect Director Natori, Toshiya	Mgmt	For	For	For	No
1.8	Elect Director Fukuda, Susumu	Mgmt	For	For	For	No
1.9	Elect Director Hoshiba, Kinji	Mgmt	For	For	For	No
1.10	Elect Director Yamashita, Teiji	Mgmt	For	For	For	No

KORYO CREDIT INFORMATION Co., Ltd.

Meeting Date: 03/25/2025	Country: South Korea	Ticker: 049720
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y4962W100		

Shares Voted: 3,660

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles of Incorporation	Mgmt	For	For	For	No
2	Approve Terms of Retirement Pay	Mgmt	For	For	For	No
3	Elect Oh Sang-beom as Inside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
4.1	Elect Park Ji-woo as Outside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
4.2	Elect Woo Sang-hyeon as Outside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Lelon Electronics Corp.
Meeting Date: 03/25/2025

Country: Taiwan

Ticker: 2472

Record Date: 02/21/2025

Meeting Type: Special

Primary Security ID: Y5257B107

Shares Voted: 45,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	ELECT NON-INDEPENDENT DIRECTORS AND INDEPENDENT DIRECTORS VIA CUMULATIVE VOTING Elect JIMMY WU, a Representative of CHIFA ENTERPRISE CO., LTD. with SHAREHOLDER NO.00055912 as Non-independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the nominee under Item 1.5 is warranted because although considered by the company as an independent director, Chi-Wei Lin under Item 1.5 is a non-independent non-executive director under ISS' classification. A vote AGAINST independent director nominees Chi-Wei Lin, C. Y. Wei, and Samuel Kho under Items 1.5-1.7 is warranted since they are incumbent directors, and the company has failed to disclose its annual report as of the date of the analysis, limiting shareholders' ability to assess the independence and suitability of them. A vote FOR independent director nominees Yee-Ru Liu and Wen-Hsin Huang under Items 1.8-1.9 is warranted since they are new nominees, and company has fully disclosed the background information and qualifications of them and no significant concerns have been identified. A vote AGAINST the non-independent director nominee under Items 1.2-1.4 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 1.1 is warranted given his removal would be expected to have material negative impact on shareholder value.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.2	Elect CHENG-HUNG CHANG with SHAREHOLDER NO.00000003 as Non-independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the nominee under Item 1.5 is warranted because although considered by the company as an independent director, Chi-Wei Lin under Item 1.5 is a non-independent non-executive director under ISS' classification. A vote AGAINST independent director nominees Chi-Wei Lin, C. Y. Wei, and Samuel Kho under Items 1.5-1.7 is warranted since they are incumbent directors, and the company has failed to disclose its annual report as of the date of the analysis, limiting shareholders' ability to assess the independence and suitability of them. A vote FOR independent director nominees Yee-Ru Liu and Wen-Hsin Huang under Items 1.8-1.9 is warranted since they are new nominees, and company has fully disclosed the background information and qualifications of them and no significant concerns have been identified. A vote AGAINST the non-independent director nominee under Items 1.2-1.4 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 1.1 is warranted given his removal would be expected to have material negative impact on shareholder value.</i>						
1.3	Elect XING-SHU KE with SHAREHOLDER NO.00002703 as Non-independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the nominee under Item 1.5 is warranted because although considered by the company as an independent director, Chi-Wei Lin under Item 1.5 is a non-independent non-executive director under ISS' classification. A vote AGAINST independent director nominees Chi-Wei Lin, C. Y. Wei, and Samuel Kho under Items 1.5-1.7 is warranted since they are incumbent directors, and the company has failed to disclose its annual report as of the date of the analysis, limiting shareholders' ability to assess the independence and suitability of them. A vote FOR independent director nominees Yee-Ru Liu and Wen-Hsin Huang under Items 1.8-1.9 is warranted since they are new nominees, and company has fully disclosed the background information and qualifications of them and no significant concerns have been identified. A vote AGAINST the non-independent director nominee under Items 1.2-1.4 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 1.1 is warranted given his removal would be expected to have material negative impact on shareholder value.</i>						
1.4	Elect LIEN-HENG LIAO with SHAREHOLDER NO.B100741XXX as Non-independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the nominee under Item 1.5 is warranted because although considered by the company as an independent director, Chi-Wei Lin under Item 1.5 is a non-independent non-executive director under ISS' classification. A vote AGAINST independent director nominees Chi-Wei Lin, C. Y. Wei, and Samuel Kho under Items 1.5-1.7 is warranted since they are incumbent directors, and the company has failed to disclose its annual report as of the date of the analysis, limiting shareholders' ability to assess the independence and suitability of them. A vote FOR independent director nominees Yee-Ru Liu and Wen-Hsin Huang under Items 1.8-1.9 is warranted since they are new nominees, and company has fully disclosed the background information and qualifications of them and no significant concerns have been identified. A vote AGAINST the non-independent director nominee under Items 1.2-1.4 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 1.1 is warranted given his removal would be expected to have material negative impact on shareholder value.</i>						
1.5	Elect CHI-WEI LIN with SHAREHOLDER NO.F103441XXX as Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the nominee under Item 1.5 is warranted because although considered by the company as an independent director, Chi-Wei Lin under Item 1.5 is a non-independent non-executive director under ISS' classification. A vote AGAINST independent director nominees Chi-Wei Lin, C. Y. Wei, and Samuel Kho under Items 1.5-1.7 is warranted since they are incumbent directors, and the company has failed to disclose its annual report as of the date of the analysis, limiting shareholders' ability to assess the independence and suitability of them. A vote FOR independent director nominees Yee-Ru Liu and Wen-Hsin Huang under Items 1.8-1.9 is warranted since they are new nominees, and company has fully disclosed the background information and qualifications of them and no significant concerns have been identified. A vote AGAINST the non-independent director nominee under Items 1.2-1.4 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 1.1 is warranted given his removal would be expected to have material negative impact on shareholder value.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.6	Elect C. Y. WEI with SHAREHOLDER NO.L100853XXX as Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the nominee under Item 1.5 is warranted because although considered by the company as an independent director, Chi-Wei Lin under Item 1.5 is a non-independent non-executive director under ISS' classification. A vote AGAINST independent director nominees Chi-Wei Lin, C. Y. Wei, and Samuel Kho under Items 1.5-1.7 is warranted since they are incumbent directors, and the company has failed to disclose its annual report as of the date of the analysis, limiting shareholders' ability to assess the independence and suitability of them. A vote FOR independent director nominees Yee-Ru Liu and Wen-Hsin Huang under Items 1.8-1.9 is warranted since they are new nominees, and company has fully disclosed the background information and qualifications of them and no significant concerns have been identified. A vote AGAINST the non-independent director nominee under Items 1.2-1.4 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 1.1 is warranted given his removal would be expected to have material negative impact on shareholder value.</i>						
1.7	Elect SAMUEL KUO with SHAREHOLDER NO.A122599XXX as Independent Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST the nominee under Item 1.5 is warranted because although considered by the company as an independent director, Chi-Wei Lin under Item 1.5 is a non-independent non-executive director under ISS' classification. A vote AGAINST independent director nominees Chi-Wei Lin, C. Y. Wei, and Samuel Kho under Items 1.5-1.7 is warranted since they are incumbent directors, and the company has failed to disclose its annual report as of the date of the analysis, limiting shareholders' ability to assess the independence and suitability of them. A vote FOR independent director nominees Yee-Ru Liu and Wen-Hsin Huang under Items 1.8-1.9 is warranted since they are new nominees, and company has fully disclosed the background information and qualifications of them and no significant concerns have been identified. A vote AGAINST the non-independent director nominee under Items 1.2-1.4 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 1.1 is warranted given his removal would be expected to have material negative impact on shareholder value.</i>						
1.8	Elect YEE-RU LIU with SHAREHOLDER NO.A201594XXX as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the nominee under Item 1.5 is warranted because although considered by the company as an independent director, Chi-Wei Lin under Item 1.5 is a non-independent non-executive director under ISS' classification. A vote AGAINST independent director nominees Chi-Wei Lin, C. Y. Wei, and Samuel Kho under Items 1.5-1.7 is warranted since they are incumbent directors, and the company has failed to disclose its annual report as of the date of the analysis, limiting shareholders' ability to assess the independence and suitability of them. A vote FOR independent director nominees Yee-Ru Liu and Wen-Hsin Huang under Items 1.8-1.9 is warranted since they are new nominees, and company has fully disclosed the background information and qualifications of them and no significant concerns have been identified. A vote AGAINST the non-independent director nominee under Items 1.2-1.4 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 1.1 is warranted given his removal would be expected to have material negative impact on shareholder value.</i>						
1.9	Elect WEN-HSIN HUANG with SHAREHOLDER NO.B222049XXX as Independent Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST the nominee under Item 1.5 is warranted because although considered by the company as an independent director, Chi-Wei Lin under Item 1.5 is a non-independent non-executive director under ISS' classification. A vote AGAINST independent director nominees Chi-Wei Lin, C. Y. Wei, and Samuel Kho under Items 1.5-1.7 is warranted since they are incumbent directors, and the company has failed to disclose its annual report as of the date of the analysis, limiting shareholders' ability to assess the independence and suitability of them. A vote FOR independent director nominees Yee-Ru Liu and Wen-Hsin Huang under Items 1.8-1.9 is warranted since they are new nominees, and company has fully disclosed the background information and qualifications of them and no significant concerns have been identified. A vote AGAINST the non-independent director nominee under Items 1.2-1.4 is warranted because the independence level will be 22.22 percent under ISS classification, which does not meet the ISS minimum requirement of one-third. A vote FOR the non-independent director nominee under Item 1.1 is warranted given his removal would be expected to have material negative impact on shareholder value.</i>						

Lelon Electronics Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Release of Restrictions of Competitive Activities of Newly Appointed Directors and Representatives	Mgmt	For	For	For	No

LG HelloVision Corp.

Meeting Date: 03/25/2025	Country: South Korea	Ticker: 037560
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y9T24Z107		

Shares Voted: 29,612						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Song Gu-young as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Elect Yoon Chang-byeong as Non-Independent Non-Executive Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.3	Elect Lee Chae-woo as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.4	Elect Choi Gyeong-jin as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Elect Choi Su-jeong as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4.1	Elect Lee Chae-woo as a Member of Audit Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.						
4.2	Elect Choi Gyeong-jin as a Member of Audit Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.						
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Meeting Date: 03/25/2025

Country: South Korea

Ticker: 280360

Record Date: 12/31/2024

Meeting Type: Annual

Primary Security ID: Y5S336109

Shares Voted: 1,169

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Lee Young-gu as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: Despite concerns raised around director accountability, a vote FOR Young-gu Lee (Item 2.1) and Chang-yeop Lee (Item 2.2) is warranted at this time, as removing the company's CEOs may be detrimental to the company's operation, as well as shareholder value. A vote FOR the remaining nominees is warranted.						
2.2	Elect Lee Chang-yeop as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: Despite concerns raised around director accountability, a vote FOR Young-gu Lee (Item 2.1) and Chang-yeop Lee (Item 2.2) is warranted at this time, as removing the company's CEOs may be detrimental to the company's operation, as well as shareholder value. A vote FOR the remaining nominees is warranted.						
2.3	Elect Kim Doh-sik as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: Despite concerns raised around director accountability, a vote FOR Young-gu Lee (Item 2.1) and Chang-yeop Lee (Item 2.2) is warranted at this time, as removing the company's CEOs may be detrimental to the company's operation, as well as shareholder value. A vote FOR the remaining nominees is warranted.						
3	Elect Son Eun-gyeong as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: Despite concerns raised around director accountability, a vote FOR Young-gu Lee (Item 2.1) and Chang-yeop Lee (Item 2.2) is warranted at this time, as removing the company's CEOs may be detrimental to the company's operation, as well as shareholder value. A vote FOR the remaining nominees is warranted.						
4.1	Elect Hwang Deok-nam as a Member of Audit Committee	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST Deok-nam Hwang (Item 4.1) and Young-seon Shin (Item 4.2) are warranted as their inaction to remove a director with serious governance failure raises concern on their ability to fully perform fiduciary duties. A vote FOR the remaining nominee is warranted.						
4.2	Elect Shin Young-seon as a Member of Audit Committee	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST Deok-nam Hwang (Item 4.1) and Young-seon Shin (Item 4.2) are warranted as their inaction to remove a director with serious governance failure raises concern on their ability to fully perform fiduciary duties. A vote FOR the remaining nominee is warranted.						
4.3	Elect Kim Doh-sik as a Member of Audit Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST Deok-nam Hwang (Item 4.1) and Young-seon Shin (Item 4.2) are warranted as their inaction to remove a director with serious governance failure raises concern on their ability to fully perform fiduciary duties. A vote FOR the remaining nominee is warranted.						
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
6	Approve Reduction in Capital	Mgmt	For	For	For	No

MarkLines Co., Ltd.

Meeting Date: 03/25/2025

Record Date: 12/31/2024

Primary Security ID: J3971M100

Country: Japan

Meeting Type: Annual

Ticker: 3901

Shares Voted: 2,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 48	Mgmt	For	For	For	No
2	Approve Annual Bonus	Mgmt	For	For	For	No

Naigai Trans Line Ltd.

Meeting Date: 03/25/2025

Record Date: 12/31/2024

Primary Security ID: J47745104

Country: Japan

Meeting Type: Annual

Ticker: 9384

Shares Voted: 3,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Kojima, Yoshihiro	Mgmt	For	For	For	No
1.2	Elect Director Toda, Sachiko	Mgmt	For	For	For	No
1.3	Elect Director Higashi, Hironao	Mgmt	For	For	For	No
1.4	Elect Director Iwasada, Hitoshi	Mgmt	For	For	For	No
1.5	Elect Director Suzuki, Makoto	Mgmt	For	For	For	No
1.6	Elect Director Nakayama, Yumiko	Mgmt	For	For	For	No
1.7	Elect Director Hitomi, Shigeki	Mgmt	For	For	For	No
1.8	Elect Director Nakazawa, Keisuke	Mgmt	For	For	For	No
1.9	Elect Director Yabe, Mitsunori	Mgmt	For	For	For	No

NICE Information Service Co., Ltd.

Meeting Date: 03/25/2025

Record Date: 12/31/2024

Primary Security ID: Y6436G108

Country: South Korea

Meeting Type: Annual

Ticker: 030190

Shares Voted: 15,177

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.1	Elect Shin Dong-jun as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST Jae-ho Seong (Jae-ho Sung) (Item 2.2.2) is warranted, as his inaction to remove a director who has demonstrated a material failure of governance from the board is in itself indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominee(s) is warranted.						
2.2.1	Elect Kim Yong-deok as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST Jae-ho Seong (Jae-ho Sung) (Item 2.2.2) is warranted, as his inaction to remove a director who has demonstrated a material failure of governance from the board is in itself indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominee(s) is warranted.						
2.2.2	Elect Seong Jae-ho as Outside Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST Jae-ho Seong (Jae-ho Sung) (Item 2.2.2) is warranted, as his inaction to remove a director who has demonstrated a material failure of governance from the board is in itself indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominee(s) is warranted.						
3	Elect Lee Jae-il as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST Jae-ho Seong (Jae-ho Sung) (Item 2.2.2) is warranted, as his inaction to remove a director who has demonstrated a material failure of governance from the board is in itself indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominee(s) is warranted.						
4.1	Elect Kim Yong-deok as a Member of Audit Committee	Mgmt	For	For	For	No
Voting Policy Rationale: For the same concern raised in the director election section of this report, we recommend to vote AGAINST Jae-ho Seong (Jae-ho Sung) (Item 4.2) as he has not acted in the best interest of shareholders while serving on the board. A vote FOR the remaining nominee is warranted.						
4.2	Elect Seong Jae-ho as a Member of Audit Committee	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: For the same concern raised in the director election section of this report, we recommend to vote AGAINST Jae-ho Seong (Jae-ho Sung) (Item 4.2) as he has not acted in the best interest of shareholders while serving on the board. A vote FOR the remaining nominee is warranted.						
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

NJS Co., Ltd.

Meeting Date: 03/25/2025	Country: Japan	Ticker: 2325
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J54032107		

Shares Voted: 215						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For	No
2.1	Elect Director Uday Ganapati Kelkar	Mgmt	For	For	For	No
2.2	Elect Director Murata, Sunao	Mgmt	For	For	For	No

NJS Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.1	Appoint Statutory Auditor Tanaka, Satoshi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						
3.2	Appoint Statutory Auditor Watanabe, Takanobu	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						

OPTORUN Co., Ltd.

Meeting Date: 03/25/2025	Country: Japan	Ticker: 6235
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J61658100		

Shares Voted: 22,800						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 26	Mgmt	For	For	For	No
2.1	Elect Director Hayashi, Ihei	Mgmt	For	For	For	No
2.2	Elect Director Bin Fan	Mgmt	For	For	For	No
2.3	Elect Director Kondo, Koji	Mgmt	For	For	For	No
2.4	Elect Director Min Lin	Mgmt	For	For	For	No
2.5	Elect Director Takiguchi, Tadashi	Mgmt	For	For	For	No
2.6	Elect Director Shimaoka, Mikiko	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Awaji, Masashi	Mgmt	For	For	For	No
3.2	Appoint Statutory Auditor Sasada, Hironobu	Mgmt	For	For	For	No
3.3	Appoint Statutory Auditor Katayama, Ritsu	Mgmt	For	For	For	No

oRo Co., Ltd.

Meeting Date: 03/25/2025	Country: Japan	Ticker: 3983
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J6S14A108		

Shares Voted: 10,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 35	Mgmt	For	For	For	No
2.1	Elect Director Kawata, Atsushi	Mgmt	For	For	For	No
2.2	Elect Director Hino, Yasuhisa	Mgmt	For	For	For	No

SBS Holdings, Inc.

Meeting Date: 03/25/2025 Country: Japan Ticker: 2384
Record Date: 12/31/2024 Meeting Type: Annual
Primary Security ID: J6985F102

Shares Voted: 1,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Kamata, Masahiko	Mgmt	For	For	For	No
1.2	Elect Director Hoshi, Shuichi	Mgmt	For	For	For	No
1.3	Elect Director Taiji, Masato	Mgmt	For	For	For	No
1.4	Elect Director Tanaka, Yasuhito	Mgmt	For	For	For	No
1.5	Elect Director Gomi, Natsuki	Mgmt	For	For	For	No
1.6	Elect Director Wakamatsu, Katsuhisa	Mgmt	For	For	For	No
1.7	Elect Director Iwasaki, Jiro	Mgmt	For	For	For	No
1.8	Elect Director Kosugi, Yoshinobu	Mgmt	For	For	For	No
1.9	Elect Director Sekine, Chizu	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Kawai, Hiroya	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Tsuji, Sachie	Mgmt	For	For	For	No
2.3	Elect Director and Audit Committee Member Washio, Eiichiro	Mgmt	For	For	For	No
3	Elect Alternate Director and Audit Committee Member Suzuki, Tomoyuki	Mgmt	For	For	For	No

Shinsegae Food Co., Ltd.

Meeting Date: 03/25/2025

Record Date: 12/31/2024

Primary Security ID: Y7753W106

Country: South Korea

Meeting Type: Annual

Ticker: 031440

Shares Voted: 386						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Kang Seung-hyeop as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Elect Won Jeong-hun as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Elect Cheon Hong-wook as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

SJG SEJONG Co., Ltd.

Meeting Date: 03/25/2025

Record Date: 12/31/2024

Primary Security ID: Y75774102

Country: South Korea

Meeting Type: Annual

Ticker: 033530

Shares Voted: 7,905						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Elect Three Inside Directors and Two Outside Directors	Mgmt	For	For	For	No
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
4	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted. Although the proposed remuneration limit is not excessive relative to that of the market norm, the company has not provided a reasonable justification for the proposed increase.						

Soulbrain Co., Ltd.

Meeting Date: 03/25/2025

Record Date: 12/31/2024

Primary Security ID: Y8076W120

Country: South Korea

Meeting Type: Annual

Ticker: 357780

Shares Voted: 723						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Amend Articles of Incorporation (Board Committee)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR items 2.1-2.2 are warranted as none of the proposed amendments is contentious or problematic in nature.						
2.2	Amend Articles of Incorporation (Alignment with Relevant Law and Model AOI)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR items 2.1-2.2 are warranted as none of the proposed amendments is contentious or problematic in nature.						
3	Approve Terms of Retirement Pay	Mgmt	For	For	For	No
4	Elect Park Young-su as Inside Director	Mgmt	For	For	For	No
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
6	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

Suprema, Inc.

Meeting Date: 03/25/2025

Record Date: 12/31/2024

Primary Security ID: Y8T073135

Country: South Korea

Meeting Type: Annual

Ticker: 236200

Shares Voted: 2,541						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						

Suprema, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

Toyokumo, Inc.

Meeting Date: 03/25/2025

Country: Japan

Ticker: 4058

Record Date: 12/31/2024

Meeting Type: Annual

Primary Security ID: J91774109

Shares Voted: 1,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 14	Mgmt	For	For	For	No
2	Approve Restricted Stock Plan	Mgmt	For	For	For	No

Vaisala Oyj

Meeting Date: 03/25/2025

Country: Finland

Ticker: VAIAS

Record Date: 03/13/2025

Meeting Type: Annual

Primary Security ID: X9598K108

Shares Voted: 4,259

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
2	Call the Meeting to Order	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
4	Acknowledge Proper Convening of Meeting	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
5	Prepare and Approve List of Shareholders	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8	Approve Allocation of Income and Dividends of EUR 0.85 Per Share	Mgmt	For	For	For	No
9	Approve Discharge of Board and President and CEO	Mgmt	For	For	For	No
10	Approve Remuneration Report	Mgmt	For	For	For	No
11	Approve Remuneration of Directors in the Amount of EUR 75,000 for Chair and EUR 50,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
12	Fix Number of Directors at Seven	Mgmt	For	For	For	No
13	Reelect Annica Bresky, Antti Jaaskelainen, Lotte Rosenberg, Kaarina Stahlberg, Tuomas Syrjanen, Raimo Voipio and Ville Voipio as Directors;	Mgmt	For	For	For	No
14	Approve Remuneration of Auditors	Mgmt	For	For	For	No
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For	No
16	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For	No
17	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	Mgmt	For	For	For	No
18	Authorize Share Repurchase Program	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.						
19	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this proposal to repurchase company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.						
20	Close Meeting	Mgmt				

WebCash Corp.

Meeting Date: 03/25/2025

Record Date: 12/31/2024

Primary Security ID: Y9T30W106

Country: South Korea

Meeting Type: Annual

Ticker: 053580

Shares Voted: 1,551

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3	Approval of Reduction of Capital Reserve	Mgmt	For	For	For	No
4.1	Elect Kang Won-ju as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4.2	Elect Kang Nam-hun as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4.3	Elect Park Su-gi as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
6	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No
7	Approve Stock Option Grants	Mgmt	For	For	For	No

Adways, Inc.

Meeting Date: 03/26/2025Country: JapanTicker: 2489

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J0021A102

Shares Voted: 7,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 3	Mgmt	For	For	For	No
2.1	Elect Director Okamura, Haruhisa	Mgmt	For	For	For	No
2.2	Elect Director Kano, Shingo	Mgmt	For	For	For	No
2.3	Elect Director Okada, Eriko	Mgmt	For	For	For	No
3	Elect Alternate Director Ishikawa, Naoki	Mgmt	For	For	For	No

Adways, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Appoint Alternate Statutory Auditor Yamamoto, Hitoshi	Mgmt	For	For	For	No
5	Approve Stock Option Plan	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this stock option plan is warranted because: * Total dilution from this plan and the company's other equity compensation plans reaches 5.6 percent, which appears excessive.</i>						
6	Appoint Grant Thornton Taiyo LLC as New External Audit Firm	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is recommended because: * In light of the concerns raised by the authorities, questions would still exist regarding the appropriateness of the appointment of the proposed auditor and its ability to provide shareholders with a fair assessment of the company's financial statements.</i>						

Albaraka Turk Katilim Bankasi AS

Meeting Date: 03/26/2025 **Country:** Turkey **Ticker:** ALBRK.E
Record Date: **Meeting Type:** Annual
Primary Security ID: M0478U102

Shares Voted: 1,899,044

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Annual Meeting Agenda	Mgmt				
1	Open Meeting and Elect Presiding Council of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These items warrant a vote FOR because they are routine formalities.</i>						
2	Authorize Presiding Council to Sign Minutes of Meeting	Mgmt	For	For	For	No
<i>Voting Policy Rationale: These items warrant a vote FOR because they are routine formalities.</i>						
3	Accept Board Report	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR items 3,4, and 5, is warranted as the company has provided the statutory reports and financial statements in advance of the meeting. This is not without concerns because the auditors have provided a qualified opinion on the financial statements as the consolidated financial statements include free provisions that do not meet the recognition criteria of TAS 37. A vote FOR item 7 is warranted as there are no concerns with the income allocation proposal.</i>						
4	Accept Audit Report	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR items 3,4, and 5, is warranted as the company has provided the statutory reports and financial statements in advance of the meeting. This is not without concerns because the auditors have provided a qualified opinion on the financial statements as the consolidated financial statements include free provisions that do not meet the recognition criteria of TAS 37. A vote FOR item 7 is warranted as there are no concerns with the income allocation proposal.</i>						
5	Accept Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR items 3,4, and 5, is warranted as the company has provided the statutory reports and financial statements in advance of the meeting. This is not without concerns because the auditors have provided a qualified opinion on the financial statements as the consolidated financial statements include free provisions that do not meet the recognition criteria of TAS 37. A vote FOR item 7 is warranted as there are no concerns with the income allocation proposal.</i>						
6	Approve Discharge of Board	Mgmt	For	For	For	No

Albaraka Turk Katilim Bankasi AS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Approve Allocation of Income	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR items 3,4, and 5, is warranted as the company has provided the statutory reports and financial statements in advance of the meeting. This is not without concerns because the auditors have provided a qualified opinion on the financial statements as the consolidated financial statements include free provisions that do not meet the recognition criteria of TAS 37. A vote FOR item 7 is warranted as there are no concerns with the income allocation proposal.						
8	Approve Director Remuneration	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted as the company did not disclose the proposed board fees, which prevents shareholders from making an informed voting decision.						
9	Ratify External Auditors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because the name of the proposed auditor is not disclosed.						
10	Receive Information on Share Repurchase Program	Mgmt				
11	Authorize Board to Distribute Dividends to Owners of Participation Accounts	Mgmt	For	For	For	No
12	Approve Standard Accounting Transfers	Mgmt	For	For	For	No
13	Grant Permission for Board Members to Engage in Commercial Transactions with Company and Be Involved with Companies with Similar Corporate Purpose in Accordance with Articles 395 and 396 of Turkish Commercial Law	Mgmt	For	For	For	No
14	Receive Information in Accordance with Article 1.3.6 of Capital Market Board Corporate Governance Principles	Mgmt				
15	Receive Information on Donations Made in 2024	Mgmt				
16	Wishes	Mgmt				

Altech Corp.

Meeting Date: 03/26/2025Country: JapanTicker: 4641

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J01208107

Shares Voted: 10,300						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 49	Mgmt	For	For	For	No
2.1	Elect Director Watanabe, Nobuyuki	Mgmt	For	For	For	No

Altech Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.2	Elect Director Sudo, Yasushi	Mgmt	For	For	For	No
2.3	Elect Director Ota, Hideyuki	Mgmt	For	For	For	No
2.4	Elect Director Matsumoto, Kiyokazu	Mgmt	For	For	For	No
2.5	Elect Director Imamura, Atsushi	Mgmt	For	For	For	No
2.6	Elect Director Nosaka, Eigo	Mgmt	For	For	For	No
2.7	Elect Director Go, Masatoshi	Mgmt	For	For	For	No
2.8	Elect Director Shijo, Takako	Mgmt	For	For	For	No
3	Approve Takeover Defense Plan (Poison Pill)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this poison pill plan is warranted because: * The total duration exceeds three years. * The board lacks sufficient independent monitoring. * The plan lacks a credible special committee. * The company's proxy circular release timing leaves insufficient time to study the pill.						

Ami Organics Ltd.

Meeting Date: 03/26/2025	Country: India	Ticker: 543349
Record Date: 02/21/2025	Meeting Type: Special	
Primary Security ID: Y01227100		

Shares Voted: 9,942						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Approve Sub-Division of Equity Shares	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the proposals may improve the marketability and liquidity of the company's shares and would have no material economic impact on shareholders.						
2	Amend Capital Clause (Clause V) of the Memorandum of Association	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the proposals may improve the marketability and liquidity of the company's shares and would have no material economic impact on shareholders.						

Arealink Co., Ltd.

Meeting Date: 03/26/2025	Country: Japan	Ticker: 8914
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J01956101		

Arealink Co., Ltd.

Shares Voted: 2,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 25	Mgmt	For	For	For	No
2.1	Elect Director Hayashi, Naomichi	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition where no female directors are included.</i>						
2.2	Elect Director Suzuki, Yoshika	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition where no female directors are included.</i>						
2.3	Elect Director Otaki, Yasuaki	Mgmt	For	For	For	No
2.4	Elect Director Nishizawa, Minoru	Mgmt	For	For	For	No
2.5	Elect Director Furuyama, Kazuhiro	Mgmt	For	For	For	No
2.6	Elect Director Koda, Masanori	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Aoki, Iwao	Mgmt	For	For	For	No

artience Co. Ltd.

Meeting Date: 03/26/2025

Country: Japan

Ticker: 4634

Record Date: 12/31/2024

Meeting Type: Annual

Primary Security ID: J91515106

Shares Voted: 3,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 50	Mgmt	For	For	For	No
2.1	Elect Director Takashima, Satoru	Mgmt	For	For	For	No
2.2	Elect Director Hamada, Hiroyuki	Mgmt	For	For	For	No
2.3	Elect Director Adachi, Tomoko	Mgmt	For	For	For	No
2.4	Elect Director Fujimoto, Yoshinobu	Mgmt	For	For	For	No
2.5	Elect Director Sato, Tetsuaki	Mgmt	For	For	For	No
2.6	Elect Director Tachifuji, Yukihiro	Mgmt	For	For	For	No
2.7	Elect Director Kosugi, Noriko	Mgmt	For	For	For	No

BAIKSAN Co., Ltd.

Meeting Date: 03/26/2025

Record Date: 12/31/2024

Primary Security ID: Y05387108

Country: South Korea

Meeting Type: Annual

Ticker: 035150

Shares Voted: 23,895

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Appoint Park Du-chang as Internal Auditor	Mgmt	For	For	For	No
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
4	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No
5	Approve Stock Option Grants	Mgmt	For	For	For	No

BNK Financial Group, Inc.

Meeting Date: 03/26/2025

Record Date: 12/31/2024

Primary Security ID: Y0R7ZV102

Country: South Korea

Meeting Type: Annual

Ticker: 138930

Shares Voted: 118,956

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3.1	Elect Lee Gwang-ju as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.2	Elect Kim Byeong-deok as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.3	Elect Park Su-yong as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Elect Jeong Young-seok as Outside Director to serve as an Audit Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						

BNK Financial Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Elect Kim Nam-geol as a Member of Audit Committee	Mgmt	For	For	For	No
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Cargotec Oyj

Meeting Date: 03/26/2025 **Country:** Finland **Ticker:** CGCBV
Record Date: 03/14/2025 **Meeting Type:** Annual
Primary Security ID: X10788184

Shares Voted: 19,682

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
2	Call the Meeting to Order	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Acknowledge Proper Convening of Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Prepare and Approve List of Shareholders	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Receive Financial Statements and Statutory Reports; Receive President Review	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8	Approve Allocation of Income and Dividends of EUR 1.19 Per Class A Share and EUR 1.20 Per Class B Share; Approve Additional Dividends of EUR 1.56 Per Class A Share and EUR 1.57 Per Class B Share	Mgmt	For	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST this item is warranted due to insufficient performance periods under the long-term incentive plans. Additionally, concerns are noted regarding the lack of disclosure of performance targets under the short-term incentive plan.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11	Approve Remuneration of Directors in the Amount of EUR 160,000 for Chair, EUR 95,000 for Vice Chair, and EUR 80,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For	No
12	Fix Number of Directors at Eight	Mgmt	For	For	For	No
13	Reelect Eric Alstrom, Raija-Leena Hankonen-Nybom, Ilkka Herlin, Jukka Moisio, Tuija Pohjolainen-Hiltunen, Ritva Sotamaa and Luca Sra as Directors; Elect Casimir Lindholm as New Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to Ilkka Herlin being the primary beneficiary from the superior voting rights share structure.</i>						
14	Approve Remuneration of Auditors; Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For	No
15	Fix Number of Auditors at One	Mgmt	For	For	For	No
16	Ratify Ernst & Young as Auditor; Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For	For	No
17	Change Company Name to Hiab Corporation	Mgmt	For	For	For	No
18	Amend Article	Mgmt	For	For	For	No
19	Authorize Share Repurchase Program	Mgmt	For	For	For	No
20	Approve Issuance of 952,000 A Shares and 5.4 Million B Shares without Preemptive Rights	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this issuance authorization is warranted because it explicitly includes the possibility to issue additional super voting shares.</i>						
21	Approve Nomination Committee Procedures	Mgmt	For	For	For	No
22	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the performance targets in the long-term incentive plans are set and measured annually.</i>						
23	Approve Charitable Donations of up to EUR 100,000	Mgmt	For	For	For	No
24	Close Meeting	Mgmt				

Meeting Date: 03/26/2025	Country: South Korea	Ticker: 001040
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y1848L118		

Shares Voted: 6,718						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3.1	Elect Lee Han-me as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.2	Elect Lee Ju-yeol as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.3	Elect Moon Hui-cheol as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4.1	Elect Lee Ju-yeol as a Member of Audit Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.						
4.2	Elect Moon Hui-cheol as a Member of Audit Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.						
5	Elect Han Ae-ra as Outside Director to serve as an Audit Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Meeting Date: 03/26/2025	Country: Japan	Ticker: 4493
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J11098100		

Shares Voted: 4,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 3	Mgmt	For	For	For	No
2	Amend Articles to Amend Business Lines - Authorize Board to Determine Income Allocation	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * It is not in shareholders' interest to allow the company to determine income allocation at the board's discretion.</i>						
3.1	Elect Director Koike, Toshihiro	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition where no female directors are included.</i>						
3.2	Elect Director Watanabe, Yoji	Mgmt	For	For	For	No
3.3	Elect Director Kurata, Masafumi	Mgmt	For	For	For	No
3.4	Elect Director Kiriya, Hayato	Mgmt	For	For	For	No
3.5	Elect Director Ikura, Yoshinori	Mgmt	For	For	For	No
3.6	Elect Director Kurihara, Hiroshi	Mgmt	For	For	For	No

Daou Technology, Inc.

Meeting Date: 03/26/2025

Country: South Korea

Ticker: 023590

Record Date: 12/31/2024

Meeting Type: Annual

Primary Security ID: Y19908105

Shares Voted: 7,659

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3.1	Elect Kim In as Outside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
3.2	Elect Kim Gyeong-won as Outside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
3.3	Elect Lee Young-min as Outside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						

Daou Technology, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
5	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No
6	Approve Terms of Retirement Pay	Mgmt	For	For	For	No

Devsisters Corp.

Meeting Date: 03/26/2025

Record Date: 12/31/2024

Primary Security ID: Y0023E105

Country: South Korea

Meeting Type: Annual

Ticker: 194480

Shares Voted: 9,753

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3.1	Elect Lee Ji-hun as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.2	Elect Choi In-hyeok as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.3	Elect Kim Ye-won as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						
5	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No
6	Approve Stock Option Grants	Mgmt	For	Against	Against	Yes

Meeting Date: 03/26/2025	Country: South Korea	Ticker: 139130
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y2058E109		

Shares Voted: 194,356

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements	Mgmt	For	For	For	No
2.1	Amend Articles of Incorporation (Company Name)	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR items 2.1, 2.2, 2.3, and 2.4 is warranted as none of the proposed amendments is contentious or problematic in nature.						
2.2	Amend Articles of Incorporation (Public Notice)	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR items 2.1, 2.2, 2.3, and 2.4 is warranted as none of the proposed amendments is contentious or problematic in nature.						
2.3	Amend Articles of Incorporation (Board Related)	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR items 2.1, 2.2, 2.3, and 2.4 is warranted as none of the proposed amendments is contentious or problematic in nature.						
2.4	Amend Articles of Incorporation (Quarterly Dividend)	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR items 2.1, 2.2, 2.3, and 2.4 is warranted as none of the proposed amendments is contentious or problematic in nature.						
3.1	Elect Cho Gang-rae as Outside Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST Gang-rae Cho (Item 3.1), Tae-sik Noh (Item 3.2),Jae-su Jeong (Item 3.3), and Dong-hwan Cho (Item 4) is warranted, as their records of inaction to discharge a director from the board who has demonstrated a material failure of governance is in itself indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees (Items 3.4 ,3.5, and 3.6) is warranted.						
3.2	Elect Noh Tae-sik as Outside Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST Gang-rae Cho (Item 3.1), Tae-sik Noh (Item 3.2),Jae-su Jeong (Item 3.3), and Dong-hwan Cho (Item 4) is warranted, as their records of inaction to discharge a director from the board who has demonstrated a material failure of governance is in itself indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees (Items 3.4 ,3.5, and 3.6) is warranted.						
3.3	Elect Jeong Jae-su as Outside Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST Gang-rae Cho (Item 3.1), Tae-sik Noh (Item 3.2),Jae-su Jeong (Item 3.3), and Dong-hwan Cho (Item 4) is warranted, as their records of inaction to discharge a director from the board who has demonstrated a material failure of governance is in itself indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees (Items 3.4 ,3.5, and 3.6) is warranted.						
3.4	Elect Kim Gap-soon as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST Gang-rae Cho (Item 3.1), Tae-sik Noh (Item 3.2),Jae-su Jeong (Item 3.3), and Dong-hwan Cho (Item 4) is warranted, as their records of inaction to discharge a director from the board who has demonstrated a material failure of governance is in itself indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees (Items 3.4 ,3.5, and 3.6) is warranted.						

DGB Financial Group Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.5	Elect Lee Gang-ran as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST Gang-rae Cho (Item 3.1), Tae-sik Noh (Item 3.2),Jae-su Jeong (Item 3.3), and Dong-hwan Cho (Item 4) is warranted, as their records of inaction to discharge a director from the board who has demonstrated a material failure of governance is in itself indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees (Items 3.4 ,3.5, and 3.6) is warranted.						
3.6	Elect Jang Dong-heon as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST Gang-rae Cho (Item 3.1), Tae-sik Noh (Item 3.2),Jae-su Jeong (Item 3.3), and Dong-hwan Cho (Item 4) is warranted, as their records of inaction to discharge a director from the board who has demonstrated a material failure of governance is in itself indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees (Items 3.4 ,3.5, and 3.6) is warranted.						
4	Elect Cho Dong-hwan as Outside Director to Serve as an Audit Committee Member	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST Gang-rae Cho (Item 3.1), Tae-sik Noh (Item 3.2),Jae-su Jeong (Item 3.3), and Dong-hwan Cho (Item 4) is warranted, as their records of inaction to discharge a director from the board who has demonstrated a material failure of governance is in itself indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees (Items 3.4 ,3.5, and 3.6) is warranted.						
5	Elect Jang Dong-heon as a Member of Audit Committee	Mgmt	For	For	For	No
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Digital Daesung Co., Ltd.

Meeting Date: 03/26/2025	Country: South Korea	Ticker: 068930
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y2070S102		

Shares Voted: 3,637

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3	Elect Kim Se-yeon as Inside Director	Mgmt	For	For	For	No
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
5	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

Dongkuk Holdings Co., Ltd.

Meeting Date: 03/26/2025Country: South KoreaTicker: 001230

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y20954106

Shares Voted: 3,648

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Jang Se-ju as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Elect Shin Yong-jun as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.3	Elect Jeong Jin-young as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						
4	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted. Although the proposed remuneration limit is not excessive relative to that of the market norm, the company has not provided a reasonable justification for the proposed increase.						
5	Approve Terms of Retirement Pay	Mgmt	For	For	For	No

Dongwon F&B Co., Ltd.

Meeting Date: 03/26/2025Country: South KoreaTicker: 049770

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y2097E128

Shares Voted: 20,705

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No

Dongwon F&B Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.1	Amend Articles of Incorporation (Business Objectives)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR items 2.1 and 2.2 are warranted as none of the proposed amendments is contentious or problematic in nature.						
2.2	Amend Articles of Incorporation (Board Committee)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR items 2.1 and 2.2 are warranted as none of the proposed amendments is contentious or problematic in nature.						
3	Elect Kim Seong-yong as Inside Director	Mgmt	For	For	For	No
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						
5	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

DoubleUGames Co., Ltd.

Meeting Date: 03/26/2025Country: South KoreaTicker: 192080

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y2106F108

Shares Voted: 11,219						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Approval of Reduction of Capital Reserve	Mgmt	For	For	For	No
3	Elect Choi Jae-young as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Elect Choi Seol-ji as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
5	Elect Choi Seol-ji as a Member of Audit Committee	Mgmt	For	For	For	No
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Meeting Date: 03/26/2025

Country: Sweden

Ticker: ELUX.B

Record Date: 03/18/2025

Meeting Type: Annual

Primary Security ID: W0R34B150

Shares Voted: 3,673

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Chair of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
3	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
4	Designate Inspector(s) of Minutes of Meeting	Mgmt				
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Receive Financial Statements and Statutory Reports	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
7	Receive President's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
9.a	Approve Discharge of Staffan Bohman	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>					
9.b	Approve Discharge of Geert Follens	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>					
9.c	Approve Discharge of Petra Hedengran	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>					
9.d	Approve Discharge of Henrik Henriksson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>					
9.e	Approve Discharge of Ulla Litzen	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9.f	Approve Discharge of Torbjorn Loof	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>					
9.g	Approve Discharge of Daniel Nodhall	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>					
9.h	Approve Discharge of Karin Overbeck	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>					
9.i	Approve Discharge of Fredrik Persson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>					
9.j	Approve Discharge of David Porter	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>					
9.k	Approve Discharge of Michael Rauterkus	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>					
9.l	Approve Discharge of Jonas Samuelson	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>					
9.m	Approve Discharge of Viveca Brinkenfeldt-Lever	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>					
9.n	Approve Discharge of Peter Ferm	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>					
9.o	Approve Discharge of Wilson Quispe	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>					
9.p	Approve Discharge of Ulrik Danestad	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>					
9.q	Approve Discharge of Jonas Samuelson as President and CEO	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board or CEO have not fulfilled their fiduciary duties.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
10	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	No
11	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	For	No
12.a	Approve Remuneration of Directors in the Amount of SEK 2.7 Million for Chair and SEK 775,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For	No
12.b	Approve Remuneration of Auditors	Mgmt	For	For	For	No
13.a	Reelect Geert Follens as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Geert Follens, Ulla Litzen, Torbjorn Loof, Karin Overbeck, David Porter, Michael Rauterkus and Yannick Fierling (Items 13.a, 13.c, 13.d, 13.f, 13.g, 13.h and 13.i) is warranted due to a lack of concern regarding the suitability of these individuals. A vote AGAINST Petra Hedengran (Item 13.b) and Daniel Nodhall (Item 13.e) is warranted due to the company maintaining a share structure with unequal voting rights.</i>						
13.b	Reelect Petra Hedengran as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Geert Follens, Ulla Litzen, Torbjorn Loof, Karin Overbeck, David Porter, Michael Rauterkus and Yannick Fierling (Items 13.a, 13.c, 13.d, 13.f, 13.g, 13.h and 13.i) is warranted due to a lack of concern regarding the suitability of these individuals. A vote AGAINST Petra Hedengran (Item 13.b) and Daniel Nodhall (Item 13.e) is warranted due to the company maintaining a share structure with unequal voting rights.</i>						
13.c	Reelect Ulla Litzen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Geert Follens, Ulla Litzen, Torbjorn Loof, Karin Overbeck, David Porter, Michael Rauterkus and Yannick Fierling (Items 13.a, 13.c, 13.d, 13.f, 13.g, 13.h and 13.i) is warranted due to a lack of concern regarding the suitability of these individuals. A vote AGAINST Petra Hedengran (Item 13.b) and Daniel Nodhall (Item 13.e) is warranted due to the company maintaining a share structure with unequal voting rights.</i>						
13.d	Reelect Torbjorn Loof as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Geert Follens, Ulla Litzen, Torbjorn Loof, Karin Overbeck, David Porter, Michael Rauterkus and Yannick Fierling (Items 13.a, 13.c, 13.d, 13.f, 13.g, 13.h and 13.i) is warranted due to a lack of concern regarding the suitability of these individuals. A vote AGAINST Petra Hedengran (Item 13.b) and Daniel Nodhall (Item 13.e) is warranted due to the company maintaining a share structure with unequal voting rights.</i>						
13.e	Reelect Daniel Nodhall as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote FOR candidates Geert Follens, Ulla Litzen, Torbjorn Loof, Karin Overbeck, David Porter, Michael Rauterkus and Yannick Fierling (Items 13.a, 13.c, 13.d, 13.f, 13.g, 13.h and 13.i) is warranted due to a lack of concern regarding the suitability of these individuals. A vote AGAINST Petra Hedengran (Item 13.b) and Daniel Nodhall (Item 13.e) is warranted due to the company maintaining a share structure with unequal voting rights.</i>						
13.f	Reelect Karin Overbeck as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Geert Follens, Ulla Litzen, Torbjorn Loof, Karin Overbeck, David Porter, Michael Rauterkus and Yannick Fierling (Items 13.a, 13.c, 13.d, 13.f, 13.g, 13.h and 13.i) is warranted due to a lack of concern regarding the suitability of these individuals. A vote AGAINST Petra Hedengran (Item 13.b) and Daniel Nodhall (Item 13.e) is warranted due to the company maintaining a share structure with unequal voting rights.</i>						
13.g	Reelect David Porter as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Geert Follens, Ulla Litzen, Torbjorn Loof, Karin Overbeck, David Porter, Michael Rauterkus and Yannick Fierling (Items 13.a, 13.c, 13.d, 13.f, 13.g, 13.h and 13.i) is warranted due to a lack of concern regarding the suitability of these individuals. A vote AGAINST Petra Hedengran (Item 13.b) and Daniel Nodhall (Item 13.e) is warranted due to the company maintaining a share structure with unequal voting rights.</i>						

Electrolux AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
13.h	Reelect Michael Rauterkus as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Geert Follens, Ulla Litzen, Torbjorn Loof, Karin Overbeck, David Porter, Michael Rauterkus and Yannick Fierling (Items 13.a, 13.c, 13.d, 13.f, 13.g, 13.h and 13.i) is warranted due to a lack of concern regarding the suitability of these individuals. A vote AGAINST Petra Hedengran (Item 13.b) and Daniel Nodhall (Item 13.e) is warranted due to the company maintaining a share structure with unequal voting rights.						
13.i	Elect Yannick Fierling as New Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR candidates Geert Follens, Ulla Litzen, Torbjorn Loof, Karin Overbeck, David Porter, Michael Rauterkus and Yannick Fierling (Items 13.a, 13.c, 13.d, 13.f, 13.g, 13.h and 13.i) is warranted due to a lack of concern regarding the suitability of these individuals. A vote AGAINST Petra Hedengran (Item 13.b) and Daniel Nodhall (Item 13.e) is warranted due to the company maintaining a share structure with unequal voting rights.						
13.j	Reelect Torbjorn Loof as Board Chair	Mgmt	For	For	For	No
14	Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	For	For	No
15	Approve Remuneration Report	Mgmt	For	For	For	No
16.a	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For	No
16.b	Approve Transfer of 815,000 B-Shares	Mgmt	For	For	For	No
17.a	Approve Performance Share Plan for Key Employees	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted due to the significant potential dilution under outstanding LTIPs including the proposed plan which shows no sign of diminishing the dilution overhang from equity plans.						
17.b	Approve Equity Plan Financing	Mgmt	For	Against	Against	Yes
17.c	Approve Alternative Equity Plan Financing	Mgmt	For	Against	Against	Yes
18	Close Meeting	Mgmt				

F&F Co., Ltd.

Meeting Date: 03/26/2025	Country: South Korea	Ticker: 383220
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y2R81L105		

Shares Voted: 1,730						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Elect Hwang Il-chan as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						

F&F Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Elect Bae Jun-geun as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Gulf Oil Lubricants India Limited

Meeting Date: 03/26/2025 **Country:** India **Ticker:** 538567
Record Date: 02/21/2025 **Meeting Type:** Special
Primary Security ID: Y6985P111

Shares Voted: 37,211

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				
1	Elect Nirvik Singh as Director	Mgmt	For	For	For	No

H. Lundbeck A/S

Meeting Date: 03/26/2025 **Country:** Denmark **Ticker:** HLUN.B
Record Date: 03/19/2025 **Meeting Type:** Annual
Primary Security ID: K4406L137

Shares Voted: 30,327

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Report of Board	Mgmt				
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of DKK 0.95 Per Share	Mgmt	For	For	For	No
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For	No
5.1	Reelect Dorothea Wenzel as Director	Mgmt	For	For	For	No

Voting Policy Rationale: A vote FOR candidates Dorothea Wenzel, Lene Skole-Sorensen, Lars Erik Holmqvist, Santiago Arroyo, Jakob Riis and Lars Green. (Items 5.1, 5.2, 5.3, 5.5, 5.6, 5.7) is warranted due to a lack of concern regarding the board or its committees. A vote ABSTAIN Jeffrey (Jeff) Berkowitz (Item 5.4) is warranted due to his position on the nomination committee combined with a lack of gender diversity on the board.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.2	Reelect Lene Skole-Sorensen as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Dorothea Wenzel, Lene Skole-Sorensen, Lars Erik Holmqvist, Santiago Arroyo, Jakob Riis and Lars Green. (Items 5.1, 5.2, 5.3, 5.5, 5.6, 5.7) is warranted due to a lack of concern regarding the board or its committees. A vote ABSTAIN Jeffrey (Jeff) Berkowitz (Item 5.4) is warranted due to his position on the nomination committee combined with a lack of gender diversity on the board.</i>						
5.3	Reelect Lars Erik Holmqvist as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Dorothea Wenzel, Lene Skole-Sorensen, Lars Erik Holmqvist, Santiago Arroyo, Jakob Riis and Lars Green. (Items 5.1, 5.2, 5.3, 5.5, 5.6, 5.7) is warranted due to a lack of concern regarding the board or its committees. A vote ABSTAIN Jeffrey (Jeff) Berkowitz (Item 5.4) is warranted due to his position on the nomination committee combined with a lack of gender diversity on the board.</i>						
5.4	Reelect Jeffrey Berkowitz as Director	Mgmt	For	Abstain	Abstain	Yes
<i>Voting Policy Rationale: A vote FOR candidates Dorothea Wenzel, Lene Skole-Sorensen, Lars Erik Holmqvist, Santiago Arroyo, Jakob Riis and Lars Green. (Items 5.1, 5.2, 5.3, 5.5, 5.6, 5.7) is warranted due to a lack of concern regarding the board or its committees. A vote ABSTAIN Jeffrey (Jeff) Berkowitz (Item 5.4) is warranted due to his position on the nomination committee combined with a lack of gender diversity on the board.</i>						
5.5	Reelect Santiago Arroyo as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Dorothea Wenzel, Lene Skole-Sorensen, Lars Erik Holmqvist, Santiago Arroyo, Jakob Riis and Lars Green. (Items 5.1, 5.2, 5.3, 5.5, 5.6, 5.7) is warranted due to a lack of concern regarding the board or its committees. A vote ABSTAIN Jeffrey (Jeff) Berkowitz (Item 5.4) is warranted due to his position on the nomination committee combined with a lack of gender diversity on the board.</i>						
5.6	Reelect Jakob Riis as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Dorothea Wenzel, Lene Skole-Sorensen, Lars Erik Holmqvist, Santiago Arroyo, Jakob Riis and Lars Green. (Items 5.1, 5.2, 5.3, 5.5, 5.6, 5.7) is warranted due to a lack of concern regarding the board or its committees. A vote ABSTAIN Jeffrey (Jeff) Berkowitz (Item 5.4) is warranted due to his position on the nomination committee combined with a lack of gender diversity on the board.</i>						
5.7	Elect Lars Green as New Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Dorothea Wenzel, Lene Skole-Sorensen, Lars Erik Holmqvist, Santiago Arroyo, Jakob Riis and Lars Green. (Items 5.1, 5.2, 5.3, 5.5, 5.6, 5.7) is warranted due to a lack of concern regarding the board or its committees. A vote ABSTAIN Jeffrey (Jeff) Berkowitz (Item 5.4) is warranted due to his position on the nomination committee combined with a lack of gender diversity on the board.</i>						
6	Approve Remuneration of Directors	Mgmt	For	For	For	No
7	Ratify PricewaterhouseCoopers as Auditors; Ratify PricewaterhouseCoopers as Auditors for Sustainability Reporting	Mgmt	For	For	For	No
8.1	Authorize Share Repurchase Program	Mgmt	For	For	For	No
8.2	Change Location of General Meeting to Greater Copenhagen	Mgmt	For	For	For	No
8.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	For	No

H. Lundbeck A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
8.4	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For	No
9	Other Business	Mgmt				

HANSAE YES24 HOLDINGS Co., Ltd.

Meeting Date: 03/26/2025Country: South KoreaTicker: 016450

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y3062X109

Shares Voted: 6,782						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Kim Dong-nyeong as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Elect Kim Seok-hwan as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.3	Elect Kim Ik-hwan as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.4	Elect Kim Ji-won as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Hansol Holdings Co., Ltd.

Meeting Date: 03/26/2025Country: South KoreaTicker: 004150

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y3063K106

Hansol Holdings Co., Ltd.

Shares Voted: 5,133

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Appropriation of Income	Mgmt	For	For	For	No
2	Elect Jeon Hun as Inside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
3	Elect Hwang In-seon as Outside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
4	Elect Hwang In-seon as a Member of Audit Committee	Mgmt	For	For	For	No
5	Approve Stock Option Plan Grants	Mgmt	For	For	For	No
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

HDC Hyundai Engineering Plastics Co., Ltd.

Meeting Date: 03/26/2025

Country: South Korea

Ticker: 089470

Record Date: 12/31/2024

Meeting Type: Annual

Primary Security ID: Y38205103

Shares Voted: 55,492

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Elect Jeong Won-seop as Inside Director	Mgmt	For	For	For	No
3	Appoint Kim Han-nyeon as Internal Auditor	Mgmt	For	For	For	No
4	Approve Terms of Retirement Pay	Mgmt	For	For	For	No
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
6	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

HL Holdings Corp.

Meeting Date: 03/26/2025Country: South KoreaTicker: 060980

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y5762B105

Shares Voted: 4,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Appropriation of Income	Mgmt	For	For	For	No
2	Elect Noh Dae-rae as Outside Director to serve as an Audit Committee Member	Mgmt	For	For	For	No
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Hyundai Livart Furniture Co., Ltd.

Meeting Date: 03/26/2025Country: South KoreaTicker: 079430

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y3837T102

Shares Voted: 2,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3.1	Elect Kwon Tae-jin as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.2	Elect Yoo Jae-cheol as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Elect Yoo Jae-cheol as a Member of Audit Committee	Mgmt	For	For	For	No
5	Elect Cho Chun as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Ilshin Spinning Co., Ltd.

Meeting Date: 03/26/2025

Record Date: 12/31/2024

Primary Security ID: Y3878B101

Country: South Korea

Meeting Type: Annual

Ticker: 003200

Shares Voted: 10,230

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3	Elect One Inside Director and One Outside Director (Bundled)	Mgmt	For	For	For	No
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
5	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

Itoki Corp.

Meeting Date: 03/26/2025

Record Date: 12/31/2024

Primary Security ID: J25113101

Country: Japan

Meeting Type: Annual

Ticker: 7972

Shares Voted: 41,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 55	Mgmt	For	For	For	No
2.1	Elect Director Yamada, Masamichi	Mgmt	For	For	For	No
2.2	Elect Director Minato, Koji	Mgmt	For	For	For	No
2.3	Elect Director Shinada, Junsei	Mgmt	For	For	For	No
2.4	Elect Director Yamamura, Yoshihito	Mgmt	For	For	For	No
2.5	Elect Director Nitanei, Shiro	Mgmt	For	For	For	No
2.6	Elect Director Bando, Mariko	Mgmt	For	For	For	No
2.7	Elect Director Kawasaki, Yasuyuki	Mgmt	For	For	For	No
2.8	Elect Director Tanaka, Toshie	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Moriya, Yoshiaki	Mgmt	For	For	For	No
4	Appoint Alternate Statutory Auditor Koyama, Mitsuyoshi	Mgmt	For	For	For	No

Itoki Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Compensation Ceiling for Directors	Mgmt	For	For	For	No
6	Approve Restricted Stock Plan	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * Total dilution from this plan and the company's other equity compensation plans reaches 9.0 percent, which appears excessive.						

JIN AIR Co., Ltd.

Meeting Date: 03/26/2025	Country: South Korea	Ticker: 272450
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y4S4DP107		

Shares Voted: 24,329						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Approval of Reduction of Capital Reserve	Mgmt	For	For	For	No
3	Approval of Reduction of Capital Reserve	Mgmt	For	For	For	No
4.1	Elect Park Byeong-ryul as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4.2	Elect Gwak Ju-ho as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

K&O Energy Group, Inc.

Meeting Date: 03/26/2025	Country: Japan	Ticker: 1663
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J3477A105		

Shares Voted: 2,700						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 22	Mgmt	For	For	For	No
2.1	Elect Director Midorikawa, Akio	Mgmt	For	For	For	No

K&O Energy Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.2	Elect Director Mori, Takeshi	Mgmt	For	For	For	No
2.3	Elect Director Yashiro, Nobuhiko	Mgmt	For	For	For	No
2.4	Elect Director Jo, Hisanao	Mgmt	For	For	For	No
2.5	Elect Director Kikuchi, Misao	Mgmt	For	For	For	No
2.6	Elect Director Ishizuka, Tatsuro	Mgmt	For	For	For	No
2.7	Elect Director Kobayashi, Sadayo	Mgmt	For	For	For	No
2.8	Elect Director Morimoto, Yoshiyuki	Mgmt	For	For	For	No
2.9	Elect Director Masuda, Yumiko	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Uchida, Haruki	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.

Kakao Games Corp.

Meeting Date: 03/26/2025Country: South KoreaTicker: 293490

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y451A1104

Shares Voted: 3,869

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Jang Jae-moon as Non-Independent Non-Executive Director	Mgmt	For	For	For	No

Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.

2.2	Elect Noh Jeong-yeon as Outside Director	Mgmt	For	For	For	No

Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.

2.3	Elect Seung-hun Robbins as Outside Director	Mgmt	For	For	For	No

Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.

2.4	Elect Oh Myeong-jeon as Outside Director	Mgmt	For	For	For	No

Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.

Kakao Games Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.5	Elect Lim Seung-yeon as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.6	Elect Choi Young-geun as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Elect Jeong Seon-yeol as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4.1	Elect Oh Myeong-jeon as Audit Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.						
4.2	Elect Lim Seung-yeon as Audit Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.						
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes

Kangwon Land, Inc.

Meeting Date: 03/26/2025	Country: South Korea	Ticker: 035250
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y4581L105		

Shares Voted: 98,462						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted as the company is proposing to increase the remuneration limit without any reasonable justification for the proposed increase.						

KCTech Co., Ltd.

Meeting Date: 03/26/2025	Country: South Korea	Ticker: 281820
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y45968115		

KCTech Co., Ltd.

Shares Voted: 7,463

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

KEPCO Plant Service & Engineering Co. Ltd.

Meeting Date: 03/26/2025Country: South KoreaTicker: 051600

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y7076A104

Shares Voted: 19,245

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted as the company is proposing an increase in the director remuneration limit without any reasonable justification.						
3	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted. Although the proposed remuneration limit is not excessive relative to that of the market norm, the company has not provided a reasonable justification for the proposed increase.						

Kolon Corp.

Meeting Date: 03/26/2025Country: South KoreaTicker: 002020

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y48198108

Shares Voted: 11,770

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3	Approval of Reduction of Capital Reserve	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						
5	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

Kolon Industries, Inc.

Meeting Date: 03/26/2025Country: South KoreaTicker: 120110

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y48111101

Shares Voted: 3,865

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Amend Articles of Incorporation (Business Objectives)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR items 2.1, 2.2, and 2.3 are warranted as none of the proposed amendments is contentious or problematic in nature.						
2.2	Amend Articles of Incorporation (Quarterly Dividend)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR items 2.1, 2.2, and 2.3 are warranted as none of the proposed amendments is contentious or problematic in nature.						
2.3	Amend Articles of Incorporation (Addendum)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR items 2.1, 2.2, and 2.3 are warranted as none of the proposed amendments is contentious or problematic in nature.						
3.1	Elect Heo Seong as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST Jeong-won Lee (Item 3.5) is warranted as his record of inaction to discharge a director from the board who has demonstrated a material failure of governance is in itself indicative of a material failure of governance and oversight at the company. A vote AGAINST Nominating Committee member Young-beom Kim (Item 3.3) is warranted for failing to establish gender diversity on the board. A vote FOR the remaining nominees is warranted.						
3.2	Elect Byeon Jae-myeong as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST Jeong-won Lee (Item 3.5) is warranted as his record of inaction to discharge a director from the board who has demonstrated a material failure of governance is in itself indicative of a material failure of governance and oversight at the company. A vote AGAINST Nominating Committee member Young-beom Kim (Item 3.3) is warranted for failing to establish gender diversity on the board. A vote FOR the remaining nominees is warranted.						

Kolon Industries, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.3	Elect Kim Young-beom as Non-Independent Non-Executive Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST Jeong-won Lee (Item 3.5) is warranted as his record of inaction to discharge a director from the board who has demonstrated a material failure of governance is in itself indicative of a material failure of governance and oversight at the company. A vote AGAINST Nominating Committee member Young-beom Kim (Item 3.3) is warranted for failing to establish gender diversity on the board. A vote FOR the remaining nominees is warranted.						
3.4	Elect Eun Hui-gon as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST Jeong-won Lee (Item 3.5) is warranted as his record of inaction to discharge a director from the board who has demonstrated a material failure of governance is in itself indicative of a material failure of governance and oversight at the company. A vote AGAINST Nominating Committee member Young-beom Kim (Item 3.3) is warranted for failing to establish gender diversity on the board. A vote FOR the remaining nominees is warranted.						
3.5	Elect Lee Jeong-won as Outside Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST Jeong-won Lee (Item 3.5) is warranted as his record of inaction to discharge a director from the board who has demonstrated a material failure of governance is in itself indicative of a material failure of governance and oversight at the company. A vote AGAINST Nominating Committee member Young-beom Kim (Item 3.3) is warranted for failing to establish gender diversity on the board. A vote FOR the remaining nominees is warranted.						
3.6	Elect Kim Jae-wook as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST Jeong-won Lee (Item 3.5) is warranted as his record of inaction to discharge a director from the board who has demonstrated a material failure of governance is in itself indicative of a material failure of governance and oversight at the company. A vote AGAINST Nominating Committee member Young-beom Kim (Item 3.3) is warranted for failing to establish gender diversity on the board. A vote FOR the remaining nominees is warranted.						
4	Elect Gwak Seung-yeop as a Member of Audit Committee	Mgmt	For	For	For	No
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

KOREA AIRPORT SERVICE Co., Ltd.

Meeting Date: 03/26/2025	Country: South Korea	Ticker: 005430
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y4830S109		

Shares Voted: 2,464						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Park Hyeon-su as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Elect Jeong Ji-won as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						

KOREA AIRPORT SERVICE Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Appoint Han Cheol-gi as Internal Auditor	Mgmt	For	For	For	No
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						
5	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

Korea Asset In Trust Co., Ltd.

Meeting Date: 03/26/2025Country: South KoreaTicker: 123890

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y4S1A0101

Shares Voted: 150,650						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Approval of Reduction of Capital Reserve	Mgmt	For	For	For	No
3	Amend Articles of Incorporation	Mgmt	For	For	For	No
4	Elect Shin Chan-hyeok as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
5	Elect Kwon Jun-hak as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						

KT Skylife Co., Ltd.

Meeting Date: 03/26/2025

Record Date: 12/31/2024

Primary Security ID: Y498CM107

Country: South Korea

Meeting Type: Annual

Ticker: 053210

Shares Voted: 1,450						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Appropriation of Income	Mgmt	For	For	For	No
2.1	Amend Articles of Incorporation (Business objectives)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR items 2.1-2.3 are warranted as none of the proposed amendments is contentious or problematic in nature.						
2.2	Amend Articles of Incorporation (Record date for Dividends)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR items 2.1-2.3 are warranted as none of the proposed amendments is contentious or problematic in nature.						
2.3	Amend Articles of Incorporation (Record date for Interim Dividend)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR items 2.1-2.3 are warranted as none of the proposed amendments is contentious or problematic in nature.						
3.1	Elect Kim Chae-hui as Non-Independent Non-Executive Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.2	Elect Min Pil-gyu as Non-Independent Non-Executive Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Elect Lee Jong-su as Outside Director to serve as an Audit Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

KyungDong City Gas Co., Ltd.

Meeting Date: 03/26/2025

Record Date: 12/31/2024

Primary Security ID: Y50946121

Country: South Korea

Meeting Type: Annual

Ticker: 267290

KyungDong City Gas Co., Ltd.

Shares Voted: 1,992

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
3	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

Link & Motivation, Inc.

Meeting Date: 03/26/2025Country: JapanTicker: 2170
Record Date: 12/31/2024Meeting Type: Annual
Primary Security ID: J39039102

Shares Voted: 25,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Ozasa, Yoshihisa	Mgmt	For	For	For	No
1.2	Elect Director Sakashita, Hideki	Mgmt	For	For	For	No
1.3	Elect Director Ono, Shunichi	Mgmt	For	For	For	No
1.4	Elect Director Nakamura, Yuri	Mgmt	For	For	For	No
1.5	Elect Director Hara, Yukari	Mgmt	For	For	For	No

LX Hausys Ltd.

Meeting Date: 03/26/2025Country: South KoreaTicker: 108670
Record Date: 12/31/2024Meeting Type: Annual
Primary Security ID: Y5277J106

Shares Voted: 13,772

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3.1	Elect Noh Jin-seo as Inside Director	Mgmt	For	For	For	No

Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.

LX Hausys Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.2	Elect Han Ju-woo as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.3	Elect Choi Seong-gwan as Non-Independent Non-Executive Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.4	Elect Won Jong-hun as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.5	Elect Cheon Ui-young as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Elect Won Jong-hun as a Member of Audit Committee	Mgmt	For	For	For	No
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

MCNEX Co., Ltd.

Meeting Date: 03/26/2025	Country: South Korea	Ticker: 097520
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y5S05U100		

Shares Voted: 3,838						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Appropriation of Income	Mgmt	For	For	For	No
2	Approval of Reduction of Capital Reserve	Mgmt	For	For	For	No
3.1	Elect Yoon Seok-jin as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.2	Elect Park Gil-jae as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4.1	Elect Yoon Seok-jin as a Member of Audit Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.						

MCNEX Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.2	Elect Park Gil-jae as a Member of Audit Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.						
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

MIRAE ASSET Life Insurance Co., Ltd.

Meeting Date: 03/26/2025	Country: South Korea	Ticker: 085620
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y604HZ106		

Shares Voted: 84,286						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Amend Articles of Incorporation (Duties and Liabilities of the Board)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR items 2.1-2.7 are warranted as none of the proposed amendments is contentious or problematic in nature.						
2.2	Amend Articles of Incorporation (Convocation of Board Meeting)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR items 2.1-2.7 are warranted as none of the proposed amendments is contentious or problematic in nature.						
2.3	Amend Articles of Incorporation (Board Committee)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR items 2.1-2.7 are warranted as none of the proposed amendments is contentious or problematic in nature.						
2.4	Amend Articles of Incorporation (Establishment of Internal Control Committee)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR items 2.1-2.7 are warranted as none of the proposed amendments is contentious or problematic in nature.						
2.5	Amend Articles of Incorporation (Appointment of External Auditor)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR items 2.1-2.7 are warranted as none of the proposed amendments is contentious or problematic in nature.						
2.6	Amend Articles of Incorporation (Calculation of Profits)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR items 2.1-2.7 are warranted as none of the proposed amendments is contentious or problematic in nature.						

MIRAE ASSET Life Insurance Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.7	Amend Articles of Incorporation (Distribution of Profits)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR items 2.1-2.7 are warranted as none of the proposed amendments is contentious or problematic in nature.</i>						
3.1	Elect Kim Hak-ja as Outside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
3.2	Elect Yoo Byeong-jun as Outside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
4	Elect Wi Gyeong-woo as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
5	Elect Kim Hak-ja as a Member of Audit Committee	Mgmt	For	For	For	No
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Miyoshi Oil & Fat Co., Ltd.

Meeting Date: 03/26/2025 **Country:** Japan **Ticker:** 4404
Record Date: 12/31/2024 **Meeting Type:** Annual
Primary Security ID: J45937109

Shares Voted: 2,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 60	Mgmt	For	For	For	No
2.1	Elect Director Miki, Itsuro	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition at the company with statutory auditors. * Top management is responsible for the company's capital misallocation.</i>						
2.2	Elect Director Takeshita, Shoichi	Mgmt	For	For	For	No
2.3	Elect Director Mochida, Toshiya	Mgmt	For	For	For	No
2.4	Elect Director Onodera, Satoru	Mgmt	For	For	For	No
2.5	Elect Director Kato, Takahiko	Mgmt	For	For	For	No
2.6	Elect Director Murayama, Kenji	Mgmt	For	For	For	No
2.7	Elect Director Kuroda, Kanako	Mgmt	For	For	For	No

Miyoshi Oil & Fat Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.1	Appoint Statutory Auditor Horiguchi, Keisuke	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						
3.2	Appoint Statutory Auditor Hasegawa, Mikio	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						
4	Appoint Alternate Statutory Auditor Takahashi, Atsushi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						

Mugen Estate Co., Ltd.

Meeting Date: 03/26/2025Country: JapanTicker: 3299

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J4S017105

Shares Voted: 7,300						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 104	Mgmt	For	For	For	No
2	Amend Articles to Amend Provisions on Number of Directors	Mgmt	For	For	For	No
3	Elect Director Tomidokoro, Sachiko	Mgmt	For	For	For	No
4	Approve Restricted Stock Plan	Mgmt	For	For	For	No

NICE Holdings Co., Ltd.

Meeting Date: 03/26/2025Country: South KoreaTicker: 034310

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y6238U107

Shares Voted: 3,899						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Appropriation of Income	Mgmt	For	For	For	No

NICE Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Elect Shin Hui-bu as Non-Independent Non-Executive Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Elect Choi Gi-eok as Outside Director to serve as an Audit Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Nongshim Holdings Co. Ltd.

Meeting Date: 03/26/2025Country: South KoreaTicker: 072710

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y6355X108

Shares Voted: 646						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Elect Lee Seok-hyeon as Outside Director	Mgmt	For	For	For	No
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						
4	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted. The company is not proposing an increase in the internal auditor's remuneration limit. However, based on ISS' updated market data, the level of the internal auditor's remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						

Okura Industrial Co., Ltd.

Meeting Date: 03/26/2025Country: JapanTicker: 4221

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J61073102

Shares Voted: 480

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 105	Mgmt	For	For	For	No
2.1	Elect Director Kanda, Susumu	Mgmt	For	For	For	No
2.2	Elect Director Fukuda, Eiji	Mgmt	For	For	For	No
2.3	Elect Director Tanaka, Yoshitomo	Mgmt	For	For	For	No
2.4	Elect Director Ueta, Tomo	Mgmt	For	For	For	No
2.5	Elect Director Kagawa, Seizo	Mgmt	For	For	For	No
3	Elect Director and Audit Committee Member Saito, Shin	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.

ONE CAREER, Inc.

Meeting Date: 03/26/2025Country: JapanTicker: 4377
Record Date: 12/31/2024Meeting Type: Annual
Primary Security ID: J6147T107

Shares Voted: 6,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For	For	No
2	Approve Capital Reduction	Mgmt	For	For	For	No
3	Amend Articles to Authorize Share Buybacks at Board's Discretion - Authorize Board to Determine Income Allocation	Mgmt	For	Against	Against	Yes
4.1	Elect Director Miyashita, Takashi	Mgmt	For	For	For	No
4.2	Elect Director Nagasawa, Arihiro	Mgmt	For	For	For	No
4.3	Elect Director Kitano, Yuiga	Mgmt	For	For	For	No
4.4	Elect Director Takagi, Shimpei	Mgmt	For	For	For	No

Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The proposal would prevent shareholders from submitting shareholder proposals related to share repurchases. * Shareholders will be banned from submitting their own proposals related to income allocation.

ORION Holdings Corp. (Korea)

Meeting Date: 03/26/2025

Record Date: 12/31/2024

Primary Security ID: Y6S90M110

Country: South Korea

Meeting Type: Annual

Ticker: 001800

Shares Voted: 7,141

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Elect Park Hye-gyeong as Outside Director to serve as a Member of Audit Committee	Mgmt	For	For	For	No
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Oyo Corp.

Meeting Date: 03/26/2025

Record Date: 12/31/2024

Primary Security ID: J63395107

Country: Japan

Meeting Type: Annual

Ticker: 9755

Shares Voted: 1,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 57	Mgmt	For	For	For	No
2	Amend Articles to Amend Business Lines - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Clarify Director Authority on Board Meetings - Authorize Board to Determine Income Allocation	Mgmt	For	For	For	No
3.1	Elect Director Amano, Hirofumi	Mgmt	For	For	For	No
3.2	Elect Director Hirashima, Yuichi	Mgmt	For	For	For	No
3.3	Elect Director Igarashi, Munehiro	Mgmt	For	For	For	No
3.4	Elect Director Osaki, Shoji	Mgmt	For	For	For	No
3.5	Elect Director Ikeda, Yoko	Mgmt	For	For	For	No
3.6	Elect Director Sekiya, Emi	Mgmt	For	For	For	No
4.1	Elect Director and Audit Committee Member Kagawa, Shinichi	Mgmt	For	For	For	No
4.2	Elect Director and Audit Committee Member Naito, Jun	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.3	Elect Director and Audit Committee Member Orihara, Takao	Mgmt	For	For	For	No
5.1	Elect Alternate Director and Audit Committee Member Matsushita, Tatsuro	Mgmt	For	For	For	No
5.2	Elect Alternate Director and Audit Committee Member Honda, Hirokazu	Mgmt	For	For	For	No
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No
8	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No

PHA Co., Ltd.

Meeting Date: 03/26/2025

Record Date: 12/31/2024

Primary Security ID: Y7168W105

Country: South Korea

Meeting Type: Annual

Ticker: 043370

Shares Voted: 39,244

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Heo Seung-hyeon as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Elect Kim Doh-yeon as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.3	Elect Kang Min-bong as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Meeting Date: 03/26/2025	Country: Austria	Ticker: RBI
Record Date: 03/16/2025	Meeting Type: Annual	
Primary Security ID: A7111G104		

Shares Voted: 36,032

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt				
2	Approve Allocation of Income and Dividends of EUR 1.10 Per Share	Mgmt	For	For	For	No
3	Approve Remuneration Report	Mgmt	For	For	For	No
4	Approve Discharge of Management Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, shareholders may wish to note that, in June 2024, RBI was fined EUR 2.07 million by the Austrian Financial Market Authority (FMA) for not complying with obligations on due diligence processes regarding clients. RBI has appealed the FMA's penal order. While there is currently no evidence of wrongdoing by members of the management and supervisory boards, continued monitoring of the bank's latest appeal to the fine and the evolving situation is warranted.						
5	Approve Discharge of Supervisory Board for Fiscal Year 2024	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR the discharge of the management and supervisory boards are warranted. However, shareholders may wish to note that, in June 2024, RBI was fined EUR 2.07 million by the Austrian Financial Market Authority (FMA) for not complying with obligations on due diligence processes regarding clients. RBI has appealed the FMA's penal order. While there is currently no evidence of wrongdoing by members of the management and supervisory boards, continued monitoring of the bank's latest appeal to the fine and the evolving situation is warranted.						
6.1	Elect Erwin Hameseder as Supervisory Board Member	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST the non-independent nominees, Erwin Hameseder, Heinz Konrad, Reinhard Schwendtbauer, and Christof Splechtna, are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST Erwin Hameseder, Heinz Konrad, Reinhard Schwendtbauer, and Christof Splechtna, are further warranted because their board term length exceeds four years, which falls short of market practice. A vote AGAINST Erwin Hameseder, the current nomination committee chair, is also warranted as a signal of concern to the board because the board is insufficiently gender diverse.						
6.2	Elect Heinz Konrad as Supervisory Board Member	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST the non-independent nominees, Erwin Hameseder, Heinz Konrad, Reinhard Schwendtbauer, and Christof Splechtna, are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST Erwin Hameseder, Heinz Konrad, Reinhard Schwendtbauer, and Christof Splechtna, are further warranted because their board term length exceeds four years, which falls short of market practice. A vote AGAINST Erwin Hameseder, the current nomination committee chair, is also warranted as a signal of concern to the board because the board is insufficiently gender diverse.						
6.3	Elect Reinhard Schwendtbauer as Supervisory Board Member	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST the non-independent nominees, Erwin Hameseder, Heinz Konrad, Reinhard Schwendtbauer, and Christof Splechtna, are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST Erwin Hameseder, Heinz Konrad, Reinhard Schwendtbauer, and Christof Splechtna, are further warranted because their board term length exceeds four years, which falls short of market practice. A vote AGAINST Erwin Hameseder, the current nomination committee chair, is also warranted as a signal of concern to the board because the board is insufficiently gender diverse.						

Raiffeisen Bank International AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6.4	Elect Christof Splechtna as Supervisory Board Member	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST the non-independent nominees, Erwin Hameseder, Heinz Konrad, Reinhard Schwendtbauer, and Christof Splechtna, are warranted because of the failure to establish a sufficiently independent board. Votes AGAINST Erwin Hameseder, Heinz Konrad, Reinhard Schwendtbauer, and Christof Splechtna, are further warranted because their board term length exceeds four years, which falls short of market practice. A vote AGAINST Erwin Hameseder, the current nomination committee chair, is also warranted as a signal of concern to the board because the board is insufficiently gender diverse.						
7	Ratify Deloitte Audit as Auditors and as Auditor for the Sustainability Reporting for Fiscal Year 2026	Mgmt	For	For	For	No
8	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST the proposed authorizations are warranted because: * When combined with the existing authorized capital, they would allow for a capital increase without preemptive rights for up to 60 percent of the issued share capital.						
9	Approve Creation of EUR 100.3 Million Pool of Conditional Capital to Guarantee Conversion Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST the proposed authorizations are warranted because: * When combined with the existing authorized capital, they would allow for a capital increase without preemptive rights for up to 60 percent of the issued share capital.						
10	Amend Articles of Association	Mgmt	For	For	For	No

Ratos AB

Meeting Date: 03/26/2025

Record Date: 03/18/2025

Primary Security ID: W72177111

Country: Sweden

Meeting Type: Annual

Ticker: RATO.B

Shares Voted: 235,041						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Open Meeting; Elect Per-Olof Soderberg as Chair of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
2	Prepare and Approve List of Shareholders	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						
3	Designate Inspectors (2) of Minutes of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: These are routine meeting formalities.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
5	Approve Agenda of Meeting	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: These are routine meeting formalities.</i>					
6	Receive President's Report	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
7	Receive Financial Statements and Statutory Reports	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
8	Any Questions Re. Activities in FY2024	Mgmt				
	<i>Voting Policy Rationale: These are routine, non-voting items.</i>					
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
10	Approve Remuneration Report	Mgmt	For	For	For	No
11.1	Approve Discharge of Chair Per-Olof Soderberg	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.2	Approve Discharge of Board Member Tone Lunde Bakker	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.3	Approve Discharge of Board Member Mats Granryd	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.4	Approve Discharge of Board Member Cecilia Sjostedt	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.5	Approve Discharge of Board Member Jan Soderberg	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.6	Approve Discharge of Board Member Ulla Litzen	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					
11.7	Approve Discharge of Board Member and CEO Jonas Wistrom	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: A vote FOR these proposals is warranted as there is no evidence that the board directors or the CEO have not fulfilled their fiduciary duties.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
12	Approve Allocation of Income and Dividends of SEK 1.35 per Class A Share and SEK 1.35 per Class B Share	Mgmt	For	For	For	No
13	Determine Number of Directors (7) and Deputy Directors of Board (0)	Mgmt	For	For	For	No
14	Approve Remuneration of Directors in the Amount of SEK 990,000 for Chair and SEKK 510,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	Mgmt	For	For	For	No
15.1	Reelect Per-Olof Soderberg (Chair) as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Per-Olof Soderberg (Item 15.1), Tone Lunde Bakker (Item 15.2), Mats Granryd (Item 15.3), Cecilia Sjoestedt (Item 15.4), Jan Soderberg (Item 15.5), Jonas Wistrom (Item 15.6), Gunilla Berg (Items 15.7) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
15.2	Reelect Tone Lunde Bakker as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Per-Olof Soderberg (Item 15.1), Tone Lunde Bakker (Item 15.2), Mats Granryd (Item 15.3), Cecilia Sjoestedt (Item 15.4), Jan Soderberg (Item 15.5), Jonas Wistrom (Item 15.6), Gunilla Berg (Items 15.7) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
15.3	Reelect Mats Granryd as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Per-Olof Soderberg (Item 15.1), Tone Lunde Bakker (Item 15.2), Mats Granryd (Item 15.3), Cecilia Sjoestedt (Item 15.4), Jan Soderberg (Item 15.5), Jonas Wistrom (Item 15.6), Gunilla Berg (Items 15.7) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
15.4	Reelect Cecilia Sjoestedt as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Per-Olof Soderberg (Item 15.1), Tone Lunde Bakker (Item 15.2), Mats Granryd (Item 15.3), Cecilia Sjoestedt (Item 15.4), Jan Soderberg (Item 15.5), Jonas Wistrom (Item 15.6), Gunilla Berg (Items 15.7) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
15.5	Reelect Jan Soderberg as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Per-Olof Soderberg (Item 15.1), Tone Lunde Bakker (Item 15.2), Mats Granryd (Item 15.3), Cecilia Sjoestedt (Item 15.4), Jan Soderberg (Item 15.5), Jonas Wistrom (Item 15.6), Gunilla Berg (Items 15.7) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
15.6	Reelect Jonas Wistrom as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Per-Olof Soderberg (Item 15.1), Tone Lunde Bakker (Item 15.2), Mats Granryd (Item 15.3), Cecilia Sjoestedt (Item 15.4), Jan Soderberg (Item 15.5), Jonas Wistrom (Item 15.6), Gunilla Berg (Items 15.7) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
15.7	Elect Gunilla Berg as New Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR candidates Per-Olof Soderberg (Item 15.1), Tone Lunde Bakker (Item 15.2), Mats Granryd (Item 15.3), Cecilia Sjoestedt (Item 15.4), Jan Soderberg (Item 15.5), Jonas Wistrom (Item 15.6), Gunilla Berg (Items 15.7) is warranted due to a lack of concern regarding the composition of the board or its committees.</i>						
15.8	Ratify Ernst & Young as Auditor	Mgmt	For	For	For	No
16	Approve Incentive Plan LTI 2025/2029 for Key Employees	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
17	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For	No
18	Approve Issuance of 35 Million Class B Shares without Preemptive Rights	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this issuance authorization is warranted because the potential share capital increase is excessive.						
19	Close Meeting	Mgmt				

SeAH Besteel Holdings Corp.

Meeting Date: 03/26/2025Country: South KoreaTicker: 001430

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y7548M108

Shares Voted: 11,254						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Lee Tae-seong as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Elect Kim Su-ho as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.3	Elect Lee Hwa-yong as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Elect Park Sang-chan as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Elect Lee Hwa-yong as a Member of Audit Committee	Mgmt	For	For	For	No
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because: * The proposed remuneration limit is high relative to that of the market norm; and * The company is proposing an increase without providing any reasonable justification.						

Semba Corp.

Meeting Date: 03/26/2025

Record Date: 12/31/2024

Primary Security ID: J70972104

Country: Japan

Meeting Type: Annual

Ticker: 6540

Shares Voted: 2,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Odagiri, Jun	Mgmt	For	For	For	No
1.2	Elect Director Kuriyama, Hirokazu	Mgmt	For	For	For	No
1.3	Elect Director Kuriyama, Shigeru	Mgmt	For	For	For	No
1.4	Elect Director Akiyama, Hiroaki	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Kai, Futoshi	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Shimizu, Kazumi	Mgmt	For	For	For	No

Seobu T&D Co., Ltd.

Meeting Date: 03/26/2025

Record Date: 12/31/2024

Primary Security ID: Y7633P107

Country: South Korea

Meeting Type: Annual

Ticker: 006730

Shares Voted: 15,615

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because the proposed amendment would enable the board to approve income allocation, and potentially take away shareholders' right to approve the company's dividend payment decisions without any countervailing benefits.						
3.1	Elect Seung Woo-jin as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.2	Elect Paeng Gyeong-in as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Elect Kim Gyeong as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						

Seobu T&D Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5.1	Elect Kim Tae-jin as a Member of Audit Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.						
5.2	Elect Lee Yong-geol as a Member of Audit Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.						
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Shizuoka Gas Co., Ltd.

Meeting Date: 03/26/2025	Country: Japan	Ticker: 9543
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J7444M100		

Shares Voted: 6,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 27	Mgmt	For	For	For	No
2	Amend Articles to Amend Business Lines	Mgmt	For	For	For	No
3.1	Elect Director Kishida, Hiroyuki	Mgmt	For	For	For	No
3.2	Elect Director Matsumoto, Yoshitake	Mgmt	For	For	For	No
3.3	Elect Director Sugiyama, Takeyasu	Mgmt	For	For	For	No
3.4	Elect Director Nakanishi, Katsunori	Mgmt	For	For	For	No
3.5	Elect Director Hirano, Hajime	Mgmt	For	For	For	No
3.6	Elect Director Maruno, Koichi	Mgmt	For	For	For	No
3.7	Elect Director Hirakawa, Rie	Mgmt	For	For	For	No
4	Appoint Statutory Auditor Kobayashi, Hidefumi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						

SJ Group Co., Ltd.

Meeting Date: 03/26/2025	Country: South Korea	Ticker: 306040
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y8T6P7109		

Shares Voted: 4,605

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3	Elect Lee Ju-young as Inside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
4	Elect Yeon Oh-heum as Inside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
5	Elect Park Ji-hun as Inside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
6	Elect Lee Gwon-seop as Outside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
7	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
8	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

Meeting Date: 03/26/2025

Country: South Korea

Ticker: 050890

Record Date: 12/31/2024

Meeting Type: Annual

Primary Security ID: Y8T69C106

Shares Voted: 19,435

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Lee Seung-hui as Inside Director	Mgmt	For	For	For	No
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

SPC SAMLIP CO., LTD.

Meeting Date: 03/26/2025

Record Date: 12/31/2024

Primary Security ID: Y7469W101

Country: South Korea

Meeting Type: Annual

Ticker: 005610

Shares Voted: 1,478

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3.1	Elect Kim Jin-eok as Inside Director	Mgmt	For	For	For	No
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						

SUNJIN Co., Ltd.

Meeting Date: 03/26/2025

Record Date: 12/31/2024

Primary Security ID: Y8231L100

Country: South Korea

Meeting Type: Annual

Ticker: 136490

Shares Voted: 10,134

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles of Incorporation	Mgmt	For	For	For	No
2	Approve Financial Statements and Appropriation of Income	Mgmt	For	For	For	No
3.1	Elect Moon Woong-gi as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.2	Elect Kim Jong-yoon as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Elect Kim Jong-yoon as a Member of Audit Committee	Mgmt	For	For	For	No
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

T.V. Today Network Limited

Meeting Date: 03/26/2025

Record Date: 02/21/2025

Primary Security ID: Y9014T104

Country: India

Meeting Type: Special

Ticker: 532515

Shares Voted: 85,710

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Postal Ballot Elect Hema Singh Rance as Director	Mgmt	For	For	For	No

Tamron Co., Ltd.

Meeting Date: 03/26/2025

Record Date: 12/31/2024

Primary Security ID: J81625105

Country: Japan

Meeting Type: Annual

Ticker: 7740

Shares Voted: 17,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 105	Mgmt	For	For	For	No
2.1	Elect Director Sakuraba, Shogo	Mgmt	For	For	For	No
2.2	Elect Director Okayasu, Tomohide	Mgmt	For	For	For	No
2.3	Elect Director Shenghai Zhang	Mgmt	For	For	For	No
2.4	Elect Director Otani, Makoto	Mgmt	For	For	For	No
2.5	Elect Director Katagiri, Harumi	Mgmt	For	For	For	No
2.6	Elect Director Ishii, Eriko	Mgmt	For	For	For	No
2.7	Elect Director Shirakawa, Yasuhiro	Mgmt	For	For	For	No

The Great Eastern Shipping Company Limited

Meeting Date: 03/26/2025

Record Date: 02/18/2025

Primary Security ID: Y2857Q154

Country: India

Meeting Type: Special

Ticker: 500620

Shares Voted: 174,771

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Postal Ballot	Mgmt				

The Great Eastern Shipping Company Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Elect Amitabh Kumar as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 1, 3 and 4 A vote FOR nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics. Item 2 A vote AGAINST the following nominee is warranted because: * Shivshankar Menon has failed to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation.</i>						
2	Reelect Shivshankar Menon as Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Item 1, 3 and 4 A vote FOR nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics. Item 2 A vote AGAINST the following nominee is warranted because: * Shivshankar Menon has failed to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation.</i>						
3	Reelect T. N. Ninan as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 1, 3 and 4 A vote FOR nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics. Item 2 A vote AGAINST the following nominee is warranted because: * Shivshankar Menon has failed to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation.</i>						
4	Reelect Uday Shankar as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Item 1, 3 and 4 A vote FOR nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics. Item 2 A vote AGAINST the following nominee is warranted because: * Shivshankar Menon has failed to attend at least 75 percent of board and committee meetings in the most recent fiscal year, without a satisfactory explanation.</i>						

TOVIS Co., Ltd.

Meeting Date: 03/26/2025 **Country:** South Korea **Ticker:** 051360
Record Date: 12/31/2024 **Meeting Type:** Annual
Primary Security ID: Y8896Y108

Shares Voted: 4,548

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Elect Kim Jung-sik as Outside Director	Mgmt	For	For	For	No
3	Appoint Ahn Ju-ah as Internal Auditor	Mgmt	For	For	For	No
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.</i>						
5	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

Ubiquoss, Inc.

Meeting Date: 03/26/2025

Record Date: 12/31/2024

Primary Security ID: Y9035H113

Country: South Korea

Meeting Type: Annual

Ticker: 264450

Shares Voted: 2,821

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Elect Kim Jae-guk as Inside Director	Mgmt	For	For	For	No
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

UJU ELECTRONICS Co., Ltd.

Meeting Date: 03/26/2025

Record Date: 12/31/2024

Primary Security ID: Y9037P105

Country: South Korea

Meeting Type: Annual

Ticker: 065680

Shares Voted: 3,611

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Noh Jung-san as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST Chan-ho Ha (Item 2.2) is warranted for failing to attend at least 75 percent of board and committee meetings over the most recent fiscal year, and the company did not provide any explanation. A vote FOR the remaining nominees is warranted.						
2.2	Elect Ha Chan-ho as Outside Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST Chan-ho Ha (Item 2.2) is warranted for failing to attend at least 75 percent of board and committee meetings over the most recent fiscal year, and the company did not provide any explanation. A vote FOR the remaining nominees is warranted.						
2.3	Elect Kim Ji-yeol as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST Chan-ho Ha (Item 2.2) is warranted for failing to attend at least 75 percent of board and committee meetings over the most recent fiscal year, and the company did not provide any explanation. A vote FOR the remaining nominees is warranted.						
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
4	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

Wonik Materials Co., Ltd.

Meeting Date: 03/26/2025Country: South KoreaTicker: 104830

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y9T73R105

Shares Voted: 13,025						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Elect Han Jeong-wook as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Elect Hwang Cheol-seong as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						
5	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

Alef Education Holding Plc

Meeting Date: 03/27/2025Country: United Arab EmiratesTicker: ALEFEDT

Record Date: 03/26/2025Meeting Type: Annual

Primary Security ID: M223A6109

Shares Voted: 1,026,250						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business	Mgmt				
	Approve Board Report on Company Operations and Its Financial Position for FY 2024	Mgmt	For	For	For	No
2	Approve Auditors' Report on Company Financial Statements for FY 2024	Mgmt	For	For	For	No
3	Accept Financial Statements and Statutory Reports for FY 2024	Mgmt	For	For	For	No

Alef Education Holding Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approve Interim Dividends of AED 199,164,000 for Second Half of FY 2024 which will Bring the Total Dividend of AED 402,752,000 for FY 2024	Mgmt	For	For	For	No
5	Approve Remuneration of Directors for FY 2024	Mgmt	For	Against	Against	Yes
6	Approve Discharge of Directors for FY 2024	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of concerns that the board and auditor are not fulfilling their fiduciary duties, votes FOR are warranted.						
7	Approve Discharge of Auditors for FY 2024	Mgmt	For	For	For	No
Voting Policy Rationale: In the absence of concerns that the board and auditor are not fulfilling their fiduciary duties, votes FOR are warranted.						
8	Appoint Auditors and Fix Their Remuneration for FY 2025	Mgmt	For	For	For	No

Aoyama Zaisan Networks Co., Ltd.

Meeting Date: 03/27/2025Country: JapanTicker: 8929

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J01723105

Shares Voted: 7,700						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Hasumi, Masazumi	Mgmt	For	For	For	No
1.2	Elect Director Matsura, Takeshi	Mgmt	For	For	For	No
1.3	Elect Director Ogawa, Takaomi	Mgmt	For	For	For	No
1.4	Elect Director Nagasaka, Michihiro	Mgmt	For	For	For	No
1.5	Elect Director Hashiba, Shintaro	Mgmt	For	For	For	No
1.6	Elect Director Chosokabe, Toshiyuki	Mgmt	For	For	For	No
1.7	Elect Director Shimada, Haruo	Mgmt	For	For	For	No
1.8	Elect Director Watanabe, Keiji	Mgmt	For	For	For	No
1.9	Elect Director Mori, Madoka	Mgmt	For	For	For	No
1.10	Elect Director Uchida, Shiro	Mgmt	For	For	For	No
2	Appoint Statutory Auditor Rokugawa, Hiroaki	Mgmt	For	For	For	No

Meeting Date: 03/27/2025	Country: Poland	Ticker: MIL
Record Date: 03/11/2025	Meeting Type: Annual	
Primary Security ID: X05407105		

Shares Voted: 33,626

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
Voting Policy Rationale: Votes FOR Items 3, 5, and 6 are warranted because these are routine meeting formalities. Items 1 and 4 are non-voting.						
2	Receive Information on Voting Procedures	Mgmt				
3	Elect Meeting Chairman	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 3, 5, and 6 are warranted because these are routine meeting formalities. Items 1 and 4 are non-voting.						
4	Acknowledge Proper Convening of Meeting	Mgmt				
Voting Policy Rationale: Votes FOR Items 3, 5, and 6 are warranted because these are routine meeting formalities. Items 1 and 4 are non-voting.						
5	Approve Agenda of Meeting	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 3, 5, and 6 are warranted because these are routine meeting formalities. Items 1 and 4 are non-voting.						
6	Elect Members of Vote Counting Commission	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 3, 5, and 6 are warranted because these are routine meeting formalities. Items 1 and 4 are non-voting.						
7	Approve Financial Statements, Management Board Reports on Company's and Group's Operations and Non-Financial Information	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.						
8	Approve Consolidated Financial Statements	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns about the accounts presented or the audit procedures used.						
9	Approve Supervisory Board Reports	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR Items 9 and 12 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.						
10	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For	No
11.1	Approve Discharge of Joao Nuno Lima Bras Jorge (CEO)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in financial year 2024.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11.2	Approve Discharge of Fernando Maria Cardoso Rodrigues Bicho (Deputy CEO)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in financial year 2024.</i>						
11.3	Approve Discharge of Wojciech Haase (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in financial year 2024.</i>						
11.4	Approve Discharge of Andrzej Glinski (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in financial year 2024.</i>						
11.5	Approve Discharge of Wojciech Rybak (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in financial year 2024.</i>						
11.6	Approve Discharge of Antonio Ferreira Pinto Junior (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in financial year 2024.</i>						
11.7	Approve Discharge of Jaroslaw Hermann (Management Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in financial year 2024.</i>						
11.8	Approve Discharge of Boguslaw Kott (Supervisory Board Chairman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in financial year 2024.</i>						
11.9	Approve Discharge of Nuno Manuel da Silva Amado (Supervisory Board Deputy Chairman)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in financial year 2024.</i>						
11.10	Approve Discharge of Dariusz Rosati (Supervisory Board Deputy Chairman and Secretary)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in financial year 2024.</i>						
11.11	Approve Discharge of Miguel de Campos Pereira de Braganca (Supervisory Board Member)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in financial year 2024.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
11.12	Approve Discharge of Anna Jakubowski (Supervisory Board Member)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in financial year 2024.</i>					
11.13	Approve Discharge of Grzegorz Jedrys (Supervisory Board Member)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in financial year 2024.</i>					
11.14	Approve Discharge of Alojzy Nowak (Supervisory Board Member)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in financial year 2024.</i>					
11.15	Approve Discharge of Jose Miguel Bensliman Schorcht da Silva Pessanha (Supervisory Board Member)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in financial year 2024.</i>					
11.16	Approve Discharge of Miguel Maya Dias Pinheiro (Supervisory Board Member)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in financial year 2024.</i>					
11.17	Approve Discharge of Lingjiang Xu (Supervisory Board Member)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in financial year 2024.</i>					
11.18	Approve Discharge of Olga Grygier-Siddons (Supervisory Board Member)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in financial year 2024.</i>					
11.19	Approve Discharge of Beata Stelmach (Supervisory Board Member)	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR these items are warranted because there are no known concerns with respect to the actions taken by either the management board or the supervisory board in financial year 2024.</i>					
12	Approve Assessment of Remuneration Policy	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR Items 9 and 12 are warranted because the reports shareholders are asked to approve under these items are uncontroversial, and their approval would not substantively affect the company, or its shareholders' rights.</i>					
13	Approve Remuneration Report	Mgmt	For	Against	Against	Yes
	<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The short-term incentive plan lacks disclosure on performance conditions, thresholds, targets, and realized values of KPIs applicable to the STI grants. The concern is aggravated by the potential supervisory board's discretionary power in awarding bonuses to the company's executives; * The company has failed to disclose individual information on STI for each management board member; * The disclosure on deferred annual bonus lacks information about performance conditions as well as their targets and maximum values.</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
14	Approve Remuneration Policy	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * The company does not disclose well-defined performance metrics; * Some contractual terms such as severance terms, notice period, malus and claw back parameters of the CEO and other executives are not disclosed; * The policy lacks disclosure on ranges or caps on the fixed pay; and * The company's remuneration policy includes a derogation clause which is of rather general nature.</i>						
15	Approve Remuneration of Supervisory Board Members	Mgmt	For	For	For	No
16	Approve Assessment of Adequacy of Regulations on Supervisory Board	Mgmt	For	For	For	No
17	Fix Number of Supervisory Board Members	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because the company did not disclose the proposed number of supervisory board members.</i>						
18.1	Elect Supervisory Board Member	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the company has failed to disclose the nominees' names in the main set of draft resolutions.</i>						
18.2	Approve Collective Suitability of Supervisory Board Members	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST is warranted as the names of the candidates to the supervisory board are not disclosed in the main set of draft resolutions.</i>						
19	Approve Information on Regulations on Supervisory Board	Mgmt	For	For	For	No
20.1	Approve Management Board Authorization to Increase Share Capital within Limits of Target Capital with Preemptive Rights; Amend Statute Accordingly	Mgmt	For	For	For	No
20.2	Amend Statute	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because the company has failed to disclose the sufficiently compelling rationale to grant the right to appoint auditor for sustainability reporting to the supervisory board. The proposal may diminish the rights of shareholders.</i>						
20.3	Amend Statute Re: Supervisory Board	Mgmt	For	For	For	No
21	Authorize Share Repurchase Program for Purposes of Performance Share Plan; Approve Creation of Reserve Capital for Purposes of Share Repurchase Program	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The performance conditions have not been disclosed; * The plan lacks information on performance and vesting periods; * The company has failed to disclose the purchase price.</i>						
22	Close Meeting	Mgmt				

Core Concept Technologies, Inc.

Meeting Date: 03/27/2025Country: JapanTicker: 4371

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J08276107

Shares Voted: 4,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Kaneko, Takeshi	Mgmt	For	For	For	No
1.2	Elect Director Nakajima, Kazuaki	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Ueda, Shohei	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Hirose, Takuo	Mgmt	For	For	For	No
2.3	Elect Director and Audit Committee Member Suzuki, Masaya	Mgmt	For	For	For	No
2.4	Elect Director and Audit Committee Member Nakajima, Eri	Mgmt	For	For	For	No

Cuckoo Homesys Co., Ltd.

Meeting Date: 03/27/2025Country: South KoreaTicker: 284740

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y18256100

Shares Voted: 8,180

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.

Daesang Corp.

Meeting Date: 03/27/2025Country: South KoreaTicker: 001680

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y7675E101

Shares Voted: 16,655

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Elect Lee Dong-won as Inside Director	Mgmt	For	For	For	No
3	Amend Executive Compensation Policy	Mgmt	For	For	For	No
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

DKSH Holding Ltd.
Meeting Date: 03/27/2025

Country: Switzerland

Ticker: DKSH

Record Date:
Meeting Type: Annual

Primary Security ID: H2012M121

Shares Voted: 8,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
2	Approve Sustainability Report	Mgmt	For	For	For	No
3	Approve Allocation of Income and Dividends of CHF 2.35 per Share	Mgmt	For	For	For	No
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For	No
5.1	Approve Remuneration of Directors in the Amount of CHF 2.8 Million	Mgmt	For	For	For	No
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 19.5 Million	Mgmt	For	For	For	No
5.3	Approve Remuneration Report	Mgmt	For	For	For	No
6.1.1	Reelect Gabriel Baertschi as Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>						
6.1.2	Reelect Wolfgang Baier as Director	Mgmt	For	For	For	No

Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6.1.3	Reelect Jack Clemons as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
6.1.4	Reelect Adrian Keller as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
6.1.5	Reelect Andreas Keller as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
6.1.6	Reelect Annette Koehler as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
6.1.7	Reelect Eunice Zehnder-Lai as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
6.1.8	Reelect Marco Gadola as Director and Board Chair	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
6.1.9	Elect Suwannee Ratthayabandith as Director	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
6.2.1	Reappoint Gabriel Baertschi as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
6.2.2	Reappoint Adrian Keller as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
6.2.3	Reappoint Eunice Zehnder-Lai as Member of the Nomination and Compensation Committee	Mgmt	For	For	For	No
	<i>Voting Policy Rationale: Votes FOR the proposed board and committee nominees are warranted due to a lack of governance concerns and controversy surrounding the board of directors.</i>					
7	Ratify Ernst and Young AG as Auditors	Mgmt	For	For	For	No
8	Designate Ernst Widmer as Independent Proxy	Mgmt	For	For	For	No

DKSH Holding Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
9	Transact Other Business (Voting)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of any new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.						

Dongjin Semichem Co., Ltd.

Meeting Date: 03/27/2025	Country: South Korea	Ticker: 005290
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y2121T109		

Shares Voted: 9,579						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Lee Jun-hyeok as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominee.						
2.2	Elect Kim Seong-il as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominee.						
2.3	Elect Kim Jae-hyeon as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominee.						
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						
4	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

DoubleDown Interactive Co., Ltd.

Meeting Date: 03/27/2025	Country: South Korea	Ticker: DDI
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: 25862B109		

Shares Voted: 5,357

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Election of In Keuk Kim as a Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Election of Joseph A. Sigrist as a Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.3	Election of Ki Chul Kim as a Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.4	Election of Haenam Kim as a Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Election of Whanlim Kim as an Independent Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						

Earth Corp.

Meeting Date: 03/27/2025Country: JapanTicker: 4985

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J1326M106

Shares Voted: 1,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Otsuka, Tatsuya	Mgmt	For	For	For	No
1.2	Elect Director Kawabata, Katsunori	Mgmt	For	For	For	No
1.3	Elect Director Furuya, Yoshiyuki	Mgmt	For	For	For	No
1.4	Elect Director Karataki, Hisaaki	Mgmt	For	For	For	No

Earth Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.5	Elect Director Shakata, Takeshi	Mgmt	For	For	For	No
1.6	Elect Director Harold George Meij	Mgmt	For	For	For	No
1.7	Elect Director Mikami, Naoko	Mgmt	For	For	For	No
1.8	Elect Director Ruth Marie Jarman	Mgmt	For	For	For	No
1.9	Elect Director Oka, Toshiko	Mgmt	For	For	For	No
2	Appoint Statutory Auditor Hayashi, Tatsuro	Mgmt	For	Against	Against	Yes

*Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.*

Ebara Jitsugyo Co., Ltd.

Meeting Date: 03/27/2025Country: JapanTicker: 6328

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J12611109

Shares Voted: 1,800						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 47.5	Mgmt	For	For	For	No
2.1	Elect Director Suzuki, Hisashi	Mgmt	For	For	For	No
2.2	Elect Director Ishii, Takashi	Mgmt	For	For	For	No
2.3	Elect Director Ono, Shuji	Mgmt	For	For	For	No
2.4	Elect Director Shimojo, Masufumi	Mgmt	For	For	For	No
3	Approve Restricted Stock Plan	SH	Against	Against	Against	No
4	Initiate Share Repurchase Program	SH	Against	Against	Against	No
5	Amend Articles to Require Majority Outsider Board	SH	Against	Against	Against	No

Eco World Development Group Berhad

Meeting Date: 03/27/2025Country: MalaysiaTicker: 8206

Record Date: 03/20/2025Meeting Type: Annual

Primary Security ID: Y74998108

Shares Voted: 1,610,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Directors' Remuneration (including Directors' Fees)	Mgmt	For	For	For	No
2	Elect Leong Kok Wah as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
3	Elect Liew Tian Xiong as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
4	Elect Low Mei Ling as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
5	Elect Sar Sau Yee as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
6	Elect Rejina Binti Abdul Rahim as Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board and committee dynamics.						
7	Approve Baker Tilly Monteiro Heng PLT as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For	No
8	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions	Mgmt	For	For	For	No
9	Approve Share Repurchase Program	Mgmt	For	For	For	No

Emaar Misr for Development SAE

Meeting Date: 03/27/2025Country: EgyptTicker: EMFD
Record Date:Meeting Type: Annual
Primary Security ID: M4R30T109

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Ordinary Business Approve Board Report on Company Operations for FY 2024	Mgmt	For	For	Do Not Vote	No

Emaar Misr for Development SAE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Approve Auditors' Report on Company Financial Statements for FY 2024	Mgmt	For	For	Do Not Vote	No
3	Accept Financial Statements and Statutory Reports for FY 2024	Mgmt	For	For	Do Not Vote	No
4	Approve Corporate Governance Report and Related Auditor's Report	Mgmt	For	For	Do Not Vote	No
5	Approve Annual ESG and TCFD Sustainability Reports for FY 2024	Mgmt	For	For	Do Not Vote	No
6	Approve Discharge of Chairman and Directors for FY 2024	Mgmt	For	For	Do Not Vote	No
7	Approve Appointment of New Board Member	Mgmt	For	Against	Do Not Vote	No
Voting Policy Rationale: In view of total lack of information regarding the candidate up for election, a vote AGAINST is warranted						
8	Approve Sitting Fees and Travel Allowances of Directors for FY 2024	Mgmt	For	For	Do Not Vote	No
9	Authorize Board to Make Charitable Donations above of EGP 1,000 for Each Case for FY 2025	Mgmt	For	For	Do Not Vote	No
10	Appoint Auditors and Fix Their Remuneration for FY 2025	Mgmt	For	For	Do Not Vote	No
11	Approve Related Party Transactions	Mgmt	For	Against	Do Not Vote	No
Voting Policy Rationale: A vote AGAINST is warranted because: * The company has not disclosed the terms of the proposed transaction; and * It is impossible to assess the impact of the proposed deal on the company and its shareholders.						

Fukuda Corp.

Meeting Date: 03/27/2025Country: JapanTicker: 1899

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J15897101

Shares Voted: 1,900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Fukuda, Katsuyuki	Mgmt	For	For	For	No
1.2	Elect Director Araaki, Masanori	Mgmt	For	For	For	No
1.3	Elect Director Yamaga, Yutaka	Mgmt	For	For	For	No
1.4	Elect Director Saito, Hideaki	Mgmt	For	For	For	No
1.5	Elect Director Otsuka, Shinichi	Mgmt	For	For	For	No

Fukuda Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.6	Elect Director Sunada, Shuichi	Mgmt	For	For	For	No
1.7	Elect Director Omi, Toshio	Mgmt	For	For	For	No
1.8	Elect Director Eizuka, Jumatsu	Mgmt	For	For	For	No
1.9	Elect Director Uehara, Sayuri	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Iwasaki, Katsuhiko	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Nakata, Yoshinao	Mgmt	For	For	For	No
2.3	Elect Director and Audit Committee Member Wakatsuki, Yoshihiro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
3	Elect Alternate Director and Audit Committee Member Tsurui, Kazutomo	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						

GABIA, Inc.

Meeting Date: 03/27/2025	Country: South Korea	Ticker: 079940
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y2677J109		

Shares Voted: 31,173						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these resolutions are warranted. These are routine financial statements and dividend proposals that merit shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. While there are no known concerns regarding the company's financial statements, some shareholders may wish to engage with the company directly to address this issue.						
2	Approve Appropriation of Income	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these resolutions are warranted. These are routine financial statements and dividend proposals that merit shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. While there are no known concerns regarding the company's financial statements, some shareholders may wish to engage with the company directly to address this issue.						
3	Amend Articles of Incorporation	Mgmt	For	For	For	No
4	Elect Won Jong-hong as Inside Director	Mgmt	For	For	For	No
5	Appoint Song Won-gil as Internal Auditor	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
7	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

HYUNDAI MOTOR SECURITIES Co., Ltd.

Meeting Date: 03/27/2025 **Country:** South Korea **Ticker:** 001500
Record Date: 12/31/2024 **Meeting Type:** Annual
Primary Security ID: Y3230Q101

Shares Voted: 6,047						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Approve Financial Statements	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these resolutions are warranted. These are routine financial statements and dividend proposals that merit shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. While there are no known concerns regarding the company's financial statements, some shareholders may wish to engage with the company directly to address this issue.</i>						
1.2.1	Approve Appropriation of Income (KRW 180 per Common Share and KRW 418 per Preferred Share)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR these resolutions are warranted. These are routine financial statements and dividend proposals that merit shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. While there are no known concerns regarding the company's financial statements, some shareholders may wish to engage with the company directly to address this issue.</i>						
1.2.2	Approve Appropriation of Income (KRW 500 per Common Share and KRW 500 per Preferred Share) (Shareholder Proposal)	SH	None	Against	Against	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3.1	Elect Yang Young-geun as Inside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
3.2	Elect Yoon Seok-nam as Outside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
3.3	Elect Lee Jong-sil Outside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						

HYUNDAI MOTOR SECURITIES Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Elect Kang Jang-gu as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
5.1	Elect Yoon Seok-nam as a Member of Audit Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.						
5.2	Elect Lee Jong-sil as a Member of Audit Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.						
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

ibis, Inc.

Meeting Date: 03/27/2025Country: JapanTicker: 9343

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J2306J105

Shares Voted: 1,100						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Kamiya, Eiji	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the firm's board composition at the company with an audit committee structure which will not include at least one-third outsiders. * Top management bears responsibility for the board composition where no female directors are included.						
1.2	Elect Director Murakami, Kazuhiko	Mgmt	For	For	For	No
1.3	Elect Director Maruyama, Takuya	Mgmt	For	For	For	No
1.4	Elect Director Yasui, Hidekazu	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Nakayama, Yasuyuki	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Miyazaki, Yohei	Mgmt	For	For	For	No
2.3	Elect Director and Audit Committee Member Kondo, Naoki	Mgmt	For	For	For	No

IBJ, Inc.

Meeting Date: 03/27/2025	Country: Japan	Ticker: 6071
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J2306H109		

Shares Voted: 22,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 8	Mgmt	For	For	For	No
2.1	Elect Director Ishizaka, Shigeru	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's capital misallocation.						
2.2	Elect Director Tsuchiya, Kenjiro	Mgmt	For	For	For	No
2.3	Elect Director Yokogawa, Yasuyuki	Mgmt	For	For	For	No
2.4	Elect Director Umezu, Kozo	Mgmt	For	For	For	No
2.5	Elect Director Murakami, Megumu	Mgmt	For	For	For	No
2.6	Elect Director Sato, Mai	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Yoneda, Koichiro	Mgmt	For	For	For	No

Ichikoh Industries Ltd.

Meeting Date: 03/27/2025	Country: Japan	Ticker: 7244
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J23231111		

Shares Voted: 40,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 6.5	Mgmt	For	For	For	No
2.1	Elect Director Ali Ordoobadi	Mgmt	For	For	For	No
2.2	Elect Director Christophe Vilatte	Mgmt	For	For	For	No
2.3	Elect Director Miyashita, Kazuyuki	Mgmt	For	For	For	No
2.4	Elect Director Shirato, Hideki	Mgmt	For	For	For	No
2.5	Elect Director Maurizio Martinelli	Mgmt	For	For	For	No
2.6	Elect Director Raul Perez	Mgmt	For	For	For	No
2.7	Elect Director Aomatsu, Hideo	Mgmt	For	For	For	No
2.8	Elect Director Sagawa, Akemi	Mgmt	For	For	For	No

Ichikoh Industries Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.9	Elect Director Francois-Xavier Lienhart	Mgmt	For	For	For	No
3	Appoint Statutory Auditor Takamori, Masaki	Mgmt	For	For	For	No
4	Appoint Alternate Statutory Auditor Saito, Shigenori	Mgmt	For	For	For	No

IDEA Consultants, Inc.

Meeting Date: 03/27/2025Country: JapanTicker: 9768

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J2388D109

Shares Voted: 1,600						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 100	Mgmt	For	For	For	No
2.1	Elect Director Tabata, Hideo	Mgmt	For	For	For	No
2.2	Elect Director Tabata, Akihisa	Mgmt	For	For	For	No
2.3	Elect Director Yasuda, Minoru	Mgmt	For	For	For	No
2.4	Elect Director Morishita, Satoru	Mgmt	For	For	For	No
2.5	Elect Director Shimada, Katsuya	Mgmt	For	For	For	No
2.6	Elect Director Minegishi, Nobuto	Mgmt	For	For	For	No
2.7	Elect Director Michida, Yutaka	Mgmt	For	For	For	No
2.8	Elect Director Fujita, Takehiko	Mgmt	For	For	For	No
2.9	Elect Director Nakayama, Yasuo	Mgmt	For	For	For	No
2.10	Elect Director Hatanaka, Keiko	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Kusano, Yasumichi	Mgmt	For	For	For	No
4	Approve Director Retirement Bonus	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The bonus amounts are not disclosed.

JAC Recruitment Co., Ltd.

Meeting Date: 03/27/2025Country: JapanTicker: 2124

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J2615R103

JAC Recruitment Co., Ltd.

Shares Voted: 79,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 26	Mgmt	For	For	For	No
2.1	Elect Director Tazaki, Hiromi	Mgmt	For	For	For	No
2.2	Elect Director Tazaki, Tadayoshi	Mgmt	For	For	For	No
2.3	Elect Director Yamada, Hiroki	Mgmt	For	For	For	No
2.4	Elect Director Okino, Toshihiko	Mgmt	For	For	For	No
2.5	Elect Director Stephen Blundell	Mgmt	For	For	For	No
2.6	Elect Director Kase, Yutaka	Mgmt	For	For	For	No
2.7	Elect Director Gunter Zorn	Mgmt	For	For	For	No
2.8	Elect Director Nakaido, Nobuhide	Mgmt	For	For	For	No
2.9	Elect Director Toyoda, Akiko	Mgmt	For	For	For	No
3	Approve Performance Share Plan	Mgmt	For	For	For	No
4	Elect Alternate Director and Audit Committee Member Kobayashi, Takiko	Mgmt	For	For	For	No

JB Financial Group Co., Ltd.

Meeting Date: 03/27/2025

Country: South Korea

Ticker: 175330

Record Date: 12/31/2024

Meeting Type: Annual

Primary Security ID: Y4S2E5104

Shares Voted: 46,498

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Amend Articles of Incorporation (Duties of the Board)	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted as none of the proposed amendments is contentious or problematic in nature.						
2.2	Amend Articles of Incorporation (Record date for Dividends)	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted as none of the proposed amendments is contentious or problematic in nature.						

JB Financial Group Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.3	Amend Articles of Incorporation (Duties and Liabilities of Directors)	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted as none of the proposed amendments is contentious or problematic in nature.</i>						
3.1	Elect Kim Gi-hong as Inside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
3.2	Elect Kang Chang-hun as Outside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
4.1	Elect Seong Je-hwan as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
4.2	Elect Kim Yong-hwan as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Kalmar Corp.

Meeting Date: 03/27/2025 **Country:** Finland **Ticker:** KALMAR
Record Date: 03/17/2025 **Meeting Type:** Annual
Primary Security ID: X4S8SE108

Shares Voted: 18,857

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
2	Call the Meeting to Order	Mgmt				
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt				
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
4	Acknowledge Proper Convening of Meeting	Mgmt				
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Prepare and Approve List of Shareholders	Mgmt				
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8	Approve Allocation of Income and Dividends of EUR 0.99 Per Class A Share and EUR 1.00 Per Class B Share	Mgmt	For	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	For	No
11	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted due to the insufficient performance and vesting periods, as well as the lack of disclosure regarding performance metrics under the company's long-term incentive plans.</i>						
12	Approve Remuneration of Directors in the Amount of EUR 160,000 for Chair, EUR 95,000 for Vice Chair and EUR 80,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For	No
13	Fix Number of Directors at Eight	Mgmt	For	For	For	No
14	Reelect Jaakko Eskola, Lars Engstrom, Marcus Hedblom, Teresa Kemppe-Vasama, Vesa Laihi, Sari Pohjonen and Emilia Torttila-Miettinen as Directors; Elect Casimir Lindholm as New Director	Mgmt	For	For	For	No
15	Approve Remuneration of Auditors; Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For	For	No
16	Ratify KPMG as Auditor; Appoint KPMG as Auditor for Sustainability Reporting	Mgmt	For	For	For	No
17	Authorize Share Repurchase Program	Mgmt	For	For	For	No
18	Approve Issuance of up to 952,000 class A shares and 5.4 Million class B shares without Preemptive Rights	Mgmt	For	Against	Against	Yes
19	Approve Charitable Donations of up to EUR 200,000	Mgmt	For	For	For	No
20	Close Meeting	Mgmt				

Meeting Date: 03/27/2025	Country: Japan	Ticker: 6498
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J34039115		

Shares Voted: 69,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Hotta, Yasuyuki	Mgmt	For	For	For	No
1.2	Elect Director Kono, Makoto	Mgmt	For	For	For	No
1.3	Elect Director Murasawa, Toshiyuki	Mgmt	For	For	For	No
1.4	Elect Director Amo, Minoru	Mgmt	For	For	For	No
1.5	Elect Director Fujiwara, Yutaka	Mgmt	For	For	For	No
1.6	Elect Director Kikuma, Yukino	Mgmt	For	For	For	No
1.7	Elect Director Sakuno, Shuhei	Mgmt	For	For	For	No
1.8	Elect Director Kobayashi, Ayako	Mgmt	For	For	For	No
1.9	Elect Director Maeda, Toichi	Mgmt	For	For	For	No
1.10	Elect Director Suzuki, Yasunobu	Mgmt	For	For	For	No

Konecranes Oyj

Meeting Date: 03/27/2025	Country: Finland	Ticker: KCR
Record Date: 03/17/2025	Meeting Type: Annual	
Primary Security ID: X4550J108		

Shares Voted: 32,720

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Open Meeting	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
2	Call the Meeting to Order	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					
4	Acknowledge Proper Convening of Meeting	Mgmt				
	Voting Policy Rationale: These are routine meeting formalities.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Prepare and Approve List of Shareholders	Mgmt				
<i>Voting Policy Rationale: These are routine meeting formalities.</i>						
6	Receive Financial Statements and Statutory Reports	Mgmt				
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For	No
8	Approve Allocation of Income and Dividends of EUR 1.65 Per Share	Mgmt	For	For	For	No
9	Approve Discharge of Board and President	Mgmt	For	For	For	No
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For	No
11	Approve Remuneration of Directors in the Amount of EUR 160,000 for Chair, EUR 100,000 for Vice Chair and EUR 72,000 for Other Directors; Approve Meeting Fees and Compensation for Committee Work	Mgmt	For	For	For	No
12	Fix Number of Directors at Eight	Mgmt	For	For	For	No
13	Reelect Pauli Anttila, Pasi Laine (Chair), Ulf Liljedahl, Gun Nilsson, Sami Piittisjarvi, Paivi Rekonen, Thomas Schulz and Birgit Seeger as Directors	Mgmt	For	For	For	No
14	Amend Articles	Mgmt	For	For	For	No
15	Approve Remuneration of Auditors for the Terms of Office 2025 and 2026	Mgmt	For	For	For	No
16	Ratify Ernst & Young as Auditor for the Term of Office 2025	Mgmt	For	For	For	No
17	Ratify Deloitte as Auditor for the Term of Office 2026	Mgmt	For	For	For	No
18	Approve Remuneration of Auditor for Sustainability Reporting for the Terms of Office 2025 and 2026	Mgmt	For	For	For	No
19	Appoint Ernst & Young as Auditor for Sustainability Reporting for the Term of Office 2025	Mgmt	For	For	For	No
20	Appoint Deloitte as Auditor for Sustainability Reporting for the Term of Office 2026	Mgmt	For	For	For	No
21	Amend Charter of the Shareholders Nomination Board	Mgmt	For	For	For	No

Konecranes Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
22	Authorize Share Repurchase Program	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this proposal to repurchase and transfer company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.						
23	Approve Issuance of up to 7.5 Million Shares without Preemptive Rights	Mgmt	For	For	For	No
24	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this proposal to repurchase and transfer company shares is warranted, as the proposal includes acceptable holding, volume, and duration limits.						
25	Approve Equity Plan Financing	Mgmt	For	For	For	No
26	Approve Charitable Donations of up to EUR 400,000	Mgmt	For	For	For	No
27	Close Meeting	Mgmt				

Kuriyama Holdings Corp.

Meeting Date: 03/27/2025	Country: Japan	Ticker: 3355
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J37243102		

Shares Voted: 4,200						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 32.5	Mgmt	For	For	For	No
2.1	Elect Director Konuki, Shigehiko	Mgmt	For	For	For	No
2.2	Elect Director Omura, Nobuhiko	Mgmt	For	For	For	No
2.3	Elect Director Motoki, Yuzo	Mgmt	For	For	For	No
2.4	Elect Director Brian Dutton	Mgmt	For	For	For	No
3	Elect Director and Audit Committee Member Kobayashi, Megumi	Mgmt	For	For	For	No

Kyowa Electronic Instruments Co., Ltd.

Meeting Date: 03/27/2025	Country: Japan	Ticker: 6853
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J38253100		

Kyowa Electronic Instruments Co., Ltd.

Shares Voted: 9,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 12	Mgmt	For	For	For	No
2.1	Elect Director Shimozumi, Kohei	Mgmt	For	For	For	No
2.2	Elect Director Tanaka, Giichi	Mgmt	For	For	For	No
2.3	Elect Director Sakano, Hiroyoshi	Mgmt	For	For	For	No
2.4	Elect Director Nishikawa, Kiyohiko	Mgmt	For	For	For	No
2.5	Elect Director Takano, Fumio	Mgmt	For	For	For	No
2.6	Elect Director Wajima, Katsunori	Mgmt	For	For	For	No
3	Elect Director and Audit Committee Member Kakizaki, Masaki	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.

MegaStudyEdu Co., Ltd.

Meeting Date: 03/27/2025Country: South KoreaTicker: 215200
Record Date: 12/31/2024Meeting Type: Annual
Primary Security ID: Y5933R104

Shares Voted: 4,672

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approval of Reduction of Capital Reserve	Mgmt	For	For	For	No
2	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
3	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

Milbon Co., Ltd.

Meeting Date: 03/27/2025Country: JapanTicker: 4919
Record Date: 12/31/2024Meeting Type: Annual
Primary Security ID: J42766105

Milbon Co., Ltd.

Shares Voted: 4,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 48	Mgmt	For	For	For	No
2	Appoint Statutory Auditor Oshio, Mitsuru	Mgmt	For	For	For	No

Mitsubishi Pencil Co., Ltd.

Meeting Date: 03/27/2025Country: JapanTicker: 7976

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J44260107

Shares Voted: 2,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 25	Mgmt	For	For	For	No
2.1	Elect Director Suhara, Eiichiro	Mgmt	For	For	For	No
2.2	Elect Director Suhara, Shigehiko	Mgmt	For	For	For	No
2.3	Elect Director Kirita, Kazuhisa	Mgmt	For	For	For	No
2.4	Elect Director Suzuki, Takao	Mgmt	For	For	For	No
2.5	Elect Director Yamamura, Nobuo	Mgmt	For	For	For	No
2.6	Elect Director Aoyama, Tojiro	Mgmt	For	For	For	No
2.7	Elect Director Saito, Asako	Mgmt	For	For	For	No
2.8	Elect Director Shimamoto, Tadashi	Mgmt	For	For	For	No
2.9	Elect Director Hombo, Yoshihiro	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Kajikawa, Toru	Mgmt	For	For	For	No
3.2	Appoint Statutory Auditor Suzuki, Yoshiaki	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						
4	Appoint Alternate Statutory Auditor Sugano, Satoshi	Mgmt	For	For	For	No
5	Approve Takeover Defense Plan (Poison Pill)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this poison pill plan is warranted because: * The total duration exceeds three years. * The board lacks sufficient independent monitoring. * The company has other types of takeover defense.						
6	Approve Restricted Stock Plan	SH	Against	Against	Against	No

Mitsubishi Pencil Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
7	Initiate Share Repurchase Program	SH	Against	Against	Against	No
8	Amend Articles to Require Majority Outsider Board	SH	Against	Against	Against	No

NEOWIZ

Meeting Date: 03/27/2025Country: South KoreaTicker: 095660

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y6250V108

Shares Voted: 41,084						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Elect Lee Gi-won as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Elect Yoo Byeong-jun as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						
5	Approve Terms of Retirement Pay	Mgmt	For	For	For	No

NEOWIZ HOLDINGS Corp.

Meeting Date: 03/27/2025Country: South KoreaTicker: 042420

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y6263Q104

Shares Voted: 1,790						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No

NEOWIZ HOLDINGS Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.1	Elect Nah Seong-gyun as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Elect Han Woo-jin as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.3	Elect Lee Eung-jun as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Elect Hong In-pyo as Outside Director to serve as an Audit Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Nicca Chemical Co., Ltd.

Meeting Date: 03/27/2025	Country: Japan	Ticker: 4463
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J5128N105		

Shares Voted: 600						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 27	Mgmt	For	For	For	No
2.1	Elect Director Emori, Yasumasa	Mgmt	For	For	For	No
2.2	Elect Director Tatsumura, Kazuhisa	Mgmt	For	For	For	No
2.3	Elect Director Kojima, Daiji	Mgmt	For	For	For	No
2.4	Elect Director Sawasaki, Shoya	Mgmt	For	For	For	No
2.5	Elect Director Jing-Ri Li	Mgmt	For	For	For	No
2.6	Elect Director Inatsugi, Takahiro	Mgmt	For	For	For	No
2.7	Elect Director Aizawa, Kaoru	Mgmt	For	For	For	No
2.8	Elect Director Yamaoka, Minako	Mgmt	For	For	For	No
2.9	Elect Director Sakamoto, Shuichi	Mgmt	For	For	For	No
2.10	Elect Director Asakura, Koichi	Mgmt	For	For	For	No

Nicca Chemical Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Appoint Statutory Auditor Moriguchi, Koichi	Mgmt	For	For	For	No
4	Appoint Alternate Statutory Auditor Nonami, Toshimitsu	Mgmt	For	For	For	No

Nippon Aqua Co., Ltd.

Meeting Date: 03/27/2025	Country: Japan	Ticker: 1429
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J5196F109		

Shares Voted: 4,900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 34	Mgmt	For	For	For	No
2.1	Elect Director Nakamura, Fumitaka	Mgmt	For	For	For	No
2.2	Elect Director Murakami, Yuka	Mgmt	For	For	For	No
2.3	Elect Director Nagata, Kazuhisa	Mgmt	For	For	For	No
2.4	Elect Director Fujii, Koji	Mgmt	For	For	For	No
2.5	Elect Director Usami, Keishi	Mgmt	For	For	For	No
2.6	Elect Director Kemmochi, Takeshi	Mgmt	For	For	For	No
2.7	Elect Director Komatsu, Kenji	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Utsumi, Noriyuki	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Matsuda, Yuki	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Higuchi, Naofumi	Mgmt	For	For	For	No
3.4	Elect Director and Audit Committee Member Nishina, Hidetaka	Mgmt	For	For	For	No

Nippon Ceramic Co., Ltd.

Meeting Date: 03/27/2025	Country: Japan	Ticker: 6929
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J52344108		

Nippon Ceramic Co., Ltd.

Shares Voted: 10,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Taniguchi, Shinichi	Mgmt	For	For	For	No
1.2	Elect Director Kawasaki, Haruko	Mgmt	For	For	For	No

Nitto Seiko Co., Ltd.

Meeting Date: 03/27/2025Country: JapanTicker: 5957

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J58708108

Shares Voted: 9,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 10	Mgmt	For	For	For	No
2.1	Elect Director Zaiki, Masami	Mgmt	For	For	For	No
2.2	Elect Director Araga, Makoto	Mgmt	For	For	For	No
2.3	Elect Director Matsumoto, Shinichi	Mgmt	For	For	For	No
2.4	Elect Director Asai, Motoki	Mgmt	For	For	For	No
2.5	Elect Director Ishimaru, Motokuni	Mgmt	For	For	For	No
2.6	Elect Director Ogumo, Yasuhiro	Mgmt	For	For	For	No
2.7	Elect Director Shiomi, Mitsuru	Mgmt	For	For	For	No
2.8	Elect Director Hirao, Kazuyuki	Mgmt	For	For	For	No
2.9	Elect Director Katsumi, Konomi	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Shikata, Hiroto	Mgmt	For	For	For	No

Noritsu Koki Co., Ltd.

Meeting Date: 03/27/2025Country: JapanTicker: 7744

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J59117101

Shares Voted: 17,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 123	Mgmt	For	For	For	No
2.1	Elect Director Iwakiri, Ryukichi	Mgmt	For	For	For	No
2.2	Elect Director Yokobari, Ryosuke	Mgmt	For	For	For	No
2.3	Elect Director Murase, Kazue	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Ota, Akihisa	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Takada, Tsuyoshi	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Machino, Shizu	Mgmt	For	For	For	No
4	Elect Alternate Director and Audit Committee Member Kato, Masanori	Mgmt	For	For	For	No

Noritz Corp.

Meeting Date: 03/27/2025 Country: Japan Ticker: 5943
Record Date: 12/31/2024 Meeting Type: Annual
Primary Security ID: J59138115

Shares Voted: 4,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 36	Mgmt	For	For	For	No
2	Amend Articles to Amend Business Lines	Mgmt	For	For	For	No
3.1	Elect Director Haramaki, Satoshi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance. * Top management is responsible for the company's capital misallocation.						
3.2	Elect Director Takenaka, Masayuki	Mgmt	For	For	For	No
3.3	Elect Director Yoshimoto, Atsushi	Mgmt	For	For	For	No
3.4	Elect Director Ikeda, Hidenari	Mgmt	For	For	For	No
3.5	Elect Director Noda, Izumi	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.1	Elect Director and Audit Committee Member Tani, Yasuhiro	Mgmt	For	For	For	No
4.2	Elect Director and Audit Committee Member Ito, Mina	Mgmt	For	For	For	No
5	Approve Takeover Defense Plan (Poison Pill)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this poison pill plan is warranted because: * The total duration exceeds three years. * The board lacks sufficient independent monitoring. * The company's proxy circular release timing leaves insufficient time to study the pill.						
6	Approve Restricted Stock Plan	SH	Against	Against	Against	No
7	Initiate Share Repurchase Program	SH	Against	For	For	Yes
Voting Policy Rationale: A vote FOR this shareholder proposal is warranted because: * The proposed authorization would not bind the company to actually repurchase any shares; therefore, there are no viable reasons why the request would be disadvantageous to shareholders. * The vote on this item, which is rather symbolic, can be used as a tool to raise concerns over capital efficiency.						
8	Amend Articles to Require Majority Outsider Board	SH	Against	Against	Against	No

Onamba Co., Ltd.

Meeting Date: 03/27/2025Country: JapanTicker: 5816

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J61417101

Shares Voted: 7,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Kijima, Tadatoshi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition at the company with statutory auditors.						
1.2	Elect Director Ishida, Jun	Mgmt	For	For	For	No
1.3	Elect Director Miyamoto, Atsuhiko	Mgmt	For	For	For	No
1.4	Elect Director Nakamura, Yoshihide	Mgmt	For	For	For	No
1.5	Elect Director Yamada, Hideaki	Mgmt	For	For	For	No
1.6	Elect Director Kumagai, Yasuhiro	Mgmt	For	For	For	No
1.7	Elect Director Shinkai, Toshiro	Mgmt	For	For	For	No
1.8	Elect Director Fujii, Hidehiko	Mgmt	For	For	For	No
1.9	Elect Director Kasato, Ayumu	Mgmt	For	For	For	No
2	Appoint Statutory Auditor Ikeda, Makoto	Mgmt	For	For	For	No

Meeting Date: 03/27/2025

Country: United Arab Emirates

Ticker: PARKIN

Record Date: 03/26/2025

Meeting Type: Annual

Primary Security ID: M75283107

Shares Voted: 1,290,420

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Ordinary Business	Mgmt				
1	Approve Board Report on Company Operations and Its Financial Position for FY 2024	Mgmt	For	For	For	No
2	Approve Auditor's Report on Company Financial Statements for FY 2024	Mgmt	For	For	For	No
3	Accept Financial Statements and Statutory Reports for FY 2024	Mgmt	For	For	For	No
4	Approve Dividends of AED 0.0936 per Share for the Second Half of FY 2024 and Dividend Distribution Policy	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR are warranted because there are no known concerns regarding these proposals or the company's past income allocation practices.</i>						
5	Ratify Interim Dividends of AED 0.0663 per Share Distributed for the First Half of FY 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: Votes FOR are warranted because there are no known concerns regarding these proposals or the company's past income allocation practices.</i>						
6	Approve Remuneration of Directors for FY 2024	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: Due to the lack of disclosure concerning the proposed directors' remuneration for the fiscal year in review, a vote AGAINST this item is warranted.</i>						
7	Approve Discharge of Directors for FY 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of concerns that the board and the auditor are not fulfilling their fiduciary duties, votes FOR are warranted.</i>						
8	Approve Discharge of Auditors for FY 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: In the absence of concerns that the board and the auditor are not fulfilling their fiduciary duties, votes FOR are warranted.</i>						
9	Appoint Auditors and Fix Their Remuneration for FY 2025	Mgmt	For	For	For	No
	Extraordinary Business	Mgmt				
10.1	Approve Related Party Transactions During FY 2024	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: As the company's disclosure on the related-party transactions is not sufficient to ascertain the fairness of the transactions and their interests for shareholders, a vote AGAINST this item is warranted.</i>						
10.2	Amend Articles 42 and 45 of Company's Bylaws	Mgmt	For	For	For	No

Sakata Inx Corp.

Meeting Date: 03/27/2025Country: JapanTicker: 4633

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J66661125

Shares Voted: 11,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 45	Mgmt	For	For	For	No
2.1	Elect Director Ueno, Yoshiaki	Mgmt	For	For	For	No
2.2	Elect Director Fukunaga, Toshihiko	Mgmt	For	For	For	No
2.3	Elect Director Morita, Hiroshi	Mgmt	For	For	For	No
2.4	Elect Director Tateiri, Minoru	Mgmt	For	For	For	No
2.5	Elect Director Shirafuji, Takayuki	Mgmt	For	For	For	No
2.6	Elect Director Sato, Yoshio	Mgmt	For	For	For	No
2.7	Elect Director Tsujimoto, Yukiko	Mgmt	For	For	For	No
2.8	Elect Director Otsuki, Kazuko	Mgmt	For	For	For	No

Samyang Corp.

Meeting Date: 03/27/2025Country: South KoreaTicker: 145990

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y7490S111

Shares Voted: 2,077

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3.1	Elect Choi Nak-hyeon as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.2	Elect Ko Min-jae as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.3	Elect Park Jin-byeong as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Elect Lee Dae-hun as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because: * The proposed remuneration limit is high relative to that of the market norm; and * The company is proposing an increase without providing any reasonable justification.						

SEBO MANUFACTURING, ENGINEERING & CONSTRUCTION Corp.

Meeting Date: 03/27/2025Country: South KoreaTicker: 011560

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y75664105

Shares Voted: 6,333						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3.1	Elect Kim Woo-young as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.2	Elect Lee Won-ha as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Elect Park Byeong-geun as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
5	Elect Park Byeong-geun as a Member of Audit Committee	Mgmt	For	For	For	No
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						

Seoul Semiconductor Co., Ltd.

Meeting Date: 03/27/2025Country: South KoreaTicker: 046890

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y7666J101

Shares Voted: 41,324						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Lee Jeong-hun as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Elect Lee Min-ho as Non-Independent Non-Executive Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.3	Elect Lee Min-gyu as Non-Independent Non-Executive Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						

SIIX Corp.

Meeting Date: 03/27/2025Country: JapanTicker: 7613

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J75511105

Shares Voted: 725						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 24	Mgmt	For	For	For	No
2	Amend Articles to Clarify Director Authority on Shareholder Meetings - Clarify Director Authority on Board Meetings	Mgmt	For	For	For	No
3.1	Elect Director Hiraoka, Kazuya	Mgmt	For	For	For	No
3.2	Elect Director Maruyama, Toru	Mgmt	For	For	For	No

SIIX Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.3	Elect Director Takagi, Hiroaki	Mgmt	For	For	For	No
3.4	Elect Director Kamata, Akihisa	Mgmt	For	For	For	No
3.5	Elect Director Takatani, Shinsuke	Mgmt	For	For	For	No
3.6	Elect Director Omori, Susumu	Mgmt	For	For	For	No
3.7	Elect Director Yoshizawa, Nao	Mgmt	For	For	For	No
3.8	Elect Director Fujii, Yasuko	Mgmt	For	For	For	No

Soliton Systems KK

Meeting Date: 03/27/2025

Record Date: 12/31/2024

Primary Security ID: J76086107

Country: Japan

Meeting Type: Annual

Ticker: 3040

Shares Voted: 9,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Kamata, Nobuo	Mgmt	For	For	For	No
1.2	Elect Director Kamata, Osamu	Mgmt	For	For	For	No
1.3	Elect Director Misumi, Ikuo	Mgmt	For	For	For	No
1.4	Elect Director Ishihara, Saeko	Mgmt	For	For	For	No

Spigen Korea Co., Ltd.

Meeting Date: 03/27/2025

Record Date: 12/31/2024

Primary Security ID: Y9036B107

Country: South Korea

Meeting Type: Annual

Ticker: 192440

Shares Voted: 1,269

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Approve Financial Statements	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these resolutions are warranted. These are routine financial statements and dividend proposals that merit shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. While there are no known concerns regarding the company's financial statements, some shareholders may wish to engage with the company directly to address this issue.						
1.2.1	Approve Appropriation of Income (KRW 442)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these resolutions are warranted. These are routine financial statements and dividend proposals that merit shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. While there are no known concerns regarding the company's financial statements, some shareholders may wish to engage with the company directly to address this issue.						

Spigen Korea Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.2.2	Approve Appropriation of Income (KRW 833) (Shareholder Proposal)	SH	None	Against	Against	No
Voting Policy Rationale: A vote AGAINST items 1.2.2., 1.2.3., 2.2, 2.3, and 3.2 is warranted as the dissident came short of building a compelling case.						
1.2.3	Approve Appropriation of Income (KRW 1,300) (Shareholder Proposal)	SH	None	Against	Against	No
Voting Policy Rationale: A vote AGAINST items 1.2.2., 1.2.3., 2.2, 2.3, and 3.2 is warranted as the dissident came short of building a compelling case.						
2.1	Approve Acquisition of Treasury Shares of KRW 7 billion	Mgmt	For	For	For	No
2.2	Approve Acquisition of Treasury Shares of KRW 5 billion (Shareholder Proposal)	SH	None	Against	Against	No
Voting Policy Rationale: A vote AGAINST items 1.2.2., 1.2.3., 2.2, 2.3, and 3.2 is warranted as the dissident came short of building a compelling case.						
2.3	Approve Acquisition of Treasury Shares of KRW 30 billion (Shareholder Proposal)	SH	None	Against	Against	No
Voting Policy Rationale: A vote AGAINST items 1.2.2., 1.2.3., 2.2, 2.3, and 3.2 is warranted as the dissident came short of building a compelling case.						
3.1	Approval of Reduction of Capital Reserve	Mgmt	For	For	For	No
3.2	Approval of Reduction of Capital Reserve (Shareholder Proposal)	SH	None	Against	Against	No
Voting Policy Rationale: A vote AGAINST items 1.2.2., 1.2.3., 2.2, 2.3, and 3.2 is warranted as the dissident came short of building a compelling case.						
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						

Star Micronics Co., Ltd.

Meeting Date: 03/27/2025	Country: Japan	Ticker: 7718
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J76680107		

Shares Voted: 36,500						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Clarify Director Authority on Shareholder Meetings - Amend Provisions on Director Titles	Mgmt	For	For	For	No

Star Micronics Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.1	Elect Director Sato, Mamoru	Mgmt	For	For	For	No
2.2	Elect Director Sasai, Yasunao	Mgmt	For	For	For	No
2.3	Elect Director Sato, Seigo	Mgmt	For	For	For	No
2.4	Elect Director Katayama, Mikio	Mgmt	For	For	For	No
3	Approve Two Types of Restricted Stock Plans	Mgmt	For	For	For	No

Sun Asterisk, Inc.

Meeting Date: 03/27/2025Country: JapanTicker: 4053

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J7808M100

Shares Voted: 10,220

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Kobayashi, Taihei	Mgmt	For	For	For	No
1.2	Elect Director Hattori, Yusuke	Mgmt	For	For	For	No
1.3	Elect Director Hirai, Makoto	Mgmt	For	For	For	No
1.4	Elect Director Ishiwatari, Makiko	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Nihonyanagi, Ken	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Ozawa, Toshihiro	Mgmt	For	For	For	No
2.3	Elect Director and Audit Committee Member Ishii, Eriko	Mgmt	For	For	For	No

TADANO Ltd.

Meeting Date: 03/27/2025Country: JapanTicker: 6395

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J79002101

Shares Voted: 27,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 13	Mgmt	For	For	For	No

TADANO Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.1	Elect Director Tadano, Koichi	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.</i>						
2.2	Elect Director Ujiie, Toshiaki	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.</i>						
2.3	Elect Director Goda, Hiroyuki	Mgmt	For	For	For	No
2.4	Elect Director Yashiro, Noriaki	Mgmt	For	For	For	No
2.5	Elect Director Ishizuka, Tatsuro	Mgmt	For	For	For	No
2.6	Elect Director Otsuka, Akiko	Mgmt	For	For	For	No
2.7	Elect Director Kaneko, Junichi	Mgmt	For	For	For	No
2.8	Elect Director Tadenuma, Koichi	Mgmt	For	For	For	No
2.9	Elect Director Murayama, Shosaku	Mgmt	For	For	For	No
3	Approve Cash Compensation Ceiling for Directors and Restricted Stock Plan	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * Total dilution from the proposed restricted stock plan and the company's other equity compensation plans reaches 6.6 percent, which appears excessive.</i>						

Tera Probe, Inc.

Meeting Date: 03/27/2025 **Country:** Japan **Ticker:** 6627
Record Date: 12/31/2024 **Meeting Type:** Annual
Primary Security ID: J8320R106

Shares Voted: 2,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Yokoyama, Tsuyoshi	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition where no female directors are included.</i>						
1.2	Elect Director Kuroki, Yoichi	Mgmt	For	For	For	No
1.3	Elect Director D.K. Tsai	Mgmt	For	For	For	No
1.4	Elect Director Boris Hsieh	Mgmt	For	For	For	No
1.5	Elect Director Huck Shen	Mgmt	For	For	For	No
1.6	Elect Director Iwama, Koji	Mgmt	For	For	For	No
1.7	Elect Director Mori, Naoki	Mgmt	For	For	For	No
1.8	Elect Director Kawano, Michiari	Mgmt	For	For	For	No

THINKWARE Systems Corp.

Meeting Date: 03/27/2025Country: South KoreaTicker: 084730

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y87973106

Shares Voted: 6,313						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Han Jin-woong as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Elect Kim Hyeon-cheol as Non-Independent Non-Executive Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
4	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

TONGYANG Life Insurance Co., Ltd.

Meeting Date: 03/27/2025Country: South KoreaTicker: 082640

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y8886Z107

Shares Voted: 50,105						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3.1	Elect Lee Moon-gu as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.2	Elect Sun Jian as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4.1	Elect Sun Jian as a Member of Audit Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.						

TONGYANG Life Insurance Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.2	Elect Yang Xiaoyan as a Member of Audit Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.						
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Toptec Corp.

Meeting Date: 03/27/2025Country: South KoreaTicker: 108230

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y8897Z104

Shares Voted: 7,994						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3	Elect Jeong Ji-yong as Inside Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST Ji-yong Jeong (Item 3) is warranted as he has demonstrated a serious failure of governance, stewardship, risk oversight, or fiduciary responsibilities at the company.						
4	Appoint Lee Sang-bong as Internal Auditor	Mgmt	For	For	For	No
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						
6	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

Union Tool Co.

Meeting Date: 03/27/2025Country: JapanTicker: 6278

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J9425L101

Shares Voted: 3,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 60	Mgmt	For	For	For	No
2.1	Elect Director Katayama, Takao	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition where no female directors are included.						
2.2	Elect Director Watanabe, Yuji	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition where no female directors are included.						
2.3	Elect Director Nakajima, Yuichi	Mgmt	For	For	For	No
2.4	Elect Director Maki, Hiroyuki	Mgmt	For	For	For	No
2.5	Elect Director Yamamoto, Hiroki	Mgmt	For	For	For	No
2.6	Elect Director Wakabayashi, Shozo	Mgmt	For	For	For	No
2.7	Elect Director Sanse, Takashi	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Kamiya, Mikinori	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.						

Meeting Date: 03/27/2025Country: South KoreaTicker: 122990

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y96594109

Shares Voted: 11,376

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Elect Kim Ji-ho as Inside Director	Mgmt	For	For	For	No
3	Appoint Kim Jong-beom as Internal Auditor	Mgmt	For	For	For	No
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
5	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

Yamabiko Corp.

Meeting Date: 03/27/2025

Record Date: 12/31/2024

Primary Security ID: J95558102

Country: Japan

Meeting Type: Annual

Ticker: 6250

Shares Voted: 29,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Kubo, Hiroshi	Mgmt	For	For	For	No
1.2	Elect Director Nishi, Masanobu	Mgmt	For	For	For	No
1.3	Elect Director Kurata, Shinya	Mgmt	For	For	For	No
1.4	Elect Director Nonaka, Takumi	Mgmt	For	For	For	No
1.5	Elect Director Timothy Dorsey	Mgmt	For	For	For	No
1.6	Elect Director Kameyama, Harunobu	Mgmt	For	For	For	No
1.7	Elect Director Otaka, Miki	Mgmt	For	For	For	No
1.8	Elect Director Yukumoto, Shizuto	Mgmt	For	For	For	No
1.9	Elect Director Akatsuka, Takae	Mgmt	For	For	For	No
2	Appoint Statutory Auditor Sato, Kenichi	Mgmt	For	For	For	No

B-Lot Co. Ltd.

Meeting Date: 03/28/2025

Record Date: 12/31/2024

Primary Security ID: J0R622101

Country: Japan

Meeting Type: Annual

Ticker: 3452

Shares Voted: 8,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 61	Mgmt	For	For	For	No
2	Amend Articles to Amend Business Lines - Clarify Director Authority on Shareholder Meetings - Amend Provisions on Director Titles - Clarify Director Authority on Board Meetings	Mgmt	For	For	For	No
3.1	Elect Director Miyauchi, Makoto	Mgmt	For	For	For	No
3.2	Elect Director Mochizuki, Masahiro	Mgmt	For	For	For	No
3.3	Elect Director Ezaki, Kentaro	Mgmt	For	For	For	No
3.4	Elect Director Mochizuki, Fumie	Mgmt	For	For	For	No
3.5	Elect Director Sakawa, Yuji	Mgmt	For	For	For	No

B-Lot Co. Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
5	Approve Restricted Stock Plan	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * Total dilution from this plan and the company's other equity compensation plans reaches 15.8 percent, which appears excessive.						
6	Approve Director Retirement Bonus	Mgmt	For	For	For	No

CELSYS, Inc.

Meeting Date: 03/28/2025	Country: Japan	Ticker: 3663
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J0203A102		

Shares Voted: 8,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 12	Mgmt	For	For	For	No
2.1	Elect Director Narushima, Kei	Mgmt	For	For	For	No
2.2	Elect Director Kawakami, Yosuke	Mgmt	For	For	For	No
2.3	Elect Director Inaba, Ryo	Mgmt	For	For	For	No
2.4	Elect Director Takahashi, Masamichi	Mgmt	For	For	For	No
2.5	Elect Director Ito, Ken	Mgmt	For	For	For	No
2.6	Elect Director Ikeda, Maki	Mgmt	For	For	For	No
2.7	Elect Director Kinoshita, Kota	Mgmt	For	For	For	No
2.8	Elect Director Takahashi, Masamine	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Nozaki, Shinya	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Suzuki, Nobuyoshi	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Miyahara, Takayuki	Mgmt	For	For	For	No
4	Approve Director Retirement Bonus	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The bonus amounts are not disclosed. * The payment of bonuses to outsiders is an inappropriate practice.						

Chiyoda Integre Co., Ltd.

Meeting Date: 03/28/2025

Record Date: 12/31/2024

Primary Security ID: J0627M104

Country: Japan

Meeting Type: Annual

Ticker: 6915

Shares Voted: 3,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 160	Mgmt	For	For	For	No
2.1	Elect Director Koike, Mitsuaki	Mgmt	For	For	For	No
2.2	Elect Director Murasawa, Takumi	Mgmt	For	For	For	No
2.3	Elect Director Murata, Isao	Mgmt	For	For	For	No
2.4	Elect Director Tsuji, Tomoharu	Mgmt	For	For	For	No
2.5	Elect Director Inaba, Junichi	Mgmt	For	For	For	No
2.6	Elect Director Mashimo, Osamu	Mgmt	For	For	For	No
2.7	Elect Director Takemoto, Masanori	Mgmt	For	For	For	No
2.8	Elect Director Terada, Yumi	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Iitsuka, Takanori	Mgmt	For	For	For	No
4	Appoint Avantia GP as New External Audit Firm	Mgmt	For	For	For	No

CJ Freshway Corp.

Meeting Date: 03/28/2025

Record Date: 12/31/2024

Primary Security ID: Y1659G109

Country: South Korea

Meeting Type: Annual

Ticker: 051500

Shares Voted: 2,475

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3.1	Elect Kang Yeon-jung as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.2	Elect Lim Seong-cheol as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						

CJ Freshway Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.3	Elect Jeon Eun-suk as Outside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
3.4	Elect Ahn Il-hwan as Outside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
4.1	Elect Jeon Eun-suk as a Member of Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.</i>						
4.2	Elect Ahn Il-hwan as a Member of Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.</i>						
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * The proposed remuneration limit is excessive compared to that of the market norm; and * The company is proposing an increase without providing any reasonable justification.</i>						

CLIO Cosmetics Co., Ltd.

Meeting Date: 03/28/2025 **Country:** South Korea **Ticker:** 237880
Record Date: 12/31/2024 **Meeting Type:** Annual
Primary Security ID: Y1R6H7105

Shares Voted: 17,168

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Han Hyeon-ock as Inside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
2.2	Elect Oh Young-ae as Inside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
3	Appoint Ryu Geun-hyeong as Internal Auditor	Mgmt	For	For	For	No
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

CLIO Cosmetics Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

Crown Confectionery Co., Ltd.

Meeting Date: 03/28/2025Country: South KoreaTicker: 264900

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y1806K144

Shares Voted: 2,865

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
3	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

D&C Media Co., Ltd.

Meeting Date: 03/28/2025Country: South KoreaTicker: 263720

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y202GG102

Shares Voted: 3,263

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Elect Jeong Jun-mo as Outside Director	Mgmt	For	For	For	No
3	Appoint Lee Hyeon-jeong as Internal Auditor	Mgmt	For	For	For	No
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because: * The proposed remuneration limit is high relative to that of the market norm; and * The company is proposing an increase without providing any reasonable justification.						
5	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No
6	Approve Terms of Retirement Pay	Mgmt	For	For	For	No

DAEDUCK Co., Ltd.

Meeting Date: 03/28/2025

Record Date: 12/31/2024

Primary Security ID: Y1858V105

Country: South Korea

Meeting Type: Annual

Ticker: 008060

Shares Voted: 15,388

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Kim Young-jae as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Elect Nam Sang-wook as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
4	Authorize Board to Fix Remuneration of Internal Auditor	Mgmt	For	For	For	No

Daitron Co., Ltd.

Meeting Date: 03/28/2025

Record Date: 12/31/2024

Primary Security ID: J10994101

Country: Japan

Meeting Type: Annual

Ticker: 7609

Shares Voted: 1,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 100	Mgmt	For	For	For	No
2	Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	Mgmt	For	For	For	No
3.1	Elect Director Tsuchiya, Shinsuke	Mgmt	For	For	For	No
3.2	Elect Director Mori, Hajimu	Mgmt	For	For	For	No
3.3	Elect Director Wada, Toru	Mgmt	For	For	For	No
3.4	Elect Director Imaya, Akihiko	Mgmt	For	For	For	No

Daitron Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.5	Elect Director Hosoya, Kazutoshi	Mgmt	For	For	For	No
4.1	Elect Director and Audit Committee Member Ujihara, Minoru	Mgmt	For	For	For	No
4.2	Elect Director and Audit Committee Member Kitajima, Noriko	Mgmt	For	For	For	No
4.3	Elect Director and Audit Committee Member Nakayama, Satoshi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
4.4	Elect Director and Audit Committee Member Minami, Yoko	Mgmt	For	For	For	No
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
6	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No
7	Approve Performance Share Plan	Mgmt	For	For	For	No

DAIWA INDUSTRIES LTD.

Meeting Date: 03/28/2025Country: JapanTicker: 6459

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J11550100

Shares Voted: 3,200						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Clarify Provisions on Alternate Statutory Auditors	Mgmt	For	For	For	No
2.1	Elect Director Ozaki, Atsushi	Mgmt	For	For	For	No
2.2	Elect Director Ozaki, Masahiro	Mgmt	For	For	For	No
2.3	Elect Director Sugita, Toshihiro	Mgmt	For	For	For	No
2.4	Elect Director Ohara, Shinichi	Mgmt	For	For	For	No
2.5	Elect Director Suido, Yoshihiro	Mgmt	For	For	For	No
2.6	Elect Director Soeda, Chinatsu	Mgmt	For	For	For	No
2.7	Elect Director Taoda, Akihiro	Mgmt	For	For	For	No
2.8	Elect Director Nakanishi, Misato	Mgmt	For	For	For	No

DAIWA INDUSTRIES LTD.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.9	Elect Director Furuya, Eiji	Mgmt	For	For	For	No
3	Appoint Alternate Statutory Auditor Kiyomatsu, Hiroaki	Mgmt	For	For	For	No

Digital Holdings, Inc.

Meeting Date: 03/28/2025Country: JapanTicker: 2389

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J61659108

Shares Voted: 13,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Hachimine, Noboru	Mgmt	For	For	For	No
1.2	Elect Director Nochi, Atsushi	Mgmt	For	For	For	No
1.3	Elect Director Kanazawa, Daisuke	Mgmt	For	For	For	No
1.4	Elect Director Mizutani, Tomoyuki	Mgmt	For	For	For	No
1.5	Elect Director Yanagisawa, Koji	Mgmt	For	For	For	No
1.6	Elect Director Ogino, Yasuhiro	Mgmt	For	For	For	No
1.7	Elect Director Tokioka, Mariko	Mgmt	For	For	For	No

ECHO MARKETING, Inc.

Meeting Date: 03/28/2025Country: South KoreaTicker: 230360

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y2R39G109

Shares Voted: 17,198

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Kim Cheol-woong as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Elect Ahn Bo-geun as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						

ECHO MARKETING, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.3	Elect Nam Gyeong-gyun as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.4	Elect Ahn Se-jun as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Appoint Lee Je-gyeong as Internal Auditor	Mgmt	For	For	For	No
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
5	Authorize Board to Fix Remuneration of Internal Auditor	Mgmt	For	For	For	No

EM Systems Co., Ltd.

Meeting Date: 03/28/2025Country: JapanTicker: 4820

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J1309M107

Shares Voted: 6,800						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 26	Mgmt	For	For	For	No
2.1	Elect Director Kunimitsu, Kozo	Mgmt	For	For	For	No
2.2	Elect Director Oishi, Kenji	Mgmt	For	For	For	No
2.3	Elect Director Kunimitsu, Hiromasa	Mgmt	For	For	For	No
2.4	Elect Director Seki, Megumi	Mgmt	For	For	For	No
2.5	Elect Director Miyata, Takeshi	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Aota, Gen	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Akabane, Hidenori	Mgmt	For	For	For	No
4	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No
5	Approve Restricted Stock Plan	Mgmt	For	For	For	No
6	Approve Restricted Stock Plan	Mgmt	For	For	For	No

eSOL Co., Ltd.

Meeting Date: 03/28/2025Country: JapanTicker: 4420

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J13772108

Shares Voted: 4,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 4	Mgmt	For	For	For	No
2	Amend Articles to Amend Business Lines - Clarify Director Authority on Board Meetings	Mgmt	For	For	For	No
3.1	Elect Director Gondo, Masaki	Mgmt	For	For	For	No
3.2	Elect Director Ueyama, Nobuyuki	Mgmt	For	For	For	No
3.3	Elect Director Hasegawa, Katsutoshi	Mgmt	For	For	For	No
3.4	Elect Director Yamada, Mitsunobu	Mgmt	For	For	For	No
3.5	Elect Director Uda, Tomoyuki	Mgmt	For	For	For	No
3.6	Elect Director Nakaido, Nobuhide	Mgmt	For	For	For	No
4	Approve Restricted Stock Plan	Mgmt	For	For	For	No

Fujimak Corp.

Meeting Date: 03/28/2025Country: JapanTicker: 5965

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J14963102

Shares Voted: 5,186

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 25	Mgmt	For	For	For	No
2.1	Elect Director Kumagai, Toshinori	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the firm's board composition at the company with an audit committee structure which will not include at least one-third outsiders.						
2.2	Elect Director Kumagai, Koji	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the firm's board composition at the company with an audit committee structure which will not include at least one-third outsiders.						
2.3	Elect Director Rikimaru, Taisei	Mgmt	For	For	For	No
2.4	Elect Director Kumagai, Hayato	Mgmt	For	For	For	No

Fujimak Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.5	Elect Director Hatta, Ko	Mgmt	For	For	For	No
2.6	Elect Director Muraoka, Satoru	Mgmt	For	For	For	No
2.7	Elect Director Hachiya, Masaru	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Hisatomi, Masaaki	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Wakaumi, Kazuaki	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Kagawa, Kiri	Mgmt	For	For	For	No
4	Approve Annual Bonus	Mgmt	For	For	For	No

Fullcast Holdings Co., Ltd.

Meeting Date: 03/28/2025	Country: Japan	Ticker: 4848
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J16233108		

Shares Voted: 20,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Hirano, Takehito	Mgmt	For	For	For	No
1.2	Elect Director Sakamaki, Kazuki	Mgmt	For	For	For	No
1.3	Elect Director Ishikawa, Takahiro	Mgmt	For	For	For	No
1.4	Elect Director Kaizuka, Shiro	Mgmt	For	For	For	No
1.5	Elect Director Oki, Yuki	Mgmt	For	For	For	No

Fursys, Inc.

Meeting Date: 03/28/2025	Country: South Korea	Ticker: 016800
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y26762107		

Shares Voted: 380

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Elect Two Inside Directors (Bundled)	Mgmt	For	For	For	No

Fursys, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

GHOST STUDIO Co., Ltd.

Meeting Date: 03/28/2025

Country: Hong Kong

Ticker: 950190

Record Date: 12/31/2024

Meeting Type: Annual

Primary Security ID: Y5969T107

Shares Voted: 4,975

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these resolutions are warranted. These are routine financial statements and dividend proposals that merit shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. While there are no known concerns regarding the company's financial statements, some shareholders may wish to engage with the company directly to address this issue.						
2	Approve Appropriation of Income	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these resolutions are warranted. These are routine financial statements and dividend proposals that merit shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. While there are no known concerns regarding the company's financial statements, some shareholders may wish to engage with the company directly to address this issue.						
3	Approve Appointment of External Auditor	Mgmt	For	For	For	No
4	Elect Yoo Won-sang as Outside Director	Mgmt	For	For	For	No
5	Appoint Yoo Hyeon-jong as Internal Auditor	Mgmt	For	For	For	No
6	Approve Reduction in Capital	Mgmt	For	For	For	No
7	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
8	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

GOLFZON Co., Ltd.

Meeting Date: 03/28/2025

Country: South Korea

Ticker: 215000

Record Date: 12/31/2024

Meeting Type: Annual

Primary Security ID: Y2R07U106

Shares Voted: 984

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Amend Articles of Incorporation (Business Objectives)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR items 1.1 and 1.2 are warranted as none of the proposed amendments is contentious or problematic in nature.						
1.2	Amend Articles of Incorporation (Alignment with Relevant Law and Model AOI)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR items 1.1 and 1.2 are warranted as none of the proposed amendments is contentious or problematic in nature.						
2.1	Elect Park Gang-su as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Elect Lee Jae-jin as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Elect Lee Jae-jin as a Member of Audit Committee	Mgmt	For	For	For	No
4	Elect Seo Won-ik as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

GungHo Online Entertainment, Inc.

Meeting Date: 03/28/2025Country: JapanTicker: 3765

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J18912105

Shares Voted: 113,490

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Morishita, Kazuki	Mgmt	For	For	For	No
1.2	Elect Director Sakai, Kazuya	Mgmt	For	For	For	No
1.3	Elect Director Kitamura, Yoshinori	Mgmt	For	For	For	No
1.4	Elect Director Yoshida, Koji	Mgmt	For	For	For	No
1.5	Elect Director Ichikawa, Akihiko	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.6	Elect Director Oba, Norikazu	Mgmt	For	For	For	No
1.7	Elect Director Onishi, Hidetsugu	Mgmt	For	For	For	No
1.8	Elect Director Miyakawa, Keiji	Mgmt	For	For	For	No
1.9	Elect Director Tanaka, Susumu	Mgmt	For	For	For	No
1.10	Elect Director Hara, Etsuko	Mgmt	For	For	For	No
2.1	Appoint Statutory Auditor Ochi, Masato	Mgmt	For	For	For	No
2.2	Appoint Statutory Auditor Kikkawa, Tomohiro	Mgmt	For	For	For	No
2.3	Appoint Statutory Auditor Nemoto, Masataka	Mgmt	For	For	For	No
3	Disclose Reasons for Change in Fixed Compensation for Representative Directors	SH	Against	For	For	Yes
<i>Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * The proposed disclosure would promote accountability and help shareholders make better-informed decisions.</i>						
4	Change Cash Compensation Mix and Indicator Used to Calculate Performance-Based Cash Compensation	SH	Against	Against	Against	No
5	Approve Restricted Stock Plan	SH	Against	For	For	Yes
<i>Voting Policy Rationale: A vote FOR this shareholder proposal is recommended because: * The dissident's plan appears to better align the interests of the plan participants with those of shareholders than the current management's plan, as the performance hurdle is linked to relative total shareholder return (TSR) against the TOPIX benchmark index, when no specific performance hurdles are disclosed under the company plan. * While the current deep discount stock option plan allows the company to issue up to 150,000 shares annually going forward, the dissident's plan has a ceiling of up to 750,000 shares over five fiscal years (2025 - 2029), resulting in lower dilution.</i>						
6	Approve Additional Dividend so that Final Dividend per Share Equals to JPY 318	SH	Against	Against	Against	No
7	Amend Articles to Generally Mandate Shareholder Approval for Income Allocation and Share Buybacks	SH	Against	For	For	Yes
<i>Voting Policy Rationale: A vote FOR this shareholder proposal is warranted because: * To strengthen shareholder authority to vote on income allocation and share buybacks is beneficial to shareholders.</i>						
8	Amend Articles to Allow Shareholder Meeting Resolutions on Cancellation of Treasury Shares	SH	Against	For	For	Yes
<i>Voting Policy Rationale: VOTE RECOMMENDATION A vote FOR this shareholder proposal is warranted because: * The passage of this shareholder proposal would increase shareholder say in the company's capital management.</i>						
9	Cancel the Company's Treasury Shares	SH	Against	For	For	Yes
<i>Voting Policy Rationale: VOTE RECOMMENDATION A vote FOR this shareholder proposal is warranted because: * While the proposal appears neutral to shareholder value, cancellation of treasury shares should have a psychological impact on management reminding it of the importance of having a lean balance sheet.</i>						

Intops Co., Ltd.

Meeting Date: 03/28/2025

Record Date: 12/31/2024

Primary Security ID: Y4175V105

Country: South Korea

Meeting Type: Annual

Ticker: 049070

Shares Voted: 4,085

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Appropriation of Income	Mgmt	For	For	For	No
2.1	Elect Kim Geun-ha as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Elect Yoon Gyu-han as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.3	Elect Kim Hak-seok as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
4	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

ISB Corp.

Meeting Date: 03/28/2025

Record Date: 12/31/2024

Primary Security ID: J24328106

Country: Japan

Meeting Type: Annual

Ticker: 9702

Shares Voted: 5,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 54	Mgmt	For	For	For	No
2	Amend Articles to Change Location of Head Office	Mgmt	For	For	For	No
3.1	Elect Director Wakao, Kazufumi	Mgmt	For	For	For	No
3.2	Elect Director Ogasawara, Yoshiichi	Mgmt	For	For	For	No
3.3	Elect Director Sekimoto, Yoshifumi	Mgmt	For	For	For	No
3.4	Elect Director Makita, Koki	Mgmt	For	For	For	No

ISB Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.5	Elect Director Hirose, Masaya	Mgmt	For	For	For	No
3.6	Elect Director Yamamoto, Toshio	Mgmt	For	For	For	No

Jahwa Electronics Co., Ltd.

Meeting Date: 03/28/2025	Country: South Korea	Ticker: 033240
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y4253R109		

Shares Voted: 6,726						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Elect Baek Il-seop as Outside Director	Mgmt	For	For	For	No
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						
4	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

Kerry Logistics Network Limited

Meeting Date: 03/28/2025	Country: Bermuda	Ticker: 636
Record Date: 03/26/2025	Meeting Type: Special	
Primary Security ID: G52418103		

Shares Voted: 439,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Change of English Name and Cease the Use of Chinese Name of the Company and Related Transactions	Mgmt	For	For	For	No
2	Approve Alteration to the Memorandum and Adopt New Memorandum and Related Transactions	Mgmt	For	For	For	No
Voting Policy Rationale: Given that the amendments are mainly proposed to reflect changes in the relevant laws and regulations and the company's current circumstances, a vote FOR these proposals is warranted.						

Kerry Logistics Network Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Amend Bye-Laws and Adopt Amended and Restated Bye-Laws and Related Transactions	Mgmt	For	For	For	No
Voting Policy Rationale: Given that the amendments are mainly proposed to reflect changes in the relevant laws and regulations and the company's current circumstances, a vote FOR these proposals is warranted.						

Korean Reinsurance Co.

Meeting Date: 03/28/2025	Country: South Korea	Ticker: 003690
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y49391108		

Shares Voted: 95,680						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3	Elect Ra Dong-min as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Elect Lee Gyeong-hui as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

KOSE Corp.

Meeting Date: 03/28/2025	Country: Japan	Ticker: 4922
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J3622S100		

Shares Voted: 1,600						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Adoption of Holding Company Structure and Transfer of Operations to Wholly Owned Subsidiary	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Amend Articles to Change Company Name - Amend Business Lines	Mgmt	For	For	For	No
3	Approve Allocation of Income, With a Final Dividend of JPY 70	Mgmt	For	For	For	No
4.1	Elect Director Kobayashi, Kazutoshi	Mgmt	For	For	For	No
4.2	Elect Director Kobayashi, Takao	Mgmt	For	For	For	No
4.3	Elect Director Kobayashi, Masanori	Mgmt	For	For	For	No
4.4	Elect Director Shibusawa, Koichi	Mgmt	For	For	For	No
4.5	Elect Director Kobayashi, Yusuke	Mgmt	For	For	For	No
4.6	Elect Director Ogura, Atsuko	Mgmt	For	For	For	No
4.7	Elect Director Haratani, Yoshinori	Mgmt	For	For	For	No
4.8	Elect Director Tanaka, Shinji	Mgmt	For	For	For	No
4.9	Elect Director Kikuma, Yukino	Mgmt	For	For	For	No
4.10	Elect Director Yuasa, Norika	Mgmt	For	For	For	No
4.11	Elect Director Suto, Miwa	Mgmt	For	For	For	No
4.12	Elect Director Kobayashi, Kumi	Mgmt	For	For	For	No

Look Holdings, Inc.

Meeting Date: 03/28/2025

Record Date: 12/31/2024

Primary Security ID: J3911G106

Country: Japan

Meeting Type: Annual

Ticker: 8029

Shares Voted: 2,950

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 100	Mgmt	For	For	For	No
2.1	Elect Director Tada, Kazuhiro	Mgmt	For	For	For	No
2.2	Elect Director Shibuya, Haruo	Mgmt	For	For	For	No
2.3	Elect Director Saito, Masaaki	Mgmt	For	For	For	No
2.4	Elect Director Inoue, Kazunori	Mgmt	For	For	For	No
2.5	Elect Director Akiba, Ayako	Mgmt	For	For	For	No

Mabuchi Motor Co., Ltd.

Meeting Date: 03/28/2025

Record Date: 12/31/2024

Primary Security ID: J39186101

Country: Japan

Meeting Type: Annual

Ticker: 6592

Shares Voted: 24,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 38	Mgmt	For	For	For	No
2.1	Elect Director Okoshi, Hiro	Mgmt	For	For	For	No
2.2	Elect Director Takahashi, Toru	Mgmt	For	For	For	No
2.3	Elect Director Iyoda, Tadahito	Mgmt	For	For	For	No
2.4	Elect Director Nakamura, Tsuyoshi	Mgmt	For	For	For	No
2.5	Elect Director Okada, Akira	Mgmt	For	For	For	No
2.6	Elect Director Sakata, Seiji	Mgmt	For	For	For	No
2.7	Elect Director Hagiwara, Takako	Mgmt	For	For	For	No
3.1	Elect Director and Audit Committee Member Kobayashi, Katsumi	Mgmt	For	For	For	No
3.2	Elect Director and Audit Committee Member Toyoshi, Yoko	Mgmt	For	For	For	No
3.3	Elect Director and Audit Committee Member Fukuyama, Yasuko	Mgmt	For	For	For	No
3.4	Elect Director and Audit Committee Member Kaneko, Atsushi	Mgmt	For	For	For	No

Maeil Dairies Co., Ltd.

Meeting Date: 03/28/2025

Record Date: 12/31/2024

Primary Security ID: Y5S64J103

Country: South Korea

Meeting Type: Annual

Ticker: 267980

Shares Voted: 1,295

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Elect Kim Seon-hui as Inside Director	Mgmt	For	For	For	No

Maeil Dairies Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						
4	Amend Articles of Incorporation	Mgmt	For	For	For	No

Maeil Holdings Co., Ltd.

Meeting Date: 03/28/2025	Country: South Korea	Ticker: 005990
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y5373N100		

Shares Voted: 606						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these resolutions are warranted. These are routine financial statements and dividend proposals that merit shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. While there are no known concerns regarding the company's financial statements, some shareholders may wish to engage with the company directly to address this issue.						
2.1	Approve Appropriation of Income (KRW 200 per Common Share)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR these resolutions are warranted. These are routine financial statements and dividend proposals that merit shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. While there are no known concerns regarding the company's financial statements, some shareholders may wish to engage with the company directly to address this issue.						
2.2	Approve Appropriation of Income (KRW 1,200 per Common Share) (Shareholder Proposal)	SH	None	Against	Against	No
Voting Policy Rationale: Votes FOR these resolutions are warranted. These are routine financial statements and dividend proposals that merit shareholder approval. The company did not provide an auditor's report with its meeting circular, consistent with general market practice in Korea. While there are no known concerns regarding the company's financial statements, some shareholders may wish to engage with the company directly to address this issue.						
3	Elect Kim Jeong-min as Non-Independent Non-Executive Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST Hyeon-mo Koo (Hyeon-mo Ku) (Item 4) is warranted, as his record of serious failure of fiduciary duty raises concern on his ability to act in the best of interest of shareholders A vote FOR the remaining nominee is warranted.						
4	Elect Koo Hyeon-mo as Outside Director to serve as an Audit Committee Member	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST Hyeon-mo Koo (Hyeon-mo Ku) (Item 4) is warranted, as his record of serious failure of fiduciary duty raises concern on his ability to act in the best of interest of shareholders A vote FOR the remaining nominee is warranted.						

Maeil Holdings Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						
6	Amend Articles of Incorporation	Mgmt	For	For	For	No

Management Solutions Co., Ltd.

Meeting Date: 03/28/2025	Country: Japan	Ticker: 7033
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J39639109		

Shares Voted: 2,200						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Kaneko, Akira	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition where no female directors are included.						
1.2	Elect Director Takahashi, Shinya	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition where no female directors are included.						
1.3	Elect Director Tamai, Kunimasa	Mgmt	For	For	For	No
1.4	Elect Director Akabane, Kane	Mgmt	For	For	For	No
1.5	Elect Director Taya, Tetsuji	Mgmt	For	For	For	No
2	Approve Restricted Stock Plan	Mgmt	For	For	For	No

Marcopolo SA

Meeting Date: 03/28/2025	Country: Brazil	Ticker: POM04
Record Date:	Meeting Type: Annual	
Primary Security ID: P64331112		

Shares Voted: 414,600						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Meeting for Preferred Shareholders	Mgmt				

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Mariana Chaves Barcellos Teixeira as Fiscal Council Member and Rogerio Colao as Alternate Appointed by Preferred Shareholder	SH	None	For	For	No
Voting Policy Rationale: Minority shareholders have presented competing nominees disputing the single fiscal council seat (and alternate) reserved for preferred shareholders representative to be elected under a separate election in which the controlling shareholder is not allowed to vote. While both nominees, and respective alternates, appear to be well-qualified, a vote FOR minority shareholder nominee Mariana Chaves Barcellos Teixeira and alternate Rogerio Colao (Item 1.1) is recommended given that they would likely bring greater independence and diversity to the fiscal council. As minority shareholders can elect only one nominee (and alternate) to the fiscal council seat reserved for the preferred minority shareholders' representative, an ABSTAIN vote is warranted to Item 1.2. This recommendation should not be interpreted as a negative assessment of the proposed fiscal council nominees' experience or qualifications. Institutional shareholders should provide explicit voting instructions if they seek to elect specific candidates.						
1.2	Elect Denisio Augusto Liberato Delfino as Fiscal Council Member and Mario Roberto Lopes Perrone as Alternate Appointed by Preferred Shareholder	SH	None	Abstain	Abstain	No
Voting Policy Rationale: Minority shareholders have presented competing nominees disputing the single fiscal council seat (and alternate) reserved for preferred shareholders representative to be elected under a separate election in which the controlling shareholder is not allowed to vote. While both nominees, and respective alternates, appear to be well-qualified, a vote FOR minority shareholder nominee Mariana Chaves Barcellos Teixeira and alternate Rogerio Colao (Item 1.1) is recommended given that they would likely bring greater independence and diversity to the fiscal council. As minority shareholders can elect only one nominee (and alternate) to the fiscal council seat reserved for the preferred minority shareholders' representative, an ABSTAIN vote is warranted to Item 1.2. This recommendation should not be interpreted as a negative assessment of the proposed fiscal council nominees' experience or qualifications. Institutional shareholders should provide explicit voting instructions if they seek to elect specific candidates.						

Maruka Furusato Corp.

Meeting Date: 03/28/2025

Country: Japan

Ticker: 7128

Record Date: 12/31/2024

Meeting Type: Annual

Primary Security ID: J4013L100

Shares Voted: 1,700						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 77	Mgmt	For	For	For	No
2	Amend Articles to Change Company Name - Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval	Mgmt	For	For	For	No
3.1	Elect Director Iida, Kunihiro	Mgmt	For	For	For	No
3.2	Elect Director Furusato, Ryohei	Mgmt	For	For	For	No
3.3	Elect Director Yamashita, Katsuhiro	Mgmt	For	For	For	No

Maruka Furusato Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.4	Elect Director Nakatsukasa, Hiroyuki	Mgmt	For	For	For	No
3.5	Elect Director Takechi, Junko	Mgmt	For	For	For	No
3.6	Elect Director Takahashi, Hisao	Mgmt	For	For	For	No
4.1	Elect Director and Audit Committee Member Onishi, Satoshi	Mgmt	For	For	For	No
4.2	Elect Director and Audit Committee Member Hikita, Kyoko	Mgmt	For	For	For	No
4.3	Elect Director and Audit Committee Member Sasaki, Yasuo	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
5.1	Elect Alternate Director and Audit Committee Member Shimabayashi, Naoto	Mgmt	For	For	For	No
5.2	Elect Alternate Director and Audit Committee Member Okawa, Osamu	Mgmt	For	For	For	No
6	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No
8	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No

MegaStudy Co., Ltd.

Meeting Date: 03/28/2025Country: South KoreaTicker: 072870

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y59327109

Shares Voted: 2,885						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements	Mgmt	For	For	For	No
2	Approval of Reduction of Capital Reserve	Mgmt	For	For	For	No
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
4	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

NEPES Corp.

Meeting Date: 03/28/2025	Country: South Korea	Ticker: 033640
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y6264R119		

Shares Voted: 13,689

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Lee Sang-ho as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Elect Lee Hyeon-gyu as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.3	Elect Lee Hui-guk as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Appoint Yoon Jong-hun as Internal Auditor	Mgmt	For	For	For	No
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because: * The proposed remuneration limit is high relative to that of the market norm; and * The company is proposing an increase without providing any reasonable justification.						
5	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

NHN KCP Corp.

Meeting Date: 03/28/2025	Country: South Korea	Ticker: 060250
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y7871J102		

Shares Voted: 9,588

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3	Elect Park Seung-gu as Inside Director	Mgmt	For	For	For	No

NHN KCP Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Nisshinbo Holdings, Inc.

Meeting Date: 03/28/2025	Country: Japan	Ticker: 3105
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J57333106		

Shares Voted: 107,000						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Murakami, Masahiro	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
1.2	Elect Director Ishii, Yasuji	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						
1.3	Elect Director Koarai, Takeshi	Mgmt	For	For	For	No
1.4	Elect Director Tsukatani, Shuji	Mgmt	For	For	For	No
1.5	Elect Director Taga, Keiji	Mgmt	For	For	For	No
1.6	Elect Director Yagi, Hiroaki	Mgmt	For	For	For	No
1.7	Elect Director Tani, Naoko	Mgmt	For	For	For	No
1.8	Elect Director Richard Dyck	Mgmt	For	For	For	No
1.9	Elect Director Ikuno, Yuki	Mgmt	For	For	For	No
2	Appoint Alternate Statutory Auditor Nagaya, Fumihiro	Mgmt	For	For	For	No

Okabe Co., Ltd.

Meeting Date: 03/28/2025	Country: Japan	Ticker: 5959
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J60342102		

Shares Voted: 22,900						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Kawase, Hirohide	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.						

Okabe Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.2	Elect Director Mikami, Toshihiko	Mgmt	For	For	For	No
1.3	Elect Director Kai, Toshinori	Mgmt	For	For	For	No
1.4	Elect Director Ekawa, Hisanori	Mgmt	For	For	For	No
1.5	Elect Director Hasegawa, Naoya	Mgmt	For	For	For	No
1.6	Elect Director Nishigai, Kazuhisa	Mgmt	For	For	For	No
1.7	Elect Director Yamaguchi, Unemi	Mgmt	For	For	For	No
2.1	Elect Director and Audit Committee Member Endo, Toshinari	Mgmt	For	For	For	No
2.2	Elect Director and Audit Committee Member Noda, Hiroko	Mgmt	For	For	For	No
2.3	Elect Director and Audit Committee Member Takahashi, Hitoshi	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * This outside director candidate who will be an audit committee member lacks independence.						
3	Elect Alternate Director and Audit Committee Member Yokotsuka, Akira	Mgmt	For	For	For	No

OPTEX GROUP Co., Ltd.

Meeting Date: 03/28/2025Country: JapanTicker: 6914

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J61654109

Shares Voted: 5,600

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 20	Mgmt	For	For	For	No
2.1	Elect Director Nakajima, Tatsuya	Mgmt	For	For	For	No
2.2	Elect Director Kamimura, Toru	Mgmt	For	For	For	No
2.3	Elect Director Yamana, Koki	Mgmt	For	For	For	No
2.4	Elect Director Yoshida, Kazuhiro	Mgmt	For	For	For	No
2.5	Elect Director Negishi, Shoko	Mgmt	For	For	For	No
3	Elect Director and Audit Committee Member Kida, Minoru	Mgmt	For	For	For	No

Pilot Corp.

Meeting Date: 03/28/2025

Record Date: 12/31/2024

Primary Security ID: J6378K106

Country: Japan

Meeting Type: Annual

Ticker: 7846

Shares Voted: 25,100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Fujisaki, Fumio	Mgmt	For	For	For	No
1.2	Elect Director Kodaira, Takeshi	Mgmt	For	For	For	No
1.3	Elect Director Yokoyama, Kazuhiko	Mgmt	For	For	For	No
1.4	Elect Director Hatano, Katsuji	Mgmt	For	For	For	No
1.5	Elect Director Muramatsu, Masanobu	Mgmt	For	For	For	No
1.6	Elect Director Shibata, Misuzu	Mgmt	For	For	For	No
1.7	Elect Director Kawano, Hiroshi	Mgmt	For	For	For	No
2	Approve Trust-Type Equity Compensation Plan	Mgmt	For	For	For	No

Porto Seguro SA

Meeting Date: 03/28/2025

Record Date:

Primary Security ID: P7905C107

Country: Brazil

Meeting Type: Annual

Ticker: PSSA3

Shares Voted: 32,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	Mgmt	For	For	For	No
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.						
3	Approve Dividends and Interest-on-Capital-Stock Payment Dates	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.						

Porto Seguro SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4	Approve Remuneration of Company's Management, Advisory Committee Members, and Fiscal Council	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this request is warranted because: * The company reported a non-executive director as its highest-paid administrator for the most recent fiscal year, indicating that a member of the board (generally the non-executive chair) received greater compensation than the remuneration paid to the company's highest-paid executive (generally the CEO). No rationale was disclosed for this concerning pay practice; and * The lack of transparency in the company's disclosure regarding executive remuneration paid via subsidiaries prevents shareholders from having a clear understanding of its compensation practices.						
5	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	Abstain	Abstain	No
6	Ratify Interest-on-Capital-Stock Payments	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these items is warranted because the company's proposed payout falls within a reasonable 30-100 percent range of net income.						

SAMBO CORRUGATED BOARD Co., Ltd.

Meeting Date: 03/28/2025	Country: South Korea	Ticker: 023600
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y74672109		

Shares Voted: 2,338						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Appropriation of Income	Mgmt	For	For	For	No
2.1	Elect Lim Dae-hyeok as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues concerning the nominee and the company's board dynamics.						
2.2	Elect Kang Yong-won as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues concerning the nominee and the company's board dynamics.						
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
4	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this resolution is warranted. Although the proposed remuneration limit is not excessive relative to that of the market norm, the company has not provided a reasonable justification for the proposed increase.						

SAMMOK S-FORM Co., Ltd.

Meeting Date: 03/28/2025Country: South KoreaTicker: 018310

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y7472H109

Shares Voted: 3,132

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Kim Jun-nyeon as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Elect Kim Jae-nyeon as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.3	Elect Kim Woo-jong as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Elect Kim Woo-jong as a Member of Audit Committee	Mgmt	For	For	For	No
4	Elect Koo Chil-mo as Outside Director to Serve as Audit Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Samyang Holdings Corp.

Meeting Date: 03/28/2025Country: South KoreaTicker: 000070

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y748CC107

Shares Voted: 2,302

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3	Approve Allotment of Conversion Right Attached to a Class Share	Mgmt	For	For	For	No

Samyang Holdings Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.1	Elect Kim Gyeong-jin as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST Pan-woo Nam (Item 4.2) is warranted, as his record of inaction to remove a director from the board who has demonstrated a material failure of governance is in itself indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees is warranted.						
4.2	Elect Nam Pan-woo as Outside Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST Pan-woo Nam (Item 4.2) is warranted, as his record of inaction to remove a director from the board who has demonstrated a material failure of governance is in itself indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees is warranted.						
4.3	Elect Jeong Gu-hyeon as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST Pan-woo Nam (Item 4.2) is warranted, as his record of inaction to remove a director from the board who has demonstrated a material failure of governance is in itself indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees is warranted.						
4.4	Elect Choi Soon-hwa as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST Pan-woo Nam (Item 4.2) is warranted, as his record of inaction to remove a director from the board who has demonstrated a material failure of governance is in itself indicative of a material failure of governance and oversight at the company. A vote FOR the remaining nominees is warranted.						
5.1	Elect Nam Pan-woo as a Member of Audit Committee	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the following nominee is warranted because: * For the same concerns raised in the director election section of this report, we recommend to vote AGAINST Pan-woo Nam (Item 5.1), as he has not acted in the best interest of shareholders while serving on the board. A vote FOR the remaining nominees is warranted.						
5.2	Elect Jeong Gu-hyeon as a Member of Audit Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST the following nominee is warranted because: * For the same concerns raised in the director election section of this report, we recommend to vote AGAINST Pan-woo Nam (Item 5.1), as he has not acted in the best interest of shareholders while serving on the board. A vote FOR the remaining nominees is warranted.						
5.3	Elect Choi Soon-hwa as a Member of Audit Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote AGAINST the following nominee is warranted because: * For the same concerns raised in the director election section of this report, we recommend to vote AGAINST Pan-woo Nam (Item 5.1), as he has not acted in the best interest of shareholders while serving on the board. A vote FOR the remaining nominees is warranted.						
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Shindaeyang Paper Co., Ltd.

Meeting Date: 03/28/2025	Country: South Korea	Ticker: 016590
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y77498106		

Shares Voted: 15,300						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No

Shindaeyang Paper Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2	Elect Kwon Taek-hwan as Inside Director	Mgmt	For	For	For	No
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Sodick Co., Ltd.

Meeting Date: 03/28/2025Country: JapanTicker: 6143

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J75949115

Shares Voted: 29,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 15	Mgmt	For	For	For	No
2	Amend Articles to Adopt Board Structure with Audit Committee - Amend Provisions on Number of Directors - Authorize Directors to Execute Day to Day Operations without Full Board Approval - Authorize Board to Determine Income Allocation	Mgmt	For	For	For	No
3.1	Elect Director Furukawa, Kenichi	Mgmt	For	For	For	No
3.2	Elect Director Akutsu, Yuji	Mgmt	For	For	For	No
3.3	Elect Director Tsukamoto, Hideki	Mgmt	For	For	For	No
3.4	Elect Director Takagi, Masato	Mgmt	For	For	For	No
3.5	Elect Director Kudo, Kazunao	Mgmt	For	For	For	No
3.6	Elect Director Nonami, Kenzo	Mgmt	For	For	For	No
3.7	Elect Director Goto, Yoshikazu	Mgmt	For	For	For	No
3.8	Elect Director Sano, Ayako	Mgmt	For	For	For	No
4.1	Elect Director and Audit Committee Member Kawahara, Tetsuro	Mgmt	For	For	For	No
4.2	Elect Director and Audit Committee Member Otaki, Mari	Mgmt	For	For	For	No
4.3	Elect Director and Audit Committee Member Gohara, Haruchika	Mgmt	For	For	For	No
4.4	Elect Director and Audit Committee Member Omura, Yukiko	Mgmt	For	For	For	No

Sodick Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
6	Approve Restricted Stock Plan	Mgmt	For	For	For	No
7	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No

Soop Co., Ltd.

Meeting Date: 03/28/2025	Country: South Korea	Ticker: 067160
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y63806106		

Shares Voted: 14,060						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Amend Articles of Incorporation (Board Composition)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR items 2.1-2.2 are warranted as none of the proposed amendments is contentious or problematic in nature.						
2.2	Amend Articles of Incorporation (Interim Dividends)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes FOR items 2.1-2.2 are warranted as none of the proposed amendments is contentious or problematic in nature.						
3.1	Elect Choi Young-woo as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.2	Elect Lee Min-won as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.3	Elect Kim Seon-hui as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Elect Kim Seon-hui as a Member of Audit Committee	Mgmt	For	For	For	No
5	Approve Stock Option Grants	Mgmt	For	For	For	No

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because: * The proposed remuneration limit is high relative to that of the market norm; and * The company is proposing an increase without providing any reasonable justification.						

STIC Investments, Inc.

Meeting Date: 03/28/2025	Country: South Korea	Ticker: 026890
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y2083H101		

Shares Voted: 15,117						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Chae Jin-ho as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Elect Kang Myeon-wook as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.3	Elect Koo Seong-hun as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.1	Elect Kang Myeon-wook as a Member of Audit Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.						
3.2	Elect Koo Seong-hun as a Member of Audit Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.						
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						

Sumitomo Heavy Industries, Ltd.

Meeting Date: 03/28/2025

Country: Japan

Ticker: 6302

Record Date: 12/31/2024

Meeting Type: Annual

Primary Security ID: J77497170

Shares Voted: 32,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 65	Mgmt	For	For	For	No
2	Amend Articles to Clarify Director Authority on Shareholder Meetings - Clarify Director Authority on Board Meetings - Add/Amend Provisions on Corporate Officers	Mgmt	For	For	For	No
3.1	Elect Director Okamura, Tetsuya	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.</i>						
3.2	Elect Director Shimomura, Shinji	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management is responsible for the company's unfavorable ROE performance.</i>						
3.3	Elect Director Kojima, Eiji	Mgmt	For	For	For	No
3.4	Elect Director Hiraoka, Kazuo	Mgmt	For	For	For	No
3.5	Elect Director Chijiwa, Toshihiko	Mgmt	For	For	For	No
3.6	Elect Director Watanabe, Toshiro	Mgmt	For	For	For	No
3.7	Elect Director Araki, Tatsuro	Mgmt	For	For	For	No
3.8	Elect Director Takahashi, Susumu	Mgmt	For	For	For	No
3.9	Elect Director Hamaji, Akio	Mgmt	For	For	For	No
3.10	Elect Director Morita, Sumie	Mgmt	For	For	For	No
3.11	Elect Director Hodaka, Yaeko	Mgmt	For	For	For	No
4	Appoint Statutory Auditor Watanabe, Hajime	Mgmt	For	For	For	No

Taekwang Industrial Co., Ltd.

Meeting Date: 03/28/2025

Country: South Korea

Ticker: 003240

Record Date: 12/31/2024

Meeting Type: Annual

Primary Security ID: Y8363Z109

Shares Voted: 58

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Yoo Tae-ho as Inside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
2.2	Elect Choi Young-jin as Outside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
2.3	Elect Nam Yoo-seon as Outside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
2.4	Elect Oh Yoon-gyeong as Outside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
3.1	Elect Choi Young-jin as a Member of Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.</i>						
3.2	Elect Nam Yoo-seon as a Member of Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.</i>						
3.3	Elect Oh Yoon-gyeong as a Member of Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.</i>						
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
5	Approve Terms of Retirement Pay	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted due to poor disclosure.</i>						

TAEWOONG Co., Ltd.

Meeting Date: 03/28/2025

Country: South Korea

Ticker: 044490

Record Date: 12/31/2024

Meeting Type: Annual

Primary Security ID: Y8365T101

Shares Voted: 5,129

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Appropriation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted because the proposed amendment would enable the board to approve income allocation, and potentially take away shareholders' right to approve the company's dividend payment decisions without any countervailing benefits.						
3	Elect Choi Young-jo as Outside Director	Mgmt	For	For	For	No
4	Appoint Kim Yoo-beom as Internal Auditor	Mgmt	For	For	For	No
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
6	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

The Korea Economic Broadcasting Co., Ltd.

Meeting Date: 03/28/2025Country: South KoreaTicker: 039340

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y4820H105

Shares Voted: 4,176

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3.1	Elect Kang Seong-jin as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.2	Elect Kim Jeong-ho as Non-Independent Non-Executive Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.3	Elect Cho Young-hun as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Appoint Lee Hui-ju as Internal Auditor	Mgmt	For	For	For	No

The Korea Economic Broadcasting Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
6	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

The LEADCORP, Inc.

Meeting Date: 03/28/2025Country: South KoreaTicker: 012700

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y5234U111

Shares Voted: 9,014						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						
3	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No
4	Amend Articles of Incorporation	Mgmt	For	For	For	No

Toagosei Co., Ltd.

Meeting Date: 03/28/2025Country: JapanTicker: 4045

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J8381L105

Shares Voted: 59,800						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 30	Mgmt	For	For	For	No
2.1	Elect Director Takamura, Mikishi	Mgmt	For	For	For	No
2.2	Elect Director Kobuchi, Hidenori	Mgmt	For	For	For	No
2.3	Elect Director Marumoto, Etsuzo	Mgmt	For	For	For	No

Toagosei Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.4	Elect Director Takayama, Shoji	Mgmt	For	For	For	No
2.5	Elect Director Kato, Takashi	Mgmt	For	For	For	No
2.6	Elect Director Ito, Masahiko	Mgmt	For	For	For	No
2.7	Elect Director Matsuda, Akihiko	Mgmt	For	For	For	No
2.8	Elect Director Ishiyama, Reiko	Mgmt	For	For	For	No
3	Elect Director and Audit Committee Member Komachiya, Ikuko	Mgmt	For	For	For	No
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For	No
5	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For	For	No

TOKAI CARBON KOREA Co., Ltd.

Meeting Date: 03/28/2025Country: South KoreaTicker: 064760

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y8851Q108

Shares Voted: 1,109						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Shin Hideo as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Elect Oh Chang-min as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.3	Elect Sato Akihiko as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.4	Elect Miyazaki Atsushi as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.1	Appoint Lee Jeong-hun as Internal Auditor	Mgmt	For	For	For	No
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

TOKAI CARBON KOREA Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

Trusco Nakayama Corp.

Meeting Date: 03/28/2025	Country: Japan	Ticker: 9830
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J92991108		

Shares Voted: 24,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Nakayama, Tetsuya	Mgmt	For	For	For	No
1.2	Elect Director Nakai, Kazuo	Mgmt	For	For	For	No
1.3	Elect Director Kazumi, Atsushi	Mgmt	For	For	For	No
1.4	Elect Director Nakayama, Tatsuya	Mgmt	For	For	For	No
1.5	Elect Director Saito, Kenichi	Mgmt	For	For	For	No
1.6	Elect Director Hagihara, Kuniaki	Mgmt	For	For	For	No
1.7	Elect Director Ota, Risa	Mgmt	For	For	For	No
2	Appoint Alternate Statutory Auditor Nomura, Kohei	Mgmt	For	Against	Against	Yes

Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.

Tsukada Global Holdings, Inc.

Meeting Date: 03/28/2025	Country: Japan	Ticker: 2418
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: J04486106		

Shares Voted: 7,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 6	Mgmt	For	For	For	No
2.1	Elect Director Tsukada, Masayuki	Mgmt	For	For	For	No
2.2	Elect Director Tsukada, Keiko	Mgmt	For	For	For	No
2.3	Elect Director Tsukada, Kento	Mgmt	For	For	For	No

Tsukada Global Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.4	Elect Director Nishibori, Takashi	Mgmt	For	For	For	No
2.5	Elect Director Terachi, Takashi	Mgmt	For	For	For	No
2.6	Elect Director Nishitani, Hideto	Mgmt	For	For	For	No
3.1	Appoint Statutory Auditor Nakamura, Osamu	Mgmt	For	For	For	No
3.2	Appoint Statutory Auditor Chihara, Yo	Mgmt	For	For	For	No
3.3	Appoint Statutory Auditor Yanagisawa, Hiroyuki	Mgmt	For	For	For	No

Vision, Inc. (Japan)

Meeting Date: 03/28/2025

Country: Japan

Ticker: 9416

Record Date: 12/31/2024

Meeting Type: Annual

Primary Security ID: J9458U101

Shares Voted: 1,070

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Amend Articles to Amend Business Lines	Mgmt	For	For	For	No
2.1	Elect Director Sano, Kenichi	Mgmt	For	For	For	No
2.2	Elect Director Ota, Kenji	Mgmt	For	For	For	No
2.3	Elect Director Nakamoto, Shinichi	Mgmt	For	For	For	No
2.4	Elect Director Naito, Shinichiro	Mgmt	For	For	For	No
2.5	Elect Director Harada, Shiori	Mgmt	For	For	For	No
2.6	Elect Director Naka, Michimasa	Mgmt	For	For	For	No
2.7	Elect Director Mori, Shieri	Mgmt	For	For	For	No

Webzen, Inc.

Meeting Date: 03/28/2025

Country: South Korea

Ticker: 069080

Record Date: 12/31/2024

Meeting Type: Annual

Primary Security ID: Y9532S109

Shares Voted: 16,718

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Appropriation of Income	Mgmt	For	For	For	No

Webzen, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.1	Elect Kwon Jin-hong as Outside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
2.2	Elect Sang Mi-jeong as Non-Independent Non-Executive Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
3.1	Elect Kwon Jin-hong as a Member of Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.</i>						
3.2	Elect Sang Mi-jeong as a Member of Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.</i>						
4	Elect Lee Hyo-in as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.</i>						
5	Approve Stock Option Grants	Mgmt	For	For	For	No
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.</i>						

WILLs, Inc. (Japan)

Meeting Date: 03/28/2025
Record Date: 12/31/2024
Primary Security ID: J95153102

Country: Japan
Meeting Type: Annual
Ticker: 4482

Shares Voted: 2,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 5.5	Mgmt	For	For	For	No
2.1	Elect Director Sugimoto, Mitsuo	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this director nominee is warranted because: * Top management bears responsibility for the board composition at the company with statutory auditors.</i>						
2.2	Elect Director Hasumoto, Yasuyuki	Mgmt	For	For	For	No

WILLs, Inc. (Japan)

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.3	Elect Director Kato, Masaaki	Mgmt	For	For	For	No
2.4	Elect Director Yamamoto, Akiyo	Mgmt	For	For	For	No
2.5	Elect Director Kaida, Toshiaki	Mgmt	For	For	For	No
2.6	Elect Director Aoyama, Yoichi	Mgmt	For	For	For	No
2.7	Elect Director Suzuki, Yukio	Mgmt	For	For	For	No

WOONGJIN Co., Ltd.

Meeting Date: 03/28/2025Country: South KoreaTicker: 016880

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y9T92M103

Shares Voted: 36,406

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Approve Terms of Retirement Pay	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this proposal is warranted given that internal auditors will become eligible to severance payments which could threaten to compromise their independence and objectivity.						
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
4	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

WOONGJIN THINKBIG Co., Ltd.

Meeting Date: 03/28/2025Country: South KoreaTicker: 095720

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y9692W106

Shares Voted: 19,681

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No

WOONGJIN THINKBIG Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.1	Elect Yoon Seung-hyeon as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.2	Elect Song In-hoe as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Elect Song In-hoe as a Member of Audit Committee	Mgmt	For	For	For	No
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Funai Soken Holdings, Inc.

Meeting Date: 03/29/2025Country: JapanTicker: 9757

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J16309106

Shares Voted: 13,400						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Allocation of Income, with a Final Dividend of JPY 38	Mgmt	For	For	For	No
2	Amend Articles to Amend Business Lines - Change Location of Head Office	Mgmt	For	For	For	No
3.1	Elect Director Nakatani, Takayuki	Mgmt	For	For	For	No
3.2	Elect Director Ono, Tatsuro	Mgmt	For	For	For	No
3.3	Elect Director Haruta, Motoki	Mgmt	For	For	For	No
3.4	Elect Director Isagawa, Nobuyuki	Mgmt	For	For	For	No
3.5	Elect Director Yamamoto, Taeko	Mgmt	For	For	For	No
3.6	Elect Director Murakami, Tomomi	Mgmt	For	For	For	No
4	Elect Director and Audit Committee Member Nakajima, Nobuko	Mgmt	For	For	For	No

Horiba Ltd.

Meeting Date: 03/29/2025Country: JapanTicker: 6856

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J22428106

Horiba Ltd.

Shares Voted: 26,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Horiba, Atsushi	Mgmt	For	For	For	No
1.2	Elect Director Saito, Juichi	Mgmt	For	For	For	No
1.3	Elect Director Adachi, Masayuki	Mgmt	For	For	For	No
1.4	Elect Director Koishi, Hideyuki	Mgmt	For	For	For	No
1.5	Elect Director George Gillespie	Mgmt	For	For	For	No
1.6	Elect Director Horiba, Dan	Mgmt	For	For	For	No
1.7	Elect Director Toyama, Haruyuki	Mgmt	For	For	For	No
1.8	Elect Director Matsuda, Fumihiko	Mgmt	For	For	For	No
1.9	Elect Director Tanabe, Tomoko	Mgmt	For	For	For	No
2	Approve Fixed Cash Compensation Ceiling and Performance-Based Cash Compensation Ceiling for Directors	Mgmt	For	For	For	No

Ashoka Buildcon Limited

Meeting Date: 03/30/2025Country: IndiaTicker: 533271

Record Date: 02/21/2025Meeting Type: Special

Primary Security ID: Y0R69J126

Shares Voted: 220,758

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Postal Ballot	Mgmt				
	Reelect Mahendra Mehta as Director	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST the following nominee is warranted because: * The approval of this request will exceed Mahendra Mehta's association with the group for more than ten years.						
2	Approve Divestment of Entire Stake Held by the Company through Ashoka Concessions Limited in Ashoka Ankleshwar Manubar Expressway Private Limited	Mgmt	For	For	For	No

Cybozu, Inc.

Meeting Date: 03/30/2025Country: JapanTicker: 4776

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: J1146T109

Shares Voted: 66,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Director Nishibata, Yoshihisa	Mgmt	For	For	For	No
1.2	Elect Director Isoda, Mari	Mgmt	For	For	For	No
1.3	Elect Director Okada, Riku	Mgmt	For	For	For	No
1.4	Elect Director Kumahira, Mika	Mgmt	For	For	For	No
1.5	Elect Director Taoka, Tomoya	Mgmt	For	For	For	No
1.6	Elect Director Nagaoka, Emiko	Mgmt	For	For	For	No
2	Appoint Statutory Auditor Ogawa, Yoshitatsu	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this nominee is warranted because: * The outside statutory auditor nominee's affiliation with the company could compromise independence.</i>						
3	Approve Allocation of Income, With a Final Dividend of JPY 30	Mgmt	For	For	For	No
4	Approve Restricted Stock Plan	Mgmt	For	For	For	No

F.M.S. Enterprises Migun Ltd.

Meeting Date: 03/30/2025

Country: Israel

Ticker: FBRT

Record Date: 03/02/2025

Meeting Type: Special

Primary Security ID: M42619102

Shares Voted: 1,422

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Reelect Maayan Naor as External Director and Approve Her Remuneration	Mgmt	For	For	For	No
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Refer	Against	No
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt				

F.M.S. Enterprises Migun Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against	No
Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.						
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against	No
Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.						
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	For	No
Voting Policy Rationale: If such an item is included in the proxy card, shareholders must classify themselves according to the following categories: Interest Holder as defined in Section 1 of the Securities Law, 1968; Senior Officer as defined in Section 37(D) of the Securities Law, 1968; Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994; Shareholders can classify themselves by voting FOR or AGAINST on any of these items.						

Orient Technologies Ltd.

Meeting Date: 03/30/2025	Country: India	Ticker: 544235
Record Date: 02/21/2025	Meeting Type: Special	
Primary Security ID: Y65804109		

Shares Voted: 40,333						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Postal Ballot Approve Variations in the Utilization of Proceeds from the Public Issue	Mgmt Mgmt	 For	 For	 For	 No

Ahnlab, Inc.

Meeting Date: 03/31/2025	Country: South Korea	Ticker: 053800
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y0027T108		

Shares Voted: 13,892

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Meeting Date: 03/31/2025

Record Date: 12/31/2024

Primary Security ID: Y1695S109

Country: South Korea

Meeting Type: Annual

Ticker: 078340

Shares Voted: 8,534

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3.1	Elect Song Byeong-jun as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.2	Elect Kang Seok-hun as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Elect Ju Shin-hong as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
5.1	Elect Yoo Hyeon-gyeong as a Member of Audit Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.						
5.2	Elect Kang Seok-hun as a Member of Audit Committee	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.</i>						

Concentradora Fibra Danhos SA de CV

Meeting Date: 03/31/2025 **Country:** Mexico **Ticker:** DANHOS13
Record Date: 03/21/2025 **Meeting Type:** Annual
Primary Security ID: P2825H138

Shares Voted: 83,120						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
	Meeting for Holders of REITs - ISIN MXCFDA020005	Mgmt				
1	Open Meeting	Mgmt	For	For	For	No
2	Approve Financial Statements	Mgmt	For	For	For	No
3.1	Ratify David Daniel Kabbaz Chiver as Member of Technical Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: The proposed technical committee is 8-percent independent, failing to meet the growing expectations of institutional investors. A vote AGAINST non-independent nominees David Daniel Kabbaz Chiver, Salvador Daniel Kabbaz Zaga, Pilar Maria Aguilar Pariente, Isaac Becherano Chiprut, Jose Antonio Chedraui Obeso, David Daniel Kabbaz Cherem, Lino de Prado Sampedro, Francisco Gil Diaz, Adolfo Kalach Romano, Luis Moussali Mizrahi and Blanca Estela Canela Talancon is warranted because although the company has disclosed the names of its nominees, the proposed technical committee's overall level of independence fails to meet the growing expectations of institutional shareholders. However, a vote FOR the independent director nominee, Pedro Carlos Aspe Armella is warranted given that it would be counter-productive to oppose independent director nominees, and a vote FOR the alternate and secretary nominees is also warranted given the lack of known concerns regarding the nominees.</i>						
3.2	Ratify Celia Daniel Kabbaz Zaga (Alternate of David Daniel Kabbaz Chiver) as Alternate Member of Technical Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: The proposed technical committee is 8-percent independent, failing to meet the growing expectations of institutional investors. A vote AGAINST non-independent nominees David Daniel Kabbaz Chiver, Salvador Daniel Kabbaz Zaga, Pilar Maria Aguilar Pariente, Isaac Becherano Chiprut, Jose Antonio Chedraui Obeso, David Daniel Kabbaz Cherem, Lino de Prado Sampedro, Francisco Gil Diaz, Adolfo Kalach Romano, Luis Moussali Mizrahi and Blanca Estela Canela Talancon is warranted because although the company has disclosed the names of its nominees, the proposed technical committee's overall level of independence fails to meet the growing expectations of institutional shareholders. However, a vote FOR the independent director nominee, Pedro Carlos Aspe Armella is warranted given that it would be counter-productive to oppose independent director nominees, and a vote FOR the alternate and secretary nominees is also warranted given the lack of known concerns regarding the nominees.</i>						

Concentradora Fibra Danhos SA de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.3	Ratify Salvador Daniel Kabbaz Zaga as Member of Technical Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: The proposed technical committee is 8-percent independent, failing to meet the growing expectations of institutional investors. A vote AGAINST non-independent nominees David Daniel Kabbaz Chiver, Salvador Daniel Kabbaz Zaga, Pilar Maria Aguilar Pariente, Isaac Becherano Chiprut, Jose Antonio Chedraui Obeso, David Daniel Kabbaz Cherem, Lino de Prado Sampedro, Francisco Gil Diaz, Adolfo Kalach Romano, Luis Moussali Mizrahi and Blanca Estela Canela Talancon is warranted because although the company has disclosed the names of its nominees, the proposed technical committee's overall level of independence fails to meet the growing expectations of institutional shareholders. However, a vote FOR the independent director nominee, Pedro Carlos Aspe Armella is warranted given that it would be counter-productive to oppose independent director nominees, and a vote FOR the alternate and secretary nominees is also warranted given the lack of known concerns regarding the nominees.</i>						
3.4	Ratify Elias Mizrahi Daniel (Alternate of Salvador Daniel Kabbaz Zaga) as Alternate Member of Technical Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: The proposed technical committee is 8-percent independent, failing to meet the growing expectations of institutional investors. A vote AGAINST non-independent nominees David Daniel Kabbaz Chiver, Salvador Daniel Kabbaz Zaga, Pilar Maria Aguilar Pariente, Isaac Becherano Chiprut, Jose Antonio Chedraui Obeso, David Daniel Kabbaz Cherem, Lino de Prado Sampedro, Francisco Gil Diaz, Adolfo Kalach Romano, Luis Moussali Mizrahi and Blanca Estela Canela Talancon is warranted because although the company has disclosed the names of its nominees, the proposed technical committee's overall level of independence fails to meet the growing expectations of institutional shareholders. However, a vote FOR the independent director nominee, Pedro Carlos Aspe Armella is warranted given that it would be counter-productive to oppose independent director nominees, and a vote FOR the alternate and secretary nominees is also warranted given the lack of known concerns regarding the nominees.</i>						
3.5	Ratify David Daniel Kabbaz Cherem as Member of Technical Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: The proposed technical committee is 8-percent independent, failing to meet the growing expectations of institutional investors. A vote AGAINST non-independent nominees David Daniel Kabbaz Chiver, Salvador Daniel Kabbaz Zaga, Pilar Maria Aguilar Pariente, Isaac Becherano Chiprut, Jose Antonio Chedraui Obeso, David Daniel Kabbaz Cherem, Lino de Prado Sampedro, Francisco Gil Diaz, Adolfo Kalach Romano, Luis Moussali Mizrahi and Blanca Estela Canela Talancon is warranted because although the company has disclosed the names of its nominees, the proposed technical committee's overall level of independence fails to meet the growing expectations of institutional shareholders. However, a vote FOR the independent director nominee, Pedro Carlos Aspe Armella is warranted given that it would be counter-productive to oppose independent director nominees, and a vote FOR the alternate and secretary nominees is also warranted given the lack of known concerns regarding the nominees.</i>						
3.6	Ratify Jose Daniel Kabbaz Cherem (Alternate of David Daniel Kabbaz Cherem) as Alternate Member of Technical Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: The proposed technical committee is 8-percent independent, failing to meet the growing expectations of institutional investors. A vote AGAINST non-independent nominees David Daniel Kabbaz Chiver, Salvador Daniel Kabbaz Zaga, Pilar Maria Aguilar Pariente, Isaac Becherano Chiprut, Jose Antonio Chedraui Obeso, David Daniel Kabbaz Cherem, Lino de Prado Sampedro, Francisco Gil Diaz, Adolfo Kalach Romano, Luis Moussali Mizrahi and Blanca Estela Canela Talancon is warranted because although the company has disclosed the names of its nominees, the proposed technical committee's overall level of independence fails to meet the growing expectations of institutional shareholders. However, a vote FOR the independent director nominee, Pedro Carlos Aspe Armella is warranted given that it would be counter-productive to oppose independent director nominees, and a vote FOR the alternate and secretary nominees is also warranted given the lack of known concerns regarding the nominees.</i>						

Concentradora Fibra Danhos SA de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.7	Ratify Luis Moussali Mizrahi as Member of Technical Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: The proposed technical committee is 8-percent independent, failing to meet the growing expectations of institutional investors. A vote AGAINST non-independent nominees David Daniel Kabbaz Chiver, Salvador Daniel Kabbaz Zaga, Pilar Maria Aguilar Pariente, Isaac Becherano Chiprut, Jose Antonio Chedraui Obeso, David Daniel Kabbaz Cherem, Lino de Prado Sampedro, Francisco Gil Diaz, Adolfo Kalach Romano, Luis Moussali Mizrahi and Blanca Estela Canela Talancon is warranted because although the company has disclosed the names of its nominees, the proposed technical committee's overall level of independence fails to meet the growing expectations of institutional shareholders. However, a vote FOR the independent director nominee, Pedro Carlos Aspe Armella is warranted given that it would be counter-productive to oppose independent director nominees, and a vote FOR the alternate and secretary nominees is also warranted given the lack of known concerns regarding the nominees.</i>						
3.8	Ratify Eduardo Moussali Mustri (Alternate of Luis Moussali Mizrahi) as Alternate Member of Technical Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: The proposed technical committee is 8-percent independent, failing to meet the growing expectations of institutional investors. A vote AGAINST non-independent nominees David Daniel Kabbaz Chiver, Salvador Daniel Kabbaz Zaga, Pilar Maria Aguilar Pariente, Isaac Becherano Chiprut, Jose Antonio Chedraui Obeso, David Daniel Kabbaz Cherem, Lino de Prado Sampedro, Francisco Gil Diaz, Adolfo Kalach Romano, Luis Moussali Mizrahi and Blanca Estela Canela Talancon is warranted because although the company has disclosed the names of its nominees, the proposed technical committee's overall level of independence fails to meet the growing expectations of institutional shareholders. However, a vote FOR the independent director nominee, Pedro Carlos Aspe Armella is warranted given that it would be counter-productive to oppose independent director nominees, and a vote FOR the alternate and secretary nominees is also warranted given the lack of known concerns regarding the nominees.</i>						
3.9	Ratify Isaac Becherano Chiprut as Member of Technical Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: The proposed technical committee is 8-percent independent, failing to meet the growing expectations of institutional investors. A vote AGAINST non-independent nominees David Daniel Kabbaz Chiver, Salvador Daniel Kabbaz Zaga, Pilar Maria Aguilar Pariente, Isaac Becherano Chiprut, Jose Antonio Chedraui Obeso, David Daniel Kabbaz Cherem, Lino de Prado Sampedro, Francisco Gil Diaz, Adolfo Kalach Romano, Luis Moussali Mizrahi and Blanca Estela Canela Talancon is warranted because although the company has disclosed the names of its nominees, the proposed technical committee's overall level of independence fails to meet the growing expectations of institutional shareholders. However, a vote FOR the independent director nominee, Pedro Carlos Aspe Armella is warranted given that it would be counter-productive to oppose independent director nominees, and a vote FOR the alternate and secretary nominees is also warranted given the lack of known concerns regarding the nominees.</i>						
3.10	Ratify Gaston Becherano Maya (Alternate of Isaac Becherano Chiprut) as Member of Technical Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: The proposed technical committee is 8-percent independent, failing to meet the growing expectations of institutional investors. A vote AGAINST non-independent nominees David Daniel Kabbaz Chiver, Salvador Daniel Kabbaz Zaga, Pilar Maria Aguilar Pariente, Isaac Becherano Chiprut, Jose Antonio Chedraui Obeso, David Daniel Kabbaz Cherem, Lino de Prado Sampedro, Francisco Gil Diaz, Adolfo Kalach Romano, Luis Moussali Mizrahi and Blanca Estela Canela Talancon is warranted because although the company has disclosed the names of its nominees, the proposed technical committee's overall level of independence fails to meet the growing expectations of institutional shareholders. However, a vote FOR the independent director nominee, Pedro Carlos Aspe Armella is warranted given that it would be counter-productive to oppose independent director nominees, and a vote FOR the alternate and secretary nominees is also warranted given the lack of known concerns regarding the nominees.</i>						

Concentradora Fibra Danhos SA de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.11	Ratify Blanca Estela Canela Talancon as Member of Technical Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: The proposed technical committee is 8-percent independent, failing to meet the growing expectations of institutional investors. A vote AGAINST non-independent nominees David Daniel Kabbaz Chiver, Salvador Daniel Kabbaz Zaga, Pilar Maria Aguilar Pariente, Isaac Becherano Chiprut, Jose Antonio Chedraui Obeso, David Daniel Kabbaz Cherem, Lino de Prado Sampedro, Francisco Gil Diaz, Adolfo Kalach Romano, Luis Moussali Mizrahi and Blanca Estela Canela Talancon is warranted because although the company has disclosed the names of its nominees, the proposed technical committee's overall level of independence fails to meet the growing expectations of institutional shareholders. However, a vote FOR the independent director nominee, Pedro Carlos Aspe Armella is warranted given that it would be counter-productive to oppose independent director nominees, and a vote FOR the alternate and secretary nominees is also warranted given the lack of known concerns regarding the nominees.</i>						
3.12	Ratify David Cherem Daniel (Alternate of Blanca Estela Canela Talancon) as Member of Technical Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: The proposed technical committee is 8-percent independent, failing to meet the growing expectations of institutional investors. A vote AGAINST non-independent nominees David Daniel Kabbaz Chiver, Salvador Daniel Kabbaz Zaga, Pilar Maria Aguilar Pariente, Isaac Becherano Chiprut, Jose Antonio Chedraui Obeso, David Daniel Kabbaz Cherem, Lino de Prado Sampedro, Francisco Gil Diaz, Adolfo Kalach Romano, Luis Moussali Mizrahi and Blanca Estela Canela Talancon is warranted because although the company has disclosed the names of its nominees, the proposed technical committee's overall level of independence fails to meet the growing expectations of institutional shareholders. However, a vote FOR the independent director nominee, Pedro Carlos Aspe Armella is warranted given that it would be counter-productive to oppose independent director nominees, and a vote FOR the alternate and secretary nominees is also warranted given the lack of known concerns regarding the nominees.</i>						
3.13	Ratify Lino de Prado Sampedro as Member of Technical Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: The proposed technical committee is 8-percent independent, failing to meet the growing expectations of institutional investors. A vote AGAINST non-independent nominees David Daniel Kabbaz Chiver, Salvador Daniel Kabbaz Zaga, Pilar Maria Aguilar Pariente, Isaac Becherano Chiprut, Jose Antonio Chedraui Obeso, David Daniel Kabbaz Cherem, Lino de Prado Sampedro, Francisco Gil Diaz, Adolfo Kalach Romano, Luis Moussali Mizrahi and Blanca Estela Canela Talancon is warranted because although the company has disclosed the names of its nominees, the proposed technical committee's overall level of independence fails to meet the growing expectations of institutional shareholders. However, a vote FOR the independent director nominee, Pedro Carlos Aspe Armella is warranted given that it would be counter-productive to oppose independent director nominees, and a vote FOR the alternate and secretary nominees is also warranted given the lack of known concerns regarding the nominees.</i>						
3.14	Ratify Maria Jose de Prado Freyre (Alternate of Lino de Prado Sampedro) as Member of Technical Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: The proposed technical committee is 8-percent independent, failing to meet the growing expectations of institutional investors. A vote AGAINST non-independent nominees David Daniel Kabbaz Chiver, Salvador Daniel Kabbaz Zaga, Pilar Maria Aguilar Pariente, Isaac Becherano Chiprut, Jose Antonio Chedraui Obeso, David Daniel Kabbaz Cherem, Lino de Prado Sampedro, Francisco Gil Diaz, Adolfo Kalach Romano, Luis Moussali Mizrahi and Blanca Estela Canela Talancon is warranted because although the company has disclosed the names of its nominees, the proposed technical committee's overall level of independence fails to meet the growing expectations of institutional shareholders. However, a vote FOR the independent director nominee, Pedro Carlos Aspe Armella is warranted given that it would be counter-productive to oppose independent director nominees, and a vote FOR the alternate and secretary nominees is also warranted given the lack of known concerns regarding the nominees.</i>						

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.15	Ratify Adolfo Kalach Romano as Member of Technical Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: The proposed technical committee is 8-percent independent, failing to meet the growing expectations of institutional investors. A vote AGAINST non-independent nominees David Daniel Kabbaz Chiver, Salvador Daniel Kabbaz Zaga, Pilar Maria Aguilar Pariente, Isaac Becherano Chiprut, Jose Antonio Chedraui Obeso, David Daniel Kabbaz Cherem, Lino de Prado Sampedro, Francisco Gil Diaz, Adolfo Kalach Romano, Luis Moussali Mizrahi and Blanca Estela Canela Talancon is warranted because although the company has disclosed the names of its nominees, the proposed technical committee's overall level of independence fails to meet the growing expectations of institutional shareholders. However, a vote FOR the independent director nominee, Pedro Carlos Aspe Armella is warranted given that it would be counter-productive to oppose independent director nominees, and a vote FOR the alternate and secretary nominees is also warranted given the lack of known concerns regarding the nominees.</i>						
3.16	Ratify Rafael Kalach Romano (Alternate of Adolfo Kalach Romano) as Member of Technical Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: The proposed technical committee is 8-percent independent, failing to meet the growing expectations of institutional investors. A vote AGAINST non-independent nominees David Daniel Kabbaz Chiver, Salvador Daniel Kabbaz Zaga, Pilar Maria Aguilar Pariente, Isaac Becherano Chiprut, Jose Antonio Chedraui Obeso, David Daniel Kabbaz Cherem, Lino de Prado Sampedro, Francisco Gil Diaz, Adolfo Kalach Romano, Luis Moussali Mizrahi and Blanca Estela Canela Talancon is warranted because although the company has disclosed the names of its nominees, the proposed technical committee's overall level of independence fails to meet the growing expectations of institutional shareholders. However, a vote FOR the independent director nominee, Pedro Carlos Aspe Armella is warranted given that it would be counter-productive to oppose independent director nominees, and a vote FOR the alternate and secretary nominees is also warranted given the lack of known concerns regarding the nominees.</i>						
3.17	Ratify Francisco Gil Diaz as Member of Technical Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: The proposed technical committee is 8-percent independent, failing to meet the growing expectations of institutional investors. A vote AGAINST non-independent nominees David Daniel Kabbaz Chiver, Salvador Daniel Kabbaz Zaga, Pilar Maria Aguilar Pariente, Isaac Becherano Chiprut, Jose Antonio Chedraui Obeso, David Daniel Kabbaz Cherem, Lino de Prado Sampedro, Francisco Gil Diaz, Adolfo Kalach Romano, Luis Moussali Mizrahi and Blanca Estela Canela Talancon is warranted because although the company has disclosed the names of its nominees, the proposed technical committee's overall level of independence fails to meet the growing expectations of institutional shareholders. However, a vote FOR the independent director nominee, Pedro Carlos Aspe Armella is warranted given that it would be counter-productive to oppose independent director nominees, and a vote FOR the alternate and secretary nominees is also warranted given the lack of known concerns regarding the nominees.</i>						
3.18	Ratify Jose Antonio Chedraui Obeso as Member of Technical Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: The proposed technical committee is 8-percent independent, failing to meet the growing expectations of institutional investors. A vote AGAINST non-independent nominees David Daniel Kabbaz Chiver, Salvador Daniel Kabbaz Zaga, Pilar Maria Aguilar Pariente, Isaac Becherano Chiprut, Jose Antonio Chedraui Obeso, David Daniel Kabbaz Cherem, Lino de Prado Sampedro, Francisco Gil Diaz, Adolfo Kalach Romano, Luis Moussali Mizrahi and Blanca Estela Canela Talancon is warranted because although the company has disclosed the names of its nominees, the proposed technical committee's overall level of independence fails to meet the growing expectations of institutional shareholders. However, a vote FOR the independent director nominee, Pedro Carlos Aspe Armella is warranted given that it would be counter-productive to oppose independent director nominees, and a vote FOR the alternate and secretary nominees is also warranted given the lack of known concerns regarding the nominees.</i>						

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.19	Ratify Pilar Aguilar Pariente as Member of Technical Committee	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: The proposed technical committee is 8-percent independent, failing to meet the growing expectations of institutional investors. A vote AGAINST non-independent nominees David Daniel Kabbaz Chiver, Salvador Daniel Kabbaz Zaga, Pilar Maria Aguilar Pariente, Isaac Becherano Chiprut, Jose Antonio Chedraui Obeso, David Daniel Kabbaz Cherem, Lino de Prado Sampedro, Francisco Gil Diaz, Adolfo Kalach Romano, Luis Moussali Mizrahi and Blanca Estela Canela Talancon is warranted because although the company has disclosed the names of its nominees, the proposed technical committee's overall level of independence fails to meet the growing expectations of institutional shareholders. However, a vote FOR the independent director nominee, Pedro Carlos Aspe Armella is warranted given that it would be counter-productive to oppose independent director nominees, and a vote FOR the alternate and secretary nominees is also warranted given the lack of known concerns regarding the nominees.</i>						
3.20	Ratify Pedro Carlos Aspe Armella as Member of Technical Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: The proposed technical committee is 8-percent independent, failing to meet the growing expectations of institutional investors. A vote AGAINST non-independent nominees David Daniel Kabbaz Chiver, Salvador Daniel Kabbaz Zaga, Pilar Maria Aguilar Pariente, Isaac Becherano Chiprut, Jose Antonio Chedraui Obeso, David Daniel Kabbaz Cherem, Lino de Prado Sampedro, Francisco Gil Diaz, Adolfo Kalach Romano, Luis Moussali Mizrahi and Blanca Estela Canela Talancon is warranted because although the company has disclosed the names of its nominees, the proposed technical committee's overall level of independence fails to meet the growing expectations of institutional shareholders. However, a vote FOR the independent director nominee, Pedro Carlos Aspe Armella is warranted given that it would be counter-productive to oppose independent director nominees, and a vote FOR the alternate and secretary nominees is also warranted given the lack of known concerns regarding the nominees.</i>						
3.21	Ratify Michell Nader Schekaiban as Secretary (Non-Member) and Ana Paula Telleria Ramirez as Alternate Secretary of Technical Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: The proposed technical committee is 8-percent independent, failing to meet the growing expectations of institutional investors. A vote AGAINST non-independent nominees David Daniel Kabbaz Chiver, Salvador Daniel Kabbaz Zaga, Pilar Maria Aguilar Pariente, Isaac Becherano Chiprut, Jose Antonio Chedraui Obeso, David Daniel Kabbaz Cherem, Lino de Prado Sampedro, Francisco Gil Diaz, Adolfo Kalach Romano, Luis Moussali Mizrahi and Blanca Estela Canela Talancon is warranted because although the company has disclosed the names of its nominees, the proposed technical committee's overall level of independence fails to meet the growing expectations of institutional shareholders. However, a vote FOR the independent director nominee, Pedro Carlos Aspe Armella is warranted given that it would be counter-productive to oppose independent director nominees, and a vote FOR the alternate and secretary nominees is also warranted given the lack of known concerns regarding the nominees.</i>						
4.1	Receive Report Re: No Repurchase of Certificates of Maximum Amount for Repurchases Approved by Holders Meeting Held on March 20, 2024	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these requests is warranted because: * The company's proposed share repurchase reserve appears reasonable; and * There are no known concerns over previous use of the share repurchase authority.</i>						
4.2	Approve to Carry out Purchase of Number of Certificates Equivalent to Five Percent of Total Number of Certificates Issued by Fibra Danhos	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these requests is warranted because: * The company's proposed share repurchase reserve appears reasonable; and * There are no known concerns over previous use of the share repurchase authority.</i>						

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Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
4.3	Set Maximum Amount Which Results from Multiplying Number of Issued Certificates Five Percent Times Weighted Average Closing Price of Certificates in Mexican Stock Exchange (BMV) During Period from March 31, 2025 to March 30, 2026	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these requests is warranted because: * The company's proposed share repurchase reserve appears reasonable; and * There are no known concerns over previous use of the share repurchase authority.</i>						
4.4	Keep Repurchased Certificate in Trust's Treasury and will not Grant Economic and Corporate Rights Until Technical Committee Decides to Grant them Economic and/or Corporate Rights, and/or They are Placed Among Investment Public Again	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these requests is warranted because: * The company's proposed share repurchase reserve appears reasonable; and * There are no known concerns over previous use of the share repurchase authority.</i>						
4.5	Approve Management and Trustee Shall Comply with Applicable Securities Regulation: Rule 3.21.2.7 of Tax Rules and Trust Shall not Repurchase more Than Five Percent of All Certificates	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these requests is warranted because: * The company's proposed share repurchase reserve appears reasonable; and * There are no known concerns over previous use of the share repurchase authority.</i>						
4.6	Approve Certificates that are Repurchased may Be Cancelled or Placed/Sold, as Determined by Management Subsidiary, within a Maximum Period of One Year from Date in Which those Certificates were Repurchased	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR these requests is warranted because: * The company's proposed share repurchase reserve appears reasonable; and * There are no known concerns over previous use of the share repurchase authority.</i>						
5	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For	No

DAEHYUN Co., Ltd.

Meeting Date: 03/31/2025	Country: South Korea	Ticker: 016090
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y1860G104		

Shares Voted: 29,317

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Appropriation of Income	Mgmt	For	For	For	No
2.1	Elect Kim Sang-pyo as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Elect Choi Won-seok as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Elect Choi Won-seok as a Member of Audit Committee	Mgmt	For	For	For	No
4	Elect Lee Jun-seop as Outside Director to serve as an Audit Committee Member	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No

Easy Holdings Co., Ltd.

Meeting Date: 03/31/2025Country: South KoreaTicker: 035810

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y2235T102

Shares Voted: 28,026

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3	Approval of Reduction of Capital Reserve	Mgmt	For	For	For	No
4	Elect Ji Hyeon-wook as Inside Director	Mgmt	For	For	For	No
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
6	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

Meeting Date: 03/31/2025

Country: South Korea

Ticker: GRVY

Record Date: 12/31/2024

Meeting Type: Annual

Primary Security ID: 38911N206

Shares Voted: 10,060

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Meeting for ADR Holders	Mgmt				
2.1	Approval of Consolidated and Non-consolidated Financial Statements for the Fiscal Year 2024	Mgmt	For	For	For	No
2.1	Reappointment of Hyun Chul Park	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Reappointment of Yoshinori Kitamura	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.3	Reappointment of Kazuki Morishita	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.4	Reappointment of Kazuya Sakai	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.5	Reappointment of Koji Yoshida	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.6	Reappointment of Jung Yoo	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.7	Reappointment of Yong Seon Kwon	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.8	Reappointment of Kee Woong Park	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.9	Reappointment of Heung Gon Kim	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.10	Reappointment of Hyo Eun Lim	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						

Gravity Co. Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
2.11	Reappointment of Geum Ok Sim	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Approval of the Compensation Ceiling for the Directors in 2025	Mgmt	For	For	For	No

HANYANG SECURITIES Co., Ltd.

Meeting Date: 03/31/2025Country: South KoreaTicker: 001750

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y3067V108

Shares Voted: 14,623						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Amend Articles of Incorporation (Shareholder Meeting)	Mgmt	For	For	For	No
Voting Policy Rationale: Votes AGAINST items 2.2-2.4 are warranted because: * The issuance of new shares and convertible securities allowed by the proposed amendment well exceeds the 20 percent guideline and the risk of dilution to existing shareholders is significant. * The new notice period may be too short, preventing outside directors from attending the meeting, and therefore reduce independent oversight of board resolutions. A vote FOR item 2.1 is warranted as none of the proposed amendments is contentious or problematic in nature.						
2.2	Amend Articles of Incorporation (Board of Directors)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST items 2.2-2.4 are warranted because: * The issuance of new shares and convertible securities allowed by the proposed amendment well exceeds the 20 percent guideline and the risk of dilution to existing shareholders is significant. * The new notice period may be too short, preventing outside directors from attending the meeting, and therefore reduce independent oversight of board resolutions. A vote FOR item 2.1 is warranted as none of the proposed amendments is contentious or problematic in nature.						
2.3	Amend Articles of Incorporation (Audit Committee)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST items 2.2-2.4 are warranted because: * The issuance of new shares and convertible securities allowed by the proposed amendment well exceeds the 20 percent guideline and the risk of dilution to existing shareholders is significant. * The new notice period may be too short, preventing outside directors from attending the meeting, and therefore reduce independent oversight of board resolutions. A vote FOR item 2.1 is warranted as none of the proposed amendments is contentious or problematic in nature.						
2.4	Amend Articles of Incorporation (Model AOI)	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: Votes AGAINST items 2.2-2.4 are warranted because: * The issuance of new shares and convertible securities allowed by the proposed amendment well exceeds the 20 percent guideline and the risk of dilution to existing shareholders is significant. * The new notice period may be too short, preventing outside directors from attending the meeting, and therefore reduce independent oversight of board resolutions. A vote FOR item 2.1 is warranted as none of the proposed amendments is contentious or problematic in nature.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.1	Elect Kim Byeong-cheol as Inside Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as Byeong-cheol Kim (Item 3.1) and Tae-du Jeong (Item 3.2) is not independent, the company is a large company, and the board is not majority independent. A vote FOR the remaining nominees are warranted.</i>						
3.2	Elect Jeong Tae-du as Non-Independent Non-Executive Director	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as Byeong-cheol Kim (Item 3.1) and Tae-du Jeong (Item 3.2) is not independent, the company is a large company, and the board is not majority independent. A vote FOR the remaining nominees are warranted.</i>						
3.3	Elect Kang Seung-su as Outside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as Byeong-cheol Kim (Item 3.1) and Tae-du Jeong (Item 3.2) is not independent, the company is a large company, and the board is not majority independent. A vote FOR the remaining nominees are warranted.</i>						
3.4	Elect Hwang Rok as Outside Director	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as Byeong-cheol Kim (Item 3.1) and Tae-du Jeong (Item 3.2) is not independent, the company is a large company, and the board is not majority independent. A vote FOR the remaining nominees are warranted.</i>						
4	Elect Kim Chil-gyu as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as Byeong-cheol Kim (Item 3.1) and Tae-du Jeong (Item 3.2) is not independent, the company is a large company, and the board is not majority independent. A vote FOR the remaining nominees are warranted.</i>						
5.1	Elect Kang Seung-su as a Member of Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.</i>						
5.2	Elect Hwang Rok as a Member of Audit Committee	Mgmt	For	For	For	No
<i>Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's audit committee.</i>						
6	Appoint Cho Jang-gon as Internal Auditor	Mgmt	For	For	For	No
7	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * The proposed remuneration limit is high relative to that of the market norm; and * The company is proposing an increase without providing any reasonable justification.</i>						
8	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	Against	Against	Yes
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted as the proposed remuneration limit is excessive relative to that of the market norm, and the company has not provided a reasonable justification for the proposed increase.</i>						

IT'S HANBUL Co., Ltd.

Meeting Date: 03/31/2025

Record Date: 12/31/2024

Primary Security ID: Y4R061107

Country: South Korea

Meeting Type: Annual

Ticker: 226320

Shares Voted: 2,575

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						
3	Amend Articles of Incorporation	Mgmt	For	For	For	No

Koh Young Technology, Inc.

Meeting Date: 03/31/2025

Record Date: 12/31/2024

Primary Security ID: Y4810R105

Country: South Korea

Meeting Type: Annual

Ticker: 098460

Shares Voted: 31,371

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Amend Articles of Incorporation	Mgmt	For	For	For	No
3.1	Elect Ko Yoo-ri as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3.2	Elect Park Hyeon-su as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Appoint Lee Jong-gi as Internal Auditor	Mgmt	For	For	For	No
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
6	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

Korea District Heating Corp.

Meeting Date: 03/31/2025

Record Date: 12/31/2024

Primary Security ID: Y4481W102

Country: South Korea

Meeting Type: Annual

Ticker: 071320

Shares Voted: 2,365						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Appropriation of Income	Mgmt	For	For	For	No
2	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted as the company is proposing to increase the remuneration limit and without any reasonable justification for the proposed increase.						

LOT VACUUM Co., Ltd.

Meeting Date: 03/31/2025

Record Date: 12/31/2024

Primary Security ID: Y5335G102

Country: South Korea

Meeting Type: Annual

Ticker: 083310

Shares Voted: 13,385						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Cho Dae-sik as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Elect Kwon Oh-gyu as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Appoint Lee Geon-yong as Internal Auditor	Mgmt	For	For	For	No
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						
5	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

MICHANG OIL INDUSTRY Co., Ltd.

Meeting Date: 03/31/2025

Record Date: 01/31/2025

Primary Security ID: Y6034P104

Country: South Korea

Meeting Type: Annual

Ticker: 003650

Shares Voted: 623						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1.1	Elect Yoo Seung-su as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
1.2	Elect Utsumi Takayuki as Non-Independent Non-Executive Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2	Appoint Gong Chang-ryul as Internal Auditor	Mgmt	For	For	For	No
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
4	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

Mona Yongpyong Corp.

Meeting Date: 03/31/2025

Record Date: 12/31/2024

Primary Security ID: Y9T41S102

Country: South Korea

Meeting Type: Annual

Ticker: 070960

Shares Voted: 11,460						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Amend Articles of Incorporation (Addition of Business Objectives)	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted as none of the proposed amendments is contentious or problematic in nature.						
2.2	Amend Articles of Incorporation (Deletion of Business Objectives)	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted as none of the proposed amendments is contentious or problematic in nature.						
3.1	Elect Park In-jun as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						

Mona Yongpyong Corp.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
3.2	Elect Yoo Gyeong-deuk as Non-Independent Non-Executive Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR all nominees is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
5	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

PSK, Inc.

Meeting Date: 03/31/2025Country: South KoreaTicker: 319660

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y71195112

Shares Voted: 11,886						
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2.1	Elect Lee Gyeong-il as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.2	Elect Park Gyeong-su as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
2.3	Elect Kang Pil-seong as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR these resolutions is warranted given the absence of any known issues concerning the nominees and the company's board dynamics.						
3	Appoint Lee Seong-jae as Internal Auditor	Mgmt	For	For	For	No
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
5	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

Telechips, Inc.

Meeting Date: 03/31/2025Country: South KoreaTicker: 054450

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y8561Z109

Shares Voted: 5,465

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Elect Lim Jun-seo as Outside Director	Mgmt	For	For	For	No
3	Appoint Song Jun-yong as Internal Auditor	Mgmt	For	For	For	No
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For	No
5	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

Youngone Holdings Co., Ltd.

Meeting Date: 03/31/2025Country: South KoreaTicker: 009970

Record Date: 12/31/2024Meeting Type: Annual

Primary Security ID: Y98587119

Shares Voted: 386

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For	No
2	Approval of Reduction of Capital Reserve	Mgmt	For	For	For	No
3.1	Elect Seong Rae-eun as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues concerning the nominee and the company's board dynamics.						
3.2	Elect Kim Ju-won as Inside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues concerning the nominee and the company's board dynamics.						
3.3	Elect Cho In-young as Outside Director	Mgmt	For	For	For	No
Voting Policy Rationale: A vote FOR this resolution is warranted given the absence of any known issues concerning the nominee and the company's board dynamics.						
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	Against	Against	Yes
Voting Policy Rationale: A vote AGAINST this item is warranted. The company is not proposing an increase in the directors' remuneration limit. However, based on ISS' updated market data, the level of the directors' remuneration cap is excessive compared to that of the market norm, and the company has not provided any reasonable justification for the excessive remuneration limit.						

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction	Vote Against Mgmt
5	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	For	No

Per Arkansas State Code §24-2-805, Voting Ownership Interests for the following retirement system's co-mingled funds:

Arkansas Public Employees' Retirement System

Arkansas State Police Retirement System



Artisan Partners

Artisan Partners

International Value Strategy

The proxies have been voted solely in the pecuniary interest of the pension benefit plan

01/01/25 - 03/31/25

VOTE SUMMARY REPORT

Date range covered : 01/01/2025 to 03/31/2025

Compass Group Plc

Meeting Date: 02/06/2025 **Country:** United Kingdom **Ticker:** CPG
Record Date: 02/04/2025 **Meeting Type:** Annual
Primary Security ID: G23296208

Shares Voted: 1,441,420

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Liat Ben-Zur as Director	Mgmt	For	For	For
6	Elect Juliana Chugg as Director	Mgmt	For	For	For
7	Re-elect Ian Meakins as Director	Mgmt	For	For	For
8	Re-elect Dominic Blakemore as Director	Mgmt	For	For	For
9	Re-elect Petros Parras as Director	Mgmt	For	For	For
10	Re-elect Palmer Brown as Director	Mgmt	For	For	For
11	Re-elect Stefan Bomhard as Director	Mgmt	For	For	For
12	Re-elect John Bryant as Director	Mgmt	For	For	For
13	Re-elect Arlene Isaacs-Lowe as Director	Mgmt	For	For	For
14	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	For	For
15	Re-elect Sundar Raman as Director	Mgmt	For	For	For
16	Re-elect Leanne Wood as Director	Mgmt	For	For	For
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Amend Long Term Incentive Plan	Mgmt	For	For	For

Compass Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Approve Restricted Share Award Plan	Mgmt	For	For	For
22	Authorise Issue of Equity	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise the Company to Call General Meeting with 14 Clear Days' Notice	Mgmt	For	For	For

Novartis AG

Meeting Date: 03/07/2025 **Country:** Switzerland **Ticker:** NOVN
Record Date: **Meeting Type:** Annual
Primary Security ID: H5820Q150

Shares Voted: 652,139

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Non-Financial Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 3.50 per Share	Mgmt	For	For	For
4	Approve CHF 38 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
5	Authorize Repurchase of up to CHF 10 Billion in Issued Share Capital	Mgmt	For	For	For
6	Approve Virtual-Only Shareholder Meetings	Mgmt	For	For	For
7.1	Approve Remuneration of Directors in the Amount of CHF 8.2 Million	Mgmt	For	For	For
7.2	Approve Remuneration of Executive Committee in the Amount of CHF 95 Million	Mgmt	For	For	For
7.3	Approve Remuneration Report	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.1	Elect Giovanni Caforio as Director and Board Chair	Mgmt	For	For	For
8.2	Reelect Nancy Andrews as Director	Mgmt	For	For	For
8.3	Reelect Ton Buechner as Director	Mgmt	For	For	For
8.4	Reelect Patrice Bula as Director	Mgmt	For	For	For
8.5	Reelect Elizabeth Doherty as Director	Mgmt	For	For	For
8.6	Reelect Bridgette Heller as Director	Mgmt	For	For	For
8.7	Reelect Daniel Hochstrasser as Director	Mgmt	For	For	For
8.8	Reelect Frans van Houten as Director	Mgmt	For	For	Against
8.9	Reelect Simon Moroney as Director	Mgmt	For	For	For
8.10	Reelect Ana de Pro Gonzalo as Director	Mgmt	For	For	For
8.11	Reelect John Young as Director	Mgmt	For	For	For
8.12	Elect Elizabeth McNally as Director	Mgmt	For	For	For
9.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	For	For
9.2	Reappoint Bridgette Heller as Member of the Compensation Committee	Mgmt	For	For	For
9.3	Reappoint Simon Moroney as Member of the Compensation Committee	Mgmt	For	For	For
9.4	Appoint John Young as Member of the Compensation Committee	Mgmt	For	For	For
10	Ratify KPMG AG as Auditors	Mgmt	For	For	For
11	Designate Peter Zahn as Independent Proxy	Mgmt	For	For	For
12	Transact Other Business (Voting)	Mgmt	For	Against	Against

[Redacted]

[Redacted]

[REDACTED]

[REDACTED]

[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

At the discretion of the team, select issuers with portfolio weights of generally less than 1.00% are shown as undisclosed holdings.

[REDACTED]

[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]

[REDACTED]

[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]
[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]	[REDACTED]

At the discretion of the team, select issuers with portfolio weights of generally less than 1.00% are shown as undisclosed holdings.

Samsung Electronics Co., Ltd.

Meeting Date: 03/19/2025	Country: South Korea	Ticker: 005930
Record Date: 12/31/2024	Meeting Type: Annual	
Primary Security ID: Y74718100		

Shares Voted: 1,560,290

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2.1.1	Elect Kim Jun-seong as Outside Director	Mgmt	For	For	For
2.1.2	Elect Heo Eun-nyeong as Outside Director	Mgmt	For	For	For
2.1.3	Elect Yoo Myeong-hui as Outside Director	Mgmt	For	For	For
2.1.4	Elect Lee Hyeok-jae as Outside Director	Mgmt	For	For	For
2.2.1	Elect Jeon Young-hyeon as Inside Director	Mgmt	For	For	For
2.2.2	Elect Noh Tae-moon as Inside Director	Mgmt	For	For	For
2.2.3	Elect Song Jae-hyeok as Inside Director	Mgmt	For	For	For
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For
4.1	Elect Shin Je-yoon as a Member of Audit Committee	Mgmt	For	For	For
4.2	Elect Yoo Myeong-hui as a Member of Audit Committee	Mgmt	For	For	For

Category	Value
Category 1	10
Category 2	20
Category 3	30
Category 4	40

				COUNTRY	
STATE	CITY	ZIP	ST	ZIP	CITY
IL	CHICAGO	60601	IL	60601	CHICAGO
IL	CHICAGO	60602	IL	60602	CHICAGO
IL	CHICAGO	60603	IL	60603	CHICAGO
IL	CHICAGO	60604	IL	60604	CHICAGO
IL	CHICAGO	60605	IL	60605	CHICAGO
IL	CHICAGO	60606	IL	60606	CHICAGO

[REDACTED]

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At the discretion of the team, select issuers with portfolio weights of generally less than 1.00% are shown as undisclosed holdings.

ABB Ltd.

Meeting Date: 03/27/2025

Country: Switzerland

Ticker: ABBN

Record Date:

Meeting Type: Annual

Primary Security ID: H0010V101

Shares Voted: 1,428,923

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
3	Approve Sustainability Report (Non-Binding)	Mgmt	For	For	For
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends of CHF 0.90 per Share	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 4.3 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 44.5 Million	Mgmt	For	For	For
7.1	Reelect David Constable as Director	Mgmt	For	For	For
7.2	Reelect Frederico Curado as Director	Mgmt	For	For	For
7.3	Reelect Johan Forssell as Director	Mgmt	For	For	For
7.4	Reelect Denise Johnson as Director	Mgmt	For	For	For
7.5	Reelect Jennifer Xin-Zhe Li as Director	Mgmt	For	For	For
7.6	Reelect Geraldine Matchett as Director	Mgmt	For	For	For
7.7	Reelect David Meline as Director	Mgmt	For	For	For
7.8	Elect Claudia Nemat as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.9	Reelect Mats Rahmstrom as Director	Mgmt	For	For	For
7.10	Reelect Peter Voser as Director and Board Chair	Mgmt	For	For	For
8.1	Reappoint David Constable as Member of the Compensation Committee	Mgmt	For	For	For
8.2	Reappoint Frederico Curado as Member of the Compensation Committee	Mgmt	For	For	For
8.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	For	For	For
9	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For	For	For
10	Ratify KPMG AG as Auditors	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

Per Arkansas State Code §24-2-805, Voting Ownership Interests for the following retirement system's co-mingled funds:

Arkansas Public Employees' Retirement System

Arkansas State Police Retirement System

Baillie Gifford^N

Bailey Giffard

International All Cap

The proxies have been voted solely in the pecuniary interest of the pension benefit plan

01/01/25 - 03/31/25

No proxy voting records for January 2025.

No proxy voting records for February 2025.

Proxy Voting History

Monthly Report March 2025 02

	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
B3 S.A.	Brazil	03/14/25	Extraordinary General Meeting	B3SA3 BZ	BRB3SAACNOR6	1	Appoint/Pay Auditors	Management	For	03/07/25	
B3 S.A.	Brazil	03/14/25	Extraordinary General Meeting	B3SA3 BZ	BRB3SAACNOR6	2	Report - Other	Management	For	03/07/25	
B3 S.A.	Brazil	03/14/25	Extraordinary General Meeting	B3SA3 BZ	BRB3SAACNOR6	3	M&A Activity	Management	For	03/07/25	
B3 S.A.	Brazil	03/14/25	Extraordinary General Meeting	B3SA3 BZ	BRB3SAACNOR6	4	M&A Activity	Management	For	03/07/25	
B3 S.A.	Brazil	03/14/25	Extraordinary General Meeting	B3SA3 BZ	BRB3SAACNOR6	5	Routine Business	Management	For	03/07/25	
Banco De Chile ADR	Chile	03/27/25	Annual General Meeting	US0595201064		1)	Annual Report	Management	For	03/19/25	
Banco De Chile ADR	Chile	03/27/25	Annual General Meeting	US0595201064		2)	Allocation of Income	Management	For	03/19/25	
Banco De Chile ADR	Chile	03/27/25	Annual General Meeting	US0595201064		3)	Non-Executive Remuneration	Management	For	03/19/25	
Banco De Chile ADR	Chile	03/27/25	Annual General Meeting	US0595201064		4)	Non-Executive Remuneration	Management	For	03/19/25	
Banco De Chile ADR	Chile	03/27/25	Annual General Meeting	US0595201064		5)	Appoint/Pay Auditors	Management	For	03/19/25	
Banco De Chile ADR	Chile	03/27/25	Annual General Meeting	US0595201064		6)	Other	Management	For	03/19/25	

	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Chugai Pharmaceutical	Japan	03/27/25	Annual General Meeting	4519	JP3519400000	1	Allocation of Income	Management	Abstain	03/25/25	We abstained on the low dividend payment as we believe the company's capital strategy is not in the interests of shareholders.
Chugai Pharmaceutical	Japan	03/27/25	Annual General Meeting	4519	JP3519400000	2.1	Elect Director(s)	Management	For	03/25/25	
Chugai Pharmaceutical	Japan	03/27/25	Annual General Meeting	4519	JP3519400000	2.2	Elect Director(s)	Management	For	03/25/25	
Chugai Pharmaceutical	Japan	03/27/25	Annual General Meeting	4519	JP3519400000	2.3	Elect Director(s)	Management	For	03/25/25	
Chugai Pharmaceutical	Japan	03/27/25	Annual General Meeting	4519	JP3519400000	2.4	Elect Director(s)	Management	For	03/25/25	
Chugai Pharmaceutical	Japan	03/27/25	Annual General Meeting	4519	JP3519400000	2.5	Elect Director(s)	Management	For	03/25/25	
Chugai Pharmaceutical	Japan	03/27/25	Annual General Meeting	4519	JP3519400000	2.6	Elect Director(s)	Management	For	03/25/25	
Chugai Pharmaceutical	Japan	03/27/25	Annual General Meeting	4519	JP3519400000	2.7	Elect Director(s)	Management	For	03/25/25	
Chugai Pharmaceutical	Japan	03/27/25	Annual General Meeting	4519	JP3519400000	2.8	Elect Director(s)	Management	For	03/25/25	
Chugai Pharmaceutical	Japan	03/27/25	Annual General Meeting	4519	JP3519400000	2.9	Elect Director(s)	Management	For	03/25/25	
Chugai Pharmaceutical	Japan	03/27/25	Annual General Meeting	4519	JP3519400000	3	Elect Statutory Auditor	Management	For	03/25/25	
DSV	Denmark	03/20/25	Annual General Meeting	DSVCb.CODK0060079531	2.	Annual Report	Management	For	03/13/25		

	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
DSV	Denmark	03/20/25	Annual General Meeting	DSVCb.CODK0060079531		3.	Allocation of Income	Management	For	03/13/25	
DSV	Denmark	03/20/25	Annual General Meeting	DSVCb.CODK0060079531		4.	Non-Executive Remuneration	Management	For	03/13/25	
DSV	Denmark	03/20/25	Annual General Meeting	DSVCb.CODK0060079531		5.	Remuneration	Management	For	03/13/25	
DSV	Denmark	03/20/25	Annual General Meeting	DSVCb.CODK0060079531		6.01	Elect Director(s)	Management	For	03/13/25	
DSV	Denmark	03/20/25	Annual General Meeting	DSVCb.CODK0060079531		6.02	Elect Director(s)	Management	For	03/13/25	
DSV	Denmark	03/20/25	Annual General Meeting	DSVCb.CODK0060079531		6.03	Elect Director(s)	Management	For	03/13/25	
DSV	Denmark	03/20/25	Annual General Meeting	DSVCb.CODK0060079531		6.04	Elect Director(s)	Management	For	03/13/25	
DSV	Denmark	03/20/25	Annual General Meeting	DSVCb.CODK0060079531		6.05	Elect Director(s)	Management	For	03/13/25	
DSV	Denmark	03/20/25	Annual General Meeting	DSVCb.CODK0060079531		6.06	Elect Director(s)	Management	For	03/13/25	
DSV	Denmark	03/20/25	Annual General Meeting	DSVCb.CODK0060079531		6.07	Elect Director(s)	Management	For	03/13/25	
DSV	Denmark	03/20/25	Annual General Meeting	DSVCb.CODK0060079531		7.01	Appoint/Pay Auditors	Management	For	03/13/25	
DSV	Denmark	03/20/25	Annual General Meeting	DSVCb.CODK0060079531		8.1	Amendment of Share Capital	Management	For	03/13/25	
DSV	Denmark	03/20/25	Annual General Meeting	DSVCb.CODK0060079531		8.2	Share Repurchase	Management	For	03/13/25	
DSV	Denmark	03/20/25	Annual General Meeting	DSVCb.CODK0060079531		8.3	Remuneration	Management	For	03/13/25	
Nippon Paint	Japan	03/27/25	Annual General Meeting		JP3749400002	1	Allocation of Income	Management	For	03/25/25	

	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Nippon Paint	Japan	03/27/25	Annual General Meeting		JP3749400002	2.1	Elect Director(s)	Management	For	03/25/25	
Nippon Paint	Japan	03/27/25	Annual General Meeting		JP3749400002	2.2	Elect Director(s)	Management	For	03/25/25	
Nippon Paint	Japan	03/27/25	Annual General Meeting		JP3749400002	2.3	Elect Director(s)	Management	For	03/25/25	
Nippon Paint	Japan	03/27/25	Annual General Meeting		JP3749400002	2.4	Elect Director(s)	Management	For	03/25/25	
Nippon Paint	Japan	03/27/25	Annual General Meeting		JP3749400002	2.5	Elect Director(s)	Management	For	03/25/25	
Nippon Paint	Japan	03/27/25	Annual General Meeting		JP3749400002	2.6	Elect Director(s)	Management	For	03/25/25	
Nippon Paint	Japan	03/27/25	Annual General Meeting		JP3749400002	2.7	Elect Director(s)	Management	For	03/25/25	
Nippon Paint	Japan	03/27/25	Annual General Meeting		JP3749400002	2.8	Elect Director(s)	Management	For	03/25/25	
Nippon Paint	Japan	03/27/25	Annual General Meeting		JP3749400002	2.9	Elect Director(s)	Management	For	03/25/25	
Samsung Electronics	South Korea	03/19/25	Annual General Meeting		005930 KSKR7005930003	1	Annual Report	Management	For	03/10/25	
Samsung Electronics	South Korea	03/19/25	Annual General Meeting		005930 KSKR7005930003	2.1.1	Elect Director(s)	Management	For	03/10/25	
Samsung Electronics	South Korea	03/19/25	Annual General Meeting		005930 KSKR7005930003	2.1.2	Elect Director(s)	Management	For	03/10/25	
Samsung Electronics	South Korea	03/19/25	Annual General Meeting		005930 KSKR7005930003	2.1.3	Elect Director(s)	Management	For	03/10/25	
Samsung Electronics	South Korea	03/19/25	Annual General Meeting		005930 KSKR7005930003	2.1.4	Elect Director(s)	Management	For	03/10/25	
Samsung Electronics	South Korea	03/19/25	Annual General Meeting		005930 KSKR7005930003	2.2.1	Elect Director(s)	Management	For	03/10/25	

	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Samsung Electronics	South Korea	03/19/25	Annual General Meeting	005930	KS KR7005930003	2.2.2	Elect Director(s)	Management	For	03/10/25	
Samsung Electronics	South Korea	03/19/25	Annual General Meeting	005930	KS KR7005930003	2.2.3	Elect Director(s)	Management	For	03/10/25	
Samsung Electronics	South Korea	03/19/25	Annual General Meeting	005930	KS KR7005930003	3	Non-Executive Remuneration	Management	For	03/10/25	
Samsung Electronics	South Korea	03/19/25	Annual General Meeting	005930	KS KR7005930003	4.1	Elect Committee Member	Management	For	03/10/25	
Samsung Electronics	South Korea	03/19/25	Annual General Meeting	005930	KS KR7005930003	4.2	Elect Committee Member	Management	For	03/10/25	
Shimano	Japan	03/27/25	Annual General Meeting	7309	JP3358000002	1	Allocation of Income	Management	For	03/25/25	
Shimano	Japan	03/27/25	Annual General Meeting	7309	JP3358000002	2.1	Elect Director(s)	Management	For	03/25/25	
Shimano	Japan	03/27/25	Annual General Meeting	7309	JP3358000002	2.2	Elect Director(s)	Management	For	03/25/25	
Shimano	Japan	03/27/25	Annual General Meeting	7309	JP3358000002	2.3	Elect Director(s)	Management	For	03/25/25	
Shimano	Japan	03/27/25	Annual General Meeting	7309	JP3358000002	2.4	Elect Director(s)	Management	For	03/25/25	
Shimano	Japan	03/27/25	Annual General Meeting	7309	JP3358000002	2.5	Elect Director(s)	Management	For	03/25/25	
Shimano	Japan	03/27/25	Annual General Meeting	7309	JP3358000002	2.6	Elect Director(s)	Management	For	03/25/25	
Shimano	Japan	03/27/25	Annual General Meeting	7309	JP3358000002	3	Non-Executive Remuneration	Management	For	03/25/25	
Shiseido	Japan	03/26/25	Annual General Meeting	4911	JP3351600006	1	Allocation of Income	Management	For	03/24/25	
Shiseido	Japan	03/26/25	Annual General Meeting	4911	JP3351600006	2.1	Elect Director(s)	Management	For	03/24/25	

	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Shiseido	Japan	03/26/25	Annual General Meeting	4911	JP3351600006	2.2	Elect Director(s)	Management	For	03/24/25	
Shiseido	Japan	03/26/25	Annual General Meeting	4911	JP3351600006	2.3	Elect Director(s)	Management	For	03/24/25	
Shiseido	Japan	03/26/25	Annual General Meeting	4911	JP3351600006	2.4	Elect Director(s)	Management	For	03/24/25	
Shiseido	Japan	03/26/25	Annual General Meeting	4911	JP3351600006	2.5	Elect Director(s)	Management	For	03/24/25	
Shiseido	Japan	03/26/25	Annual General Meeting	4911	JP3351600006	2.6	Elect Director(s)	Management	For	03/24/25	
Shiseido	Japan	03/26/25	Annual General Meeting	4911	JP3351600006	2.7	Elect Director(s)	Management	For	03/24/25	
Shiseido	Japan	03/26/25	Annual General Meeting	4911	JP3351600006	2.8	Elect Director(s)	Management	For	03/24/25	
Shiseido	Japan	03/26/25	Annual General Meeting	4911	JP3351600006	2.9	Elect Director(s)	Management	For	03/24/25	
Shiseido	Japan	03/26/25	Annual General Meeting	4911	JP3351600006	2.10	Elect Director(s)	Management	For	03/24/25	
Shiseido	Japan	03/26/25	Annual General Meeting	4911	JP3351600006	2.11	Elect Director(s)	Management	For	03/24/25	
Unicharm	Japan	03/19/25	Annual General Meeting	8113	JP3951600000	1.1	Elect Director(s)	Management	For	03/17/25	
Unicharm	Japan	03/19/25	Annual General Meeting	8113	JP3951600000	1.2	Elect Director(s)	Management	For	03/17/25	
Unicharm	Japan	03/19/25	Annual General Meeting	8113	JP3951600000	1.3	Elect Director(s)	Management	For	03/17/25	
Unicharm	Japan	03/19/25	Annual General Meeting	8113	JP3951600000	2.1	Elect Director(s)	Management	For	03/17/25	
Unicharm	Japan	03/19/25	Annual General Meeting	8113	JP3951600000	2.2	Elect Director(s)	Management	For	03/17/25	

	Country	Meeting Date	Meeting Type	Ticker	ISIN Id	Agenda Item Number	Agenda Item Description	Management or Shareholder	Fund Vote	Date Voted	Reason for Vote
Unicharm	Japan	03/19/25	Annual General Meeting	8113	JP3951600000	2.3	Elect Director(s)	Management	For	03/17/25	
Unicharm	Japan	03/19/25	Annual General Meeting	8113	JP3951600000	3	Related Party Transactions	Management	For	03/17/25	

Per Arkansas State Code §24-2-805, Voting Ownership Interests for the following retirement system's co-mingled funds:

Arkansas Public Employees' Retirement System
Arkansas State Police Retirement System



Mellon Investments Corporation
BNYM Mellon DB SL ACWI ex-U.S. Fund

The proxies have been voted solely in the pecuniary interest of the pension benefit plan

01/01/25 - 03/31/25

VOTE SUMMARY REPORT

Date range covered : 01/01/2025 to 03/31/2025

Credicorp Ltd.

Meeting Date: 03/27/2025 **Country:** Bermuda **Ticker:** BAP
Record Date: 02/14/2025 **Meeting Type:** Annual
Primary Security ID: G2519Y108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Present Board Chairman Report of the Annual and Sustainability Report	Mgmt			
2	Present Audited Individual and Consolidated Financial Statements of Credicorp and its Subsidiaries for FY 2024, Including External Auditors' Report	Mgmt			
3	Approve Tanaka, Valdivia & Asociados, Member Firm of Ernst & Young, as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Compania de Minas Buenaventura SAA

Meeting Date: 03/28/2025 **Country:** Peru **Ticker:** BUENAVC1
Record Date: 03/03/2025 **Meeting Type:** Annual
Primary Security ID: P66805147

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Approve Annual Report	Mgmt	For	For	For
2	Approve Financial Statements	Mgmt	For	For	For
3	Approve Remuneration of Directors	Mgmt	For	For	For
4	Appoint Auditors	Mgmt	For	For	For
5	Approve Distribution of Dividends	Mgmt	For	For	For

Per Arkansas State Code §24-2-805, Voting Ownership Interests for the following retirement system's co-mingled funds:

Arkansas Public Employees' Retirement System
Arkansas State Police Retirement System



Mellon Investments Corporation
BNYM Mellon DB NSL REIT Index Fund

The proxies have been voted solely in the pecuniary interest of the pension benefit plan

01/01/25 - 03/31/25

No results for the selected criteria.

Parameters Used:

Date range covered : 01/01/2025 to 03/31/2025
Location(s): Mellon Investments Corporation
Account Group(s): All Account Groups
Institution Account(s): BNY Wrap
Custodian Account(s): All Custodian Accounts
Additional Policy: None
ADR Meetings: All Meetings
Ballot Statuses: Confirmed, Sent
Contrary Votes: All Votes
Date Format: MM/DD/YYYY
ESG Pillar: All Pillars
ESG Statistics Preference: Include Blended ESG Pillars
Header Display: Repeat Headers for Any Meeting Split by Multiple Pages
Markets: All Markets
Meeting ID's: All Meeting ID's
Meeting Types: All Meeting Types
PoA Markets: All Markets
Proposal Category: All Categories
Proposal Proponents: All Proponents
Proposal Subcategory: All Subcategories
Rationale: All Rationale
Recommendations: All Recommendations
Record Date Markets: All Markets
Reregistration Meetings: Include Reregistration Meetings
Shareblocking Markets: All Markets
Significant Vote: None
Sort Order: Meeting Date, Company Name
Vote Instructions: All Instructions
Voting Policies: All Policies
Zero (0) Share Ballots: All Ballots
Account Watchlist: None
Country Watchlist: None
Issuer Watchlist: Adhoc Issuer WL
Proposal Code Watchlist: None
Proposal Code Watchlist - Agenda Output: Include Exact Matches Only

Per Arkansas State Code §24-2-805, Voting Ownership Interests for the following retirement system's co-mingled funds:

Arkansas Public Employees' Retirement System
Arkansas State Police Retirement System



Mellon Investments Corporation
BNYM Mellon DB SL Stock Index Fund

The proxies have been voted solely in the pecuniary interest of the pension benefit plan

01/01/25 - 03/31/25

VOTE SUMMARY REPORT

Date range covered : 01/01/2025 to 03/31/2025

D.R. Horton, Inc.

Meeting Date: 01/16/2025

Country: USA

Ticker: DHI

Record Date: 11/29/2024

Meeting Type: Annual

Primary Security ID: 23331A109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David V. Auld	Mgmt	For	Refer	For
1b	Elect Director Paul J. Romanowski	Mgmt	For	Refer	For
1c	Elect Director Brad S. Anderson	Mgmt	For	Refer	For
1d	Elect Director Michael R. Buchanan	Mgmt	For	Refer	For
1e	Elect Director Benjamin S. Carson, Sr.	Mgmt	For	Refer	For
1f	Elect Director M. Chad Crow	Mgmt	For	Refer	For
1g	Elect Director Elaine D. Crowley	Mgmt	For	Refer	For
1h	Elect Director Maribess L. Miller	Mgmt	For	Refer	For
1i	Elect Director Barbara R. Smith	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Micron Technology, Inc.

Meeting Date: 01/16/2025

Country: USA

Ticker: MU

Record Date: 11/18/2024

Meeting Type: Annual

Primary Security ID: 595112103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard M. Beyer	Mgmt	For	Refer	For
1b	Elect Director Lynn A. Dugle	Mgmt	For	Refer	For
1c	Elect Director Steven J. Gomo	Mgmt	For	Refer	For
1d	Elect Director Linnie M. Haynesworth	Mgmt	For	Refer	For

Micron Technology, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Mary Pat McCarthy	Mgmt	For	Refer	For
1f	Elect Director Sanjay Mehrotra	Mgmt	For	Refer	For
1g	Elect Director Robert Swan	Mgmt	For	Refer	For
1h	Elect Director MaryAnn Wright	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Approve Omnibus Stock Plan	Mgmt	For	Refer	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Air Products and Chemicals, Inc.

Meeting Date: 01/23/2025

Record Date: 11/27/2024

Primary Security ID: 009158106

Country: USA

Meeting Type: Proxy Contest

Ticker: APD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Universal Proxy (White Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 9 Directors	Mgmt			
1a	Elect Management Nominee Director Tonit M. Calaway	Mgmt	For	Refer	Do Not Vote
1b	Elect Management Nominee Director Charles "Casey" Cogut	Mgmt	For	Refer	Do Not Vote
1c	Elect Management Nominee Director Lisa A. Davis	Mgmt	For	Refer	Do Not Vote
1d	Elect Management Nominee Director Seifollah "Seifi" Ghasemi	Mgmt	For	Refer	Do Not Vote
1e	Elect Management Nominee Director Jessica Trocchi Graziano	Mgmt	For	Refer	Do Not Vote
1f	Elect Management Nominee Director Edward L. Monser	Mgmt	For	Refer	Do Not Vote
1g	Elect Management Nominee Director Bhavesh V. "Bob" Patel	Mgmt	For	Refer	Do Not Vote
1h	Elect Management Nominee Director Wayne T. Smith	Mgmt	For	Refer	Do Not Vote
1i	Elect Management Nominee Director Alfred Stern	Mgmt	For	Refer	Do Not Vote

Air Products and Chemicals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Dissident Nominee Director Andrew Evans	SH	Withhold	Refer	Do Not Vote
1k	Elect Dissident Nominee Director Paul Hilal	SH	Withhold	Refer	Do Not Vote
1l	Elect Dissident Nominee Director Tracy McKibben	SH	Withhold	Refer	Do Not Vote
1m	Elect Dissident Nominee Director Dennis Reilley	SH	Withhold	Refer	Do Not Vote
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Do Not Vote
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	Do Not Vote
4	Repeal Any Bylaw Provisions or Amendments Without Shareholder Approval Subsequent to September 17, 2023	SH	Against	Refer	Do Not Vote
	Dissident Universal Proxy (Blue Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 9 Directors	Mgmt			
1a	Elect Dissident Nominee Director Andrew Evans	SH	For	Refer	For
1b	Elect Dissident Nominee Director Paul Hilal	SH	For	Refer	For
1c	Elect Dissident Nominee Director Tracy McKibben	SH	For	Refer	For
1d	Elect Dissident Nominee Director Dennis Reilley	SH	For	Refer	For
1e	Elect Management Nominee Director Charles "Casey" Cogut	Mgmt	Withhold	Refer	Withhold
1f	Elect Management Nominee Director Lisa A. Davis	Mgmt	Withhold	Refer	Withhold
1g	Elect Management Nominee Director Seifollah "Seifi" Ghasemi	Mgmt	Withhold	Refer	Withhold
1h	Elect Management Nominee Director Edward L. Monser	Mgmt	Withhold	Refer	Withhold
1i	Elect Management Nominee Director Tonit M. Calaway	Mgmt	For	Refer	For
1j	Elect Management Nominee Director Jessica Trocchi Graziano	Mgmt	For	Refer	For
1k	Elect Management Nominee Director Bhavesh V. "Bob" Patel	Mgmt	For	Refer	For
1l	Elect Management Nominee Director Wayne T. Smith	Mgmt	For	Refer	For

Air Products and Chemicals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1m	Elect Management Nominee Director Alfred Stern	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	None	Refer	Against
4	Repeal Any Bylaw Provisions or Amendments Without Shareholder Approval Subsequent to September 17, 2023	SH	For	Refer	For

Costco Wholesale Corporation

Meeting Date: 01/23/2025 **Country:** USA **Ticker:** COST
Record Date: 11/15/2024 **Meeting Type:** Annual
Primary Security ID: 22160K105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan L. Decker	Mgmt	For	Refer	For
1b	Elect Director Kenneth D. Denman	Mgmt	For	Refer	For
1c	Elect Director Helena B. Foulkes	Mgmt	For	Refer	For
1d	Elect Director Hamilton E. James	Mgmt	For	Refer	For
1e	Elect Director Sally Jewell	Mgmt	For	Refer	For
1f	Elect Director Jeffrey S. Raikes	Mgmt	For	Refer	For
1g	Elect Director John W. Stanton	Mgmt	For	Refer	For
1h	Elect Director Ron M. Vachris	Mgmt	For	Refer	For
1i	Elect Director Mary Agnes (Maggie) Wilderotter	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Report on Risks of Maintaining Diversity, Equity, and Inclusion Efforts	SH	Against	Refer	Against

Intuit Inc.

Meeting Date: 01/23/2025

Record Date: 11/25/2024

Primary Security ID: 461202103

Country: USA

Meeting Type: Annual

Ticker: INTU

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eve Burton	Mgmt	For	Refer	For
1b	Elect Director Scott D. Cook	Mgmt	For	Refer	For
1c	Elect Director Richard L. Dalzell	Mgmt	For	Refer	For
1d	Elect Director Sasan K. Goodarzi	Mgmt	For	Refer	For
1e	Elect Director Deborah Liu	Mgmt	For	Refer	For
1f	Elect Director Tekedra Mawakana	Mgmt	For	Refer	For
1g	Elect Director Suzanne Nora Johnson	Mgmt	For	Refer	For
1h	Elect Director Forrest Norrod	Mgmt	For	Refer	For
1i	Elect Director Vasant Prabhu	Mgmt	For	Refer	For
1j	Elect Director Ryan Roslansky	Mgmt	For	Refer	For
1k	Elect Director Thomas Szkutak	Mgmt	For	Refer	For
1l	Elect Director Raul Vazquez	Mgmt	For	Refer	For
1m	Elect Director Eric S. Yuan	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	Refer	For

Jabil Inc.

Meeting Date: 01/23/2025

Record Date: 11/29/2024

Primary Security ID: 466313103

Country: USA

Meeting Type: Annual

Ticker: JBL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anousheh Ansari	Mgmt	For	Refer	For
1b	Elect Director Michael Dastoor	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Christopher S. Holland	Mgmt	For	Refer	For
1d	Elect Director Mark T. Mondello	Mgmt	For	Refer	For
1e	Elect Director John C. Plant	Mgmt	For	Refer	For
1f	Elect Director Steven A. Raymund	Mgmt	For	Refer	Against
1g	Elect Director James Siminoff	Mgmt	For	Refer	For
1h	Elect Director N.V. "Tiger" Tyagarajan	Mgmt	For	Refer	For
1i	Elect Director Kathleen A. Walters	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Refer	Against
5	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Against	Refer	Against

Becton, Dickinson and Company

Meeting Date: 01/28/2025

Record Date: 12/09/2024

Primary Security ID: 075887109

Country: USA

Meeting Type: Annual

Ticker: BDX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William M. Brown	Mgmt	For	Refer	For
1.2	Elect Director Catherine M. Burzik	Mgmt	For	Refer	For
1.3	Elect Director Carrie L. Byington	Mgmt	For	Refer	For
1.4	Elect Director R. Andrew Eckert	Mgmt	For	Refer	For
1.5	Elect Director Claire M. Fraser	Mgmt	For	Refer	For
1.6	Elect Director Jeffrey W. Henderson	Mgmt	For	Refer	For
1.7	Elect Director Christopher Jones	Mgmt	For	Refer	For
1.8	Elect Director Thomas E. Polen	Mgmt	For	Refer	For

Becton, Dickinson and Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Timothy M. Ring	Mgmt	For	Refer	For
1.10	Elect Director Bertram L. Scott	Mgmt	For	Refer	For
1.11	Elect Director Joanne Waldstreicher	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Hormel Foods Corporation

Meeting Date: 01/28/2025

Record Date: 11/29/2024

Primary Security ID: 440452100

Country: USA

Meeting Type: Annual

Ticker: HRL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gary C. Bhojwani	Mgmt	For	Refer	For
1b	Elect Director Stephen M. Lacy	Mgmt	For	Refer	For
1c	Elect Director Elsa A. Murano	Mgmt	For	Refer	For
1d	Elect Director William A. Newlands	Mgmt	For	Refer	For
1e	Elect Director Christopher J. Policinski	Mgmt	For	Refer	For
1f	Elect Director Debbra L. Schoneman	Mgmt	For	Refer	For
1g	Elect Director Sally J. Smith	Mgmt	For	Refer	For
1h	Elect Director James P. Snee	Mgmt	For	Refer	For
1i	Elect Director Steven A. White	Mgmt	For	Refer	For
1j	Elect Director Michael P. Zechmeister	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Publish Measurable Timebound Targets for Increasing Group Sow Housing in Supply Chain	SH	Against	Refer	Against

Visa Inc.

Meeting Date: 01/28/2025

Country: USA

Ticker: V

Record Date: 12/02/2024

Meeting Type: Annual

Primary Security ID: 92826C839

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For	Refer	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	Refer	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	Refer	For
1d	Elect Director Ramon Laguarta	Mgmt	For	Refer	For
1e	Elect Director Teri L. List	Mgmt	For	Refer	For
1f	Elect Director John F. Lundgren	Mgmt	For	Refer	For
1g	Elect Director Ryan McInerney	Mgmt	For	Refer	For
1h	Elect Director Denise M. Morrison	Mgmt	For	Refer	For
1i	Elect Director Pamela Murphy	Mgmt	For	Refer	For
1j	Elect Director Linda J. Rendle	Mgmt	For	Refer	For
1k	Elect Director Maynard G. Webb, Jr.	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
4	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Refer	Against
5	Report on Company's Policy on Merchant Category Codes	SH	Against	Refer	Against
6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Against	Refer	Against
7	Report on Lobbying Payments and Policy	SH	Against	Refer	Against

Jacobs Solutions, Inc.

Meeting Date: 01/29/2025

Country: USA

Ticker: J

Record Date: 12/02/2024

Meeting Type: Annual

Primary Security ID: 46982L108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert V. Pragada	Mgmt	For	Refer	For
1b	Elect Director Louis V. Pinkham	Mgmt	For	Refer	For
1c	Elect Director Priya Abani	Mgmt	For	Refer	For
1d	Elect Director Michael M. Collins	Mgmt	For	Refer	For
1e	Elect Director Manny Fernandez	Mgmt	For	Refer	For
1f	Elect Director Mary M. Jackson	Mgmt	For	Refer	For
1g	Elect Director Georgette D. Kiser	Mgmt	For	Refer	For
1h	Elect Director Robert A. McNamara	Mgmt	For	Refer	For
1i	Elect Director Peter J. Robertson	Mgmt	For	Refer	For
1j	Elect Director Julie A. Sloat	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Eliminate Supermajority Vote Requirement for Changes to the Authorized Number of Shares of Preferred Stock	Mgmt	For	Refer	For
4	Eliminate Supermajority Vote Requirement to Amend Bylaws	Mgmt	For	Refer	For
5	Eliminate Supermajority Vote Requirement for Certain Significant Transactions	Mgmt	For	Refer	For
6	Eliminate Supermajority Vote Requirement to Amend Charter	Mgmt	For	Refer	For
7	Amend Charter to Remove Voluntary Reorganization Provision	Mgmt	For	Refer	For
8	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Walgreens Boots Alliance, Inc.

Meeting Date: 01/30/2025 **Country:** USA **Ticker:** WBA
Record Date: 12/02/2024 **Meeting Type:** Annual
Primary Security ID: 931427108

Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janice M. Babiak	Mgmt	For	For	For
1b	Elect Director Inderpal S. Bhandari	Mgmt	For	For	For
1c	Elect Director Ginger L. Graham	Mgmt	For	For	For
1d	Elect Director Bryan C. Hanson	Mgmt	For	For	For
1e	Elect Director Robert L. Huffines	Mgmt	For	For	For
1f	Elect Director Valerie B. Jarrett	Mgmt	For	For	For
1g	Elect Director John A. Lederer	Mgmt	For	For	For
1h	Elect Director Stefano Pessina	Mgmt	For	For	For
1i	Elect Director Thomas E. Polen	Mgmt	For	For	For
1j	Elect Director Nancy M. Schlichting	Mgmt	For	For	For
1k	Elect Director William H. Shrank	Mgmt	For	For	For
1l	Elect Director Timothy C. Wentworth	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
6	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	For	For	For
7	Report on Cigarette Waste	SH	Against	Against	Against

Emerson Electric Co.

Meeting Date: 02/04/2025 **Country:** USA **Ticker:** EMR
Record Date: 11/26/2024 **Meeting Type:** Annual
Primary Security ID: 291011104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joshua B. Bolten	Mgmt	For	Refer	For

Emerson Electric Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Calvin G. Butler, Jr.	Mgmt	For	Refer	For
1c	Elect Director Surendralal (Lal) L. Karsanbhai	Mgmt	For	Refer	For
1d	Elect Director Lori M. Lee	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Declassify the Board of Directors	Mgmt	For	Refer	For
4a	Reduce Supermajority Vote Requirement to Remove Directors	Mgmt	None	Refer	For
4b	Reduce Supermajority Vote Requirement in Connection with the Fair Price Provisions for Certain Business Combinations	Mgmt	None	Refer	For
4c	Reduce Supermajority Vote Requirement for Amendments to the Terms of any Series of Preferred Stock	Mgmt	None	Refer	For
5	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	Refer	For
6	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

Franklin Resources, Inc.

Meeting Date: 02/04/2025Country: USATicker: BEN

Record Date: 12/09/2024Meeting Type: Annual

Primary Security ID: 354613101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mariann Byerwalter	Mgmt	For	Refer	For
1b	Elect Director Alexander S. Friedman	Mgmt	For	Refer	For
1c	Elect Director Gregory E. Johnson	Mgmt	For	Refer	For
1d	Elect Director Jennifer M. Johnson	Mgmt	For	Refer	For
1e	Elect Director Rupert H. Johnson, Jr.	Mgmt	For	Refer	For
1f	Elect Director John Y. Kim	Mgmt	For	Refer	For
1g	Elect Director Karen M. King	Mgmt	For	Refer	For

Franklin Resources, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Anthony J. Noto	Mgmt	For	Refer	For
1i	Elect Director John W. Thiel	Mgmt	For	Refer	For
1j	Elect Director Seth H. Waugh	Mgmt	For	Refer	For
1k	Elect Director Geoffrey Y. Yang	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Rockwell Automation, Inc.

Meeting Date: 02/04/2025

Record Date: 12/09/2024

Primary Security ID: 773903109

Country: USA

Meeting Type: Annual

Ticker: ROK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A.1	Elect Director James P. Keane	Mgmt	For	Refer	For
A.2	Elect Director Blake D. Moret	Mgmt	For	Refer	For
A.3	Elect Director Thomas W. Rosamilia	Mgmt	For	Refer	For
A.4	Elect Director Patricia A. Watson	Mgmt	For	Refer	For
B	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
C	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Atmos Energy Corporation

Meeting Date: 02/05/2025

Record Date: 12/13/2024

Primary Security ID: 049560105

Country: USA

Meeting Type: Annual

Ticker: ATO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director J. Kevin Akers	Mgmt	For	Refer	For
1b	Elect Director John C. Ale	Mgmt	For	Refer	For
1c	Elect Director Kim R. Cocklin	Mgmt	For	Refer	For
1d	Elect Director Kelly H. Compton	Mgmt	For	Refer	For
1e	Elect Director Sean Donohue	Mgmt	For	Refer	For

Atmos Energy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Rafael G. Garza	Mgmt	For	Refer	For
1g	Elect Director Edward J. Geiser	Mgmt	For	Refer	For
1h	Elect Director Nancy K. Quinn	Mgmt	For	Refer	For
1i	Elect Director Richard A. Sampson	Mgmt	For	Refer	For
1j	Elect Director Telisa Toliver	Mgmt	For	Refer	For
1k	Elect Director Frank Yoho	Mgmt	For	Refer	For
2	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Accenture plc

Meeting Date: 02/06/2025

Record Date: 12/09/2024

Primary Security ID: G1151C101

Country: Ireland

Meeting Type: Annual

Ticker: ACN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	Refer	For
1b	Elect Director Martin Brudermuller	Mgmt	For	Refer	For
1c	Elect Director Alan Jope	Mgmt	For	Refer	For
1d	Elect Director Nancy McKinstry	Mgmt	For	Refer	For
1e	Elect Director Jennifer Nason	Mgmt	For	Refer	For
1f	Elect Director Paula A. Price	Mgmt	For	Refer	For
1g	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	Refer	For
1h	Elect Director Arun Sarin	Mgmt	For	Refer	For
1i	Elect Director Julie Sweet	Mgmt	For	Refer	For
1j	Elect Director Tracey T. Travis	Mgmt	For	Refer	For
1k	Elect Director Masahiko Uotani	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors and Authorise Their Remuneration	Mgmt	For	Refer	For

Accenture plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Capital Reduction of the Share Premium Account	Mgmt	For	Refer	For
5	Authorize Board to Issue Shares under Irish Law	Mgmt	For	Refer	For
6	Authorize the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	Refer	For
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	Refer	For

Tyson Foods, Inc.

Meeting Date: 02/06/2025 **Country:** USA **Ticker:** TSN
Record Date: 12/09/2024 **Meeting Type:** Annual
Primary Security ID: 902494103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John H. Tyson	Mgmt	For	Refer	Against
1b	Elect Director Les R. Baledge	Mgmt	For	Refer	Against
1c	Elect Director Mike Beebe	Mgmt	For	Refer	Against
1d	Elect Director Maria Claudia Borras	Mgmt	For	Refer	Against
1e	Elect Director David J. Bronczek	Mgmt	For	Refer	Against
1f	Elect Director Donnie King	Mgmt	For	Refer	For
1g	Elect Director Maria N. Martinez	Mgmt	For	Refer	For
1h	Elect Director Kevin M. McNamara	Mgmt	For	Refer	For
1i	Elect Director Cheryl S. Miller	Mgmt	For	Refer	Against
1j	Elect Director Kate B. Quinn	Mgmt	For	Refer	Against
1k	Elect Director Jeffrey K. Schomburger	Mgmt	For	Refer	Against
1l	Elect Director Barbara A. Tyson	Mgmt	For	Refer	Against
1m	Elect Director Noel White	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
4	Disclosure of Voting Results Based on Class of Shares	SH	Against	Refer	For

PTC Inc.

Meeting Date: 02/12/2025

Record Date: 12/13/2024

Primary Security ID: 69370C100

Country: USA

Meeting Type: Annual

Ticker: PTC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Neil Barua	Mgmt	For	Refer	For
1.2	Elect Director Mark Benjamin	Mgmt	For	Refer	For
1.3	Elect Director Robert Bernshteyn	Mgmt	For	Refer	For
1.4	Elect Director Janice Chaffin	Mgmt	For	Refer	For
1.5	Elect Director Amar Hanspal	Mgmt	For	Refer	For
1.6	Elect Director Michal Katz	Mgmt	For	Refer	For
1.7	Elect Director Paul Lacy	Mgmt	For	Refer	For
1.8	Elect Director Corinna Lathan	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Capital One Financial Corporation

Meeting Date: 02/18/2025

Record Date: 12/27/2024

Primary Security ID: 14040H105

Country: USA

Meeting Type: Special

Ticker: COF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	Refer	For
2	Adjourn Meeting	Mgmt	For	Refer	For

Discover Financial Services

Meeting Date: 02/18/2025

Record Date: 12/27/2024

Primary Security ID: 254709108

Country: USA

Meeting Type: Special

Ticker: DFS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Refer	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	Refer	For
3	Adjourn Meeting	Mgmt	For	Refer	For

Raymond James Financial, Inc.

Meeting Date: 02/20/2025

Record Date: 12/18/2024

Primary Security ID: 754730109

Country: USA

Meeting Type: Annual

Ticker: RJF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marlene Debel	Mgmt	For	Refer	For
1b	Elect Director Jeffrey N. Edwards	Mgmt	For	Refer	For
1c	Elect Director Benjamin C. Esty	Mgmt	For	Refer	For
1d	Elect Director Art A. Garcia	Mgmt	For	Refer	For
1e	Elect Director Anne Gates	Mgmt	For	Refer	For
1f	Elect Director Gordon L. Johnson	Mgmt	For	Refer	For
1g	Elect Director Raymond W. McDaniel, Jr.	Mgmt	For	Refer	For
1h	Elect Director Roderick C. McGeary	Mgmt	For	Refer	For
1i	Elect Director Cecily M. Mistarz	Mgmt	For	Refer	For
1j	Elect Director Paul C. Reilly	Mgmt	For	Refer	For
1k	Elect Director Raj Seshadri	Mgmt	For	Refer	For
1l	Elect Director Paul M. Shoukry	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

Amcor Plc

Meeting Date: 02/25/2025

Record Date: 01/17/2025

Primary Security ID: G0250X107

Country: Jersey

Meeting Type: Extraordinary Shareholders

Ticker: AMCR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	Refer	For
2	Adjourn Meeting	Mgmt	For	Refer	For

Apple Inc.

Meeting Date: 02/25/2025

Record Date: 01/02/2025

Primary Security ID: 037833100

Country: USA

Meeting Type: Annual

Ticker: AAPL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda Austin	Mgmt	For	Refer	For
1b	Elect Director Tim Cook	Mgmt	For	Refer	For
1c	Elect Director Alex Gorsky	Mgmt	For	Refer	For
1d	Elect Director Andrea Jung	Mgmt	For	Refer	For
1e	Elect Director Art Levinson	Mgmt	For	Refer	For
1f	Elect Director Monica Lozano	Mgmt	For	Refer	For
1g	Elect Director Ron Sugar	Mgmt	For	Refer	For
1h	Elect Director Sue Wagner	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Report on Ethical AI Data Acquisition and Usage	SH	Against	Refer	Against
5	Report on Child Safety Online	SH	Against	Refer	Against
6	Consider Abolishing DEI Policies, Programs, Departments, and Goals	SH	Against	Refer	Against
7	Report on Discrimination in Charitable Contributions	SH	Against	Refer	Against

Charter Communications, Inc.

Meeting Date: 02/26/2025

Record Date: 01/13/2025

Primary Security ID: 16119P108

Country: USA

Meeting Type: Special

Ticker: CHTR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Refer	For
2	Issue Shares in Connection with Merger	Mgmt	For	Refer	For
3	Adjourn Meeting	Mgmt	For	Refer	For

Deere & Company

Meeting Date: 02/26/2025

Record Date: 12/30/2024

Primary Security ID: 244199105

Country: USA

Meeting Type: Annual

Ticker: DE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	Mgmt	For	Refer	For
1b	Elect Director Tamra A. Erwin	Mgmt	For	Refer	For
1c	Elect Director R. Preston Feight	Mgmt	For	Refer	For
1d	Elect Director Alan C. Heuberger	Mgmt	For	Refer	For
1e	Elect Director L. Neil Hunn	Mgmt	For	Refer	For
1f	Elect Director Michael O. Johanns	Mgmt	For	Refer	For
1g	Elect Director John C. May	Mgmt	For	Refer	For
1h	Elect Director Gregory R. Page	Mgmt	For	Refer	For
1i	Elect Director Sherry M. Smith	Mgmt	For	Refer	For
1j	Elect Director Dmitri L. Stockton	Mgmt	For	Refer	For
1k	Elect Director Sheila G. Talton	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Report on Statistical Differences in Hiring Across Race and Gender	SH	Against	Refer	Against

Deere & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Report on Effectiveness of Efforts to Create a Meritocratic Workplace	SH	Against	Refer	Against
6	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Refer	Against
7	Report on a Civil Rights Audit	SH	Against	Refer	Against
8	Report on Discrimination in Charitable Contributions	SH	Against	Refer	Against

Hologic Inc.

Meeting Date: 02/26/2025

Record Date: 01/06/2025

Primary Security ID: 436440101

Country: USA

Meeting Type: Annual

Ticker: HOLX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen P. MacMillan	Mgmt	For	Refer	For
1b	Elect Director Charles J. Dockendorff	Mgmt	For	Refer	For
1c	Elect Director Ludwig N. Hantson	Mgmt	For	Refer	For
1d	Elect Director Martin Madaus	Mgmt	For	Refer	For
1e	Elect Director Nanaz Mohtashami	Mgmt	For	Refer	For
1f	Elect Director Christiana Stamoulis	Mgmt	For	Refer	For
1g	Elect Director Stacey D. Stewart	Mgmt	For	Refer	For
1h	Elect Director Amy M. Wendell	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Adopt Simple Majority Vote	SH	None	Refer	For

Nordson Corporation

Meeting Date: 03/04/2025

Record Date: 01/03/2025

Primary Security ID: 655663102

Country: USA

Meeting Type: Annual

Ticker: NDSN

Nordson Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Annette K. Clayton	Mgmt	For	Refer	For
1.2	Elect Director John A. DeFord	Mgmt	For	Refer	For
1.3	Elect Director Jennifer A. Parmentier	Mgmt	For	Refer	For
1.4	Elect Director Victor L. Richey, Jr.	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Fair Isaac Corporation

Meeting Date: 03/05/2025

Record Date: 01/06/2025

Primary Security ID: 303250104

Country: USA

Meeting Type: Annual

Ticker: FICO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Braden R. Kelly	Mgmt	For	Refer	For
1b	Elect Director Fabiola R. Arredondo	Mgmt	For	Refer	For
1c	Elect Director William J. Lansing	Mgmt	For	Refer	For
1d	Elect Director Eva Manolis	Mgmt	For	Refer	For
1e	Elect Director Marc F. McMorris	Mgmt	For	Refer	For
1f	Elect Director Joanna Rees	Mgmt	For	Refer	For
1g	Elect Director David A. Rey	Mgmt	For	Refer	For
1h	Elect Director H. Tayloe Stansbury	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Applied Materials, Inc.

Meeting Date: 03/06/2025

Country: USA

Ticker: AMAT

Record Date: 01/08/2025

Meeting Type: Annual

Primary Security ID: 038222105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	Refer	For
1b	Elect Director Judy Bruner	Mgmt	For	Refer	For
1c	Elect Director Xun (Eric) Chen	Mgmt	For	Refer	For
1d	Elect Director Aart J. de Geus	Mgmt	For	Refer	For
1e	Elect Director Gary E. Dickerson	Mgmt	For	Refer	For
1f	Elect Director Thomas J. Iannotti	Mgmt	For	Refer	For
1g	Elect Director Alexander A. Karsner	Mgmt	For	Refer	For
1h	Elect Director Kevin P. March	Mgmt	For	Refer	For
1i	Elect Director Yvonne McGill	Mgmt	For	Refer	For
1j	Elect Director Scott A. McGregor	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

Cencora, Inc.

Meeting Date: 03/06/2025

Country: USA

Ticker: COR

Record Date: 01/10/2025

Meeting Type: Annual

Primary Security ID: 03073E105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ornella Barra	Mgmt	For	Refer	For
1b	Elect Director Werner Baumann	Mgmt	For	Refer	For
1c	Elect Director Frank K. Clyburn	Mgmt	For	Refer	For
1d	Elect Director Steven H. Collis	Mgmt	For	Refer	For
1e	Elect Director D. Mark Durcan	Mgmt	For	Refer	For
1f	Elect Director Lon R. Greenberg	Mgmt	For	Refer	For
1g	Elect Director Lorence H. Kim	Mgmt	For	Refer	For

Cencora, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Robert P. Mauch	Mgmt	For	Refer	For
1i	Elect Director Redonda G. Miller	Mgmt	For	Refer	For
1j	Elect Director Dennis M. Nally	Mgmt	For	Refer	For
1k	Elect Director Lauren M. Tyler	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

TransDigm Group Incorporated

Meeting Date: 03/06/2025

Record Date: 01/10/2025

Primary Security ID: 893641100

Country: USA

Meeting Type: Annual

Ticker: TDG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David A. Barr	Mgmt	For	Refer	For
1.2	Elect Director Jane M. Cronin	Mgmt	For	Refer	For
1.3	Elect Director Michael Graff	Mgmt	For	Refer	For
1.4	Elect Director Sean P. Hennessy	Mgmt	For	Refer	For
1.5	Elect Director W. Nicholas Howley	Mgmt	For	Refer	For
1.6	Elect Director Gary E. McCullough	Mgmt	For	Refer	For
1.7	Elect Director Michele L. Santana	Mgmt	For	Refer	For
1.8	Elect Director Robert J. Small	Mgmt	For	Refer	For
1.9	Elect Director Kevin M. Stein	Mgmt	For	Refer	For
1.10	Elect Director Jorge L. Valladares, III	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Analog Devices, Inc.

Meeting Date: 03/12/2025

Record Date: 01/03/2025

Primary Security ID: 032654105

Country: USA

Meeting Type: Annual

Ticker: ADI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vincent Roche	Mgmt	For	Refer	For
1b	Elect Director Stephen M. Jennings	Mgmt	For	Refer	For
1c	Elect Director Andre Andonian	Mgmt	For	Refer	For
1d	Elect Director Edward H. Frank	Mgmt	For	Refer	For
1e	Elect Director Laurie H. Glimcher	Mgmt	For	Refer	For
1f	Elect Director Karen M. Golz	Mgmt	For	Refer	For
1g	Elect Director Peter B. Henry	Mgmt	For	Refer	For
1h	Elect Director Mercedes Johnson	Mgmt	For	Refer	For
1i	Elect Director Ray Stata	Mgmt	For	Refer	For
1j	Elect Director Andrea F. Wainer	Mgmt	For	Refer	For
1k	Elect Director Susie Wee	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Reduce Certain Supermajority Vote Requirement	Mgmt	For	Refer	For

Johnson Controls International plc

Meeting Date: 03/12/2025

Record Date: 01/07/2025

Primary Security ID: G51502105

Country: Ireland

Meeting Type: Annual

Ticker: JCI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy M. Archer	Mgmt	For	Refer	For
1b	Elect Director Jean Blackwell	Mgmt	For	Refer	For
1c	Elect Director Pierre Cohade	Mgmt	For	Refer	For
1d	Elect Director Patrick K. Decker	Mgmt	For	Refer	For
1e	Elect Director W. Roy Dunbar	Mgmt	For	Refer	For

Johnson Controls International plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Gretchen R. Haggerty	Mgmt	For	Refer	For
1g	Elect Director Ayesha Khanna	Mgmt	For	Refer	For
1h	Elect Director Seetarama (Swamy) Kotagiri	Mgmt	For	Refer	For
1i	Elect Director George R. Oliver	Mgmt	For	Refer	For
1j	Elect Director Jurgen Tinggren	Mgmt	For	Refer	For
1k	Elect Director Mark Vergnano	Mgmt	For	Refer	For
1l	Elect Director John D. Young	Mgmt	For	Refer	For
2a	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
2b	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	Refer	For
3	Authorize Market Purchases of Company Shares	Mgmt	For	Refer	For
4	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	Refer	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
6	Approve the Directors' Authority to Allot Shares	Mgmt	For	Refer	For
7	Approve the Disapplication of Statutory Pre-Emption Rights	Mgmt	For	Refer	For

Starbucks Corporation

Meeting Date: 03/12/2025 **Country:** USA **Ticker:** SBUX
Record Date: 01/10/2025 **Meeting Type:** Annual
Primary Security ID: 855244109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard E. Allison, Jr.	Mgmt	For	Refer	For
1b	Elect Director Andrew Campion	Mgmt	For	Refer	For
1c	Elect Director Beth Ford	Mgmt	For	Refer	For
1d	Elect Director Jorgen Vig Knudstorp	Mgmt	For	Refer	For
1e	Elect Director Neal Mohan	Mgmt	For	Refer	For
1f	Elect Director Brian Niccol	Mgmt	For	Refer	For
1g	Elect Director Daniel Javier Servitje Montull	Mgmt	For	Refer	For

Starbucks Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Michael Sievert	Mgmt	For	Refer	For
1i	Elect Director Wei Zhang	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Report on Discrimination in Charitable Contributions	SH	Against	Refer	Against
5	Require Independent Board Chair	SH	Against	Refer	Against
6	Report on Human Rights Risks Related to Labor Organizing	SH	Against	Refer	Against
7	Report on Cage Free Egg Commitment in China and Japan	SH	Against	Refer	Against
8	Publish an Annual Carbon Emissions Congruency Report	SH	Against	Refer	Against

TE Connectivity Plc

Meeting Date: 03/12/2025	Country: Ireland	Ticker: TEL
Record Date: 01/13/2025	Meeting Type: Annual	
Primary Security ID: G87052109		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean-Pierre Clamadieu	Mgmt	For	Refer	For
1b	Elect Director Terrence R. Curtin	Mgmt	For	Refer	For
1c	Elect Director Carol A. (John) Davidson	Mgmt	For	Refer	For
1d	Elect Director Lynn A. Dugle	Mgmt	For	Refer	For
1e	Elect Director Sam Eldessouky	Mgmt	For	Refer	For
1f	Elect Director William A. Jeffrey	Mgmt	For	Refer	For
1g	Elect Director Syaru Shirley Lin	Mgmt	For	Refer	For
1h	Elect Director Heath A. Mitts	Mgmt	For	Refer	Against
1i	Elect Director Abhijit Y. Talwalkar	Mgmt	For	Refer	For
1j	Elect Director Mark C. Trudeau	Mgmt	For	Refer	For
1k	Elect Director Dawn C. Willoughby	Mgmt	For	Refer	For

TE Connectivity Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Laura H. Wright	Mgmt	For	Refer	For
2	Approve Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Authorize Share Repurchase Program	Mgmt	For	Refer	For
5	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	Refer	For

Agilent Technologies, Inc.

Meeting Date: 03/13/2025

Country: USA

Ticker: A

Record Date: 01/23/2025

Meeting Type: Annual

Primary Security ID: 00846U101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Otis W. Brawley	Mgmt	For	Refer	For
1.2	Elect Director Mikael Dolsten	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	Refer	For
5	Declassify the Board of Directors	SH	None	Refer	For

F5, Inc.

Meeting Date: 03/13/2025

Country: USA

Ticker: FFIV

Record Date: 01/07/2025

Meeting Type: Annual

Primary Security ID: 315616102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marianne N. Budnik	Mgmt	For	Refer	For
1b	Elect Director Elizabeth L. Buse	Mgmt	For	Refer	For

F5, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Michel Combes	Mgmt	For	Refer	For
1d	Elect Director Michael L. Dreyer	Mgmt	For	Refer	For
1e	Elect Director Tami Erwin	Mgmt	For	Refer	For
1f	Elect Director Julie M. Gonzalez	Mgmt	For	Refer	For
1g	Elect Director Alan J. Higginson	Mgmt	For	Refer	For
1h	Elect Director Peter S. Klein	Mgmt	For	Refer	For
1i	Elect Director Francois Locoh-Donou	Mgmt	For	Refer	For
1j	Elect Director Maya McReynolds	Mgmt	For	Refer	For
1k	Elect Director Nikhil Mehta	Mgmt	For	Refer	For
1l	Elect Director Michael F. Montoya	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Omnicom Group Inc.

Meeting Date: 03/18/2025	Country: USA	Ticker: OMC
Record Date: 01/27/2025	Meeting Type: Special	
Primary Security ID: 681919106		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	Refer	For
2	Adjourn Meeting	Mgmt	For	Refer	For

QUALCOMM Incorporated

Meeting Date: 03/18/2025	Country: USA	Ticker: QCOM
Record Date: 01/17/2025	Meeting Type: Annual	
Primary Security ID: 747525103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sylvia Acevedo	Mgmt	For	Refer	For

QUALCOMM Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Cristiano R. Amon	Mgmt	For	Refer	For
1c	Elect Director Mark Fields	Mgmt	For	Refer	For
1d	Elect Director Jeffrey W. Henderson	Mgmt	For	Refer	For
1e	Elect Director Ann M. Livermore	Mgmt	For	Refer	For
1f	Elect Director Mark D. McLaughlin	Mgmt	For	Refer	For
1g	Elect Director Jamie S. Miller	Mgmt	For	Refer	For
1h	Elect Director Marie Myers	Mgmt	For	Refer	For
1i	Elect Director Irene B. Rosenfeld	Mgmt	For	Refer	For
1j	Elect Director Kornelis (Neil) Smit	Mgmt	For	Refer	For
1k	Elect Director Jean-Pascal Tricoire	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
5	Report on Climate Risk in Retirement Plan Options	SH	Against	Refer	Against

The Interpublic Group of Companies, Inc.

Meeting Date: 03/18/2025	Country: USA	Ticker: IPG
Record Date: 01/27/2025	Meeting Type: Special	
Primary Security ID: 460690100		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Refer	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	Refer	Against
3	Adjourn Meeting	Mgmt	For	Refer	For

Keysight Technologies, Inc.

Meeting Date: 03/20/2025	Country: USA	Ticker: KEYS
Record Date: 01/22/2025	Meeting Type: Annual	
Primary Security ID: 49338L103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James G. Cullen	Mgmt	For	Refer	For
1.2	Elect Director Michelle J. Holthaus	Mgmt	For	Refer	For
1.3	Elect Director Jean M. Nye	Mgmt	For	Refer	For
1.4	Elect Director Joanne B. Olsen	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Declassify the Board of Directors	SH	Against	Refer	For

The Walt Disney Company

Meeting Date: 03/20/2025

Record Date: 01/21/2025

Primary Security ID: 254687106

Country: USA

Meeting Type: Annual

Ticker: DIS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	For	Refer	For
1b	Elect Director Amy L. Chang	Mgmt	For	Refer	For
1c	Elect Director D. Jeremy Darroch	Mgmt	For	Refer	For
1d	Elect Director Carolyn N. Everson	Mgmt	For	Refer	For
1e	Elect Director Michael B.G. Froman	Mgmt	For	Refer	For
1f	Elect Director James P. Gorman	Mgmt	For	Refer	For
1g	Elect Director Robert A. Iger	Mgmt	For	Refer	For
1h	Elect Director Maria Elena Lagomasino	Mgmt	For	Refer	For
1i	Elect Director Calvin R. McDonald	Mgmt	For	Refer	For
1j	Elect Director Derica W. Rice	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Report on Climate Risk in Retirement Plan Options	SH	Against	Refer	Against
5	Reconsider Participation in Human Rights Campaign's Corporate Equality Index	SH	Against	Refer	For
6	Report on Risks of Discriminating Based on Religious and Political Views	SH	Against	Refer	Against

Per Arkansas State Code §24-2-805, Voting Ownership Interests for the following retirement system's co-mingled funds:

Arkansas Public Employees' Retirement System

Arkansas State Police Retirement System



Mellon Investments Corporation

BNYM Mellon DB SL Large Cap Growth Stock Index Fund

The proxies have been voted solely in the pecuniary interest of the pension benefit plan

01/01/25 - 03/31/25

VOTE SUMMARY REPORT

Date range covered : 01/01/2025 to 03/31/2025

Zscaler, Inc.

Meeting Date: 01/10/2025 **Country:** USA **Ticker:** ZS
Record Date: 11/13/2024 **Meeting Type:** Annual
Primary Security ID: 98980G102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Karen Blasing	Mgmt	For	Refer	For
1.2	Elect Director Charles Giancarlo	Mgmt	For	Refer	Withhold
1.3	Elect Director Eileen Naughton	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	Against

MicroStrategy Incorporated

Meeting Date: 01/21/2025 **Country:** USA **Ticker:** MSTR
Record Date: 01/02/2025 **Meeting Type:** Special
Primary Security ID: 594972408

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Increase Authorized Class A Common Stock	Mgmt	For	Refer	For
2	Increase Authorized Preferred Stock	Mgmt	For	Refer	Against
3	Amend Omnibus Stock Plan	Mgmt	For	Refer	Against
4	Adjourn Meeting	Mgmt	For	Refer	For

Costco Wholesale Corporation

Meeting Date: 01/23/2025 **Country:** USA **Ticker:** COST
Record Date: 11/15/2024 **Meeting Type:** Annual
Primary Security ID: 22160K105

Costco Wholesale Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan L. Decker	Mgmt	For	Refer	For
1b	Elect Director Kenneth D. Denman	Mgmt	For	Refer	For
1c	Elect Director Helena B. Foulkes	Mgmt	For	Refer	For
1d	Elect Director Hamilton E. James	Mgmt	For	Refer	For
1e	Elect Director Sally Jewell	Mgmt	For	Refer	For
1f	Elect Director Jeffrey S. Raikes	Mgmt	For	Refer	For
1g	Elect Director John W. Stanton	Mgmt	For	Refer	For
1h	Elect Director Ron M. Vachris	Mgmt	For	Refer	For
1i	Elect Director Mary Agnes (Maggie) Wilderotter	Mgmt	For	Refer	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Report on Risks of Maintaining Diversity, Equity, and Inclusion Efforts	SH	Against	Refer	Against

Intuit Inc.

Meeting Date: 01/23/2025
Record Date: 11/25/2024
Primary Security ID: 461202103

Country: USA
Meeting Type: Annual

Ticker: INTU

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eve Burton	Mgmt	For	Refer	For
1b	Elect Director Scott D. Cook	Mgmt	For	Refer	For
1c	Elect Director Richard L. Dalzell	Mgmt	For	Refer	For
1d	Elect Director Sasan K. Goodarzi	Mgmt	For	Refer	For
1e	Elect Director Deborah Liu	Mgmt	For	Refer	For
1f	Elect Director Tekedra Mawakana	Mgmt	For	Refer	For
1g	Elect Director Suzanne Nora Johnson	Mgmt	For	Refer	For
1h	Elect Director Forrest Norrod	Mgmt	For	Refer	For

Intuit Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Vasant Prabhu	Mgmt	For	Refer	For
1j	Elect Director Ryan Roslansky	Mgmt	For	Refer	For
1k	Elect Director Thomas Szkutak	Mgmt	For	Refer	For
1l	Elect Director Raul Vazquez	Mgmt	For	Refer	For
1m	Elect Director Eric S. Yuan	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	Refer	For

Jabil Inc.

Meeting Date: 01/23/2025 **Country:** USA **Ticker:** JBL
Record Date: 11/29/2024 **Meeting Type:** Annual
Primary Security ID: 466313103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anousheh Ansari	Mgmt	For	Refer	For
1b	Elect Director Michael Dastoor	Mgmt	For	Refer	For
1c	Elect Director Christopher S. Holland	Mgmt	For	Refer	For
1d	Elect Director Mark T. Mondello	Mgmt	For	Refer	For
1e	Elect Director John C. Plant	Mgmt	For	Refer	For
1f	Elect Director Steven A. Raymund	Mgmt	For	Refer	Against
1g	Elect Director James Siminoff	Mgmt	For	Refer	For
1h	Elect Director N.V. "Tiger" Tyagarajan	Mgmt	For	Refer	For
1i	Elect Director Kathleen A. Walters	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Refer	Against

Jabil Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Against	Refer	Against

Valvoline Inc.

Meeting Date: 01/28/2025	Country: USA	Ticker: VVV
Record Date: 12/02/2024	Meeting Type: Annual	
Primary Security ID: 92047W101		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerald W. Evans, Jr.	Mgmt	For	For	For
1b	Elect Director Lori A. Flees	Mgmt	For	For	For
1c	Elect Director Richard J. Freeland	Mgmt	For	For	For
1d	Elect Director Carol H. Kruse	Mgmt	For	For	For
1e	Elect Director Vada O. Manager	Mgmt	For	For	For
1f	Elect Director Patrick S. Pacious	Mgmt	For	For	For
1g	Elect Director Jennifer L. Slater	Mgmt	For	For	For
1h	Elect Director Charles M. Sonsteby	Mgmt	For	For	For
1i	Elect Director Mary J. Twinem	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Visa Inc.

Meeting Date: 01/28/2025	Country: USA	Ticker: V
Record Date: 12/02/2024	Meeting Type: Annual	
Primary Security ID: 92826C839		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For	Refer	For
1b	Elect Director Kermit R. Crawford	Mgmt	For	Refer	For

Visa Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	Refer	For
1d	Elect Director Ramon Laguarta	Mgmt	For	Refer	For
1e	Elect Director Teri L. List	Mgmt	For	Refer	For
1f	Elect Director John F. Lundgren	Mgmt	For	Refer	For
1g	Elect Director Ryan McInerney	Mgmt	For	Refer	For
1h	Elect Director Denise M. Morrison	Mgmt	For	Refer	For
1i	Elect Director Pamela Murphy	Mgmt	For	Refer	For
1j	Elect Director Linda J. Rendle	Mgmt	For	Refer	For
1k	Elect Director Maynard G. Webb, Jr.	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For
4	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Refer	Against
5	Report on Company's Policy on Merchant Category Codes	SH	Against	Refer	Against
6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Against	Refer	Against
7	Report on Lobbying Payments and Policy	SH	Against	Refer	Against

Spirit AeroSystems Holdings, Inc.

Meeting Date: 01/31/2025	Country: USA	Ticker: SPR
Record Date: 12/20/2024	Meeting Type: Special	
Primary Security ID: 848574109		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	For	For
3	Adjourn Meeting	Mgmt	For	For	For

Rockwell Automation, Inc.

Meeting Date: 02/04/2025

Record Date: 12/09/2024

Primary Security ID: 773903109

Country: USA

Meeting Type: Annual

Ticker: ROK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A.1	Elect Director James P. Keane	Mgmt	For	Refer	For
A.2	Elect Director Blake D. Moret	Mgmt	For	Refer	For
A.3	Elect Director Thomas W. Rosamilia	Mgmt	For	Refer	For
A.4	Elect Director Patricia A. Watson	Mgmt	For	Refer	For
B	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
C	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

PTC Inc.

Meeting Date: 02/12/2025

Record Date: 12/13/2024

Primary Security ID: 69370C100

Country: USA

Meeting Type: Annual

Ticker: PTC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Neil Barua	Mgmt	For	Refer	For
1.2	Elect Director Mark Benjamin	Mgmt	For	Refer	For
1.3	Elect Director Robert Bernshteyn	Mgmt	For	Refer	For
1.4	Elect Director Janice Chaffin	Mgmt	For	Refer	For
1.5	Elect Director Amar Hanspal	Mgmt	For	Refer	For
1.6	Elect Director Michal Katz	Mgmt	For	Refer	For
1.7	Elect Director Paul Lacy	Mgmt	For	Refer	For
1.8	Elect Director Corinna Lathan	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Apple Inc.

Meeting Date: 02/25/2025

Record Date: 01/02/2025

Primary Security ID: 037833100

Country: USA

Meeting Type: Annual

Ticker: AAPL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda Austin	Mgmt	For	Refer	For
1b	Elect Director Tim Cook	Mgmt	For	Refer	For
1c	Elect Director Alex Gorsky	Mgmt	For	Refer	For
1d	Elect Director Andrea Jung	Mgmt	For	Refer	For
1e	Elect Director Art Levinson	Mgmt	For	Refer	For
1f	Elect Director Monica Lozano	Mgmt	For	Refer	For
1g	Elect Director Ron Sugar	Mgmt	For	Refer	For
1h	Elect Director Sue Wagner	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Report on Ethical AI Data Acquisition and Usage	SH	Against	Refer	Against
5	Report on Child Safety Online	SH	Against	Refer	Against
6	Consider Abolishing DEI Policies, Programs, Departments, and Goals	SH	Against	Refer	Against
7	Report on Discrimination in Charitable Contributions	SH	Against	Refer	Against

Liberty Broadband Corporation

Meeting Date: 02/26/2025

Record Date: 01/13/2025

Primary Security ID: 530307305

Country: USA

Meeting Type: Special

Ticker: LBRDK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Refer	For
2	Adjourn Meeting	Mgmt	For	Refer	For

Tetra Tech, Inc.

Meeting Date: 02/27/2025

Record Date: 01/02/2025

Primary Security ID: 88162G103

Country: USA

Meeting Type: Annual

Ticker: TTEK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Dan L. Batrack	Mgmt	For	Refer	For
1B	Elect Director Gary R. Birkenbeuel	Mgmt	For	Refer	For
1C	Elect Director John M. Douglas	Mgmt	For	Refer	For
1D	Elect Director Prashant Gandhi	Mgmt	For	Refer	For
1E	Elect Director Christiana Obiaya	Mgmt	For	Refer	For
1F	Elect Director Kimberly E. Ritrievi	Mgmt	For	Refer	For
1G	Elect Director Kirsten M. Volpi	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

The AZEK Company Inc.

Meeting Date: 02/28/2025

Record Date: 01/02/2025

Primary Security ID: 05478C105

Country: USA

Meeting Type: Annual

Ticker: AZEK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gary Hendrickson	Mgmt	For	For	For
1.2	Elect Director Jesse Singh	Mgmt	For	For	For
1.3	Elect Director Pamela Edwards	Mgmt	For	For	For
1.4	Elect Director Howard Heckes	Mgmt	For	For	For
1.5	Elect Director Vernon J. Nagel	Mgmt	For	For	For
1.6	Elect Director Harmit Singh	Mgmt	For	For	For
1.7	Elect Director Brian Spaly	Mgmt	For	For	For
1.8	Elect Director Fiona Tan	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

The AZEK Company Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Eliminate Former Sponsors References	Mgmt	For	Against	Against
5	Amend Certificate of Incorporation to Eliminate Sponsor Corporate Opportunity Waiver Provision	Mgmt	For	For	For
6	Amend Certificate of Incorporation to Eliminate Sponsor's Exemption from Certain Business Combination Restrictions	Mgmt	For	Against	Against

Fair Isaac Corporation

Meeting Date: 03/05/2025 **Country:** USA **Ticker:** FICO
Record Date: 01/06/2025 **Meeting Type:** Annual
Primary Security ID: 303250104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Braden R. Kelly	Mgmt	For	Refer	For
1b	Elect Director Fabiola R. Arredondo	Mgmt	For	Refer	For
1c	Elect Director William J. Lansing	Mgmt	For	Refer	For
1d	Elect Director Eva Manolis	Mgmt	For	Refer	For
1e	Elect Director Marc F. McMorris	Mgmt	For	Refer	For
1f	Elect Director Joanna Rees	Mgmt	For	Refer	For
1g	Elect Director David A. Rey	Mgmt	For	Refer	For
1h	Elect Director H. Tayloe Stansbury	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Applied Materials, Inc.

Meeting Date: 03/06/2025 **Country:** USA **Ticker:** AMAT
Record Date: 01/08/2025 **Meeting Type:** Annual
Primary Security ID: 038222105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	Refer	For
1b	Elect Director Judy Bruner	Mgmt	For	Refer	For
1c	Elect Director Xun (Eric) Chen	Mgmt	For	Refer	For
1d	Elect Director Aart J. de Geus	Mgmt	For	Refer	For
1e	Elect Director Gary E. Dickerson	Mgmt	For	Refer	For
1f	Elect Director Thomas J. Iannotti	Mgmt	For	Refer	For
1g	Elect Director Alexander A. Karsner	Mgmt	For	Refer	For
1h	Elect Director Kevin P. March	Mgmt	For	Refer	For
1i	Elect Director Yvonne McGill	Mgmt	For	Refer	For
1j	Elect Director Scott A. McGregor	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

Cencora, Inc.

Meeting Date: 03/06/2025

Record Date: 01/10/2025

Primary Security ID: 03073E105

Country: USA

Meeting Type: Annual

Ticker: COR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ornella Barra	Mgmt	For	Refer	For
1b	Elect Director Werner Baumann	Mgmt	For	Refer	For
1c	Elect Director Frank K. Clyburn	Mgmt	For	Refer	For
1d	Elect Director Steven H. Collis	Mgmt	For	Refer	For
1e	Elect Director D. Mark Durcan	Mgmt	For	Refer	For
1f	Elect Director Lon R. Greenberg	Mgmt	For	Refer	For
1g	Elect Director Lorence H. Kim	Mgmt	For	Refer	For
1h	Elect Director Robert P. Mauch	Mgmt	For	Refer	For
1i	Elect Director Redonda G. Miller	Mgmt	For	Refer	For

Cencora, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Dennis M. Nally	Mgmt	For	Refer	For
1k	Elect Director Lauren M. Tyler	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

TransDigm Group Incorporated

Meeting Date: 03/06/2025	Country: USA	Ticker: TDG
Record Date: 01/10/2025	Meeting Type: Annual	
Primary Security ID: 893641100		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David A. Barr	Mgmt	For	Refer	For
1.2	Elect Director Jane M. Cronin	Mgmt	For	Refer	For
1.3	Elect Director Michael Graff	Mgmt	For	Refer	For
1.4	Elect Director Sean P. Hennessy	Mgmt	For	Refer	For
1.5	Elect Director W. Nicholas Howley	Mgmt	For	Refer	For
1.6	Elect Director Gary E. McCullough	Mgmt	For	Refer	For
1.7	Elect Director Michele L. Santana	Mgmt	For	Refer	For
1.8	Elect Director Robert J. Small	Mgmt	For	Refer	For
1.9	Elect Director Kevin M. Stein	Mgmt	For	Refer	For
1.10	Elect Director Jorge L. Valladares, III	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Starbucks Corporation

Meeting Date: 03/12/2025	Country: USA	Ticker: SBUX
Record Date: 01/10/2025	Meeting Type: Annual	
Primary Security ID: 855244109		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard E. Allison, Jr.	Mgmt	For	Refer	For
1b	Elect Director Andrew Campion	Mgmt	For	Refer	For
1c	Elect Director Beth Ford	Mgmt	For	Refer	For
1d	Elect Director Jorgen Vig Knudstorp	Mgmt	For	Refer	For
1e	Elect Director Neal Mohan	Mgmt	For	Refer	For
1f	Elect Director Brian Niccol	Mgmt	For	Refer	For
1g	Elect Director Daniel Javier Servitje Montull	Mgmt	For	Refer	For
1h	Elect Director Michael Sievert	Mgmt	For	Refer	For
1i	Elect Director Wei Zhang	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Report on Discrimination in Charitable Contributions	SH	Against	Refer	Against
5	Require Independent Board Chair	SH	Against	Refer	Against
6	Report on Human Rights Risks Related to Labor Organizing	SH	Against	Refer	Against
7	Report on Cage Free Egg Commitment in China and Japan	SH	Against	Refer	Against
8	Publish an Annual Carbon Emissions Congruency Report	SH	Against	Refer	Against

HEICO Corporation

Meeting Date: 03/14/2025

Record Date: 01/17/2025

Primary Security ID: 422806109

Country: USA

Meeting Type: Annual

Ticker: HEI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas M. Culligan	Mgmt	For	Refer	For
1.2	Elect Director Carol F. Fine	Mgmt	For	Refer	For
1.3	Elect Director Adolfo Henriques	Mgmt	For	Refer	For

HEICO Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Mark H. Hildebrandt	Mgmt	For	Refer	Against
1.5	Elect Director Eric A. Mendelson	Mgmt	For	Refer	For
1.6	Elect Director Laurans A. Mendelson	Mgmt	For	Refer	For
1.7	Elect Director Victor H. Mendelson	Mgmt	For	Refer	For
1.8	Elect Director Julie Neitzel	Mgmt	For	Refer	For
1.9	Elect Director Alan Schriesheim	Mgmt	For	Refer	Against
1.10	Elect Director Frank J. Schwitter	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

QUALCOMM Incorporated

Meeting Date: 03/18/2025

Record Date: 01/17/2025

Primary Security ID: 747525103

Country: USA

Meeting Type: Annual

Ticker: QCOM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sylvia Acevedo	Mgmt	For	Refer	For
1b	Elect Director Cristiano R. Amon	Mgmt	For	Refer	For
1c	Elect Director Mark Fields	Mgmt	For	Refer	For
1d	Elect Director Jeffrey W. Henderson	Mgmt	For	Refer	For
1e	Elect Director Ann M. Livermore	Mgmt	For	Refer	For
1f	Elect Director Mark D. McLaughlin	Mgmt	For	Refer	For
1g	Elect Director Jamie S. Miller	Mgmt	For	Refer	For
1h	Elect Director Marie Myers	Mgmt	For	Refer	For
1i	Elect Director Irene B. Rosenfeld	Mgmt	For	Refer	For
1j	Elect Director Kornelis (Neil) Smit	Mgmt	For	Refer	For
1k	Elect Director Jean-Pascal Tricoire	Mgmt	For	Refer	For

QUALCOMM Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
5	Report on Climate Risk in Retirement Plan Options	SH	Against	Refer	Against

Intra-Cellular Therapies, Inc.

Meeting Date: 03/27/2025	Country: USA	Ticker: ITCI
Record Date: 02/13/2025	Meeting Type: Special	
Primary Security ID: 46116X101		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Refer	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	Refer	Against
3	Adjourn Meeting	Mgmt	For	Refer	For

Jefferies Financial Group Inc.

Meeting Date: 03/27/2025	Country: USA	Ticker: JEF
Record Date: 01/27/2025	Meeting Type: Annual	
Primary Security ID: 47233W109		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda L. Adamany	Mgmt	For	Refer	For
1b	Elect Director Robert D. Beyer	Mgmt	For	Refer	For
1c	Elect Director Matrice Ellis Kirk	Mgmt	For	Refer	For
1d	Elect Director Brian P. Friedman	Mgmt	For	Refer	For
1e	Elect Director MaryAnne Gilmartin	Mgmt	For	Refer	For
1f	Elect Director Richard B. Handler	Mgmt	For	Refer	For
1g	Elect Director Thomas W. Jones	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Jacob M. Katz	Mgmt	For	Refer	For
1i	Elect Director Toru Nakashima	Mgmt	For	Refer	For
1j	Elect Director Michael T. O'Kane	Mgmt	For	Refer	For
1k	Elect Director Joseph S. Steinberg	Mgmt	For	Refer	For
1l	Elect Director Melissa V. Weiler	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Per Arkansas State Code §24-2-805, Voting Ownership Interests for the following retirement system's co-mingled funds:

Arkansas Public Employees' Retirement System

Arkansas State Police Retirement System



Mellon Investments Corporation

BNYM Mellon DB SL Large Cap Value Stock Index Fund

The proxies have been voted solely in the pecuniary interest of the pension benefit plan

01/01/25 - 03/31/25

VOTE SUMMARY REPORT

Date range covered : 01/01/2025 to 03/31/2025

D.R. Horton, Inc.

Meeting Date: 01/16/2025

Country: USA

Ticker: DHI

Record Date: 11/29/2024

Meeting Type: Annual

Primary Security ID: 23331A109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David V. Auld	Mgmt	For	Refer	For
1b	Elect Director Paul J. Romanowski	Mgmt	For	Refer	For
1c	Elect Director Brad S. Anderson	Mgmt	For	Refer	For
1d	Elect Director Michael R. Buchanan	Mgmt	For	Refer	For
1e	Elect Director Benjamin S. Carson, Sr.	Mgmt	For	Refer	For
1f	Elect Director M. Chad Crow	Mgmt	For	Refer	For
1g	Elect Director Elaine D. Crowley	Mgmt	For	Refer	For
1h	Elect Director Maribess L. Miller	Mgmt	For	Refer	For
1i	Elect Director Barbara R. Smith	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Micron Technology, Inc.

Meeting Date: 01/16/2025

Country: USA

Ticker: MU

Record Date: 11/18/2024

Meeting Type: Annual

Primary Security ID: 595112103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard M. Beyer	Mgmt	For	Refer	For
1b	Elect Director Lynn A. Dugle	Mgmt	For	Refer	For
1c	Elect Director Steven J. Gomo	Mgmt	For	Refer	For
1d	Elect Director Linnie M. Haynesworth	Mgmt	For	Refer	For

Micron Technology, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Mary Pat McCarthy	Mgmt	For	Refer	For
1f	Elect Director Sanjay Mehrotra	Mgmt	For	Refer	For
1g	Elect Director Robert Swan	Mgmt	For	Refer	For
1h	Elect Director MaryAnn Wright	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Approve Omnibus Stock Plan	Mgmt	For	Refer	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Ashland Inc.

Meeting Date: 01/21/2025

Record Date: 11/25/2024

Primary Security ID: 044186104

Country: USA

Meeting Type: Annual

Ticker: ASH

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Steven D. Bishop	Mgmt	For	For	For
1.2	Elect Director Sanat Chattopadhyay	Mgmt	For	For	For
1.3	Elect Director Suzan F. Harrison	Mgmt	For	For	For
1.4	Elect Director Ashish K. Kulkarni	Mgmt	For	For	For
1.5	Elect Director Susan L. Main	Mgmt	For	For	For
1.6	Elect Director Guillermo Novo	Mgmt	For	For	For
1.7	Elect Director Sergio Pedreiro	Mgmt	For	For	For
1.8	Elect Director Jerome A. Peribere	Mgmt	For	For	For
1.9	Elect Director Scott A. Tozier	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

MicroStrategy Incorporated

Meeting Date: 01/21/2025

Record Date: 01/02/2025

Primary Security ID: 594972408

Country: USA

Meeting Type: Special

Ticker: MSTR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Increase Authorized Class A Common Stock	Mgmt	For	Refer	For
2	Increase Authorized Preferred Stock	Mgmt	For	Refer	Against
3	Amend Omnibus Stock Plan	Mgmt	For	Refer	Against
4	Adjourn Meeting	Mgmt	For	Refer	For

Acuity Brands, Inc.

Meeting Date: 01/22/2025

Record Date: 11/25/2024

Primary Security ID: 00508Y102

Country: USA

Meeting Type: Annual

Ticker: AYI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Neil M. Ashe	Mgmt	For	For	For
1b	Elect Director Marcia J. Avedon	Mgmt	For	For	For
1c	Elect Director W. Patrick Battle	Mgmt	For	For	For
1d	Elect Director Michael J. Bender	Mgmt	For	For	For
1e	Elect Director G. Douglas Dillard, Jr.	Mgmt	For	For	For
1f	Elect Director James H. Hance, Jr.	Mgmt	For	Refer	Against
1g	Elect Director Maya Leibman	Mgmt	For	For	For
1h	Elect Director Laura G. O'Shaughnessy	Mgmt	For	For	For
1i	Elect Director Mark J. Sachleben	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Adopt Director Election Resignation Bylaw	SH	Against	Refer	Against

MSC Industrial Direct Co., Inc.

Meeting Date: 01/22/2025

Record Date: 12/04/2024

Primary Security ID: 553530106

Country: USA

Meeting Type: Annual

Ticker: MSM

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Erik Gershwind	Mgmt	For	For	For
1b	Elect Director Louise Goeser	Mgmt	For	For	For
1c	Elect Director Mitchell Jacobson	Mgmt	For	For	For
1d	Elect Director Michael Kaufmann	Mgmt	For	For	For
1e	Elect Director Robert Aarnes	Mgmt	For	For	For
1f	Elect Director Steven Paladino	Mgmt	For	For	For
1g	Elect Director Philip Peller	Mgmt	For	For	For
1h	Elect Director Rahquel Purcell	Mgmt	For	For	For
1i	Elect Director Rudina Seleri	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Air Products and Chemicals, Inc.

Meeting Date: 01/23/2025

Record Date: 11/27/2024

Primary Security ID: 009158106

Country: USA

Meeting Type: Proxy Contest

Ticker: APD

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Universal Proxy (White Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 9 Directors	Mgmt			
1a	Elect Management Nominee Director Tonit M. Calaway	Mgmt	For	Refer	Do Not Vote
1b	Elect Management Nominee Director Charles "Casey" Cogut	Mgmt	For	Refer	Do Not Vote
1c	Elect Management Nominee Director Lisa A. Davis	Mgmt	For	Refer	Do Not Vote

Air Products and Chemicals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Management Nominee Director Seifollah "Seifi" Ghasemi	Mgmt	For	Refer	Do Not Vote
1e	Elect Management Nominee Director Jessica Trocchi Graziano	Mgmt	For	Refer	Do Not Vote
1f	Elect Management Nominee Director Edward L. Monser	Mgmt	For	Refer	Do Not Vote
1g	Elect Management Nominee Director Bhavesh V. "Bob" Patel	Mgmt	For	Refer	Do Not Vote
1h	Elect Management Nominee Director Wayne T. Smith	Mgmt	For	Refer	Do Not Vote
1i	Elect Management Nominee Director Alfred Stern	Mgmt	For	Refer	Do Not Vote
1j	Elect Dissident Nominee Director Andrew Evans	SH	Withhold	Refer	Do Not Vote
1k	Elect Dissident Nominee Director Paul Hilal	SH	Withhold	Refer	Do Not Vote
1l	Elect Dissident Nominee Director Tracy McKibben	SH	Withhold	Refer	Do Not Vote
1m	Elect Dissident Nominee Director Dennis Reilley	SH	Withhold	Refer	Do Not Vote
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Do Not Vote
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	Do Not Vote
4	Repeal Any Bylaw Provisions or Amendments Without Shareholder Approval Subsequent to September 17, 2023	SH	Against	Refer	Do Not Vote
	Dissident Universal Proxy (Blue Proxy Card)	Mgmt			
	From the Combined List of Management & Dissident Nominees - Elect 9 Directors	Mgmt			
1a	Elect Dissident Nominee Director Andrew Evans	SH	For	Refer	For
1b	Elect Dissident Nominee Director Paul Hilal	SH	For	Refer	For
1c	Elect Dissident Nominee Director Tracy McKibben	SH	For	Refer	For
1d	Elect Dissident Nominee Director Dennis Reilley	SH	For	Refer	For
1e	Elect Management Nominee Director Charles "Casey" Cogut	Mgmt	Withhold	Refer	Withhold
1f	Elect Management Nominee Director Lisa A. Davis	Mgmt	Withhold	Refer	Withhold

Air Products and Chemicals, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Management Nominee Director Seifollah "Seifi" Ghasemi	Mgmt	Withhold	Refer	Withhold
1h	Elect Management Nominee Director Edward L. Monser	Mgmt	Withhold	Refer	Withhold
1i	Elect Management Nominee Director Tonit M. Calaway	Mgmt	For	Refer	For
1j	Elect Management Nominee Director Jessica Trocchi Graziano	Mgmt	For	Refer	For
1k	Elect Management Nominee Director Bhavesh V. "Bob" Patel	Mgmt	For	Refer	For
1l	Elect Management Nominee Director Wayne T. Smith	Mgmt	For	Refer	For
1m	Elect Management Nominee Director Alfred Stern	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	None	Refer	Against
4	Repeal Any Bylaw Provisions or Amendments Without Shareholder Approval Subsequent to September 17, 2023	SH	For	Refer	For

Jabil Inc.

Meeting Date: 01/23/2025 **Country:** USA **Ticker:** JBL
Record Date: 11/29/2024 **Meeting Type:** Annual
Primary Security ID: 466313103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anousheh Ansari	Mgmt	For	Refer	For
1b	Elect Director Michael Dastoor	Mgmt	For	Refer	For
1c	Elect Director Christopher S. Holland	Mgmt	For	Refer	For
1d	Elect Director Mark T. Mondello	Mgmt	For	Refer	For
1e	Elect Director John C. Plant	Mgmt	For	Refer	For
1f	Elect Director Steven A. Raymund	Mgmt	For	Refer	Against
1g	Elect Director James Siminoff	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director N.V. "Tiger" Tyagarajan	Mgmt	For	Refer	For
1i	Elect Director Kathleen A. Walters	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Refer	Against
5	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	SH	Against	Refer	Against

Meeting Date: 01/24/2025	Country: USA	Ticker: ARMK
Record Date: 11/26/2024	Meeting Type: Annual	
Primary Security ID: 03852U106		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan M. Cameron	Mgmt	For	Refer	For
1b	Elect Director Greg Creed	Mgmt	For	Refer	For
1c	Elect Director Brian M. DelGhiaccio	Mgmt	For	Refer	For
1d	Elect Director Richard W. Dreiling	Mgmt	For	Refer	For
1e	Elect Director Bridgette P. Heller	Mgmt	For	Refer	For
1f	Elect Director Kenneth M. Keverian	Mgmt	For	Refer	For
1g	Elect Director Karen M. King	Mgmt	For	Refer	For
1h	Elect Director Patricia E. Lopez	Mgmt	For	Refer	For
1i	Elect Director Stephen I. Sadove	Mgmt	For	Refer	For
1j	Elect Director Kevin G. Wills	Mgmt	For	Refer	For
1k	Elect Director John J. Zillmer	Mgmt	For	Refer	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Aramark

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

The Scotts Miracle-Gro Company

Meeting Date: 01/27/2025	Country: USA	Ticker: SMG
Record Date: 12/02/2024	Meeting Type: Annual	
Primary Security ID: 810186106		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director David C. Evans	Mgmt	For	For	For
1b	Elect Director Adam Hanft	Mgmt	For	For	For
1c	Elect Director Stephen L. Johnson	Mgmt	For	Refer	For
1d	Elect Director Katherine Hagedorn Littlefield	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For

Vestis Corporation

Meeting Date: 01/27/2025	Country: USA	Ticker: VSTS
Record Date: 12/04/2024	Meeting Type: Annual	
Primary Security ID: 29430C102		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William W. Goetz	Mgmt	For	For	For
1b	Elect Director Lynn McKee	Mgmt	For	For	For
1c	Elect Director Keith A. Meister	Mgmt	For	For	For
1d	Elect Director Doug Pertz	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Vestis Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Becton, Dickinson and Company

Meeting Date: 01/28/2025	Country: USA	Ticker: BDX
Record Date: 12/09/2024	Meeting Type: Annual	
Primary Security ID: 075887109		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William M. Brown	Mgmt	For	Refer	For
1.2	Elect Director Catherine M. Burzik	Mgmt	For	Refer	For
1.3	Elect Director Carrie L. Byington	Mgmt	For	Refer	For
1.4	Elect Director R. Andrew Eckert	Mgmt	For	Refer	For
1.5	Elect Director Claire M. Fraser	Mgmt	For	Refer	For
1.6	Elect Director Jeffrey W. Henderson	Mgmt	For	Refer	For
1.7	Elect Director Christopher Jones	Mgmt	For	Refer	For
1.8	Elect Director Thomas E. Polen	Mgmt	For	Refer	For
1.9	Elect Director Timothy M. Ring	Mgmt	For	Refer	For
1.10	Elect Director Bertram L. Scott	Mgmt	For	Refer	For
1.11	Elect Director Joanne Waldstreicher	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

BellRing Brands, Inc.

Meeting Date: 01/28/2025	Country: USA	Ticker: BRBR
Record Date: 12/02/2024	Meeting Type: Annual	
Primary Security ID: 07831C103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Declassify the Board of Directors	Mgmt	For	For	For
2.1	Elect Director Robert V. Vitale	Mgmt	For	For	For
2.2	Elect Director Chonda J. Nwamu	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Adopt Director Election Resignation Guideline	SH	Against	Refer	Against

Hormel Foods Corporation

Meeting Date: 01/28/2025

Record Date: 11/29/2024

Primary Security ID: 440452100

Country: USA

Meeting Type: Annual

Ticker: HRL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gary C. Bhojwani	Mgmt	For	Refer	For
1b	Elect Director Stephen M. Lacy	Mgmt	For	Refer	For
1c	Elect Director Elsa A. Murano	Mgmt	For	Refer	For
1d	Elect Director William A. Newlands	Mgmt	For	Refer	For
1e	Elect Director Christopher J. Policinski	Mgmt	For	Refer	For
1f	Elect Director Debbra L. Schoneman	Mgmt	For	Refer	For
1g	Elect Director Sally J. Smith	Mgmt	For	Refer	For
1h	Elect Director James P. Snee	Mgmt	For	Refer	For
1i	Elect Director Steven A. White	Mgmt	For	Refer	For
1j	Elect Director Michael P. Zechmeister	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Hormel Foods Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Publish Measurable Timebound Targets for Increasing Group Sow Housing in Supply Chain	SH	Against	Refer	Against

Jacobs Solutions, Inc.

Meeting Date: 01/29/2025	Country: USA	Ticker: J
Record Date: 12/02/2024	Meeting Type: Annual	
Primary Security ID: 46982L108		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert V. Pragada	Mgmt	For	Refer	For
1b	Elect Director Louis V. Pinkham	Mgmt	For	Refer	For
1c	Elect Director Priya Abani	Mgmt	For	Refer	For
1d	Elect Director Michael M. Collins	Mgmt	For	Refer	For
1e	Elect Director Manny Fernandez	Mgmt	For	Refer	For
1f	Elect Director Mary M. Jackson	Mgmt	For	Refer	For
1g	Elect Director Georgette D. Kiser	Mgmt	For	Refer	For
1h	Elect Director Robert A. McNamara	Mgmt	For	Refer	For
1i	Elect Director Peter J. Robertson	Mgmt	For	Refer	For
1j	Elect Director Julie A. Sloat	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Eliminate Supermajority Vote Requirement for Changes to the Authorized Number of Shares of Preferred Stock	Mgmt	For	Refer	For
4	Eliminate Supermajority Vote Requirement to Amend Bylaws	Mgmt	For	Refer	For
5	Eliminate Supermajority Vote Requirement for Certain Significant Transactions	Mgmt	For	Refer	For
6	Eliminate Supermajority Vote Requirement to Amend Charter	Mgmt	For	Refer	For
7	Amend Charter to Remove Voluntary Reorganization Provision	Mgmt	For	Refer	For

Jacobs Solutions, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For

Woodward, Inc.

Meeting Date: 01/29/2025	Country: USA	Ticker: WWD
Record Date: 12/02/2024	Meeting Type: Annual	
Primary Security ID: 980745103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Rajeev Bhalla	Mgmt	For	Refer	For
1.2	Elect Director Eileen P. Paterson	Mgmt	For	Refer	For
1.3	Elect Director Gregg C. Sengstack	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Azenta, Inc.

Meeting Date: 01/30/2025	Country: USA	Ticker: AZTA
Record Date: 12/09/2024	Meeting Type: Annual	
Primary Security ID: 114340102		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Frank E. Casal	Mgmt	For	For	For
1.2	Elect Director William L. Cornog	Mgmt	For	For	For
1.3	Elect Director Robyn C. Davis	Mgmt	For	For	For
1.4	Elect Director Dipal Doshi	Mgmt	For	For	For
1.5	Elect Director Quentin G. Koffey	Mgmt	For	For	For
1.6	Elect Director Martin D. Madaus	Mgmt	For	For	For
1.7	Elect Director Alan J. Malus	Mgmt	For	For	For
1.8	Elect Director John P. Marotta	Mgmt	For	For	For

Azenta, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Erica J. McLaughlin	Mgmt	For	For	For
1.10	Elect Director Tina S. Nova	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Post Holdings, Inc.

Meeting Date: 01/30/2025 **Country:** USA **Ticker:** POST
Record Date: 11/25/2024 **Meeting Type:** Annual
Primary Security ID: 737446104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William P. Stiritz	Mgmt	For	For	For
1.2	Elect Director Dorothy M. Burwell	Mgmt	For	For	For
1.3	Elect Director Gregory L. Curl	Mgmt	For	Refer	For
1.4	Elect Director Thomas C. Erb	Mgmt	For	For	For
1.5	Elect Director David W. Kemper	Mgmt	For	For	For
1.6	Elect Director Jennifer Kuperman	Mgmt	For	For	For
1.7	Elect Director David P. Skarie	Mgmt	For	Refer	For
1.8	Elect Director Robert V. Vitale	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
5	Amend Omnibus Stock Plan	Mgmt	For	For	For
6	Eliminate Certain Supermajority Vote Requirement	Mgmt	For	For	For
7	Eliminate Supermajority Vote Requirement	SH	Against	For	For
8	Adopt Director Resignation Guideline	SH	Against	Refer	Against

Walgreens Boots Alliance, Inc.

Meeting Date: 01/30/2025

Record Date: 12/02/2024

Primary Security ID: 931427108

Country: USA

Meeting Type: Annual

Ticker: WBA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janice M. Babiak	Mgmt	For	For	For
1b	Elect Director Inderpal S. Bhandari	Mgmt	For	For	For
1c	Elect Director Ginger L. Graham	Mgmt	For	For	For
1d	Elect Director Bryan C. Hanson	Mgmt	For	For	For
1e	Elect Director Robert L. Huffines	Mgmt	For	For	For
1f	Elect Director Valerie B. Jarrett	Mgmt	For	For	For
1g	Elect Director John A. Lederer	Mgmt	For	For	For
1h	Elect Director Stefano Pessina	Mgmt	For	For	For
1i	Elect Director Thomas E. Polen	Mgmt	For	For	For
1j	Elect Director Nancy M. Schlichting	Mgmt	For	For	For
1k	Elect Director William H. Shrank	Mgmt	For	For	For
1l	Elect Director Timothy C. Wentworth	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
6	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	For	For	For
7	Report on Cigarette Waste	SH	Against	Against	Against

Amdocs Limited

Meeting Date: 01/31/2025

Record Date: 12/03/2024

Primary Security ID: G02602103

Country: Guernsey

Meeting Type: Annual

Ticker: DOX

Amdocs Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Eli Gelman	Mgmt	For	For	For
1.2	Elect Director Robert A. Minicucci	Mgmt	For	For	For
1.3	Elect Director Adrian Gardner	Mgmt	For	For	For
1.4	Elect Director Rafael de la Vega	Mgmt	For	For	For
1.5	Elect Director John A. MacDonald	Mgmt	For	For	For
1.6	Elect Director Yvette Kanouff	Mgmt	For	For	For
1.7	Elect Director Sarah Ruth Davis	Mgmt	For	For	For
1.8	Elect Director Amos Genish	Mgmt	For	For	For
1.9	Elect Director Shuky Sheffer	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Approve an Increase in the Quarterly Cash Dividend Rate	Mgmt	For	For	For
4	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Spirit AeroSystems Holdings, Inc.

Meeting Date: 01/31/2025

Record Date: 12/20/2024

Primary Security ID: 848574109

Country: USA

Meeting Type: Special

Ticker: SPR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	For	For
3	Adjourn Meeting	Mgmt	For	For	For

UGI Corporation

Meeting Date: 01/31/2025

Record Date: 12/02/2024

Primary Security ID: 902681105

Country: USA

Meeting Type: Annual

Ticker: UGI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mario Longhi	Mgmt	For	For	For
1b	Elect Director David Bingenheimer	Mgmt	For	For	For
1c	Elect Director M. Shawn Bort	Mgmt	For	For	For
1d	Elect Director Theodore A. Dosch	Mgmt	For	For	For
1e	Elect Director Tina Faraca	Mgmt	For	For	For
1f	Elect Director Robert C. Flexon	Mgmt	For	For	For
1g	Elect Director Alan N. Harris	Mgmt	For	For	For
1h	Elect Director Kelly A. Romano	Mgmt	For	For	For
1i	Elect Director Melanie Ruiz	Mgmt	For	For	For
1j	Elect Director Santiago Seage	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Adopt Director Resignation Guideline	SH	Against	Refer	Against

Dolby Laboratories, Inc.

Meeting Date: 02/04/2025Country: USATicker: DLB

Record Date: 12/06/2024Meeting Type: Annual

Primary Security ID: 25659T107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kevin Yeaman	Mgmt	For	For	For
1.2	Elect Director Peter Gotcher	Mgmt	For	Withhold	Withhold
1.3	Elect Director David Dolby	Mgmt	For	Withhold	Withhold
1.4	Elect Director Tony Prophet	Mgmt	For	For	For
1.5	Elect Director Emily Rollins	Mgmt	For	For	For
1.6	Elect Director Simon Segars	Mgmt	For	Withhold	Withhold
1.7	Elect Director Anjali Sud	Mgmt	For	For	For
1.8	Elect Director Avadis Tevanian, Jr.	Mgmt	For	Withhold	Withhold

Dolby Laboratories, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	For	Refer	Against
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Emerson Electric Co.

Meeting Date: 02/04/2025

Record Date: 11/26/2024

Primary Security ID: 291011104

Country: USA

Meeting Type: Annual

Ticker: EMR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joshua B. Bolten	Mgmt	For	Refer	For
1b	Elect Director Calvin G. Butler, Jr.	Mgmt	For	Refer	For
1c	Elect Director Surendralal (Lal) L. Karsanbhai	Mgmt	For	Refer	For
1d	Elect Director Lori M. Lee	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Declassify the Board of Directors	Mgmt	For	Refer	For
4a	Reduce Supermajority Vote Requirement to Remove Directors	Mgmt	None	Refer	For
4b	Reduce Supermajority Vote Requirement in Connection with the Fair Price Provisions for Certain Business Combinations	Mgmt	None	Refer	For
4c	Reduce Supermajority Vote Requirement for Amendments to the Terms of any Series of Preferred Stock	Mgmt	None	Refer	For
5	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	Refer	For
6	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

Franklin Resources, Inc.

Meeting Date: 02/04/2025

Record Date: 12/09/2024

Primary Security ID: 354613101

Country: USA

Meeting Type: Annual

Ticker: BEN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mariann Byerwalter	Mgmt	For	Refer	For
1b	Elect Director Alexander S. Friedman	Mgmt	For	Refer	For
1c	Elect Director Gregory E. Johnson	Mgmt	For	Refer	For
1d	Elect Director Jennifer M. Johnson	Mgmt	For	Refer	For
1e	Elect Director Rupert H. Johnson, Jr.	Mgmt	For	Refer	For
1f	Elect Director John Y. Kim	Mgmt	For	Refer	For
1g	Elect Director Karen M. King	Mgmt	For	Refer	For
1h	Elect Director Anthony J. Noto	Mgmt	For	Refer	For
1i	Elect Director John W. Thiel	Mgmt	For	Refer	For
1j	Elect Director Seth H. Waugh	Mgmt	For	Refer	For
1k	Elect Director Geoffrey Y. Yang	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Rockwell Automation, Inc.

Meeting Date: 02/04/2025

Record Date: 12/09/2024

Primary Security ID: 773903109

Country: USA

Meeting Type: Annual

Ticker: ROK

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A.1	Elect Director James P. Keane	Mgmt	For	Refer	For
A.2	Elect Director Blake D. Moret	Mgmt	For	Refer	For
A.3	Elect Director Thomas W. Rosamilia	Mgmt	For	Refer	For
A.4	Elect Director Patricia A. Watson	Mgmt	For	Refer	For
B	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Rockwell Automation, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
C	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Atmos Energy Corporation

Meeting Date: 02/05/2025	Country: USA	Ticker: ATO
Record Date: 12/13/2024	Meeting Type: Annual	
Primary Security ID: 049560105		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director J. Kevin Akers	Mgmt	For	Refer	For
1b	Elect Director John C. Ale	Mgmt	For	Refer	For
1c	Elect Director Kim R. Cocklin	Mgmt	For	Refer	For
1d	Elect Director Kelly H. Compton	Mgmt	For	Refer	For
1e	Elect Director Sean Donohue	Mgmt	For	Refer	For
1f	Elect Director Rafael G. Garza	Mgmt	For	Refer	For
1g	Elect Director Edward J. Geiser	Mgmt	For	Refer	For
1h	Elect Director Nancy K. Quinn	Mgmt	For	Refer	For
1i	Elect Director Richard A. Sampson	Mgmt	For	Refer	For
1j	Elect Director Telisa Toliver	Mgmt	For	Refer	For
1k	Elect Director Frank Yoho	Mgmt	For	Refer	For
2	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Berry Global Group, Inc.

Meeting Date: 02/05/2025	Country: USA	Ticker: BERY
Record Date: 01/06/2025	Meeting Type: Annual	
Primary Security ID: 08579W103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director B. Evan Bayh	Mgmt	For	For	For

Berry Global Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Jonathan F. Foster	Mgmt	For	For	For
1c	Elect Director James T. Glerum, Jr.	Mgmt	For	For	For
1d	Elect Director Meredith R. Harper	Mgmt	For	For	For
1e	Elect Director Idalene F. Kesner	Mgmt	For	For	For
1f	Elect Director Kevin J. Kwilinski	Mgmt	For	For	For
1g	Elect Director Jill A. Rahman	Mgmt	For	For	For
1h	Elect Director Chaney M. Sheffield, Jr.	Mgmt	For	For	For
1i	Elect Director Robert A. Steele	Mgmt	For	For	For
1j	Elect Director Stephen E. Sterrett	Mgmt	For	For	For
1k	Election of Directors: Elect Director Peter T. Thomas	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Accenture plc

Meeting Date: 02/06/2025

Record Date: 12/09/2024

Primary Security ID: G1151C101

Country: Ireland

Meeting Type: Annual

Ticker: ACN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	Refer	For
1b	Elect Director Martin Brudermuller	Mgmt	For	Refer	For
1c	Elect Director Alan Jope	Mgmt	For	Refer	For
1d	Elect Director Nancy McKinstry	Mgmt	For	Refer	For
1e	Elect Director Jennifer Nason	Mgmt	For	Refer	For
1f	Elect Director Paula A. Price	Mgmt	For	Refer	For
1g	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	Refer	For
1h	Elect Director Arun Sarin	Mgmt	For	Refer	For

Accenture plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Julie Sweet	Mgmt	For	Refer	For
1j	Elect Director Tracey T. Travis	Mgmt	For	Refer	For
1k	Elect Director Masahiko Uotani	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors and Authorise Their Remuneration	Mgmt	For	Refer	For
4	Approve Capital Reduction of the Share Premium Account	Mgmt	For	Refer	For
5	Authorize Board to Issue Shares under Irish Law	Mgmt	For	Refer	For
6	Authorize the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	Refer	For
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	Refer	For

Tyson Foods, Inc.

Meeting Date: 02/06/2025 **Country:** USA **Ticker:** TSN
Record Date: 12/09/2024 **Meeting Type:** Annual
Primary Security ID: 902494103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John H. Tyson	Mgmt	For	Refer	Against
1b	Elect Director Les R. Baledge	Mgmt	For	Refer	Against
1c	Elect Director Mike Beebe	Mgmt	For	Refer	Against
1d	Elect Director Maria Claudia Borras	Mgmt	For	Refer	Against
1e	Elect Director David J. Bronczek	Mgmt	For	Refer	Against
1f	Elect Director Donnie King	Mgmt	For	Refer	For
1g	Elect Director Maria N. Martinez	Mgmt	For	Refer	For
1h	Elect Director Kevin M. McNamara	Mgmt	For	Refer	For
1i	Elect Director Cheryl S. Miller	Mgmt	For	Refer	Against
1j	Elect Director Kate B. Quinn	Mgmt	For	Refer	Against
1k	Elect Director Jeffrey K. Schomburger	Mgmt	For	Refer	Against

Tyson Foods, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Barbara A. Tyson	Mgmt	For	Refer	Against
1m	Elect Director Noel White	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
4	Disclosure of Voting Results Based on Class of Shares	SH	Against	Refer	For

PTC Inc.

Meeting Date: 02/12/2025 **Country:** USA **Ticker:** PTC
Record Date: 12/13/2024 **Meeting Type:** Annual
Primary Security ID: 69370C100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Neil Barua	Mgmt	For	Refer	For
1.2	Elect Director Mark Benjamin	Mgmt	For	Refer	For
1.3	Elect Director Robert Bernshiteyn	Mgmt	For	Refer	For
1.4	Elect Director Janice Chaffin	Mgmt	For	Refer	For
1.5	Elect Director Amar Hanspal	Mgmt	For	Refer	For
1.6	Elect Director Michal Katz	Mgmt	For	Refer	For
1.7	Elect Director Paul Lacy	Mgmt	For	Refer	For
1.8	Elect Director Corinna Lathan	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

Capital One Financial Corporation

Meeting Date: 02/18/2025 **Country:** USA **Ticker:** COF
Record Date: 12/27/2024 **Meeting Type:** Special
Primary Security ID: 14040H105

Capital One Financial Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	Refer	For
2	Adjourn Meeting	Mgmt	For	Refer	For

Discover Financial Services

Meeting Date: 02/18/2025

Record Date: 12/27/2024

Primary Security ID: 254709108

Country: USA

Meeting Type: Special

Ticker: DFS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Refer	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	Refer	For
3	Adjourn Meeting	Mgmt	For	Refer	For

Raymond James Financial, Inc.

Meeting Date: 02/20/2025

Record Date: 12/18/2024

Primary Security ID: 754730109

Country: USA

Meeting Type: Annual

Ticker: RJF

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marlene Debel	Mgmt	For	Refer	For
1b	Elect Director Jeffrey N. Edwards	Mgmt	For	Refer	For
1c	Elect Director Benjamin C. Esty	Mgmt	For	Refer	For
1d	Elect Director Art A. Garcia	Mgmt	For	Refer	For
1e	Elect Director Anne Gates	Mgmt	For	Refer	For
1f	Elect Director Gordon L. Johnson	Mgmt	For	Refer	For
1g	Elect Director Raymond W. McDaniel, Jr.	Mgmt	For	Refer	For
1h	Elect Director Roderick C. McGearry	Mgmt	For	Refer	For
1i	Elect Director Cecily M. Mistarz	Mgmt	For	Refer	For

Raymond James Financial, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Paul C. Reilly	Mgmt	For	Refer	For
1k	Elect Director Raj Seshadri	Mgmt	For	Refer	For
1l	Elect Director Paul M. Shoukry	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

TFS Financial Corporation

Meeting Date: 02/20/2025Country: USATicker: TFSL

Record Date: 12/26/2024Meeting Type: Annual

Primary Security ID: 87240R107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Terrence L. Bauer	Mgmt	For	For	For
1b	Elect Director Martin J. Cohen	Mgmt	For	For	For
1c	Elect Director Robert A. Fiala	Mgmt	For	Refer	Against
1d	Elect Director John P. Ringenbach	Mgmt	For	Refer	For
1e	Elect Director Ashley H. Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Amcor Plc

Meeting Date: 02/25/2025Country: JerseyTicker: AMCR

Record Date: 01/17/2025Meeting Type: Extraordinary Shareholders

Primary Security ID: G0250X107

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	Refer	For
2	Adjourn Meeting	Mgmt	For	Refer	For

Berry Global Group, Inc.

Meeting Date: 02/25/2025

Record Date: 01/17/2025

Primary Security ID: 08579W103

Country: USA

Meeting Type: Special

Ticker: BERY

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	Refer	For
3	Adjourn Meeting	Mgmt	For	For	For

Charter Communications, Inc.

Meeting Date: 02/26/2025

Record Date: 01/13/2025

Primary Security ID: 16119P108

Country: USA

Meeting Type: Special

Ticker: CHTR

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Refer	For
2	Issue Shares in Connection with Merger	Mgmt	For	Refer	For
3	Adjourn Meeting	Mgmt	For	Refer	For

Deere & Company

Meeting Date: 02/26/2025

Record Date: 12/30/2024

Primary Security ID: 244199105

Country: USA

Meeting Type: Annual

Ticker: DE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	Mgmt	For	Refer	For
1b	Elect Director Tamra A. Erwin	Mgmt	For	Refer	For
1c	Elect Director R. Preston Feight	Mgmt	For	Refer	For
1d	Elect Director Alan C. Heuberger	Mgmt	For	Refer	For
1e	Elect Director L. Neil Hunn	Mgmt	For	Refer	For
1f	Elect Director Michael O. Johanns	Mgmt	For	Refer	For

Deere & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director John C. May	Mgmt	For	Refer	For
1h	Elect Director Gregory R. Page	Mgmt	For	Refer	For
1i	Elect Director Sherry M. Smith	Mgmt	For	Refer	For
1j	Elect Director Dmitri L. Stockton	Mgmt	For	Refer	For
1k	Elect Director Sheila G. Talton	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Report on Statistical Differences in Hiring Across Race and Gender	SH	Against	Refer	Against
5	Report on Effectiveness of Efforts to Create a Meritocratic Workplace	SH	Against	Refer	Against
6	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Refer	Against
7	Report on a Civil Rights Audit	SH	Against	Refer	Against
8	Report on Discrimination in Charitable Contributions	SH	Against	Refer	Against

Hologic Inc.

Meeting Date: 02/26/2025

Record Date: 01/06/2025

Primary Security ID: 436440101

Country: USA

Meeting Type: Annual

Ticker: HOLX

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen P. MacMillan	Mgmt	For	Refer	For
1b	Elect Director Charles J. Dockendorff	Mgmt	For	Refer	For
1c	Elect Director Ludwig N. Hantson	Mgmt	For	Refer	For
1d	Elect Director Martin Madaus	Mgmt	For	Refer	For
1e	Elect Director Nanaz Mohtashami	Mgmt	For	Refer	For
1f	Elect Director Christiana Stamoulis	Mgmt	For	Refer	For
1g	Elect Director Stacey D. Stewart	Mgmt	For	Refer	For

Hologic Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Amy M. Wendell	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Adopt Simple Majority Vote	SH	None	Refer	For

Liberty Broadband Corporation

Meeting Date: 02/26/2025

Country: USA

Ticker: LBRDK

Record Date: 01/13/2025

Meeting Type: Special

Primary Security ID: 530307305

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Refer	For
2	Adjourn Meeting	Mgmt	For	Refer	For

Tetra Tech, Inc.

Meeting Date: 02/27/2025

Country: USA

Ticker: TTEK

Record Date: 01/02/2025

Meeting Type: Annual

Primary Security ID: 88162G103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Dan L. Batrack	Mgmt	For	Refer	For
1B	Elect Director Gary R. Birkenbeuel	Mgmt	For	Refer	For
1C	Elect Director John M. Douglas	Mgmt	For	Refer	For
1D	Elect Director Prashant Gandhi	Mgmt	For	Refer	For
1E	Elect Director Christiana Obiaya	Mgmt	For	Refer	For
1F	Elect Director Kimberly E. Ritrievi	Mgmt	For	Refer	For
1G	Elect Director Kirsten M. Volpi	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Tetra Tech, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

AECOM

Meeting Date: 02/28/2025 **Country:** USA **Ticker:** ACM
Record Date: 01/06/2025 **Meeting Type:** Annual
Primary Security ID: 00766T100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Bradley W. Buss	Mgmt	For	Refer	For
1.2	Elect Director Derek J. Kerr	Mgmt	For	Refer	For
1.3	Elect Director Kristy Pipes	Mgmt	For	Refer	For
1.4	Elect Director Troy Rudd	Mgmt	For	Refer	For
1.5	Elect Director Douglas W. Stotlar	Mgmt	For	Refer	For
1.6	Elect Director Daniel R. Tishman	Mgmt	For	Refer	For
1.7	Elect Director Sander van't Noordende	Mgmt	For	Refer	For
1.8	Elect Director Janet C. Wolfenbarger	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Amend Certificate of Incorporation to Update the Exculpation Provision Under the Delaware General Corporation Law	Mgmt	For	Refer	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	Refer	Against

The AZEK Company Inc.

Meeting Date: 02/28/2025 **Country:** USA **Ticker:** AZEK
Record Date: 01/02/2025 **Meeting Type:** Annual
Primary Security ID: 05478C105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gary Hendrickson	Mgmt	For	For	For
1.2	Elect Director Jesse Singh	Mgmt	For	For	For
1.3	Elect Director Pamela Edwards	Mgmt	For	For	For
1.4	Elect Director Howard Heckes	Mgmt	For	For	For
1.5	Elect Director Vernon J. Nagel	Mgmt	For	For	For
1.6	Elect Director Harmit Singh	Mgmt	For	For	For
1.7	Elect Director Brian Spaly	Mgmt	For	For	For
1.8	Elect Director Fiona Tan	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Eliminate Former Sponsors References	Mgmt	For	Against	Against
5	Amend Certificate of Incorporation to Eliminate Sponsor Corporate Opportunity Waiver Provision	Mgmt	For	For	For
6	Amend Certificate of Incorporation to Eliminate Sponsor's Exemption from Certain Business Combination Restrictions	Mgmt	For	Against	Against

Nordson Corporation

Meeting Date: 03/04/2025

Record Date: 01/03/2025

Primary Security ID: 655663102

Country: USA

Meeting Type: Annual

Ticker: NDSN

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Annette K. Clayton	Mgmt	For	Refer	For
1.2	Elect Director John A. DeFord	Mgmt	For	Refer	For
1.3	Elect Director Jennifer A. Parmentier	Mgmt	For	Refer	For
1.4	Elect Director Victor L. Richey, Jr.	Mgmt	For	Refer	For

Nordson Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Amentum Holdings, Inc.

Meeting Date: 03/05/2025

Country: USA

Ticker: AMTM

Record Date: 01/07/2025

Meeting Type: Annual

Primary Security ID: 023939101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven (Steve) J. Demetriou	Mgmt	For	For	For
1b	Elect Director John Heller	Mgmt	For	For	For
1c	Elect Director Benjamin Dickson	Mgmt	For	For	For
1d	Elect Director Vincent K. Brooks	Mgmt	For	For	For
1e	Elect Director Ralph E. (Ed) Eberhart	Mgmt	For	For	For
1f	Elect Director Alan E. Goldberg	Mgmt	For	For	For
1g	Elect Director S. Leslie Ireland	Mgmt	For	For	For
1h	Elect Director Barbara (Barb) L. Loughran	Mgmt	For	For	For
1i	Elect Director Sandra E. Rowland	Mgmt	For	For	For
1j	Elect Director Christopher M.T. Thompson	Mgmt	For	For	For
1k	Elect Director Russell Triedman	Mgmt	For	For	For
1l	Elect Director John Vollmer	Mgmt	For	For	For
1m	Elect Director Connor Wentzell	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Fair Isaac Corporation

Meeting Date: 03/05/2025

Record Date: 01/06/2025

Primary Security ID: 303250104

Country: USA

Meeting Type: Annual

Ticker: FICO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Braden R. Kelly	Mgmt	For	Refer	For
1b	Elect Director Fabiola R. Arredondo	Mgmt	For	Refer	For
1c	Elect Director William J. Lansing	Mgmt	For	Refer	For
1d	Elect Director Eva Manolis	Mgmt	For	Refer	For
1e	Elect Director Marc F. McMorris	Mgmt	For	Refer	For
1f	Elect Director Joanna Rees	Mgmt	For	Refer	For
1g	Elect Director David A. Rey	Mgmt	For	Refer	For
1h	Elect Director H. Tayloe Stansbury	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Applied Materials, Inc.

Meeting Date: 03/06/2025

Record Date: 01/08/2025

Primary Security ID: 038222105

Country: USA

Meeting Type: Annual

Ticker: AMAT

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	Refer	For
1b	Elect Director Judy Bruner	Mgmt	For	Refer	For
1c	Elect Director Xun (Eric) Chen	Mgmt	For	Refer	For
1d	Elect Director Aart J. de Geus	Mgmt	For	Refer	For
1e	Elect Director Gary E. Dickerson	Mgmt	For	Refer	For
1f	Elect Director Thomas J. Iannotti	Mgmt	For	Refer	For
1g	Elect Director Alexander A. Karsner	Mgmt	For	Refer	For
1h	Elect Director Kevin P. March	Mgmt	For	Refer	For

Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Yvonne McGill	Mgmt	For	Refer	For
1j	Elect Director Scott A. McGregor	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	Refer	For

MACOM Technology Solutions Holdings, Inc.

Meeting Date: 03/06/2025

Record Date: 01/13/2025

Primary Security ID: 55405Y100

Country: USA

Meeting Type: Annual

Ticker: MTSI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter Chung	Mgmt	For	For	For
1.2	Elect Director Geoffrey Ribar	Mgmt	For	For	For
1.3	Elect Director John Ritchie	Mgmt	For	For	For
1.4	Elect Director Jihye Whang Rosenband	Mgmt	For	For	For
1.5	Elect Director Murugesan "Raj" Shanmugaraj	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

TransDigm Group Incorporated

Meeting Date: 03/06/2025

Record Date: 01/10/2025

Primary Security ID: 893641100

Country: USA

Meeting Type: Annual

Ticker: TDG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David A. Barr	Mgmt	For	Refer	For
1.2	Elect Director Jane M. Cronin	Mgmt	For	Refer	For

TransDigm Group Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Michael Graff	Mgmt	For	Refer	For
1.4	Elect Director Sean P. Hennessy	Mgmt	For	Refer	For
1.5	Elect Director W. Nicholas Howley	Mgmt	For	Refer	For
1.6	Elect Director Gary E. McCullough	Mgmt	For	Refer	For
1.7	Elect Director Michele L. Santana	Mgmt	For	Refer	For
1.8	Elect Director Robert J. Small	Mgmt	For	Refer	For
1.9	Elect Director Kevin M. Stein	Mgmt	For	Refer	For
1.10	Elect Director Jorge L. Valladares, III	Mgmt	For	Refer	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Toll Brothers, Inc.

Meeting Date: 03/11/2025

Record Date: 01/17/2025

Primary Security ID: 889478103

Country: USA

Meeting Type: Annual

Ticker: TOL

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Douglas C. Yearley, Jr.	Mgmt	For	Refer	For
1.2	Elect Director Stephen F. East	Mgmt	For	Refer	For
1.3	Elect Director Christine N. Garvey	Mgmt	For	Refer	For
1.4	Elect Director Karen H. Grimes	Mgmt	For	Refer	For
1.5	Elect Director Derek T. Kan	Mgmt	For	Refer	For
1.6	Elect Director John A. McLean	Mgmt	For	Refer	For
1.7	Elect Director Wendell E. Pritchett	Mgmt	For	Refer	For
1.8	Elect Director Judith A. Reinsdorf	Mgmt	For	Refer	For
1.9	Elect Director Katherine M. Sandstrom	Mgmt	For	Refer	For
1.10	Elect Director Paul E. Shapiro	Mgmt	For	Refer	For
1.11	Elect Director Scott D. Stowell	Mgmt	For	Refer	For

Toll Brothers, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Eliminate Supermajority Vote Requirement to Remove Directors	Mgmt	For	Refer	For

Analog Devices, Inc.

Meeting Date: 03/12/2025	Country: USA	Ticker: ADI
Record Date: 01/03/2025	Meeting Type: Annual	
Primary Security ID: 032654105		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vincent Roche	Mgmt	For	Refer	For
1b	Elect Director Stephen M. Jennings	Mgmt	For	Refer	For
1c	Elect Director Andre Andonian	Mgmt	For	Refer	For
1d	Elect Director Edward H. Frank	Mgmt	For	Refer	For
1e	Elect Director Laurie H. Glimcher	Mgmt	For	Refer	For
1f	Elect Director Karen M. Golz	Mgmt	For	Refer	For
1g	Elect Director Peter B. Henry	Mgmt	For	Refer	For
1h	Elect Director Mercedes Johnson	Mgmt	For	Refer	For
1i	Elect Director Ray Stata	Mgmt	For	Refer	For
1j	Elect Director Andrea F. Wainer	Mgmt	For	Refer	For
1k	Elect Director Susie Wee	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Refer	For
4	Reduce Certain Supermajority Vote Requirement	Mgmt	For	Refer	For

Johnson Controls International plc

Meeting Date: 03/12/2025

Country: Ireland

Ticker: JCI

Record Date: 01/07/2025

Meeting Type: Annual

Primary Security ID: G51502105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy M. Archer	Mgmt	For	Refer	For
1b	Elect Director Jean Blackwell	Mgmt	For	Refer	For
1c	Elect Director Pierre Cohade	Mgmt	For	Refer	For
1d	Elect Director Patrick K. Decker	Mgmt	For	Refer	For
1e	Elect Director W. Roy Dunbar	Mgmt	For	Refer	For
1f	Elect Director Gretchen R. Haggerty	Mgmt	For	Refer	For
1g	Elect Director Ayesha Khanna	Mgmt	For	Refer	For
1h	Elect Director Seetarama (Swamy) Kotagiri	Mgmt	For	Refer	For
1i	Elect Director George R. Oliver	Mgmt	For	Refer	For
1j	Elect Director Jurgen Tinggren	Mgmt	For	Refer	For
1k	Elect Director Mark Vergnano	Mgmt	For	Refer	For
1l	Elect Director John D. Young	Mgmt	For	Refer	For
2a	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
2b	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	Refer	For
3	Authorize Market Purchases of Company Shares	Mgmt	For	Refer	For
4	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	Refer	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
6	Approve the Directors' Authority to Allot Shares	Mgmt	For	Refer	For
7	Approve the Disapplication of Statutory Pre-Emption Rights	Mgmt	For	Refer	For

Starbucks Corporation

Meeting Date: 03/12/2025

Country: USA

Ticker: SBUX

Record Date: 01/10/2025

Meeting Type: Annual

Primary Security ID: 855244109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard E. Allison, Jr.	Mgmt	For	Refer	For
1b	Elect Director Andrew Campion	Mgmt	For	Refer	For
1c	Elect Director Beth Ford	Mgmt	For	Refer	For
1d	Elect Director Jorgen Vig Knudstorp	Mgmt	For	Refer	For
1e	Elect Director Neal Mohan	Mgmt	For	Refer	For
1f	Elect Director Brian Niccol	Mgmt	For	Refer	For
1g	Elect Director Daniel Javier Servitje Montull	Mgmt	For	Refer	For
1h	Elect Director Michael Sievert	Mgmt	For	Refer	For
1i	Elect Director Wei Zhang	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For
4	Report on Discrimination in Charitable Contributions	SH	Against	Refer	Against
5	Require Independent Board Chair	SH	Against	Refer	Against
6	Report on Human Rights Risks Related to Labor Organizing	SH	Against	Refer	Against
7	Report on Cage Free Egg Commitment in China and Japan	SH	Against	Refer	Against
8	Publish an Annual Carbon Emissions Congruency Report	SH	Against	Refer	Against

Agilent Technologies, Inc.

Meeting Date: 03/13/2025

Record Date: 01/23/2025

Primary Security ID: 00846U101

Country: USA

Meeting Type: Annual

Ticker: A

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Otis W. Brawley	Mgmt	For	Refer	For
1.2	Elect Director Mikael Dolsten	Mgmt	For	Refer	For

Agilent Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	Refer	For
5	Declassify the Board of Directors	SH	None	Refer	For

F5, Inc.

Meeting Date: 03/13/2025

Record Date: 01/07/2025

Primary Security ID: 315616102

Country: USA

Meeting Type: Annual

Ticker: FFIV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marianne N. Budnik	Mgmt	For	Refer	For
1b	Elect Director Elizabeth L. Buse	Mgmt	For	Refer	For
1c	Elect Director Michel Combes	Mgmt	For	Refer	For
1d	Elect Director Michael L. Dreyer	Mgmt	For	Refer	For
1e	Elect Director Tami Erwin	Mgmt	For	Refer	For
1f	Elect Director Julie M. Gonzalez	Mgmt	For	Refer	For
1g	Elect Director Alan J. Higginson	Mgmt	For	Refer	For
1h	Elect Director Peter S. Klein	Mgmt	For	Refer	For
1i	Elect Director Francois Locoh-Donou	Mgmt	For	Refer	For
1j	Elect Director Maya McReynolds	Mgmt	For	Refer	For
1k	Elect Director Nikhil Mehta	Mgmt	For	Refer	For
1l	Elect Director Michael F. Montoya	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For

National Fuel Gas Company

Meeting Date: 03/13/2025

Country: USA

Ticker: NFG

Record Date: 01/13/2025

Meeting Type: Annual

Primary Security ID: 636180101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David H. Anderson	Mgmt	For	For	For
1.2	Elect Director David P. Bauer	Mgmt	For	For	For
1.3	Elect Director Barbara M. Baumann	Mgmt	For	For	For
1.4	Elect Director David C. Carroll	Mgmt	For	For	For
1.5	Elect Director Steven C. Finch	Mgmt	For	For	For
1.6	Elect Director Joseph N. Jagers	Mgmt	For	For	For
1.7	Elect Director Rebecca Ranich	Mgmt	For	For	For
1.8	Elect Director Jeffrey W. Shaw	Mgmt	For	For	For
1.9	Elect Director Thomas E. Skains	Mgmt	For	For	For
1.10	Elect Director David F. Smith	Mgmt	For	For	For
1.11	Elect Director Ronald J. Tanski	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Omnicom Group Inc.

Meeting Date: 03/18/2025

Country: USA

Ticker: OMC

Record Date: 01/27/2025

Meeting Type: Special

Primary Security ID: 681919106

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	Refer	For
2	Adjourn Meeting	Mgmt	For	Refer	For

QUALCOMM Incorporated

Meeting Date: 03/18/2025 **Country:** USA **Ticker:** QCOM
Record Date: 01/17/2025 **Meeting Type:** Annual
Primary Security ID: 747525103

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sylvia Acevedo	Mgmt	For	Refer	For
1b	Elect Director Cristiano R. Amon	Mgmt	For	Refer	For
1c	Elect Director Mark Fields	Mgmt	For	Refer	For
1d	Elect Director Jeffrey W. Henderson	Mgmt	For	Refer	For
1e	Elect Director Ann M. Livermore	Mgmt	For	Refer	For
1f	Elect Director Mark D. McLaughlin	Mgmt	For	Refer	For
1g	Elect Director Jamie S. Miller	Mgmt	For	Refer	For
1h	Elect Director Marie Myers	Mgmt	For	Refer	For
1i	Elect Director Irene B. Rosenfeld	Mgmt	For	Refer	For
1j	Elect Director Kornelis (Neil) Smit	Mgmt	For	Refer	For
1k	Elect Director Jean-Pascal Tricoire	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	For
5	Report on Climate Risk in Retirement Plan Options	SH	Against	Refer	Against

The Interpublic Group of Companies, Inc.

Meeting Date: 03/18/2025 **Country:** USA **Ticker:** IPG
Record Date: 01/27/2025 **Meeting Type:** Special
Primary Security ID: 460690100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	Refer	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	Refer	Against

The Interpublic Group of Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Adjourn Meeting	Mgmt	For	Refer	For

The Toro Company

Meeting Date: 03/18/2025	Country: USA	Ticker: TTC
Record Date: 01/21/2025	Meeting Type: Annual	
Primary Security ID: 891092108		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jeffrey L. Harmening	Mgmt	For	For	For
1.2	Elect Director Joyce A. Mullen	Mgmt	For	For	For
1.3	Elect Director Richard M. Olson	Mgmt	For	For	For
1.4	Elect Director James C. O'Rourke	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Keysight Technologies, Inc.

Meeting Date: 03/20/2025	Country: USA	Ticker: KEYS
Record Date: 01/22/2025	Meeting Type: Annual	
Primary Security ID: 49338L103		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James G. Cullen	Mgmt	For	Refer	For
1.2	Elect Director Michelle J. Holthaus	Mgmt	For	Refer	For
1.3	Elect Director Jean M. Nye	Mgmt	For	Refer	For
1.4	Elect Director Joanne B. Olsen	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	Against
4	Declassify the Board of Directors	SH	Against	Refer	For

The Walt Disney Company

Meeting Date: 03/20/2025

Record Date: 01/21/2025

Primary Security ID: 254687106

Country: USA

Meeting Type: Annual

Ticker: DIS

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	For	Refer	For
1b	Elect Director Amy L. Chang	Mgmt	For	Refer	For
1c	Elect Director D. Jeremy Darroch	Mgmt	For	Refer	For
1d	Elect Director Carolyn N. Everson	Mgmt	For	Refer	For
1e	Elect Director Michael B.G. Froman	Mgmt	For	Refer	For
1f	Elect Director James P. Gorman	Mgmt	For	Refer	For
1g	Elect Director Robert A. Iger	Mgmt	For	Refer	For
1h	Elect Director Maria Elena Lagomasino	Mgmt	For	Refer	For
1i	Elect Director Calvin R. McDonald	Mgmt	For	Refer	For
1j	Elect Director Derica W. Rice	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
4	Report on Climate Risk in Retirement Plan Options	SH	Against	Refer	Against
5	Reconsider Participation in Human Rights Campaign's Corporate Equality Index	SH	Against	Refer	For
6	Report on Risks of Discriminating Based on Religious and Political Views	SH	Against	Refer	Against

Concentrix Corporation

Meeting Date: 03/25/2025

Record Date: 01/28/2025

Primary Security ID: 20602D101

Country: USA

Meeting Type: Annual

Ticker: CNXC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Chris Caldwell	Mgmt	For	For	For

Concentrix Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1b	Elect Director Teh-Chien Chou	Mgmt	For	For	For
1c	Elect Director LaVerne H. Council	Mgmt	For	For	For
1d	Elect Director Jennifer Deason	Mgmt	For	For	For
1e	Elect Director Olivier Duha	Mgmt	For	For	For
1f	Elect Director Nicolas Gheysens	Mgmt	For	For	For
1g	Elect Director Kathryn Hayley	Mgmt	For	For	For
1h	Elect Director Kathryn Marinello	Mgmt	For	For	For
1i	Elect Director Dennis Polk	Mgmt	For	For	For
1j	Elect Director Ann Vezina	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Provide Right to Call a Special Meeting at a 25 Percent Ownership Threshold	Mgmt	For	Refer	For
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	Refer	Against

Ciena Corporation

Meeting Date: 03/27/2025	Country: USA	Ticker: CIEN
Record Date: 01/27/2025	Meeting Type: Annual	
Primary Security ID: 171779309		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lawton W. Fitt	Mgmt	For	Refer	Against
1b	Elect Director Devinder Kumar	Mgmt	For	Refer	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	Refer	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For

Jefferies Financial Group Inc.

Meeting Date: 03/27/2025

Country: USA

Ticker: JEF

Record Date: 01/27/2025

Meeting Type: Annual

Primary Security ID: 47233W109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda L. Adamany	Mgmt	For	Refer	For
1b	Elect Director Robert D. Beyer	Mgmt	For	Refer	For
1c	Elect Director Matrice Ellis Kirk	Mgmt	For	Refer	For
1d	Elect Director Brian P. Friedman	Mgmt	For	Refer	For
1e	Elect Director MaryAnne Gilmartin	Mgmt	For	Refer	For
1f	Elect Director Richard B. Handler	Mgmt	For	Refer	For
1g	Elect Director Thomas W. Jones	Mgmt	For	Refer	For
1h	Elect Director Jacob M. Katz	Mgmt	For	Refer	For
1i	Elect Director Toru Nakashima	Mgmt	For	Refer	For
1j	Elect Director Michael T. O'Kane	Mgmt	For	Refer	For
1k	Elect Director Joseph S. Steinberg	Mgmt	For	Refer	For
1l	Elect Director Melissa V. Weiler	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Refer	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	Refer	For

Per Arkansas State Code §24-2-805, Voting Ownership Interests for the following retirement system's co-mingled funds:

Arkansas Public Employees' Retirement System

Arkansas State Police Retirement System



Boston Partners Large Cap Value

The proxies have been voted solely in the pecuniary interest of the pension benefit plan

01/01/25 - 03/31/25

Date range covered : 01/01/2025 to 01/31/2025

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ARKANSAS PUBLIC
EMPLOYEES RETIREMENT SYSTEM

Micron Technology, Inc.

Meeting Date: 01/16/2025Country: USATicker: MU

Record Date: 11/18/2024Meeting Type: Annual

Primary Security ID: 595112103

Shares Voted: 56,440

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard M. Beyer	Mgmt	For	For	For
1b	Elect Director Lynn A. Dugle	Mgmt	For	For	For
1c	Elect Director Steven J. Gomo	Mgmt	For	For	For
1d	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
1e	Elect Director Mary Pat McCarthy	Mgmt	For	For	For
1f	Elect Director Sanjay Mehrotra	Mgmt	For	For	For
1g	Elect Director Robert Swan	Mgmt	For	For	For
1h	Elect Director MaryAnn Wright	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Arkansas Public Employees Retirement System, 01138	001004046	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	56,440	56,440
			12/16/2024	12/17/2024	12/18/2024		
					Total Shares:	56,440	56,440

Jacobs Solutions, Inc.

Meeting Date: 01/29/2025Country: USATicker: J

Record Date: 12/02/2024Meeting Type: Annual

Primary Security ID: 46982L108

Shares Voted: 31,348

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert V. Pragada	Mgmt	For	For	For
1b	Elect Director Louis V. Pinkham	Mgmt	For	For	For
1c	Elect Director Priya Abani	Mgmt	For	For	For
1d	Elect Director Michael M. Collins	Mgmt	For	For	For
1e	Elect Director Manny Fernandez	Mgmt	For	For	For
1f	Elect Director Mary M. Jackson	Mgmt	For	For	For
1g	Elect Director Georgette D. Kiser	Mgmt	For	For	For
1h	Elect Director Robert A. McNamara	Mgmt	For	For	For
1i	Elect Director Peter J. Robertson	Mgmt	For	For	For
1j	Elect Director Julie A. Sloat	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Eliminate Supermajority Vote Requirement for Changes to the Authorized Number of Shares of Preferred Stock	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement to Amend Bylaws	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement for Certain Significant Transactions	Mgmt	For	For	For
6	Eliminate Supermajority Vote Requirement to Amend Charter	Mgmt	For	For	For
7	Amend Charter to Remove Voluntary Reorganization Provision	Mgmt	For	For	For
8	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Arkansas Public Employees Retirement System, 01138	001004046	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	31,348	31,348
			01/07/2025	01/07/2025	01/09/2025		
					Total Shares:	31,348	31,348



Date range covered : 02/01/2025 to 02/28/2025

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ARKANSAS PUBLIC
EMPLOYEES RETIREMENT SYSTEM

Emerson Electric Co.

Meeting Date: 02/04/2025Country: USATicker: EMR

Record Date: 11/26/2024Meeting Type: Annual

Primary Security ID: 291011104

Shares Voted: 39,721

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joshua B. Bolten	Mgmt	For	For	For
1b	Elect Director Calvin G. Butler, Jr.	Mgmt	For	For	For
1c	Elect Director Surendralal (Lal) L. Karsanbhai	Mgmt	For	For	For
1d	Elect Director Lori M. Lee	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Declassify the Board of Directors	Mgmt	For	For	For
4a	Reduce Supermajority Vote Requirement to Remove Directors	Mgmt	None	For	For
4b	Reduce Supermajority Vote Requirement in Connection with the Fair Price Provisions for Certain Business Combinations	Mgmt	None	For	For
4c	Reduce Supermajority Vote Requirement for Amendments to the Terms of any Series of Preferred Stock	Mgmt	None	For	For
5	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Arkansas Public Employees Retirement System, 01138	001004046	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	39,721	39,721
			01/13/2025	01/13/2025	01/14/2025		
			Total Shares:				

Discover Financial Services

Meeting Date: 02/18/2025

Record Date: 12/27/2024

Primary Security ID: 254709108

Country: USA

Meeting Type: Special

Ticker: DFS

Shares Voted: 41,019

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction		
1	Approve Merger Agreement	Mgmt	For	For	For		
2	Advisory Vote on Golden Parachutes	Mgmt	For	Refer	For		
3	Adjourn Meeting	Mgmt	For	For	For		
Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Arkansas Public Employees Retirement System, 01138	001004046	Confirmed	jcorning	jcorning		41,019	41,019
			01/30/2025	01/30/2025			
				Total Shares:		41,019	41,019

Deere & Company

Meeting Date: 02/26/2025

Record Date: 12/30/2024

Primary Security ID: 244199105

Country: USA

Meeting Type: Annual

Ticker: DE

Shares Voted: 7,065

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	Mgmt	For	For	For
1b	Elect Director Tamra A. Erwin	Mgmt	For	For	For
1c	Elect Director R. Preston Feight	Mgmt	For	For	For
1d	Elect Director Alan C. Heuberger	Mgmt	For	For	For
1e	Elect Director L. Neil Hunn	Mgmt	For	For	For
1f	Elect Director Michael O. Johanns	Mgmt	For	For	For
1g	Elect Director John C. May	Mgmt	For	For	For
1h	Elect Director Gregory R. Page	Mgmt	For	For	For
1i	Elect Director Sherry M. Smith	Mgmt	For	For	For
1j	Elect Director Dmitri L. Stockton	Mgmt	For	For	For
1k	Elect Director Sheila G. Talton	Mgmt	For	For	For

Deere & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Statistical Differences in Hiring Across Race and Gender	SH	Against	Against	Against
5	Report on Effectiveness of Efforts to Create a Meritocratic Workplace	SH	Against	For	For
6	Establish a Board Committee on Corporate Financial Sustainability	SH	Against	Refer	Against
7	Report on a Civil Rights Audit	SH	Against	Refer	Against
8	Report on Discrimination in Charitable Contributions	SH	Against	Against	Against

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Arkansas Public Employees Retirement System, 01138	001004046	Confirmed	jcorning	jcorning	Shares Confirmed	7,065	7,065
			02/24/2025	02/24/2025	02/25/2025		
			Total Shares:				

Hologic Inc.

Meeting Date: 02/26/2025Country: USATicker: HOLX

Record Date: 01/06/2025Meeting Type: Annual

Primary Security ID: 436440101

Shares Voted: 8,279

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen P. MacMillan	Mgmt	For	For	For
1b	Elect Director Charles J. Dockendorff	Mgmt	For	For	For
1c	Elect Director Ludwig N. Hantson	Mgmt	For	For	For
1d	Elect Director Martin Madaus	Mgmt	For	For	For
1e	Elect Director Nanaz Mohtashami	Mgmt	For	For	For
1f	Elect Director Christiana Stamoulis	Mgmt	For	For	For
1g	Elect Director Stacey D. Stewart	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Amy M. Wendell	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	None	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Arkansas Public Employees Retirement System, 01138	001004046	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	8,279	8,279
			01/29/2025	01/29/2025	01/31/2025		
					Total Shares:	8,279	8,279

Applied Materials, Inc.

Meeting Date: 03/06/2025Country: USATicker: AMAT

Record Date: 01/08/2025Meeting Type: Annual

Primary Security ID: 038222105

Shares Voted: 22,283

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	For	For
1b	Elect Director Judy Bruner	Mgmt	For	For	For
1c	Elect Director Xun (Eric) Chen	Mgmt	For	For	For
1d	Elect Director Aart J. de Geus	Mgmt	For	For	For
1e	Elect Director Gary E. Dickerson	Mgmt	For	For	For
1f	Elect Director Thomas J. Iannotti	Mgmt	For	For	For
1g	Elect Director Alexander A. Karsner	Mgmt	For	For	For
1h	Elect Director Kevin P. March	Mgmt	For	For	For
1i	Elect Director Yvonne McGill	Mgmt	For	For	For
1j	Elect Director Scott A. McGregor	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Ballot Details							
Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Arkansas Public Employees Retirement System, 01138	001004046	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	22,283	22,283
			02/02/2025	02/04/2025	02/11/2025		
			Total Shares:			22,283	22,283

Keysight Technologies, Inc.

Meeting Date: 03/20/2025Country: USATicker: KEYS

Record Date: 01/22/2025Meeting Type: Annual

Primary Security ID: 49338L103

Keysight Technologies, Inc.

Shares Voted: 23,609

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James G. Cullen	Mgmt	For	Against	Against
1.2	Elect Director Michelle J. Holthaus	Mgmt	For	Against	Against
1.3	Elect Director Jean M. Nye	Mgmt	For	Against	Against
1.4	Elect Director Joanne B. Olsen	Mgmt	For	Against	Against
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Declassify the Board of Directors	SH	Against	For	For

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Arkansas Public Employees Retirement System, 01138	001004046	Confirmed	Auto-Instructed	Auto-Approved		23,609	23,609
			03/05/2025	03/05/2025			

The Walt Disney Company

Meeting Date: 03/20/2025Country: USATicker: DIS

Record Date: 01/21/2025Meeting Type: Annual

Primary Security ID: 254687106

Shares Voted: 37,885

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	For	For	For
1b	Elect Director Amy L. Chang	Mgmt	For	For	For
1c	Elect Director D. Jeremy Darroch	Mgmt	For	For	For
1d	Elect Director Carolyn N. Everson	Mgmt	For	For	For
1e	Elect Director Michael B.G. Froman	Mgmt	For	For	For
1f	Elect Director James P. Gorman	Mgmt	For	For	For
1g	Elect Director Robert A. Iger	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Maria Elena Lagomasino	Mgmt	For	For	For
1i	Elect Director Calvin R. McDonald	Mgmt	For	For	For
1j	Elect Director Derica W. Rice	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Climate Risk in Retirement Plan Options	SH	Against	Against	Against
5	Reconsider Participation in Human Rights Campaign's Corporate Equality Index	SH	Against	Against	Against
6	Report on Risks of Discriminating Based on Religious and Political Views	SH	Against	Against	Against

Ballot Details

Institutional Account Detail (IA Name, IA Number)	Custodian Account Number	Ballot Status	Instructed	Approved	Ballot Voting Status	Votable Shares	Shares Voted
Arkansas Public Employees Retirement System, 01138	001004046	Confirmed	Auto-Instructed	Auto-Approved	Shares Confirmed	37,885	37,885
			03/04/2025	03/04/2025	03/06/2025		
					Total Shares:	37,885	37,885

Per Arkansas State Code §24-2-805, Voting Ownership Interests for the following retirement system's co-mingled funds:

**Arkansas Public Employees' Retirement System
Arkansas State Police Retirement System**

CASTLEARK

**CASTLEARK
Large Cap Growth**

The proxies have been voted solely in the pecuniary interest of the pension benefit plan

01/01/25 - 03/31/25

Vote Summary

VISA INC.

Security	92826C839	Meeting Type	Annual
Ticker Symbol	V	Meeting Date	28-Jan-2025
ISIN	US92826C8394	Agenda	936171913 - Management
Record Date	02-Dec-2024	Holding Recon Date	02-Dec-2024
City / Country	/ United States	Vote Deadline	27-Jan-2025 11:59 PM ET
SEDOL(s)		Quick Code	

Item	Proposal	Proposed by	Vote
1a.	Election of Director: Lloyd A. Carney	Management	For
1b.	Election of Director: Kermit R. Crawford	Management	For
1c.	Election of Director: Francisco Javier Fernández-Carbajal	Management	For
1d.	Election of Director: Ramon Laguarta	Management	For
1e.	Election of Director: Teri L. List	Management	For
1f.	Election of Director: John F. Lundgren	Management	For
1g.	Election of Director: Ryan McInerney	Management	For
1h.	Election of Director: Denise M. Morrison	Management	For
1i.	Election of Director: Pamela Murphy	Management	For
1j.	Election of Director: Linda J. Rendle	Management	For
1k.	Election of Director: Maynard G. Webb, Jr.	Management	For
2.	To approve, on an advisory basis, the compensation paid to our named executive officers.	Management	For
3.	To ratify the appointment of KPMG LLP as our independent registered public accounting firm for fiscal year 2025.	Management	For
4.	Shareholder proposal on gender-based compensation gaps and associated risks.	Shareholder	Against
5.	Shareholder proposal requesting a report on policy on merchant category codes.	Shareholder	Against
6.	Shareholder proposal requesting adoption of a new director election resignation governance guideline.	Shareholder	Against
7.	Shareholder proposal on transparency in lobbying.	Shareholder	Against

Vote Summary

APPLE INC.			
Security	037833100	Meeting Type	Annual
Ticker Symbol	AAPL	Meeting Date	25-Feb-2025
ISIN	US0378331005	Agenda	936179325 - Management
Record Date	02-Jan-2025	Holding Recon Date	02-Jan-2025
City / Country	/ United States	Vote Deadline	24-Feb-2025 11:59 PM ET
SEDOL(s)		Quick Code	

Item	Proposal	Proposed by	Vote
1a.	Election of Director: Wanda Austin	Management	For
1b.	Election of Director: Tim Cook	Management	For
1c.	Election of Director: Alex Gorsky	Management	For
1d.	Election of Director: Andrea Jung	Management	For
1e.	Election of Director: Art Levinson	Management	For
1f.	Election of Director: Monica Lozano	Management	For
1g.	Election of Director: Ron Sugar	Management	For
1h.	Election of Director: Sue Wagner	Management	For
2.	Ratification of the appointment of Ernst & Young LLP as Apple's independent registered public accounting firm for fiscal 2025	Management	For
3.	Advisory vote to approve executive compensation	Management	For
4.	A shareholder proposal entitled "Report on Ethical AI Data Acquisition and Usage"	Shareholder	Against
5.	A shareholder proposal entitled "Report on Costs and Benefits of Child Sex Abuse Material-Identifying Software & User Privacy"	Shareholder	Against
6.	A shareholder proposal entitled "Request to Cease DEI Efforts"	Shareholder	Against
7.	A shareholder proposal entitled "Report on Charitable Giving"	Shareholder	Against

Proxy Voting Record

Meeting Date Range: 01-Mar-2025 To 31-Mar-2025

Selected Accounts

FAIR ISAAC CORPORATION

Security:	303250104	Meeting Type:	Annual
Ticker:	FICO	Meeting Date:	05-Mar-2025
ISIN	US3032501047	Vote Deadline	04-Mar-2025 11:59 PM ET
Agenda	936182675 Management	Total Ballot Shares:	13010
Last Vote Date:	28-Feb-2025		

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
1	Election of Director to serve until the 2026 Annual Meeting and thereafter until their successors are elected and qualified: Braden R. Kelly	For	None	660	0	0	0
2	Election of Director to serve until the 2026 Annual Meeting and thereafter until their successors are elected and qualified: Fabiola R. Arredondo	For	None	660	0	0	0
3	Election of Director to serve until the 2026 Annual Meeting and thereafter until their successors are elected and qualified: William J. Lansing	For	None	660	0	0	0
4	Election of Director to serve until the 2026 Annual Meeting and thereafter until their successors are elected and qualified: Eva Manolis	For	None	660	0	0	0
5	Election of Director to serve until the 2026 Annual Meeting and thereafter until their successors are elected and qualified: Marc F. McMorris	For	None	660	0	0	0
6	Election of Director to serve until the 2026 Annual Meeting and thereafter until their successors are elected and qualified: Joanna Rees	For	None	660	0	0	0
7	Election of Director to serve until the 2026 Annual Meeting and thereafter until their successors are elected and qualified: David A. Rey	For	None	660	0	0	0
8	Election of Director to serve until the 2026 Annual Meeting and thereafter until their successors are elected and qualified: H. Tayloe Stansbury	For	None	660	0	0	0
9	To approve the advisory (non-binding) resolution relating to the named executive officer compensation as disclosed in the proxy statement.	For	None	660	0	0	0

Proxy Voting Record

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
10	To ratify the appointment of Deloitte & Touche LLP as our independent registered public accounting firm for the fiscal year ending September 30, 2025.	For	None	660	0	0	0

Proxy Voting Record

APPLIED MATERIALS, INC.

Security:	038222105	Meeting Type:	Annual
Ticker:	AMAT	Meeting Date:	06-Mar-2025
ISIN	US0382221051	Vote Deadline	05-Mar-2025 11:59 PM ET
Agenda	936181489 Management	Total Ballot Shares:	49629
Last Vote Date:	28-Feb-2025		

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
1	Election of Director: Rani Borkar	For	None	2490	0	0	0
2	Election of Director: Judy Bruner	For	None	2490	0	0	0
3	Election of Director: Xun (Eric) Chen	For	None	2490	0	0	0
4	Election of Director: Aart J. de Geus	For	None	2490	0	0	0
5	Election of Director: Gary E. Dickerson	For	None	2490	0	0	0
6	Election of Director: Thomas J. Iannotti	For	None	2490	0	0	0
7	Election of Director: Alexander A. Karsner	For	None	2490	0	0	0
8	Election of Director: Kevin P. March	For	None	2490	0	0	0
9	Election of Director: Yvonne McGill	For	None	2490	0	0	0
10	Election of Director: Scott A. McGregor	For	None	2490	0	0	0
11	Approval, on an advisory basis, of the compensation of Applied Materials' named executive officers for fiscal year 2024.	For	None	2490	0	0	0
12	Ratification of the appointment of KPMG LLP as Applied Materials' independent registered public accounting firm for fiscal year 2025.	For	None	2490	0	0	0

Proxy Voting Record

STARBUCKS CORPORATION

Security:	855244109	Meeting Type:	Annual
Ticker:	SBUX	Meeting Date:	12-Mar-2025
ISIN	US8552441094	Vote Deadline	11-Mar-2025 11:59 PM ET
Agenda	936182726 Management	Total Ballot Shares:	228923
Last Vote Date:	28-Feb-2025		

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
1	Election of Director: Ritch Allison	For	None	11320	0	0	0
2	Election of Director: Andy Campion	For	None	11320	0	0	0
3	Election of Director: Beth Ford	For	None	11320	0	0	0
4	Election of Director: Jørgen Vig Knudstorp	For	None	11320	0	0	0
5	Election of Director: Neal Mohan	For	None	11320	0	0	0
6	Election of Director: Brian Niccol	For	None	11320	0	0	0
7	Election of Director: Daniel Servitje	For	None	11320	0	0	0
8	Election of Director: Mike Sievert	For	None	11320	0	0	0
9	Election of Director: Wei Zhang	For	None	11320	0	0	0
10	Approve, on an advisory, nonbinding basis, the compensation of our named executive officers.	For	None	11320	0	0	0
11	Ratification of selection of Deloitte & Touche LLP as our independent registered public accounting firm for fiscal 2025.	For	None	11320	0	0	0
12	Shareholder proposal requesting an annual report on discrimination risks related to charitable giving.	Against	None	0	11320	0	0
13	Shareholder proposal regarding independent board chair requirements.	Against	None	0	11320	0	0
14	Shareholder proposal requesting a report on human rights risks related to labor organizing.	Against	None	0	11320	0	0
15	Shareholder proposal requesting disclosure on cage-free egg commitments in China and Japan.	Against	None	0	11320	0	0
16	Shareholder proposal requesting an annual emissions congruency report.	Against	None	0	11320	0	0

Per Arkansas State Code §24-2-805, Voting Ownership Interests for the following retirement system's co-mingled funds:

Arkansas Public Employees' Retirement System

Arkansas State Police Retirement System

The logo for CastleArk, featuring the word "CASTLEARK" in a blue, sans-serif font. The letter "A" is stylized with a triangle shape inside it.

CASTLEARK

All Cap Growth Equity

The proxies have been voted solely in the pecuniary interest of the pension benefit plan

01/01/25 - 03/31/25

Vote Summary

VISA INC.

Security	92826C839	Meeting Type	Annual
Ticker Symbol	V	Meeting Date	28-Jan-2025
ISIN	US92826C8394	Agenda	936171913 - Management
Record Date	02-Dec-2024	Holding Recon Date	02-Dec-2024
City / Country	/ United States	Vote Deadline	27-Jan-2025 11:59 PM ET
SEDOL(s)		Quick Code	

Item	Proposal	Proposed by	Vote
1a.	Election of Director: Lloyd A. Carney	Management	
1b.	Election of Director: Kermit R. Crawford	Management	
1c.	Election of Director: Francisco Javier Fernández-Carbajal	Management	
1d.	Election of Director: Ramon Laguarta	Management	
1e.	Election of Director: Teri L. List	Management	
1f.	Election of Director: John F. Lundgren	Management	
1g.	Election of Director: Ryan McInerney	Management	
1h.	Election of Director: Denise M. Morrison	Management	
1i.	Election of Director: Pamela Murphy	Management	
1j.	Election of Director: Linda J. Rendle	Management	
1k.	Election of Director: Maynard G. Webb, Jr.	Management	
2.	To approve, on an advisory basis, the compensation paid to our named executive officers.	Management	
3.	To ratify the appointment of KPMG LLP as our independent registered public accounting firm for fiscal year 2025.	Management	
4.	Shareholder proposal on gender-based compensation gaps and associated risks.	Shareholder	
5.	Shareholder proposal requesting a report on policy on merchant category codes.	Shareholder	
6.	Shareholder proposal requesting adoption of a new director election resignation governance guideline.	Shareholder	
7.	Shareholder proposal on transparency in lobbying.	Shareholder	

Vote Summary

MUELLER WATER PRODUCTS, INC.

Security	624758108	Meeting Type	Annual
Ticker Symbol	MWA	Meeting Date	06-Feb-2025
ISIN	US6247581084	Agenda	936173828 - Management
Record Date	09-Dec-2024	Holding Recon Date	09-Dec-2024
City / Country	/ United States	Vote Deadline	05-Feb-2025 11:59 PM ET
SEDOL(s)		Quick Code	

Item	Proposal	Proposed by	Vote
1.1	Election of Director: Christian A. Garcia	Management	For
1.2	Election of Director: Thomas J. Hansen	Management	For
1.3	Election of Director: Brian C. Healy	Management	For
1.4	Election of Director: Christine Ortiz	Management	For
1.5	Election of Director: Jeffery S. Sharritts	Management	For
1.6	Election of Director: Bentina Chisolm Terry	Management	For
1.7	Election of Director: Stephen C. Van Arsdell	Management	For
1.8	Election of Director: Leland G. Weaver	Management	For
1.9	Election of Director: Marietta Edmunds Zakas	Management	For
2.	To approve, on an advisory basis, the compensation of the Company's named executive officers.	Management	For
3.	To approve the amendment and restatement of the Company's 2006 Employee Stock Purchase Plan.	Management	For
4.	To approve the amendment and restatement of the Company's 2006 Stock Incentive Plan.	Management	For
5.	To ratify the appointment of Ernst & Young LLP as the Company's independent registered public accounting firm for the fiscal year ending September 30, 2025.	Management	For

Vote Summary

CAPITAL ONE FINANCIAL CORPORATION

Security	14040H105	Meeting Type	Special
Ticker Symbol	COF	Meeting Date	18-Feb-2025
ISIN	US14040H1059	Agenda	936179577 - Management
Record Date	27-Dec-2024	Holding Recon Date	27-Dec-2024
City / Country	/ United States	Vote Deadline	14-Feb-2025 11:59 PM ET
SEDOL(s)		Quick Code	

Item	Proposal	Proposed by	Vote
1.	A proposal to approve the issuance of Capital One Financial Corporation ("Capital One") common stock in connection with the merger of Vega Merger Sub, Inc., a wholly owned subsidiary of Capital One ("Merger Sub"), with and into Discover Financial Services ("Discover") as merger consideration to holders of Discover common stock pursuant to the Agreement and Plan of Merger, dated February 19, 2024, by and among Capital One, Discover, and Merger Sub (the "Capital One share issuance proposal").	Management	For
2.	A proposal to adjourn the special meeting of holders of Capital One common stock, if necessary or appropriate, to solicit additional proxies if, immediately prior to such adjournment, there are not sufficient votes to approve the Capital One share issuance proposal or to ensure that any supplement or amendment to the accompanying joint proxy statement/prospectus is timely provided to holders of Capital One common stock (the "Capital One adjournment proposal").	Management	For

Vote Summary

APPLE INC.

Security	037833100	Meeting Type	Annual
Ticker Symbol	AAPL	Meeting Date	25-Feb-2025
ISIN	US0378331005	Agenda	936179325 - Management
Record Date	02-Jan-2025	Holding Recon Date	02-Jan-2025
City / Country	/ United States	Vote Deadline	24-Feb-2025 11:59 PM ET
SEDOL(s)		Quick Code	

Item	Proposal	Proposed by	Vote
1a.	Election of Director: Wanda Austin	Management	For
1b.	Election of Director: Tim Cook	Management	For
1c.	Election of Director: Alex Gorsky	Management	For
1d.	Election of Director: Andrea Jung	Management	For
1e.	Election of Director: Art Levinson	Management	For
1f.	Election of Director: Monica Lozano	Management	For
1g.	Election of Director: Ron Sugar	Management	For
1h.	Election of Director: Sue Wagner	Management	For
2.	Ratification of the appointment of Ernst & Young LLP as Apple's independent registered public accounting firm for fiscal 2025	Management	For
3.	Advisory vote to approve executive compensation	Management	For
4.	A shareholder proposal entitled "Report on Ethical AI Data Acquisition and Usage"	Shareholder	Against
5.	A shareholder proposal entitled "Report on Costs and Benefits of Child Sex Abuse Material-Identifying Software & User Privacy"	Shareholder	Against
6.	A shareholder proposal entitled "Request to Cease DEI Efforts"	Shareholder	Against
7.	A shareholder proposal entitled "Report on Charitable Giving"	Shareholder	Against

Proxy Voting Record

Meeting Date Range: 01-Mar-2025 To 31-Mar-2025

Selected Accounts

FAIR ISAAC CORPORATION

Security:	303250104	Meeting Type:	Annual
Ticker:	FICO	Meeting Date:	05-Mar-2025
ISIN	US3032501047	Vote Deadline	04-Mar-2025 11:59 PM ET
Agenda	936182675 Management	Total Ballot Shares:	13010
Last Vote Date:	28-Feb-2025		

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
1	Election of Director to serve until the 2026 Annual Meeting and thereafter until their successors are elected and qualified: Braden R. Kelly	For	None	5250	0	0	0
2	Election of Director to serve until the 2026 Annual Meeting and thereafter until their successors are elected and qualified: Fabiola R. Arredondo	For	None	5250	0	0	0
3	Election of Director to serve until the 2026 Annual Meeting and thereafter until their successors are elected and qualified: William J. Lansing	For	None	5250	0	0	0
4	Election of Director to serve until the 2026 Annual Meeting and thereafter until their successors are elected and qualified: Eva Manolis	For	None	5250	0	0	0
5	Election of Director to serve until the 2026 Annual Meeting and thereafter until their successors are elected and qualified: Marc F. McMorris	For	None	5250	0	0	0
6	Election of Director to serve until the 2026 Annual Meeting and thereafter until their successors are elected and qualified: Joanna Rees	For	None	5250	0	0	0
7	Election of Director to serve until the 2026 Annual Meeting and thereafter until their successors are elected and qualified: David A. Rey	For	None	5250	0	0	0
8	Election of Director to serve until the 2026 Annual Meeting and thereafter until their successors are elected and qualified: H. Tayloe Stansbury	For	None	5250	0	0	0
9	To approve the advisory (non-binding) resolution relating to the named executive officer compensation as disclosed in the proxy statement.	For	None	5250	0	0	0

Proxy Voting Record

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
10	To ratify the appointment of Deloitte & Touche LLP as our independent registered public accounting firm for the fiscal year ending September 30, 2025.	For	None	5250	0	0	0

Proxy Voting Record

APPLIED MATERIALS, INC.

Security:	038222105	Meeting Type:	Annual
Ticker:	AMAT	Meeting Date:	06-Mar-2025
ISIN	US0382221051	Vote Deadline	05-Mar-2025 11:59 PM ET
Agenda	936181469	Total Ballot Shares:	49629
Last Vote Date: 28-Feb-2025			

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
1	Election of Director: Rani Borkar	For	None	19880	0	0	0
2	Election of Director: Judy Bruner	For	None	19880	0	0	0
3	Election of Director: Xun (Eric) Chen	For	None	19880	0	0	0
4	Election of Director: Aart J. de Geus	For	None	19880	0	0	0
5	Election of Director: Gary E. Dickerson	For	None	19880	0	0	0
6	Election of Director: Thomas J. Iannotti	For	None	19880	0	0	0
7	Election of Director: Alexander A. Karsner	For	None	19880	0	0	0
8	Election of Director: Kevin P. March	For	None	19880	0	0	0
9	Election of Director: Yvonne McGill	For	None	19880	0	0	0
10	Election of Director: Scott A. McGregor	For	None	19880	0	0	0
11	Approval, on an advisory basis, of the compensation of Applied Materials' named executive officers for fiscal year 2024.	For	None	19880	0	0	0
12	Ratification of the appointment of KPMG LLP as Applied Materials' independent registered public accounting firm for fiscal year 2025.	For	None	19880	0	0	0

Proxy Voting Record

MACOM TECHNOLOGY SOLUTIONS HOLDINGS, INC

Security:	55405Y100	Meeting Type:	Annual
Ticker:	MTSI	Meeting Date:	06-Mar-2025
ISIN	US55405Y1001	Vote Deadline	05-Mar-2025 11:59 PM ET
Agenda	936181661	Total Ballot Shares:	50077
Last Vote Date:	28-Feb-2025		

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
1	DIRECTOR	For	None				
	1 Peter Chung			5550	0	0	0
	2 Geoffrey Ribar			5550	0	0	0
	3 John Ritchie			5550	0	0	0
	4 Jihye Whang Rosenband			5550	0	0	0
	5 M. "Raj" Shanmugara			5550	0	0	0
2	Advisory vote to approve the compensation paid to the Company's named executive officers.	For	None	5550	0	0	0

Item	Proposal	Recommendation	Default Vote	1 Year	2 Years	3 Years	Abstain	Take No Action
3	Advisory vote on the frequency of future advisory votes to approve the compensation of our named executive officers.	1 Year	None	5550	0	0	0	0

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
4	Ratification of the appointment of Deloitte & Touche LLP as the Company's independent registered public accounting firm for the fiscal year ending October 3, 2025.	For	None	5550	0	0	0

Proxy Voting Record

STARBUCKS CORPORATION

Security:	855244109	Meeting Type:	Annual
Ticker:	SBUX	Meeting Date:	12-Mar-2025
ISIN	US8552441094	Vote Deadline	11-Mar-2025 11:59 PM ET
Agenda	936182726	Total Ballot Shares:	228923
Last Vote Date:	28-Feb-2025		

Item	Proposal	Recommendation	Default Vote	For	Against	Abstain	Take No Action
1	Election of Director: Ritch Allison	For	None	90190	0	0	0
2	Election of Director: Andy Campion	For	None	90190	0	0	0
3	Election of Director: Beth Ford	For	None	90190	0	0	0
4	Election of Director: Jørgen Vig Knudstorp	For	None	90190	0	0	0
5	Election of Director: Neal Mohan	For	None	90190	0	0	0
6	Election of Director: Brian Niccol	For	None	90190	0	0	0
7	Election of Director: Daniel Servitje	For	None	90190	0	0	0
8	Election of Director: Mike Sievert	For	None	90190	0	0	0
9	Election of Director: Wei Zhang	For	None	90190	0	0	0
10	Approve, on an advisory, nonbinding basis, the compensation of our named executive officers.	For	None	90190	0	0	0
11	Ratification of selection of Deloitte & Touche LLP as our independent registered public accounting firm for fiscal 2025.	For	None	90190	0	0	0
12	Shareholder proposal requesting an annual report on discrimination risks related to charitable giving.	Against	None	0	90190	0	0
13	Shareholder proposal regarding independent board chair requirements.	Against	None	0	90190	0	0
14	Shareholder proposal requesting a report on human rights risks related to labor organizing.	Against	None	0	90190	0	0
15	Shareholder proposal requesting disclosure on cage-free egg commitments in China and Japan.	Against	None	0	90190	0	0
16	Shareholder proposal requesting an annual emissions congruency report.	Against	None	0	90190	0	0

Per Arkansas State Code §24-2-805, Voting Ownership Interests for the following retirement system's co-mingled funds:

Arkansas Public Employees' Retirement System

Arkansas State Police Retirement System



DoubleLine Capital LP
Core Plus Fixed Income

The proxies have been voted solely in the pecuniary interest of the pension benefit plan

01/01/25 - 03/31/25

Meeting Statistics Report

From 1/1/2025 to 3/31/2025

Meetings by Region & Vote Status

No Data Available

Region	Country Of Origin	Voted	Unvoted	Mixed	Take No Action	Total
Total for all Regions		0	0	0	0	0

Ballot Statistics Report

From 1/1/2025 to 3/31/2025

Ballots by Region & Vote Status

No Data Available

Region	Country Of Origin	Voted	Unvoted	Take No Action	Total
Total for all Regions		0	0	0	0

Proposal Statistics Report

From 1/1/2025 to 3/31/2025

	Mgmt Proposals	SHP Proposals	Total Proposals
For	0	0	0
Against	0	0	0
Abstain	0	0	0
1 Year	0	0	0
2 Years	0	0	0
3 Years	0	0	0
Mixed	0	0	0
Take No Action	0	0	0
Unvoted	0	0	0
Totals	0	0	0

	Mgmt Proposals	SHP Proposals	Total Proposals
With Management	0	0	0
Against Management	0	0	0
N/A	0	0	0
Mixed	0	0	0
Take No Action	0	0	0
Unvoted	0	0	0
Totals	0	0	0

	Mgmt Proposals	SHP Proposals	Total Proposals
With Policy	0	0	0
Against Policy	0	0	0
Manual	0	0	0
N/A	0	0	0
Mixed	0	0	0
Take No Action	0	0	0
Unvoted	0	0	0

Proposal Category Report

From 1/1/2025 to 3/31/2025

Proposal Categories - All Votes

Proposal Category Type	For	Against	Abstain	Take No Action	Unvoted	Mixed	1 Year	2 Years	3 Years	Total

Proposal Categories - Votes versus Management

No Data Available

Proposal Categories - Votes versus Management

Proposal Category Type	With Management	Against Management	Take No Action	Unvoted	N/A	Mixed	Total

Proposal Categories - Votes versus Policy

No Data Available

Proposal Categories - Votes versus Policy

Proposal Category Type	With Policy	Against Policy	Manual	Take No Action	Unvoted	N/A	Mixed	Total

Proposal Categories - Votes versus Glass Lewis

No Data Available

Proposal Categories - Votes versus Glass Lewis

Proposal Category Type	With Glass Lewis	Against Glass Lewis	Take No Action	Unvoted	N/A	Mixed	Total

Proposal Type Report

From 1/1/2025 to 3/31/2025

Proposal Types - All Votes

Issue Code Category	Issue Short Text	Take No					Total
		For	Against	Abstain	Action	Unvoted	

Mixed 1 Year 2 Years 3 Years

Proposal Types – Votes Versus Management

Issue Code Category	Issue Code Description	With Management	Against Take No			Unvoted	N/A	Mixed	Total
			Action	Manual	Action				

Proposal Types – Votes Versus Policy

Issue Code Category	Issue Code Description	With Policy	Against Take No			Unvoted	N/A	Mixed	Total
			Action	Manual	Action				

Proposal Types – Votes Versus Glass Lewis

Issue Code Category	Issue Code Description	With Glass Lewis	Against Take No			Unvoted	N/A	Mixed	Total
			Action	Manual	Action				

Per Arkansas State Code §24-2-805, Voting Ownership Interests for the following retirement system's co-mingled funds:

Arkansas Public Employees' Retirement System
Arkansas State Police Retirement System



Franklin Templeton
Templeton International Smaller Companies Fund

The proxies have been voted solely in the pecuniary interest of the pension benefit plan. We acknowledge Arkansas Act 498 (the Act) and believe the Proxy Voting Policies and Procedures of the Templeton Global Equity Group (the TGEG Proxy Policies) are consistent with the substance of the Act. However, please note that all proxies for the Templeton International Smaller Companies Fund (TISCF) are voted solely pursuant to the TGEG Proxy Policies and the Act does not govern our proxy voting for TISCF.

01/01/25 - 03/31/25



DATE RANGE COVERED : 01/01/2025 to 03/31/2025

INSTITUTION ACCOUNT(S): TEMPLETON INTERNATIONAL
SMALLER COMPANIES FUND

AmorePacific Group, Inc.

Meeting Date: 03/25/2025 Country: South Korea
Record Date: 12/31/2024 Meeting Type: Annual
Primary Security ID: Y0126C105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2	Amend Articles of Incorporation	Mgmt	For	For
3	Elect Lee Woo-jong as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For

ASICS Corp.

Meeting Date: 03/28/2025 Country: Japan
Record Date: 12/31/2024 Meeting Type: Annual
Primary Security ID: J03234150

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 10	Mgmt	For	For
2	Amend Articles to Amend Business Lines	Mgmt	For	For
3.1	Elect Director Hirota, Yasunito	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
3.2	Elect Director Tomioka, Mitsuyuki	Mgmt	For	For
3.3	Elect Director Mura, Mitsuru	Mgmt	For	For
3.4	Elect Director Suto, Miwa	Mgmt	For	For
3.5	Elect Director Kumamoto, Tomoko	Mgmt	For	For
4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For
5	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	Mgmt	For	For
6	Approve Restricted Stock Plan	Mgmt	For	For
7	Approve Donation of Treasury Shares to ASICS Foundation	Mgmt	For	For

BNK Financial Group, Inc.

Meeting Date: 03/26/2025	Country: South Korea
Record Date: 12/31/2024	Meeting Type: Annual
Primary Security ID: Y0RZV102	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For
2	Amend Articles of Incorporation	Mgmt	For	For
3.1	Elect Lee Gwang-ju as Outside Director	Mgmt	For	For
3.2	Elect Kim Byeong-deok as Outside Director	Mgmt	For	For
3.3	Elect Park Su-yong as Outside Director	Mgmt	For	For
4	Elect Jeong Young-seok as Outside Director to serve as an Audit Committee Member	Mgmt	For	For
5	Elect Kim Nam-geol as a Member of Audit Committee	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For

DGB Financial Group Co., Ltd.

Meeting Date: 03/26/2025
Record Date: 12/31/2024
Primary Security ID: Y2058E109

Country: South Korea
Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Financial Statements	Mgmt	For	For
2.1	Amend Articles of Incorporation (Company Name)	Mgmt	For	For
2.2	Amend Articles of Incorporation (Public Notice)	Mgmt	For	For
2.3	Amend Articles of Incorporation (Board Related)	Mgmt	For	For
2.4	Amend Articles of Incorporation (Quarterly Dividend)	Mgmt	For	For
3.1	Elect Cho Gang-rae as Outside Director	Mgmt	For	Against
3.2	Elect Noh Tae-sik as Outside Director	Mgmt	For	Against
3.3	Elect Jeong Jae-su as Outside Director	Mgmt	For	Against
3.4	Elect Kim Gap-soon as Outside Director	Mgmt	For	For
3.5	Elect Lee Gang-ran as Outside Director	Mgmt	For	For
3.6	Elect Jang Dong-heon as Outside Director	Mgmt	For	For
4	Elect Cho Dong-hwan as Outside Director to Serve as an Audit Committee Member	Mgmt	For	Against
5	Elect Jang Dong-heon as a Member of Audit Committee	Mgmt	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Open Meeting	Mgmt		
2	Call the Meeting to Order	Mgmt		
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt		
4	Acknowledge Proper Convening of Meeting	Mgmt		
5	Prepare and Approve List of Shareholders	Mgmt		
6	Receive Financial Statements and Statutory Reports	Mgmt		
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For
8	Approve Allocation of Income and Dividends of EUR 0.84 Per Share	Mgmt	For	For
9	Approve Discharge of Board and President	Mgmt	For	For
10	Approve Remuneration Report	Mgmt	For	For
11	Approve Annual Remuneration of Directors in the Amount of EUR 140,000 for Chair, EUR 105,000 for Vice Chair and EUR 70,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	Mgmt	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For
13	Reelect Albert Einmrooth, Paul Einmrooth (Chair), Louise Fromond, Julia Goldin, Carl-Martin Lindahl, Jyri Luomakoski (Vice-Chair) and Susan Repo as Directors; Elect Rolf Ladau and Susanne Skippari as New Directors	Mgmt	For	Against
14	Approve Remuneration of Auditors	Mgmt	For	For
15	Ratify Ernst & Young as Auditors	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
16	Approve Remuneration of Auditor for Sustainability Reporting	Mgmt	For	For
17	Appoint Ernst & Young as Auditor for Sustainability Reporting	Mgmt	For	For
18	Authorize Share Repurchase Program	Mgmt	For	For
19	Authorize Conveyance of up to 4 Million Shares	Mgmt	For	For
20	Close Meeting	Mgmt		

i-SENS, Inc.

Meeting Date: 03/26/2025	Country: South Korea
Record Date: 12/31/2024	Meeting Type: Annual
Primary Security ID: Y4R77D105	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction	511
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	
2.1	Eiect Yoon Jong-woo as Inside Director	Mgmt	For	Against	
2.2	Eiect Yang Jae-jun as Outside Director	Mgmt	For	For	
3	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	
4	Authorize Board to Fix Remuneration of Internal Auditor(s)	Mgmt	For	For	
5	Approve Stock Option Grants	Mgmt	For	For	

Meeting Date: 03/19/2025Country: Greece

Record Date: 03/13/2025Meeting Type: Extraordinary Shareholders

Primary Security ID: X4114P111

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt		
1	Approve Special Dividend	Mgmt	For	For

M. Dias Branco SA Industria e Comercio de Alimentos

Meeting Date: 03/28/2025Country: Brazil

Record Date:Meeting Type: Annual

Primary Security ID: P64876108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	Mgmt	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For
3	Fix Number of Directors at Eight	Mgmt	For	For
4	Elect Directors	Mgmt	For	Against
5	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	Mgmt	None	Against
	If Voting FOR on Item 6, Votes Are Distributed in Equal % Amongst Nominees voted FOR. If You Vote AGST, Contact Your Client Service Rep to Unequally Allocate % of Votes. If You Vote ABST, You Will Not Participate in Cumulative Voting.	Mgmt		

M. Dias Branco SA Industria e Comercio de Alimentos

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
6	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	Mgmt	None	Abstain
7.1	Percentage of Votes to Be Assigned - Elect Maria Consuelo Saraiva Leao Dias Branco as Director and Maria Regina Saraiva Leao Dias Branco as Alternate	Mgmt	None	Abstain
7.2	Percentage of Votes to Be Assigned - Elect Francisco Claudio Saraiva Leao Dias Branco as Director and Francisco Ivens de Sa Dias Branco Junior as Alternate	Mgmt	None	Abstain
7.3	Percentage of Votes to Be Assigned - Elect Maria das Gracas Saraiva Leao Dias Branco as Director and Francisco Marcos Saraiva Leao Dias Branco as Alternate	Mgmt	None	Abstain
7.4	Percentage of Votes to Be Assigned - Elect Luiza Andrea Farias Nogueira as Director and Gustavo Lopes Theodorio as Alternate	Mgmt	None	Abstain
7.5	Percentage of Votes to Be Assigned - Elect Romulo Rubert Calmon Dantas as Director and Sidney Leite dos Santos as Alternate	Mgmt	None	Abstain
7.6	Percentage of Votes to Be Assigned - Elect Guilherme Afonso Ferreira as Independent Director and Fabio Cefaly de Campos Machado as Alternate	Mgmt	None	Abstain
7.7	Percentage of Votes to Be Assigned - Elect Ricardo Luiz de Souza Ramos as Independent Director and Luciane Nunes de Carvalho Salas as Alternate	Mgmt	None	Abstain
7.8	Percentage of Votes to Be Assigned - Elect Pedro Pullen Parente as Independent Director and Daniel Mota Gutierrez as Alternate	Mgmt	None	Abstain
8	Approve Classification of Guilherme Afonso Ferreira, Ricardo Luiz de Souza Ramos, and Pedro Pullen Parente as Independent Directors	Mgmt	For	For
9	Do You Wish to Request Installation of a Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	Mgmt	None	Abstain
10	Do You Wish to Adopt Cumulative Voting for the Election of the Members of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain

M. Dias Branco SA Industria e Comercio de Alimentos

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
11	As an Ordinary Shareholder, Would You like to Request a Separate Minority Election of a Member of the Board of Directors, Under the Terms of Article 141 of the Brazilian Corporate Law?	Mgmt	None	Abstain

M. Dias Branco SA Industria e Comercio de Alimentos

Meeting Date: 03/28/2025	Country: Brazil
Record Date:	Meeting Type: Extraordinary Shareholders
Primary Security ID: P64876108	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction

1	Approve Remuneration of Company's Management	Mgmt	For	For
2	Approve Long-Term Incentive Plan	Mgmt	For	Against

Nongshim Co., Ltd.

Meeting Date: 03/21/2025	Country: South Korea
Record Date: 12/31/2024	Meeting Type: Annual
Primary Security ID: Y63472107	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction

1	Approve Financial Statements and Appropriation of Income	Mgmt	For	For
2.1	Elect Lee Byeong-hak as Inside Director	Mgmt	For	Against
2.2	Elect Lee Hui-twan as Outside Director	Mgmt	For	For
3	Elect Lee Hui-twan as a Member of Audit Committee	Mgmt	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
4	Amend Articles of Incorporation	Mgmt	For	For
5	Approve Terms of Retirement Pay	Mgmt	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For

Roland Corp.

Meeting Date: 03/26/2025
Record Date: 12/31/2024
Primary Security ID: J65457111

Country: Japan
Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 85	Mgmt	For	For
2.1	Elect Director Minowa, Masahiro	Mgmt	For	Against
2.2	Elect Director Suzuki, Yasunobu	Mgmt	For	Against
2.3	Elect Director Ohnuma, Toshiko	Mgmt	For	For
2.4	Elect Director Brian K. Heywood	Mgmt	For	Against
2.5	Elect Director Katayama, Mikio	Mgmt	For	For
2.6	Elect Director Yamamoto, Hiroshi	Mgmt	For	For
2.7	Elect Director Takei, Ryoko	Mgmt	For	For

Stabilus SE

Meeting Date: 02/05/2025
Record Date: 01/14/2025
Primary Security ID: D76913108

Country: Germany
Meeting Type: Annual

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023/24 (Non-Voting)	Mgmt		
2	Approve Allocation of Income and Dividends of EUR 1.15 per Share	Mgmt	For	For
3	Approve Discharge of Management Board for Fiscal Year 2023/24	Mgmt	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2023/24	Mgmt	For	For
5.1	Ratify Deloitte GmbH as Auditors for Fiscal Year 2024/25 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2025	Mgmt	For	For
5.2	Ratify Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2024/25	Mgmt	For	For
6	Approve Remuneration Report	Mgmt	For	For
7	Elect Kai-Uwe Knickmann to the Supervisory Board	Mgmt	For	For
8.1	Approve Remuneration Policy for the Supervisory Board	Mgmt	For	For
8.2	Approve Remuneration of Supervisory Board	Mgmt	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	Against

Per Arkansas State Code §24-2-805, Voting Ownership Interests for the following retirement system's co-mingled funds:

Arkansas Public Employees' Retirement System
Arkansas State Police Retirement System



HORRELL CAPITAL MANAGEMENT, INC.
APERS' ARKANSAS STOCK INDEX PORTFOLIO

The proxies have been voted solely in the pecuniary interest of the pension benefit plan

01/01/25 - 03/31/25

VIII. Proxy Voting Report

Arkansas Public Employees Retirement System

Arkansas Index Portfolio-Acct. #9657048400

Period from 01-January-25 to 31-March-25

Proxy Voting Report

	Company/ Ballot Issues	Security/ Ticker	Mgt. Rec	Vote Cast	Record Date	Shares
04/25/25	Arcbest Corporation	03937C105			03/31/25	26,657
	1. Election to the Board of Directors:					
	Nominees:					
	01) Salvatore A. Abbate		For	For		
	02) Eduardo F. Conrado		For	For		
	03) Fredrik J. Eliasson		For	For		
	04) Michael P. Hogan		For	For		
	05) Kathleen D. McElligott		For	For		
	06) Judy R. McReynolds		For	For		
	07) Craig E. Philip		For	For		
	08) Steven L. Spinner		For	For		
	09) Janice E. Stipp		For	For		
	2. To approve, on an advisory basis, the compensation of the Company's Named Executive Officers.		For	For		
	3. To Ratify the appointment of Grant Thornton LLP as the Company's independent registered public accounting firm for fiscal year 2025.		For	For		
05/05/25	Bank OZK	06417N103			03/20/25	106,628
	1. Election to the Board of Directors:					
	Nominees:					
	01) Nicholas Brown		For	For		
	02) Paula Cholmondeley		For	For		
	03) Robert East		For	For		
	04) Anna Fabrega		For	For		
	05) Kathleen Franklin		For	For		
	06) Jeffrey Gearhart		For	For		
	07) George Gleason		For	For		
	08) Peter Kenny		For	For		
	09) William A. Koefoed, Jr.		For	For		
	10) Elizabeth Musico		For	For		
	11) Christopher Orndorff		For	For		
	12) Steven Sadoff		For	For		
	13) Ross Whipple		For	For		
	2. To ratify the appointment of PricewaterhouseCoopers LLP as the Company's independent registered public accounting firm for the year ending December 31, 2025.		For	For		
	3. To approve, on an advisory, non-binding basis, the compensation of the Company's named executive officers as disclosed in the Proxy Statement.		For	For		

05/05/25	Goodyear Tire & Rubber Company, The	382550101	03/26/25	26,657
	1. Election to the Board of Directors:			
	Nominees:			
	01) Norma B. Clayton	For	For	
	02) James A. Firestone	For	For	
	03) Werner Geissler	For	For	
	04) Joseph R. Hinrichs	For	For	
	05) Laurette T. Koellner	For	For	
	06) Karla R. Lewis	For	For	
	07) John E. McGlade	For	For	
	08) Max H. Mitchell	For	For	
	09) Hera K. Siu	For	For	
	10) Mark W. Stewart	For	For	
	11) Michael R. Wessel	For	For	
	12) Roger J. Wood	For	For	
	2. Advisory vote to approve executive compensation.	For	For	
	3. Approval of an amendment to the 2022 Performance Plan.	For	For	
	4. Ratification of appointment of PricewaterhouseCoopers LLP as Independent Registered Public Accounting Firm.	For	For	
	5. Shareholder proposal regarding tire and road wear particle goals and timelines.	Against	Against	
04/17/25	Home Bancshares, Inc.	436893200	03/18/25	106,628
	1. Election to the Board of Directors:			
	Nominees:			
	01) John W. Allison	For	For	
	02) Rian S. Davis	For	For	
	03) Milburn Adams	For	For	
	04) Robert H. Adcock, Jr.	For	For	
	05) Mike D. Beebe	For	For	
	06) Jack E. Engelkes	For	For	
	07) Karen E. Garrett	For	For	
	08) James G. Hinkle	For	For	
	09) Alex R. Lieblong	For	For	
	10) Thomas J. Longe	For	For	
	11) Jim Rankin, Jr.	For	For	
	12) Larry W. Ross	For	For	
	13) Donna J. Townsell	For	For	
	2. Advisory (non-binding) vote approving the Company's executive compensation.	For	For	
	3. Approval of an amendment to the Company's Restated Articles of Incorporation, as amended, to increase the number of authorized shares of common stock from 300,000,000 to 400,000,000.	For	For	
	4. Ratification of appointment of Forvis Mazars, LLP as the Company's independent registered public accounting firm for fiscal year 2025..	For	For	
003/18/25	Interpublic Group of Companies, Inc., The	460690100	02/20/25	26,657
	1. IPG Merger Proposal: to adopt the Agreement and Plan of Merger, dated as of December 8, 2025 (as it may be amended from time to time, the "merger agreement"), by and among Omnicom Group Inc., EXT Subsidiary Inc. ("Merger Sub") and IPG, providing for, among other things, the acquisition of IPG by Omnicom pursuant to a merger between Merger Sub, a direct wholly owned subsidiary of Omnicom, and IPG, with each outstanding share of common stock of IPG being converted into right to receive 0.344 shares of common stock of Omnicom, with cash paid in lieu of fractional shares.	For	For	
	2. IPG Compensation Proposal: Proposal to approve, on a non-binding, advisory basis, certain compensation that may be	For	For	

paid or become payable to IPG's named executive officers that is based on or otherwise relates to the merger.

	3.	IPG Adjournment Proposal: Proposal to approve one or more adjournments of the Interpublic special meeting to a later date or time, if necessary or appropriate, to permit the solicitation of additional votes or proxies if there are not sufficient votes to approve proposal 1.	For	For		
04/24/25		JB Hunt Transport Services, Inc.	445658107		03/24/25	26,657
	1.	Election to the Board of Directors:				
	Nominees:					
	01)	Brett Biggs	For	For		
	02)	Francesca M. Edwardson	For	For		
	03)	Sharilyn S. Gasaway	For	For		
	04)	Thad (John B. III) Hill	For	For		
	05)	Bryan Hunt	For	For		
	06)	Persio Lisboa	For	For		
	07)	John N. Roberts, III	For	For		
	08)	James L. Robo	For	For		
	09)	Shelley Simpson	For	For		
	2.	To consider and approve an advisory resolution regarding the Company's compensation of its named executive officers.	For	For		
	3.	To ratify the appointment of PricewaterhouseCoopers LLP as the Company's independent public accountants for calendar year 2025.	For	For		
04/18/25		L3Harris Technologies, Inc.	502431109		03/19/25	26,657
	1.	Election to the Board of Directors:				
	Nominees:					
	01)	Sallie B. Bailey	For	For		
	02)	Thomas A. Dattilo	For	For		
	03)	Roger B. Fradin	For	For		
	04)	Joanna L. Geraghty	For	For		
	05)	Kirk S. Hachigian	For	For		
	06)	Harry B. Harris, Jr.	For	For		
	07)	Lewis Hay III	For	For		
	08)	Christopher E. Kubasik	For	For		
	09)	Rita S. Lane	For	For		
	10)	Robert B. Millard	For	For		
	11)	David S. Regnery	For	For		
	12)	Edward A. Rice, Jr.	For	For		
	13)	Christina L. Zamarro	For	For		
	2.	Approval, in an Advisory Vote, of the Compensation of Named Executive Officers as Disclosed in the Proxy Statement.	For	For		
	3.	Ratification of Appointment of Ernst & Young LLP as Independent Registered Public Accounting Firm for Fiscal Year 2025.	For	For		
	4.	Shareholder Proposal titled "Transparency in Lobbying".	Against	Against		
05/01/25		Murphy USA, Inc.	626755102		03/27/25	26,657
	1.	Election to the Board of Directors:				
	Nominees:					
	01)	R. Madison Murphy	For	For		
	02)	R. Andrew Clyde	For	For		
	03)	David B. Miller	For	For		
	04)	Rosemary L. Turner	For	For		
	2.	Ratification of Appointment of Independent Registered Public Accounting Firm for Fiscal 2025.	For	For		
		Approval of Executive Compensation on an Advisory, Non-Binding Basis.	For	For		

	3. Shareholder Proposal-Elect Each Director Annually	Against	Against		
3/12/25	Starbucks Corporation	855244109		02/10/25	26,657
	1. Election to the Board of Directors:				
	Nominees:				
	01) Ritch Allison	For	For		
	02) Andy Campion	For	For		
	03) Beth Ford	For	For		
	04) Jorgen Vig Knudstorp	For	For		
	05) Neal Mohan	For	For		
	06) Brian Niccol	For	For		
	07) Daniel Servitje	For	For		
	08) Mike Sievert	For	For		
	09) Wei Zhang	For	For		
	2. Approve, on an advisory, nonbinding basis, the compensation of our named executive officers.	For	For		
	3. Ratification of selection of Deloitte & Touche LLP as our independent registered public accounting firm for fiscal 2025.	For	For		
	4. Shareholder proposal requesting an annual report on discrimination risks related to charitable giving.	Against	Against		
	5. Shareholder proposal regarding independent board chair requirements.	Against	Against		
	6. Shareholder proposal requesting a report on human rights risks related to labor organizing.	Against	Against		
	7. Shareholder proposal requesting disclosure on cage-free egg commitments in China and Japan.	Against	Against		
	8. Shareholder proposal requesting an annual emissions congruency report.	Against	Against		
02/06/25	Tyson Foods, Inc.	902494103		01/06/25	26,657
	1. Election to the Board of Directors:				
	Nominees:				
	01) John H. Tyson	For	For		
	02) Les R. Baledge	For	For		
	03) Mike Bebee	For	For		
	04) Maria Claudia Borrás	For	For		
	05) David J. Bronczek	For	For		
	06) Donnie King	For	For		
	07) Maria N. Martinez	For	For		
	08) Kevin M. McNamara	For	For		
	09) Cheryl S. Miller	For	For		
	10) Kate B. Quinn	For	For		
	11) Jeffrey K. Schomburger	For	For		
	12) Barbara A. Tyson	For	For		
	13) Noel White	For	For		
	2. To ratify the selection of PricewaterhouseCoopers LLP as the independent registered public accounting firm for the Company for the fiscal year ending September 27, 2025.	For	For		
	3. To approve the amendment and restatement of the Tyson Foods, Inc. 2000 Stock Incentive Plan (the "Stock Incentive Plan"), a copy of which is attached to the Proxy Statement as Exhibit A.	For	For		
	4. Shareholder proposal regarding the disaggregation of shareholder voting results.	Against	Against		

1.	Election to the Board of Directors:		
Nominees:			
01)	David B. Dillon	For	For
02)	Sheri H. Edison	For	For
03)	Teresa M. Finley	For	For
04)	Deborah C. Hopkins	For	For
05)	Jane H. Lute	For	For
06)	Michael R. McCarthy	For	For
07)	Doyle R. Simons	For	For
08)	John K. Tien, Jr.	For	For
09)	V. James Vena	For	For
10)	John P. Wichoff	For	For
11)	Christopher J. Williams	For	For
2.	Ratification of the appointment of Deloitte & Touche LLP as the independent registered public accounting firm of the Company for 2025.	For	For
3.	Approve, by non-binding vote, the compensation of the Company's Named Executive Officers ("Say on Pay").	For	For
4.	Shareholder proposal requesting an amended clawback policy if properly presented at the Annual Meeting. (Horrell Capital Management, Inc. always votes in favor of clawback policies when presented for vote)	Against	For

1.	<u>Proposal 1-The Merger Proposal</u>		
	Approve the merger of an affiliate of Windstream Holdings II, LLC ("Windstream") with and into Uniti with Uniti surviving the merger as a wholly owned subsidiary of Windstream Parent, Inc. ("New Uniti", and such merger, the "Merger"), pursuant to the Agreement and Plan of Merger, dated as of May 3, 2024, by and between Uniti and Windstream, as amended by the Amendment No. 1 to the Agreement and Plan of Merger, dated as of July 17, 2024 (as it may be further amended and/or restated from time to time, the "Merger Agreement"), and the other actions and transactions contemplated thereby (Proposal 1).	For	For
2.	<u>Proposal 2-The Advisory Compensation Proposal</u>		
	Approve on an advisory (non-binding) basis the compensation that may be paid or become payable to Uniti's named executive officers that is based on or otherwise relates to the Merger (Proposal 2).	For	For
3.	<u>Proposal 3-The Interim Charter Agreement Proposal</u>		
	Approve the amendment to the charter of Uniti, designating Uniti as the agent of Uniti stockholders to pursue damages in the event that specific performance is not sought or granted as a remedy for Windstream's willful breach of the Merger Agreement (Proposal 3).	For	For
4.	<u>Proposal 4-The Delaware Conversion Proposal</u>		
	Approve the conversion of Uniti to a Delaware corporation and the related plan of conversion (Proposal 4).	For	For
5.	<u>Proposal 5-The Adjournment Proposal</u>		
	Approve, if necessary, the adjournment of the Special Meeting of Uniti stockholders to a later date or dates to permit further solicitation of proxies in the event that there are insufficient votes to approve one or more of the foregoing proposals or to ensure there are sufficient shares represented to constitute a quorum necessary to conduct the business of the Special Meeting (Proposal 5).	For	For

Per Arkansas State Code §24-2-805, Voting Ownership Interests for the following retirement system's co-mingled funds:

Arkansas Public Employees' Retirement System

Arkansas State Police Retirement System



**Lazard Asset Management
Emerging Markets**

The proxies have been voted solely in the pecuniary interest of the pension benefit plan

01/01/25 - 03/31/25

VOTE SUMMARY REPORT

Date range covered : 01/01/2025 to 01/31/2025

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): LAZARD EMERGING
MARKETS EQUITY PORTFOLIO

Indus Towers Limited

Meeting Date: 01/20/2025	Country: India	Ticker: 534816	
Record Date: 12/19/2024	Meeting Type: Special		
	Primary CUSIP: Y0R86J109	Primary ISIN: INE121J01017	Primary SEDOL: B92P9G4

Votable Shares: 17,787,778 **Shares on Loan:** 0 **Shares Instructed:** 17,787,778 **Shares Voted:** 17,787,778

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Amend Articles of Association	Mgmt	For	For	For
2	Elect Rakesh Bharti Mittal as Director	Mgmt	For	Against	Against
3	Elect Soumen Ray as Director	Mgmt	For	Against	Against

Midea Group Co. Ltd.

Meeting Date: 01/15/2025	Country: China	Ticker: 300	
Record Date: 01/08/2025	Meeting Type: Extraordinary Shareholders		
	Primary CUSIP: Y6S40V111	Primary ISIN: CNE100006M58	Primary SEDOL: BQB7ZL7

Votable Shares: 4,353,499 **Shares on Loan:** 0 **Shares Instructed:** 4,353,499 **Shares Voted:** 4,353,499

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF A SHARES	Mgmt			
1	Approve Repurchase and Cancellation of Certain Restricted Shares Under the 2021 Restricted Share Incentive Scheme	Mgmt	For	For	For
2	Approve Repurchase and Cancellation of Certain Restricted Shares Under the 2022 Restricted Share Incentive Scheme	Mgmt	For	For	For
3	Approve Repurchase and Cancellation of Certain Restricted Shares Under the 2023 Restricted Share Incentive Scheme	Mgmt	For	For	For

No results for the selected criteria.

Parameters Used:

Date range covered : 02/01/2025 to 02/28/2025
Location(s): All Locations
Account Group(s): All Account Groups
Institution Account(s): ARKANSAS PUBLIC EMPLOYEES' RETIREMENT SYSTEM
Custodian Account(s): All Custodian Accounts
Additional Policy: None
ADR Meetings: All Meetings
Ballot Statuses: Approved, Confirmed, Instructed, Rejected, Sent, AutoApproved
Contrary Votes: All Votes
Date Format: MM/DD/YYYY
ESG Pillar: All Pillars
ESG Statistics Preference: Include Blended ESG Pillars
Header Display: Repeat Headers for Any Meeting Split by Multiple Pages
Markets: All Markets
Meeting ID's: All Meeting ID's
Meeting Types: All Meeting Types
PoA Markets: All Markets
Proposal Category: All Categories
Proposal Proponents: All Proponents
Proposal Subcategory: All Subcategories
Rationale: All Rationale
Recommendations: All Recommendations
Record Date Markets: All Markets
Reregistration Meetings: Include Reregistration Meetings
Shareblocking Markets: All Markets
Significant Vote: None
Sort Order: Company Name, Meeting Date
Vote Instructions: All Instructions
Voting Policies: All Policies
Zero (0) Share Ballots: Exclude 0 Share Ballots
Account Watchlist: None
Country Watchlist: None
Issuer Watchlist: None
Proposal Code Watchlist: None
Proposal Code Watchlist - Agenda Output: Include Exact Matches Only

VOTE SUMMARY REPORT

Date range covered : 03/01/2025 to 03/31/2025

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): LAZARD EMERGING
MARKETS EQUITY PORTFOLIO

CEMEX SAB de CV

Meeting Date: 03/25/2025

Country: Mexico

Ticker: CEMEXCPO

Record Date: 02/27/2025

Meeting Type: Annual/Special

Primary CUSIP: P2253T133

Primary ISIN: MXP225611567

Primary SEDOL: 2406457

Meeting Notes:

Votable Shares: 6,738,565

Shares on Loan: 0

Shares Instructed: 6,738,565

Shares Voted: 6,738,565

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
	Ordinary General Shareholders Meeting	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Cash Dividends of USD 130 Million	Mgmt	For	For	For
3	Set Maximum Amount of Share Repurchase Reserve	Mgmt	For	For	For
4.a	Elect Rogelio Zambrano Lozano as Board Chair	Mgmt	For	For	For
4.b	Elect Armando J. Garcia Segovia as Director	Mgmt	For	For	For
4.c	Elect Rodolfo Garcia Muriel as Director	Mgmt	For	For	For
4.d	Elect Francisco Javier Fernandez Carbajal as Director	Mgmt	For	For	For
4.e	Elect David Martinez Guzman as Director	Mgmt	For	For	For
4.f	Elect Everardo Elizondo Almaguer as Director	Mgmt	For	For	For
4.g	Elect Marcelo Zambrano Lozano as Director	Mgmt	For	For	For
4.h	Elect Ramiro Gerardo Villarreal Morales as Director	Mgmt	For	For	For
4.i	Elect Gabriel Jaramillo Sanint as Director	Mgmt	For	For	For
4.j	Elect Isabel Maria Aguilera Navarro as Director	Mgmt	For	For	For
4.k	Elect Maria de Lourdes Melgar Palacios as Director	Mgmt	For	For	For
4.l	Elect Isauro Alfaro Alvarez as Director	Mgmt	For	For	For
4.m	Elect Roger Saldana Madero as Board Secretary	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
4.n	Elect Guillermo Francisco Hernandez Morales as Deputy Secretary	Mgmt	For	For	For
5.a	Elect Ramiro Gerardo Villarreal Morales as Chair of Audit Committee	Mgmt	For	For	For
5.b	Elect Everardo Elizondo Almaguer as Member of Audit Committee	Mgmt	For	For	For
5.c	Elect Gabriel Jaramillo Sanint as Member of Audit Committee	Mgmt	For	For	For
5.d	Elect Roger Saldana Madero as Secretary of Audit Committee	Mgmt	For	For	For
5.e	Elect Guillermo Francisco Hernandez Morales as Deputy Secretary of Audit Committee	Mgmt	For	For	For
6.a	Elect Francisco Javier Fernandez Carbajal as Chair of Corporate Practices and Finance Committee	Mgmt	For	For	For
6.b	Elect Rodolfo Garcia Muriel as Member of Corporate Practices and Finance Committee	Mgmt	For	For	For
6.c	Elect Isauro Alfaro Alvarez as Member of Corporate Practices and Finance Committee	Mgmt	For	For	For
6.d	Elect Roger Saldana Madero as Secretary of Corporate Practices and Finance Committee	Mgmt	For	For	For
6.e	Elect Guillermo Francisco Hernandez Morales as Deputy Secretary of Corporate Practices and Finance Committee	Mgmt	For	For	For
7.a	Elect Armando J. Garcia Segovia as Chair of Sustainability, Climate Action, Social Impact and Diversity Committee	Mgmt	For	For	For
7.b	Elect Marcelo Zambrano Lozano as Member of Sustainability, Climate Action, Social Impact and Diversity Committee	Mgmt	For	For	For
7.c	Elect Isabel Maria Aguilera Navarro as Member of Sustainability, Climate Action, Social Impact and Diversity Committee	Mgmt	For	For	For
7.d	Elect Maria de Lourdes Melgar Palacios as Member of Sustainability, Climate Action, Social Impact and Diversity Committee	Mgmt	For	For	For

CEMEX SAB de CV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
7.e	Elect Roger Saldana Madero as Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee	Mgmt	For	For	For
7.f	Elect Guillermo Francisco Hernandez Morales as Deputy Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee	Mgmt	For	For	For
8	Approve Remuneration of Directors and Members of Audit, Corporate Practices and Finance, Sustainability, Climate Action, Social Impact and Diversity Committees	Mgmt	For	For	For
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
	Extraordinary General Shareholders Meeting	Mgmt			
1	Amend Articles 23 (Board Meetings), 27 (Board Functions), 28 (CEO), 31 (Committees) and 32 (Board Remunerations); Add New Transitory Article 3	Mgmt	For	For	For
2	Approve Certification of Company's Bylaws	Mgmt	For	For	For
3	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Commercial International Bank - Egypt (CIB) SAE

Meeting Date: 03/23/2025	Country: Egypt	Ticker: COMI	
Record Date: 03/03/2025	Meeting Type: Annual		
	Primary CUSIP: M25561107	Primary ISIN: EGS60121C018	Primary SEDOL: 6243898
Votable Shares: 16,760,127	Shares on Loan: 0	Shares Instructed: 16,760,127	Shares Voted: 16,760,127

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Meeting for ADR/GDR Holders	Mgmt			
1	Approve Board Report on Company Operations for FY 2024	Mgmt	For	For	For
2	Approve Corporate Governance Report for FY 2024 and Related Auditor's Report	Mgmt	For	For	For
3	Approve Auditors' Report on Company Standalone and Consolidated Financial Statements for FY 2024	Mgmt	For	For	For

Commercial International Bank - Egypt (CIB) SAE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
4	Accept Standalone and Consolidated Financial Statements and Statutory Reports for FY 2024	Mgmt	For	For	For
5	Approve Allocation of Income and Dividends for FY 2024 and Authorize the Board to Set the Guidelines on Employees Profit Distribution	Mgmt	For	For	For
6	Authorize Increase in Issued and Paid in Capital to be Allocated to Employee Stock Purchase Plan and Amend Articles 6 and 7 of Bylaws Accordingly	Mgmt	For	For	For
7	Ratify Changes in the Composition of the Board Since 25/03/2024	Mgmt	For	For	For
8	Approve Discharge of Chairman and Directors for FY 2024	Mgmt	For	For	For
9	Approve Remuneration of Chairman and Non Executive Directors for the Board and Committees Membership for FY 2025	Mgmt	For	For	For
10	Ratify Auditors and Fix Their Remuneration for FY 2025	Mgmt	For	For	For
11	Authorize the Board to Donate Charitable Donations Above EGP 1,000 for FY 2025 and Ratify the Charitable Donations During FY 2024	Mgmt	For	For	For
12	Allow Non Executive Directors to be Involved with Other Companies	Mgmt	For	For	For

COWAY Co., Ltd.

Meeting Date: 03/31/2025

Country: South Korea

Ticker: 021240

Record Date: 12/31/2024

Meeting Type: Annual

Primary CUSIP: Y1786S109

Primary ISIN: KR7021240007

Primary SEDOL: 6173401

Votable Shares: 601,438

Shares on Loan: 0

Shares Instructed: 601,438

Shares Voted: 601,438

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2.1	Amend Articles of Incorporation (Introduction of Cumulative Voting) (Shareholder Proposal)	SH	Against	Against	Against

COWAY Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
2.2	Amend Articles of Incorporation (Differentiated Cumulative Voting for Directors)	Mgmt	For	Against	Against
2.3	Amend Articles of Incorporation (Business Objectives)	Mgmt	For	For	For
2.4	Amend Articles of Incorporation (Record date for Dividends)	Mgmt	For	For	For
3.1	Elect Kim Jeong-ho as Outside Director	Mgmt	For	For	For
3.2	Elect Kim Tae-hong as Outside Director	Mgmt	For	For	For
3.3	Elect Lee Gil-yeon as Outside Director	Mgmt	For	For	For
4.1	Elect Kim Tae-hong as a Member of Audit Committee	Mgmt	For	For	For
4.2	Elect Lee Gil-yeon as a Member of Audit Committee	Mgmt	For	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For
6	Approve Reduction in Capital	Mgmt	For	For	For

Credicorp Ltd.

Meeting Date: 03/27/2025	Country: Bermuda	Ticker: BAP	
Record Date: 02/14/2025	Meeting Type: Annual		
	Primary CUSIP: G2519Y108	Primary ISIN: BMG2519Y1084	Primary SEDOL: 2232878
Votable Shares: 135,488	Shares on Loan: 0	Shares Instructed: 135,488	Shares Voted: 135,488

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Present Board Chairman Report of the Annual and Sustainability Report	Mgmt			
2	Present Audited Individual and Consolidated Financial Statements of Credicorp and its Subsidiaries for FY 2024, Including External Auditors' Report	Mgmt			
3	Approve Tanaka, Valdivia & Asociados, Member Firm of Ernst & Young, as Auditor and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Hyundai Mobis Co., Ltd.

Meeting Date: 03/19/2025	Country: South Korea	Ticker: 012330	
Record Date: 12/31/2024	Meeting Type: Annual		
	Primary CUSIP: Y3849A109	Primary ISIN: KR7012330007	Primary SEDOL: 6449544

Votable Shares: 169,680	Shares on Loan: 0	Shares Instructed: 169,680	Shares Voted: 169,680

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Approve Financial Statements	Mgmt	For	For	For
2	Approve Appropriation of Income	Mgmt	For	For	For
3.1	Elect Kim Hwa-jin as Outside Director	Mgmt	For	For	For
3.2	Elect Lee Gyu-seok as Inside Director	Mgmt	For	For	For
3.3	Elect Cho Yoon-deok as Inside Director	Mgmt	For	Against	Against
4	Elect Kim Hwa-jin as a Member of Audit Committee	Mgmt	For	For	For
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For
6	Amend Articles of Incorporation	Mgmt	For	For	For

Indus Towers Limited

Meeting Date: 03/16/2025	Country: India	Ticker: 534816	
Record Date: 02/07/2025	Meeting Type: Special		
	Primary CUSIP: Y0R86J109	Primary ISIN: INE121J01017	Primary SEDOL: B92P9G4

Votable Shares: 17,400,498	Shares on Loan: 0	Shares Instructed: 17,400,498	Shares Voted: 17,400,498

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Approve Material Related Party Transaction for Acquisition of Passive Infrastructure Business Undertaking Comprising Mobile/ Wireless Communication Towers and Related Infrastructure, from Bharti Airtel Limited	Mgmt	For	For	For
2	Approve Material Related Party Transaction for Acquisition of Passive Infrastructure Business Undertaking Comprising Mobile/ Wireless Communication Towers and Related Infrastructure, from Bharti Hexacom Limited	Mgmt	For	For	For

KB Financial Group, Inc.

Meeting Date: 03/26/2025	Country: South Korea	Ticker: 105560	
Record Date: 12/31/2024	Meeting Type: Annual		
	Primary CUSIP: Y46007103	Primary ISIN: KR7105560007	Primary SEDOL: B3DF0Y6

Votable Shares: 1,039,966	Shares on Loan: 0	Shares Instructed: 1,039,966	Shares Voted: 1,039,966

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2	Amend Articles of Incorporation	Mgmt	For	For	For
3.1	Elect Lee Hwan-ju as Non-Independent Non-Executive Director	Mgmt	For	For	For
3.2	Elect Yeo Jeong-seong as Outside Director	Mgmt	For	For	For
3.3	Elect Choi Jae-hong as Outside Director	Mgmt	For	For	For
3.4	Elect Kim Seong-yong as Outside Director	Mgmt	For	For	For
3.5	Elect Cha Eun-young as Outside Director	Mgmt	For	For	For
4	Elect Cho Hwa-jun as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For
5	Elect Kim Seon-yeop as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For
6.1	Elect Kim Seong-yong as a Member of Audit Committee	Mgmt	For	For	For
6.2	Elect Cha Eun-young as a Member of Audit Committee	Mgmt	For	For	For
7	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

Kia Corp.

Meeting Date: 03/14/2025	Country: South Korea	Ticker: 000270	
Record Date: 12/31/2024	Meeting Type: Annual		
	Primary CUSIP: Y47601102	Primary ISIN: KR7000270009	Primary SEDOL: 6490928

Votable Shares: 473,894	Shares on Loan: 0	Shares Instructed: 473,894	Shares Voted: 473,894

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2	Amend Articles of Incorporation	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
3.1	Elect Song Ho-seong as Inside Director	Mgmt	For	For	For
3.2	Elect Jeong Ui-seon as Inside Director	Mgmt	For	For	For
3.3	Elect Kim Seung-jun as Inside Director	Mgmt	For	For	For
3.4	Elect Shin Hyeon-jeong as Outside Director	Mgmt	For	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

Meeting Date: 03/31/2025	Country: South Korea	Ticker: 030200	
Record Date: 12/31/2024	Meeting Type: Annual		
	Primary CUSIP: Y49915104	Primary ISIN: KR7030200000	Primary SEDOL: 6505316

Votable Shares: 1,071,021	Shares on Loan: 0	Shares Instructed: 1,071,021	Shares Voted: 1,071,021

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2.1	Amend Articles of Incorporation (Record Date)	Mgmt	For	For	For
2.2	Amend Articles of Incorporation (Bond Issuance)	Mgmt	For	For	For
3.1	Elect Gwak Woo-young as Outside Director	Mgmt	For	For	For
3.2	Elect Kim Seong-cheol as Outside Director	Mgmt	For	For	For
3.3	Elect Lee Seung-hun as Outside Director	Mgmt	For	For	For
3.4	Elect Kim Yong-heon as Outside Director	Mgmt	For	Against	Against
4.1	Elect Kim Seong-cheol as a Member of Audit Committee	Mgmt	For	For	For
4.2	Elect Lee Seung-hun as a Member of Audit Committee	Mgmt	For	For	For
4.3	Elect Kim Yong-heon as a Member of Audit Committee	Mgmt	For	Against	Against
5	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

Meeting Date: 03/26/2025	Country: South Korea	Ticker: 033780	
Record Date: 12/31/2024	Meeting Type: Annual		
	Primary CUSIP: Y49904108	Primary ISIN: KR7033780008	Primary SEDOL: 6175076

Votable Shares: 327,466	Shares on Loan: 0	Shares Instructed: 327,466	Shares Voted: 327,466

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2.1	Amend Articles of Incorporation (Number of Directors)	Mgmt	For	For	For
2.2	Amend Articles of Incorporation (Amendments related to Audit Committee)	Mgmt	For	Against	For
2.3	Amend Articles of Incorporation (Cumulative Voting)	Mgmt	For	Against	For
2.4	Amend Articles of Incorporation (Record date for Dividends)	Mgmt	For	For	For
3	Elect Lee Sang-hak as Inside Director	Mgmt	For	For	For
4.1	Elect Son Gwan-su as Outside Director	Mgmt	For	For	For
4.2	Elect Lee Ji-hui as Outside Director	Mgmt	For	For	For
5	Elect Son Gwan-su as a Member of Audit Committee	Mgmt	For	For	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

PT Bank Mandiri (Persero) Tbk

Meeting Date: 03/25/2025	Country: Indonesia	Ticker: BMRI	
Record Date: 02/28/2025	Meeting Type: Annual		
	Primary CUSIP: Y7123S108	Primary ISIN: ID1000095003	Primary SEDOL: 6651048

Votable Shares: 140,370,084	Shares on Loan: 0	Shares Instructed: 140,370,084	Shares Voted: 140,370,084

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Approve Annual Report, Consolidated Financial Statements, Statutory Reports, Financial Statements of the Micro and Small Business Funding Program (PUMK), and Discharge of Directors and Commissioners	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For

PT Bank Mandiri (Persero) Tbk

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
3	Approve Remuneration and Tantiem of Directors and Commissioners	Mgmt	For	For	For
4	Appoint Purwanto, Sungkoro & Surja as Auditors of the Company and the Micro and Small Business Funding Program (PUMK)	Mgmt	For	For	For
5	Approve Company's Recovery Plan Update	Mgmt	For	For	For
6	Amend Articles of Association	Mgmt	For	Against	Against
7	Approve Share Repurchase Program and the Transfer of Buyback Shares Held as Treasury Stock	Mgmt	For	Against	For
8	Approve Changes in the Boards of the Company	Mgmt	For	Against	Against

PTT Exploration and Production Public Company Limited

Meeting Date: 03/31/2025

Country: Thailand

Ticker: PTTEP

Record Date: 02/26/2025

Meeting Type: Annual

Primary CUSIP: Y7145P157

Primary ISIN: TH0355A10Z04

Primary SEDOL: B1359K1

Votable Shares: 6,841,000

Shares on Loan: 0

Shares Instructed: 6,841,000

Shares Voted: 6,841,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Acknowledge 2024 Performance Results and 2025 Work Plan	Mgmt			
2	Approve Financial Statements	Mgmt	For	For	For
3	Approve Dividend Payment	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers ABAS Ltd. as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Approve Remuneration of Directors and Sub-Committees	Mgmt	For	For	For
6.1	Elect Teerapong Wongsiwawilas as Director	Mgmt	For	For	For
6.2	Elect Danucha Pichayanan as Director	Mgmt	For	For	For
6.3	Elect Wuttikorn Stithit as Director	Mgmt	For	For	For
6.4	Elect Kittharath Punpetch as Director	Mgmt	For	For	For
6.5	Elect Sirivipa Supantanet as Director	Mgmt	For	For	For

PTT Exploration and Production Public Company Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
7	Other Business	Mgmt	For	Against	Against

Shinhan Financial Group Co., Ltd.

Meeting Date: 03/26/2025	Country: South Korea	Ticker: 055550
Record Date: 12/31/2024	Meeting Type: Annual	
	Primary CUSIP: Y7749X101	Primary ISIN: KR7055550008
		Primary SEDOL: 6397502

Votable Shares: 1,509,083	Shares on Loan: 0	Shares Instructed: 1,509,083	Shares Voted: 1,509,083

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2.1	Amend Articles of Incorporation (Establishment of Internal Control Committee)	Mgmt	For	For	For
2.2	Amend Articles of Incorporation (Record date for Dividends)	Mgmt	For	For	For
3.1	Elect Jeong Sang-hyeok as Non-Independent Non-Executive Director	Mgmt	For	Against	For
3.2	Elect Kim Jo-seol as Outside Director	Mgmt	For	Against	For
3.3	Elect Bae Hun as Outside Director	Mgmt	For	Against	For
3.4	Elect Yoon Jae-won as Outside Director	Mgmt	For	Against	For
3.5	Elect Lee Yong-guk as Outside Director	Mgmt	For	Against	For
3.6	Elect Yang In-jip as Outside Director	Mgmt	For	For	For
3.7	Elect Jeon Myo-sang as Outside Director	Mgmt	For	For	For
4	Elect Gwak Su-geun as Outside Director to Serve as an Audit Committee Member	Mgmt	For	Against	For
5.1	Elect Bae Hun as a Member of Audit Committee	Mgmt	For	Against	For
5.2	Elect Yoon Jae-won as a Member of Audit Committee	Mgmt	For	Against	For
5.3	Elect Lee Yong-guk as a Member of Audit Committee	Mgmt	For	Against	For
6	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

SK hynix, Inc.

Meeting Date: 03/27/2025

Country: South Korea

Ticker: 000660

Record Date: 12/31/2024

Meeting Type: Annual

Primary CUSIP: Y8085F100

Primary ISIN: KR7000660001

Primary SEDOL: 6450267

Votable Shares: 493,207

Shares on Loan: 0

Shares Instructed: 493,207

Shares Voted: 493,207

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Approve Financial Statements and Allocation of Income	Mgmt	For	For	For
2	Elect Gwak Noh-jeong as Inside Director	Mgmt	For	For	For
3	Elect Han Myeong-jin as Outside Director to Serve as an Audit Committee Member	Mgmt	For	For	For
4	Approve Total Remuneration of Inside Directors and Outside Directors	Mgmt	For	For	For

UPL Limited

Meeting Date: 03/31/2025

Country: India

Ticker: 512070

Record Date: 03/24/2025

Meeting Type: Extraordinary Shareholders

Primary CUSIP: Y9305P100

Primary ISIN: INE628A01036

Primary SEDOL: B0LOW35

Votable Shares: 5,947,865

Shares on Loan: 0

Shares Instructed: 5,947,865

Shares Voted: 5,947,865

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Elect Hardeep Singh as Director	Mgmt	For	For	For
2	Elect M V Bhanumathi as Director	Mgmt	For	For	For
3	Elect Santosh Kumar Mohanty as Director	Mgmt	For	For	For
4	Approve Material Related Party Transactions in the Nature of Holding Office/Place of Profit by Varun Shroff (Relative of Director) in a Subsidiary Company	Mgmt	For	For	For
5	Approve Material Related Party Transactions Pertaining to Sale of Materials and Functional Support Services by UPL Limited to its Subsidiaries	Mgmt	For	For	For
6	Approve Material Related Party Transactions Pertaining to Sale of Materials by UPL Mauritius Limited to its Subsidiaries	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
7	Approve Material Related Party Transactions Pertaining to Sale of Materials by UPL Corporation Limited, Mauritius to UPL Crop Protection Holdings Limited	Mgmt	For	For	For
8	Approve Material Related Party Transactions Pertaining to Sale of Materials by United Phosphorus (India) LLP to Fellow Subsidiaries	Mgmt	For	For	For
9	Approve Material Related Party Transactions Pertaining to Sale of Materials by United Phosphorus Cayman Limited to Fellow Subsidiaries	Mgmt	For	For	For
10	Approve Material Related Party Transactions Pertaining to Sale of Materials and Functional Support Services by Arysta LifeScience Benelux SRL to UPL Europe Supply Chain GmbH	Mgmt	For	For	For
11	Approve Material Related Party Transactions Pertaining to Sale of Materials by UPL Europe Supply Chain GMBH to UPL France	Mgmt	For	For	For
12	Approve Material Related Party Transactions Pertaining to Sale of Materials by UPL Agricultural Product Trading FZE to UPL Do Brasil - Industria e Comercio de Insumos Agropecuarios S.A.	Mgmt	For	For	For
13	Approve Material Related Party Transactions Pertaining to Sale of Materials by UPL Management DMCC to UPL Do Brasil - Industria e Comercio de Insumos Agropecuarios S.A.	Mgmt	For	For	For
14	Approve Material Related Party Transactions Pertaining to Sale of Materials by Superform Chemistries Limited to Fellow Subsidiaries	Mgmt	For	For	For
15	Approve Material Related Party Transactions Pertaining to Sale of Materials and Functional Support Services by Cerexagri S.A.S. to UPL Europe Supply Chain GmbH	Mgmt	For	For	For
16	Approve Material Related Party Transactions Pertaining to Sale of Materials by UPL Do Brasil - Industria e Comercio de Insumos Agropecuarios S.A. to Associates	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
17	Approve Material Related Party Transactions Pertaining to Issuance of Corporate Guarantee by UPL Corporation Limited, Cayman on behalf of UPL Corporation Limited, Mauritius	Mgmt	For	For	For
18	Approve Material Related Party Transactions for Providing Financial Support by Subsidiaries of the Company to Fellow Subsidiaries (Centralised Treasury Operations)	Mgmt	For	For	For
19	Approve Material Related Party Transactions in Connection with the Investments by Subsidiaries of the Company in Fellow Subsidiaries (Centralised Treasury Operations)	Mgmt	For	For	For

Per Arkansas State Code §24-2-805, Voting Ownership Interests for the following retirement system's co-mingled funds:

Arkansas Public Employees' Retirement System

Arkansas State Police Retirement System



Lazard Asset Management

International Strategic Equity Plus (ACW ex-US)

The proxies have been voted solely in the pecuniary interest of the pension benefit plan

01/01/25 - 03/31/25

VOTE SUMMARY REPORT

DATE RANGE COVERED : 01/01/2025 to 01/31/2025

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ARKANSAS PUBLIC EMPLOY RET
SYSTEM APERS

Davide Campari-Milano NV

Meeting Date: 01/15/2025	Country: Netherlands	Ticker: CPR
Record Date: 12/18/2024	Meeting Type: Extraordinary Shareholders	
	Primary CUSIP: N24565108	Primary ISIN: NL0015435975
		Primary SEDOL: BMQ5W17

Votable Shares: 282,127	Shares on Loan: 278,571	Shares Instructed: 282,127	Shares Voted: 282,127

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Elect Simon Hunt as Executive Director	Mgmt	For	For	For
3	Close Meeting	Mgmt			

Kobe Bussan Co., Ltd.

Meeting Date: 01/29/2025	Country: Japan	Ticker: 3038
Record Date: 10/31/2024	Meeting Type: Annual	
	Primary CUSIP: J3478K102	Primary ISIN: JP3291200008
		Primary SEDOL: B14RJ87

Votable Shares: 154,900	Shares on Loan: 0	Shares Instructed: 154,900	Shares Voted: 154,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1.1	Elect Director Numata, Hirokazu	Mgmt	For	For	For
1.2	Elect Director Tanaka, Yasuhiro	Mgmt	For	For	For
1.3	Elect Director Kido, Yasuharu	Mgmt	For	For	For
1.4	Elect Director Asami, Kazuo	Mgmt	For	For	For
1.5	Elect Director Nishida, Satoshi	Mgmt	For	For	For

Kobe Bussan Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1.6	Elect Director Watanabe, Akihito	Mgmt	For	For	For
2.1	Elect Director and Audit Committee Member Machida, Misa	Mgmt	For	For	For
2.2	Elect Director and Audit Committee Member Inada, Yutaka	Mgmt	For	For	For
3	Approve Stock Option Plan	Mgmt	For	For	For

Phoenix Financial Ltd.

Meeting Date: 01/14/2025	Country: Israel	Ticker: PHOE	
Record Date: 01/07/2025	Meeting Type: Special		
	Primary CUSIP: M7918D145	Primary ISIN: IL0007670123	Primary SEDOL: 6460590

Votable Shares: 365,797	Shares on Loan: 80,600	Shares Instructed: 365,797	Shares Voted: 365,797

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Elect Zohar Goshen as Director and Approve His Remuneration	Mgmt	For	For	For
2	Elect Zubin Taraporevala as Director and Approve His Remuneration	Mgmt	For	For	For
3	Elect Inbal Kreiss as Director and Approve Her Remuneration	Mgmt	For	For	For
4	Elect Hanadi Said as External Director and Approve Her Remuneration	Mgmt	For	For	For
A	Vote FOR if you are a controlling shareholder or have a personal interest in one or several resolutions, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Refer	Against
	Please Select Any Category Which Applies to You as a Shareholder or as a Holder of Power of Attorney	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against
B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against
B3	If you are an Institutional Investor as defined in Regulation 1 of the Supervision Financial Services Regulations 2009 or a Manager of a Joint Investment Trust Fund as defined in the Joint Investment Trust Law, 1994, vote FOR. Otherwise, vote against.	Mgmt	None	Refer	Against

VOTE SUMMARY REPORT

DATE RANGE COVERED : 02/01/2025 to 02/28/2025

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ARKANSAS PUBLIC EMPLOY RET
SYSTEM APERS

Compass Group Plc

Meeting Date: 02/06/2025
Record Date: 02/04/2025

Country: United Kingdom
Meeting Type: Annual
Primary CUSIP: G23296208

Ticker: CPG
Primary ISIN: GB00BD6K4575

Primary SEDOL: BD6K457

Votable Shares: 244,480

Shares on Loan: 0

Shares Instructed: 244,480

Shares Voted: 244,480

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Uat Ben-Zur as Director	Mgmt	For	For	For
6	Elect Juliana Chugg as Director	Mgmt	For	For	For
7	Re-elect Ian Meakins as Director	Mgmt	For	For	For
8	Re-elect Dominic Blakemore as Director	Mgmt	For	For	For
9	Re-elect Petros Parras as Director	Mgmt	For	For	For
10	Re-elect Palmer Brown as Director	Mgmt	For	For	For
11	Re-elect Stefan Bomhard as Director	Mgmt	For	For	For
12	Re-elect John Bryant as Director	Mgmt	For	For	For
13	Re-elect Arlene Isaacs-Lowe as Director	Mgmt	For	For	For
14	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	For	For
15	Re-elect Sundar Raman as Director	Mgmt	For	For	For
16	Re-elect Leanne Wood as Director	Mgmt	For	For	For
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Amend Long Term Incentive Plan	Mgmt	For	For	For
21	Approve Restricted Share Award Plan	Mgmt	For	For	For
22	Authorise Issue of Equity	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise the Company to Call General Meeting with 14 Clear Days' Notice	Mgmt	For	For	For

Infineon Technologies AG

Meeting Date: 02/20/2025
Record Date: 02/13/2025

Country: Germany
Meeting Type: Annual
Primary CUSIP: D35415104

Ticker: IFX
Primary ISIN: DE0006231004

Primary SEDOL: 5889505

Meeting Notes:

Votable Shares: 102,503

Shares on Loan: 0

Shares Instructed: 102,503

Shares Voted: 102,503

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.35 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2024	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
3.2	Approve Discharge of Management Board Member Elke Reichart (from Nov. 1, 2023) for Fiscal Year 2024	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2024	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Andreas Urschitz for Fiscal Year 2024	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Rüdiger Wilburg for Fiscal Year 2024	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Constanze Hufenbecher (until Oct. 31, 2023) for Fiscal Year 2024	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Herbert Diess for Fiscal Year 2024	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Xiaoqun Clever-Steg for Fiscal Year 2024	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2024	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Friedrich Eichner for Fiscal Year 2024	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2024	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Hermann Eul (from Feb. 23, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2024	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Klaus Heinrich for Fiscal Year 2024	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2024	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Manfred Puffer (until Feb. 23, 2024) for Fiscal Year 2024	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2024	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
4.12	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2024	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2024	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2024	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Mirco Synde for Fiscal Year 2024	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2024	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Ute Wolf for Fiscal Year 2024	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2025 and for the Review of Interim Financial Reports for the First Half of Fiscal Year 2025	Mgmt	For	For	For
6	Ratify Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	Mgmt	For	For	For
7.1	Elect Xiaogun Clever-Steg to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Friedrich Echliner to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Ulrich Spiesshofer to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Margret Suckale to the Supervisory Board	Mgmt	For	For	For
8	Approve Creation of EUR 30 Million Pool of Authorized Capital 2025/1 for Employee Participation Plans	Mgmt	For	For	For
9	Approve Virtual-Only Shareholder Meetings Until 2027	Mgmt	For	For	For
10	Approve Remuneration Policy	Mgmt	For	Against	For
11	Approve Remuneration Report	Mgmt	For	For	For

VOTE SUMMARY REPORT

DATE RANGE COVERED : 03/01/2025 to 03/31/2025

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ARKANSAS PUBLIC EMPLOY RET
SYSTEM APERS

ABB Ltd.

Meeting Date: 03/27/2025
Record Date:

Country: Switzerland
Meeting Type: Annual
Primary CUSIP: H0010V101

Ticker: ABBN
Primary ISIN: CH0012221716

Primary SEDOL: 7108899

Meeting Notes:

Votable Shares: 183,018

Shares on Loan: 0

Shares Instructed: 183,018

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	Do Not Vote
3	Approve Sustainability Report (Non-Binding)	Mgmt	For	For	Do Not Vote
4	Approve Discharge of Board and Senior Management	Mgmt	For	For	Do Not Vote
5	Approve Allocation of Income and Dividends of CHF 0.90 per Share	Mgmt	For	For	Do Not Vote
6.1	Approve Remuneration of Directors in the Amount of CHF 4.3 Million	Mgmt	For	For	Do Not Vote
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 44.5 Million	Mgmt	For	For	Do Not Vote
7.1	Reelect David Constable as Director	Mgmt	For	For	Do Not Vote
7.2	Reelect Frederico Curado as Director	Mgmt	For	For	Do Not Vote
7.3	Reelect Johan Forssell as Director	Mgmt	For	For	Do Not Vote
7.4	Reelect Denise Johnson as Director	Mgmt	For	For	Do Not Vote
7.5	Reelect Jennifer Xin-Zhe Li as Director	Mgmt	For	For	Do Not Vote
7.6	Reelect Geraldine Matchett as Director	Mgmt	For	For	Do Not Vote
7.7	Reelect David Meline as Director	Mgmt	For	For	Do Not Vote
7.8	Eiect Claudia Nemat as Director	Mgmt	For	For	Do Not Vote

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
7.9	Reelect Mats Rahmstrom as Director	Mgmt	For	For	Do Not Vote
7.10	Reelect Peter Voser as Director and Board Chair	Mgmt	For	For	Do Not Vote
8.1	Reappoint David Constable as Member of the Compensation Committee	Mgmt	For	For	Do Not Vote
8.2	Reappoint Frederico Curado as Member of the Compensation Committee	Mgmt	For	For	Do Not Vote
8.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	For	For	Do Not Vote
9	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For	For	Do Not Vote
10	Ratify KPMG AG as Auditors	Mgmt	For	For	Do Not Vote
11	Transact Other Business (Voting)	Mgmt	For	Against	Do Not Vote

Carlsberg A/S

Meeting Date: 03/17/2025	Country: Denmark	Ticker: CARLB	
Record Date: 03/10/2025	Meeting Type: Annual		
	Primary CUSIP: K36628137	Primary ISIN: DK0010181759	Primary SEDOL: 4169219

549

Votable Shares: 200		Shares on Loan: 75,597		Shares Instructed: 200		Shares Voted: 200	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction		
1	Receive Report of Board	Mgmt					
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For	For	For		
3	Approve Allocation of Income and Dividends of DKK 27 Per Share	Mgmt	For	For	For		
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For		
5.A	Approve Remuneration of Directors	Mgmt	For	For	For		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
5.B	Approve DKK 32 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	For
6.a	Reelect Henrik Poulsen as Director	Mgmt	For	For	For
6.b	Reelect Majken Schultz as Director	Mgmt	For	Abstain	For
6.c	Reelect Magdi Batato as Director	Mgmt	For	For	For
6.d	Reelect Lilian Fossum Biner as Director	Mgmt	For	For	For
6.e	Reelect Bob Kunze-Concewiltz as Director	Mgmt	For	For	For
6.f	Reelect Punita Lal as Director	Mgmt	For	For	For
6.g	Elect Jens Hjørth as New Director	Mgmt	For	Abstain	For
6.h	Elect Winnie Ma as New Director	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For

Novo Nordisk A/S

Meeting Date: 03/27/2025		Country: Denmark		Ticker: NOVO.B	
Record Date: 03/20/2025		Meeting Type: Annual		Primary ISIN: DK0062498333	
		Primary CUSIP: K72807140		Primary SEDOL: BP6KM11	
Votable Shares: 224,373		Shares on Loan: 0		Shares Instructed: 224,373	
				Shares Voted: 224,373	
Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of DKK 7.9 Per Share	Mgmt	For	For	For
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
5.1	Approve Remuneration of Directors for 2024	Mgmt	For	For	For
5.2	Approve Remuneration Level of Directors for 2025	Mgmt	For	For	For
6.1	Reelect Helge Lund (Chair) as Director	Mgmt	For	For	For
6.2	Reelect Henrik Poulsen (Vice Chair) as Director	Mgmt	For	Abstain	For
6.3a	Reelect Laurence Debroux as Director	Mgmt	For	For	For
6.3b	Reelect Andreas Fibig as Director	Mgmt	For	For	For
6.3c	Reelect Sylvie Gregoire as Director	Mgmt	For	For	For
6.3d	Reelect Kasim Kutay as Director	Mgmt	For	Abstain	For
6.3e	Reelect Christina Law as Director	Mgmt	For	For	For
6.3f	Reelect Martin Mackay as Director	Mgmt	For	For	For
7	Ratify Deloitte as Auditors; Ratify Deloitte as Auditors for Sustainability Reporting	Mgmt	For	For	For
8.1	Authorize Share Repurchase Program	Mgmt	For	For	For
8.2	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; Maximum Increase in Share Capital under Both Authorizations up to DKK 44.7 Million	Mgmt	For	For	For
8.3	Shareholder Proposals Submitted by Kritiske Aktionaerer	Mgmt			
	Approve Proposal Regarding Regulated Working Conditions at Construction Sites	SH	Against	Against	Against
	Management Proposals	Mgmt			
	Other Business	Mgmt			
9					

Renesas Electronics Corp.

Meeting Date: 03/26/2025
Record Date: 12/31/2024

Country: Japan
Meeting Type: Annual
Primary CUSIP: J4881V107

Ticker: 6723
Primary ISIN: JP3164720009

Primary SEDOL: 6635677

Votable Shares: 455,700

Shares on Loan: 0

Shares Instructed: 455,700

Shares Voted: 455,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 28	Mgmt	For	For	For
2.1	Elect Director Shibata, Hidetoshi	Mgmt	For	For	For
2.2	Elect Director Iwasaki, Jiro	Mgmt	For	For	For
2.3	Elect Director Selena Loh Lacroix	Mgmt	For	For	For
2.4	Elect Director Yamamoto, Noboru	Mgmt	For	For	For
2.5	Elect Director Hitaro, Takuya	Mgmt	For	For	For
2.6	Elect Director Mizuno, Tomoko	Mgmt	For	For	For

SGS SA

Meeting Date: 03/26/2025
Record Date:

Country: Switzerland
Meeting Type: Annual
Primary CUSIP: H63838116

Ticker: SGSN
Primary ISIN: CH1256740924

Primary SEDOL: BMBQHZ4

Meeting Notes:

Votable Shares: 70,328

Shares on Loan: 0

Shares Instructed: 70,328

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
1.2	Approve Non-Financial Report	Mgmt	For	For	Do Not Vote
1.3	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	Do Not Vote
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	Do Not Vote

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
3.1	Approve Allocation of Income and Dividends of CHF 3.20 per Share, if Item 3.2 is Approved	Mgmt	For	For	Do Not Vote
3.2	Approve CHF 360,000 Ordinary Share Capital Increase without Preemptive Rights, if Item 3.1 is Approved	Mgmt	For	For	Do Not Vote
4.1.1	Reelect Calvin Grieder as Director	Mgmt	For	For	Do Not Vote
4.1.2	Reelect Sami Atiya as Director	Mgmt	For	For	Do Not Vote
4.1.3	Reelect Phyllis Cheung as Director	Mgmt	For	For	Do Not Vote
4.1.4	Reelect Ian Gallienne as Director	Mgmt	For	For	Do Not Vote
4.1.5	Reelect Tobias Hartmann as Director	Mgmt	For	For	Do Not Vote
4.1.6	Reelect Kory Sorenson as Director	Mgmt	For	For	Do Not Vote
4.1.7	Reelect Janet Vergis as Director	Mgmt	For	For	Do Not Vote
4.1.8	Elect Patrick Kron as Director	Mgmt	For	For	Do Not Vote
4.1.9	Elect Geraldine Picaud as Director	Mgmt	For	For	Do Not Vote
4.2.1	Reelect Calvin Grieder as Board Chair	Mgmt	For	For	Do Not Vote
4.3.1	Reappoint Sami Atiya as Member of the Compensation Committee	Mgmt	For	For	Do Not Vote
4.3.2	Reappoint Kory Sorenson as Member of the Compensation Committee	Mgmt	For	For	Do Not Vote
4.3.3	Appoint Patrick Kron as Member of the Compensation Committee	Mgmt	For	For	Do Not Vote
4.4	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	Do Not Vote
4.5	Designate Notaires Carouge as Independent Proxy	Mgmt	For	For	Do Not Vote
5.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For	For	Do Not Vote
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.5 Million	Mgmt	For	For	Do Not Vote
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 10.9 Million	Mgmt	For	For	Do Not Vote

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
5.4	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13 Million for Fiscal Year 2026	Mgmt	For	For	Do Not Vote
6	Change Location of Registered Office/Headquarters to Baar (Canton of Zug, Switzerland)	Mgmt	For	For	Do Not Vote
7	Transact Other Business (Voting)	Mgmt	For	Against	Do Not Vote

UniCredit Spa

Meeting Date: 03/27/2025	Country: Italy	Ticker: UCG
Record Date: 03/18/2025	Meeting Type: Annual/Special	
	Primary CUSIP: T9T231642	Primary ISIN: IT0005239360
		Primary SEDOL: BYWXP57

Votable Shares: 167,982	Shares on Loan: 0	Shares Instructed: 167,982	Shares Voted: 167,982

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
1	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Elimination of Negative Reserves	Mgmt	For	For	For
4	Authorize Share Repurchase Program	Mgmt	For	For	For
5	Elect Doris Honold as Director	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	Against	Against
7	Approve Second Section of the Remuneration Report	Mgmt	For	Against	Against
8	Approve 2025 Group Incentive System	Mgmt	For	Against	Against
	Extraordinary Business	Mgmt			
1	Authorize Issuance of Shares to Be Subscribed Through a Contribution in Kind of Shares of Banco BPM SpA	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	ISS Rec	Vote Instruction
2	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For	For
3	Authorize Board to Increase Capital to Service the 2019 Group Incentive System	Mgmt	For	For	For
4	Authorize Board to Increase Capital to Service the 2020 Group Incentive System	Mgmt	For	For	For
5	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	Mgmt	For	For	For
6	Authorize Board to Increase Capital to Service the 2023 Group Incentive System	Mgmt	For	For	For
7	Authorize Board to Increase Capital to Service the 2024 Group Incentive System	Mgmt	For	Against	Against
8	Authorize Board to Increase Capital to Service the Long Term Incentive Plan 2020-2023	Mgmt	For	For	For

Per Arkansas State Code §24-2-805, Voting Ownership Interests for the following retirement system's co-mingled funds:

Arkansas Public Employees' Retirement System

Arkansas State Police Retirement System



LSV Asset Management

U.S. Small Cap Value

The proxies have been voted solely in the pecuniary interest of the pension benefit plan

01/01/25 - 03/31/25

ABM Industries Inc.

Voted	Ballot Status	☐ ☐ ☐ ☐ ☐ ☐	Decision Status	☐ ☐ ☐ ☐ ☐ ☐	
Ballot Voted	☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐				
Vote Deadline Date	☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐	Record Date	☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐	Ticker	☐ ☐ M
Country Of Trade	☐ ☐		Share Blocking ☐ ☐		
Ballot Sec ID	☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐				

Annual Meeting Agenda (03/26/2025)

Annual Meeting Agenda (03/26/2025)		Mgmt Rec	Vote Cast
☐	0. Opening Remarks and Welcome	☐	☐
☐	1. Board of Directors Report on the Year	☐	☐
☐	2. Financial Performance: Dillard's Q4 and Full Year	☐	☐
☐	3. Strategic Initiatives and D-Directors	☐	☐
☐	4. Environmental, Social, and Governance (ESG)	☐	☐
☐	5. Board Composition and Member Credentials	☐	☐
☐	6. Board Committee Membership	☐	☐
☐	7. Director Election Process Overview	☐	☐
☐	8. Director Nomination and Proxy	☐	☐
☐	9. Director Election Results	☐	☐
☐	10. Director Election Results	☐	☐
☐	11. Director Election Results	☐	☐
☐	12. Director Election Results	☐	☐
☐	13. Director Election Results	☐	☐
☐	14. Director Election Results	☐	☐
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☐	79. Director Election Results	☐	☐
☐	80. Director Election Results	☐	☐
☐	81. Director Election Results	☐	☐

Accounts With Shares

Units With Shares	Shares Voted	Holdings Id
0000 0000 0000 M0000 00000 000000000 00R0	000000	000R0000
Totals	34,500	

Atkore Inc

Voted	Ballot Status	☐ ☐ ☐ ☐ ☐ ☐	Decision Status	☐ ☐ ☐ ☐ ☐ ☐			
Ballot Voted	☐ ☐ ☐ ☐ ☐ ☐						
Vote Deadline Date	☐ ☐ ☐ ☐ ☐ ☐	Record Date	☐ ☐ ☐ ☐ ☐ ☐	Ticker	☐ ☐ R	Share Blocking	☐
Country Of Trade	☐ ☐						
Ballot Sec ID	☐ ☐ ☐ ☐ ☐ ☐						
	☐ ☐ ☐ ☐ ☐ ☐						

Annual Meeting Agenda (01/30/2025)

[illegible]

Accounts With Shares

[illegible]

Berry Global Group Inc

[illegible]

[illegible]

Accounts With Shares	Shares Voted	Holdings Id
□□□□ □□□□ □□R□M□□□□ □□□□□□□□□□ □□R□	□□□□□	□□□R□□□
Totals	32,100	

Ingles Markets, Inc.

	Voted	Ballot Status	Decision Status	
	Ballot Voted			
	Vote Deadline Date	Record Date	Ticker	Share Blocking
	Country Of Trade			
	Ballot Sec ID			
Annual Meeting Agenda (03/03/2025)		Mgmt Rec	Vote Cast	
Director				
Vote Note:				
Rescind				
Vote Note:				
Adjourn				
Vote Note:				
Rescind				
Vote Note:				

	Shares Voted	Holdings Id
Director		
Rescind		
Totals	4,308	

Accounts With Shares	Shares Voted	Holdings Id
Totals	4,308	

National Fuel Gas Co.

Voted		Ballot Status	Decision Status	
Ballot Voted				
Vote Deadline Date		Record Date		Ticker
Country Of Trade				
Ballot Sec ID				
Annual Meeting Agenda (03/13/2025)		Mgmt Rec	Vote Cast	
Director				
Vote Note: DMMRRDRD				
Director				
Vote Note: DMMRRDRD				
Director				
Vote Note: DMMRRDRD				
Director				
Vote Note: DMMRRDRD				
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Oaktree Specialty Lending Corp	Voted	Ballot Status		Decision Status	
	Ballot Voted				
	Vote Deadline Date		Record Date		Ticker
	Country Of Trade				Share Blocking
	Ballot Sec ID				
Annual Meeting Agenda (03/04/2025)	Mgmt Rec	Vote Cast			

[illegible][illegible][illegible]

Pricesmart Inc.	Voted	Ballot Status	Decision Status	Record Date	Ticker	Share Blocking
	Ballot Voted					
	Vote Deadline Date	Record Date				
	Country Of Trade					
	Ballot Sec ID					
Annual Meeting Agenda (02/06/2025)	Mgmt Rec	Vote Cast				
1. Director Election						
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8. Director Election						
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Voted	Ballot Status	☐ ☒ ☐ ☐ ☐ ☐	Decision Status	☐ ☒ ☐ ☐ ☐ ☐	
Ballot Voted	☐ ☐ ☐ ☐ ☐ ☐				
Vote Deadline Date	☐ ☐ ☐ ☐ ☐ ☐	Record Date	☐ ☐ ☐ ☐ ☐ ☐	Ticker	
Country Of Trade	☐ ☐				
Ballot Sec ID	☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐				

Mgmt Rec	Vote Cast

100% 0% 10% 20% 30% 40% 50% 60% 70% 80% 90% 100%

Vote Note: ☐ 1 ☐ 2 ☐ 3 ☐ 4 ☐ 5 ☐ 6 ☐ 7 ☐ 8 ☐ 9 ☐ 10

[illegible]

Voted ☐ **Ballot Status** ☐ ☐ ☐ ☐ ☐ **Decision Status** ☐ ☐ ☐ ☐ ☐ ☐
Ballot Voted ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐ ☐
Vote Deadline Date **Record Date** **Ticker** **Share Blocking** ☐ ☐
Country Of Trade

[illegible]564 

WaFd Inc	Voted	Ballot Status	Voted		Decision Status	Voted	
	Ballot Voted	Voted					
	Vote Deadline Date	Voted	Record Date	Voted	Ticker	Voted	Share Blocking
	Country Of Trade	Voted					
	Ballot Sec ID	Voted					

[illegible]

Per Arkansas State Code §24-2-805, Voting Ownership Interests for the following retirement system's co-mingled funds:

Arkansas Public Employees' Retirement System

Arkansas State Police Retirement System



Mackay Shields

Core Plus Opportunities

The proxies have been voted solely in the pecuniary interest of the pension benefit plan

01/01/25 - 03/31/25

VOTE SUMMARY REPORT

No results for the selected criteria.

Parameters Used:

DATE RANGE COVERED : 01/01/2025 to 03/31/2025
Location(s): All Locations
Account Group(s): All Account Groups
Institution Account(s): Arkansas Public Employee
Custodian Account(s): All Custodian Accounts
Additional Policy: None
ADR Meetings: All Meetings
Ballot Statuses: All Statuses
Contrary Votes: All Votes
Date Format: MM/DD/YYYY
ESG Pillar: All Pillars
ESG Statistics Preference: Include Blended ESG Pillars
Header Display: Repeat Headers for Any Meeting Split by Multiple Pages
Markets: All Markets
Meeting ID's: All Meeting ID's
Meeting Types: All Meeting Types
PoA Markets: All Markets
Proposal Category: All Categories
Proposal Proponents: All Proponents
Proposal Subcategory: All Subcategories
Rationale: All Rationale
Recommendations: All Recommendations
Record Date Markets: All Markets
Reregistration Meetings: Include Reregistration Meetings
Shareblocking Markets: All Markets
Significant Vote: None
Sort Order: Meeting Date, Company Name
Vote Instructions: All Instructions
Voting Policies: All Policies
Zero (0) Share Ballots: Exclude 0 Share Ballots
Account Watchlist: None
Country Watchlist: None
Issuer Watchlist: None
Proposal Code Watchlist: None
Proposal Code Watchlist - Agenda Output: Include Exact Matches Only

Per Arkansas State Code §24-2-805, Voting Ownership Interests for the following retirement system's co-mingled funds:

Arkansas Public Employees' Retirement System

Arkansas State Police Retirement System



SSI Investment Management LLC

SSI Convertible Investment Strategy

The proxies have been voted solely in the pecuniary interest of the pension benefit plan

01/01/25 - 03/31/25

VOTE SUMMARY REPORT

No results for the selected criteria.

Parameters Used:

Date range covered : 01/01/2025 to 01/31/2025
Location(s): SSI Investment Management
Account Group(s): All Account Groups
Institution Account(s): Arkansas P.E.R.S.
Custodian Account(s): All Custodian Accounts
Additional Policy: None
ADR Meetings: All Meetings
Ballot Statuses: All Statuses
Contrary Votes: All Votes
Date Format: MM/DD/YYYY
ESG Pillar: All Pillars
ESG Statistics Preference: Include Blended ESG Pillars
Header Display: Repeat Headers for Any Meeting Split by Multiple Pages
Markets: All Markets
Meeting ID's: All Meeting ID's
Meeting Types: All Meeting Types
PoA Markets: All Markets
Proposal Category: All Categories
Proposal Proponents: All Proponents
Proposal Subcategory: All Subcategories
Rationale: All Rationale
Recommendations: All Recommendations
Record Date Markets: All Markets
Reregistration Meetings: Include Reregistration Meetings
Shareblocking Markets: All Markets
Significant Vote: None
Sort Order: Meeting Date, Company Name
Vote Instructions: All Instructions
Voting Policies: All Policies
Zero (0) Share Ballots: All Ballots
Account Watchlist: None
Country Watchlist: None
Issuer Watchlist: None
Proposal Code Watchlist: None
Proposal Code Watchlist - Agenda Output: Include Full Meeting Agenda

VOTE SUMMARY REPORT

No results for the selected criteria.

Parameters Used:

Date range covered : 02/01/2025 to 02/28/2025
Location(s): SSI Investment Management
Account Group(s): All Account Groups
Institution Account(s): Arkansas P.E.R.S.
Custodian Account(s): All Custodian Accounts
Additional Policy: None
ADR Meetings: All Meetings
Ballot Statuses: All Statuses
Contrary Votes: All Votes
Date Format: MM/DD/YYYY
ESG Pillar: All Pillars
ESG Statistics Preference: Include Blended ESG Pillars
Header Display: Repeat Headers for Any Meeting Split by Multiple Pages
Markets: All Markets
Meeting ID's: All Meeting ID's
Meeting Types: All Meeting Types
PoA Markets: All Markets
Proposal Category: All Categories
Proposal Proponents: All Proponents
Proposal Subcategory: All Subcategories
Rationale: All Rationale
Recommendations: All Recommendations
Record Date Markets: All Markets
Reregistration Meetings: Include Reregistration Meetings
Shareblocking Markets: All Markets
Significant Vote: None
Sort Order: Meeting Date, Company Name
Vote Instructions: All Instructions
Voting Policies: All Policies
Zero (0) Share Ballots: All Ballots
Account Watchlist: None
Country Watchlist: None
Issuer Watchlist: None
Proposal Code Watchlist: None
Proposal Code Watchlist - Agenda Output: Include Full Meeting Agenda

VOTE SUMMARY REPORT

No results for the selected criteria.

Parameters Used:

Date range covered : 03/01/2025 to 03/31/2025
Location(s): SSI Investment Management
Account Group(s): All Account Groups
Institution Account(s): Arkansas P.E.R.S.
Custodian Account(s): All Custodian Accounts
Additional Policy: None
ADR Meetings: All Meetings
Ballot Statuses: All Statuses
Contrary Votes: All Votes
Date Format: MM/DD/YYYY
ESG Pillar: All Pillars
ESG Statistics Preference: Include Blended ESG Pillars
Header Display: Repeat Headers for Any Meeting Split by Multiple Pages
Markets: All Markets
Meeting ID's: All Meeting ID's
Meeting Types: All Meeting Types
PoA Markets: All Markets
Proposal Category: All Categories
Proposal Proponents: All Proponents
Proposal Subcategory: All Subcategories
Rationale: All Rationale
Recommendations: All Recommendations
Record Date Markets: All Markets
Reregistration Meetings: Include Reregistration Meetings
Shareblocking Markets: All Markets
Significant Vote: None
Sort Order: Meeting Date, Company Name
Vote Instructions: All Instructions
Voting Policies: All Policies
Zero (0) Share Ballots: All Ballots
Account Watchlist: None
Country Watchlist: None
Issuer Watchlist: None
Proposal Code Watchlist: None
Proposal Code Watchlist - Agenda Output: Include Full Meeting Agenda

Per Arkansas State Code §24-2-805, Voting Ownership Interests for the following retirement system's co-mingled funds:

**Arkansas Public Employees' Retirement System
Arkansas State Police Retirement System**



**Stephens Investment Management Group, LLC
Small Cap Growth Strategy**

The proxies have been voted solely in the pecuniary interest of the pension benefit plan

01/01/25 - 03/31/25

Date range covered : 01/01/2025 to 01/31/2025

Lindsay Corporation

Meeting Date: 01/08/2025	Country: USA	Ticker: LNN	Proxy Level: 3
Record Date: 11/12/2024	Meeting Type: Annual	Meeting ID: 1912398	
Primary Security ID: 535555106	Primary CUSIP: 535555106	Primary ISIN: US5355551061	Primary SEDOL: 2516613
Voting Policy: ISS			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Pablo Di Si	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>							
1.2	Elect Director Mary A. Lindsey	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>							
1.3	Elect Director Consuelo E. Madere	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>							
2	Approve Omnibus Stock Plan	Mgmt	Yes	For	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

Altair Engineering Inc.

Meeting Date: 01/22/2025	Country: USA	Ticker: ALTR	Proxy Level: 5
Record Date: 12/17/2024	Meeting Type: Special	Meeting ID: 1918103	
Primary Security ID: 021369103	Primary CUSIP: 021369103	Primary ISIN: US0213691035	Primary SEDOL: BD6D4Y5
Voting Policy: ISS			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	Yes	For	For	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	Yes	For	For	For	For
3	Adjourn Meeting	Mgmt	Yes	For	For	For	For

BellRing Brands, Inc.

Meeting Date: 01/28/2025	Country: USA	Ticker: BRBR	Proxy Level: 3
Record Date: 12/02/2024	Meeting Type: Annual	Meeting ID: 1917782	
Primary Security ID: 07831C103	Primary CUSIP: 07831C103	Primary ISIN: US07831C1036	Primary SEDOL: BN70ZC0

Voting Policy: ISS

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1	Declassify the Board of Directors	Mgmt	Yes	For	For	For	For
2.1	Elect Director Robert V. Vitale	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
2.2	Elect Director Chonda J. Nwamu	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
5	Adopt Director Election Resignation Guideline	SH	Yes	Against	Against	Against	Against

Azenta, Inc.

Meeting Date: 01/30/2025	Country: USA	Ticker: AZTA	Proxy Level: 3
Record Date: 12/09/2024	Meeting Type: Annual	Meeting ID: 1917900	
Primary Security ID: 114340102	Primary CUSIP: 114340102	Primary ISIN: US1143401024	Primary SEDOL: 2145460

Voting Policy: ISS

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Frank E. Casal	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1.2	Elect Director William L. Cornog	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1.3	Elect Director Robyn C. Davis	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1.4	Elect Director Dipal Doshi	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1.5	Elect Director Quentin G. Koffey	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1.6	Elect Director Martin D. Madaus	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Alan J. Malus	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1.8	Elect Director John P. Marotta	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1.9	Elect Director Erica J. McLaughlin	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1.10	Elect Director Tina S. Nova	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For

Date range covered : 02/01/2025 to 02/28/2025

Powell Industries, Inc.

Meeting Date: 02/19/2025	Country: USA	Ticker: POWL	Proxy Level: 3
Record Date: 01/02/2025	Meeting Type: Annual	Meeting ID: 1920688	
Primary Security ID: 739128106	Primary CUSIP: 739128106	Primary ISIN: US7391281067	Primary SEDOL: 2697422
Voting Policy: ISS			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Brett A. Cope	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1.2	Elect Director John G. Stacey	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1.3	Elect Director Richard E. Williams	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	Mgmt	Yes	For	For	For	For

The AZEK Company Inc.

Meeting Date: 02/28/2025	Country: USA	Ticker: AZEK	Proxy Level: 3
Record Date: 01/02/2025	Meeting Type: Annual	Meeting ID: 1921693	
Primary Security ID: 05478C105	Primary CUSIP: 05478C105	Primary ISIN: US05478C1053	Primary SEDOL: BKPVG43
Voting Policy: ISS			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Gary Hendrickson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1.2	Elect Director Jesse Singh	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1.3	Elect Director Pamela Edwards	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1.4	Elect Director Howard Heckes	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						

The AZEK Company Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Vernon J. Nagel	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>							
1.6	Elect Director Harmit Singh	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>							
1.7	Elect Director Brian Spaly	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>							
1.8	Elect Director Fiona Tan	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
4	Amend Certificate of Incorporation to Eliminate Former Sponsors References	Mgmt	Yes	For	Against	Against	For
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as some of the proposed amendments would continue to disallow shareholders the ability to act by written consent and to call for a special meeting.</i>							
5	Amend Certificate of Incorporation to Eliminate Sponsor Corporate Opportunity Waiver Provision	Mgmt	Yes	For	For	For	For
6	Amend Certificate of Incorporation to Eliminate Sponsor's Exemption from Certain Business Combination Restrictions	Mgmt	Yes	For	Against	Against	For
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted as opting into Section 203 of the DGCL may discourage or limit takeover attempts and insulate management.</i>							

Date range covered : 03/01/2025 to 03/31/2025

MACOM Technology Solutions Holdings, Inc.

Meeting Date: 03/06/2025	Country: USA	Ticker: MTSI	Proxy Level: 3
Record Date: 01/13/2025	Meeting Type: Annual	Meeting ID: 1922379	
Primary Security ID: 55405Y100	Primary CUSIP: 55405Y100	Primary ISIN: US55405Y1001	Primary SEDOL: B5B15Y5
Voting Policy: ISS			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter Chung	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1.2	Elect Director Geoffrey Ribar	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1.3	Elect Director John Ritchie	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1.4	Elect Director Jihye Whang Rosenband	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1.5	Elect Director Murugesan "Raj" Shanmugaraj	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	Yes	One Year	One Year	One Year	One Year
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For

Maximus, Inc.

Meeting Date: 03/11/2025	Country: USA	Ticker: MMS	Proxy Level: 3
Record Date: 01/13/2025	Meeting Type: Annual	Meeting ID: 1923188	
Primary Security ID: 577933104	Primary CUSIP: 577933104	Primary ISIN: US5779331041	Primary SEDOL: 2018669
Voting Policy: ISS			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anne K. Altman	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1b	Elect Director Bruce L. Caswell	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						

Maximus, Inc.

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director John J. Haley	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1d	Elect Director Jan D. Madsen	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1e	Elect Director Richard A. Montoni	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1f	Elect Director Gayathri Rajan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1g	Elect Director Raymond B. Ruddy	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1h	Elect Director Michael J. Warren	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
2	Ratify KPMG LLP as Auditors	Mgmt	Yes	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

HEICO Corporation

Meeting Date: 03/14/2025	Country: USA	Ticker: HEI	Proxy Level: 3
Record Date: 01/17/2025	Meeting Type: Annual	Meeting ID: 1924815	
Primary Security ID: 422806109	Primary CUSIP: 422806109	Primary ISIN: US4228061093	Primary SEDOL: 2419217
Voting Policy: ISS			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas M. Culligan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Hildebrandt and Alan Schriesheim is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.							
1.2	Elect Director Carol F. Fine	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Hildebrandt and Alan Schriesheim is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.							
1.3	Elect Director Adolfo Henriques	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Hildebrandt and Alan Schriesheim is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.							

HEICO Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Mark H. Hildebrandt	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Hildebrandt and Alan Schriesheim is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.							
1.5	Elect Director Eric A. Mendelson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Hildebrandt and Alan Schriesheim is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.							
1.6	Elect Director Laurans A. Mendelson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Hildebrandt and Alan Schriesheim is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.							
1.7	Elect Director Victor H. Mendelson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Hildebrandt and Alan Schriesheim is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.							
1.8	Elect Director Julie Neitzel	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Hildebrandt and Alan Schriesheim is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.							
1.9	Elect Director Alan Schriesheim	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Hildebrandt and Alan Schriesheim is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.							
1.10	Elect Director Frank J. Schwitter	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Hildebrandt and Alan Schriesheim is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For

Ciena Corporation

Meeting Date: 03/27/2025	Country: USA	Ticker: CIEN	Proxy Level: 3
Record Date: 01/27/2025	Meeting Type: Annual	Meeting ID: 1927596	
Primary Security ID: 171779309	Primary CUSIP: 171779309	Primary ISIN: US1717793095	Primary SEDOL: B1FLZ21
Voting Policy: ISS			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lawton W. Fitt	Mgmt	Yes	For	For	For	For

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>							
1b	Elect Director Devinder Kumar	Mgmt	Yes	For	For	For	For
<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For

Per Arkansas State Code §24-2-805, Voting Ownership Interests for the following retirement system's co-mingled funds:

**Arkansas Public Employees' Retirement System
Arkansas State Police Retirement System**



**Stephens Investment Management Group, LLC
Mid Cap Growth Strategy**

The proxies have been voted solely in the pecuniary interest of the pension benefit plan

01/01/25 - 03/31/25

No results for the selected criteria.**Parameters Used:**

Date range covered : 01/01/2025 to 01/31/2025
Location(s): STEPHENS INCORPORATED
Account Group(s): All Account Groups
Institution Account(s): All Institution Accounts
Custodian Account(s): APERS Mid Cap Strategy - CAD, 000956358
Additional Policy: None
ADR Meetings: All Meetings
Ballot Statuses: All Statuses
Contrary Votes: All Votes
Date Format: MM/DD/YYYY
ESG Pillar: All Pillars
ESG Statistics Preference: Include Blended ESG Pillars
Header Display: Repeat Headers for Any Meeting Split by Multiple Pages
Markets: All Markets
Meeting ID's: All Meeting ID's
Meeting Types: All Meeting Types
PoA Markets: All Markets
Proposal Category: All Categories
Proposal Proponents: All Proponents
Proposal Subcategory: All Subcategories
Rationale: All Rationale
Recommendations: All Recommendations
Record Date Markets: All Markets
Reregistration Meetings: Include Reregistration Meetings
Shareblocking Markets: All Markets
Significant Vote: None
Sort Order: Meeting Date, Company Name
Vote Instructions: All Instructions
Voting Policies: All Policies
Zero (0) Share Ballots: All Ballots
Account Watchlist: None
Country Watchlist: None
Issuer Watchlist: None
Proposal Code Watchlist: None
Proposal Code Watchlist - Agenda Output: Include Full Meeting Agenda

Date range covered : 02/01/2025 to 02/28/2025

Rockwell Automation, Inc.**Meeting Date:** 02/04/2025**Country:** USA**Ticker:** ROK**Proxy Level:** 3**Record Date:** 12/09/2024**Meeting Type:** Annual**Meeting ID:** 1918644**Primary Security ID:** 773903109**Primary CUSIP:** 773903109**Primary ISIN:** US7739031091**Primary SEDOL:** 2754060**Voting Policy:** ISS

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
A.1	Elect Director James P. Keane	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
A.2	Elect Director Blake D. Moret	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
A.3	Elect Director Thomas W. Rosamilia	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
A.4	Elect Director Patricia A. Watson	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
B	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
C	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For

PTC Inc.**Meeting Date:** 02/12/2025**Country:** USA**Ticker:** PTC**Proxy Level:** 3**Record Date:** 12/13/2024**Meeting Type:** Annual**Meeting ID:** 1920254**Primary Security ID:** 69370C100**Primary CUSIP:** 69370C100**Primary ISIN:** US69370C1009**Primary SEDOL:** B95N910**Voting Policy:** ISS

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Neil Barua	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1.2	Elect Director Mark Benjamin	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						
1.3	Elect Director Robert Bernshteyn	Mgmt	Yes	For	For	For	For
	<i>Voting Policy Rationale: A vote FOR the director nominees is warranted.</i>						

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.4	Elect Director Janice Chaffin	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1.5	Elect Director Amar Hanspal	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1.6	Elect Director Michal Katz	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1.7	Elect Director Paul Lacy	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1.8	Elect Director Corinna Lathan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For

Hologic Inc.

Meeting Date: 02/26/2025	Country: USA	Ticker: HOLX	Proxy Level: 3
Record Date: 01/06/2025	Meeting Type: Annual	Meeting ID: 1922341	
Primary Security ID: 436440101	Primary CUSIP: 436440101	Primary ISIN: US4364401012	Primary SEDOL: 2433530
Voting Policy: ISS			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen P. MacMillan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1b	Elect Director Charles J. Dockendorff	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1c	Elect Director Ludwig N. Hantson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1d	Elect Director Martin Madaus	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1e	Elect Director Nanaz Mohtashami	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1f	Elect Director Christiana Stamoulis	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Stacey D. Stewart	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1h	Elect Director Amy M. Wendell	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	Yes	For	For	For	For
4	Adopt Simple Majority Vote	SH	Yes	None	For	For	For

Date range covered : 03/01/2025 to 03/31/2025

HEICO Corporation

Meeting Date: 03/14/2025

Country: USA

Ticker: HEI

Proxy Level: 3

Record Date: 01/17/2025

Meeting Type: Annual

Meeting ID: 1924815

Primary Security ID: 422806109

Primary CUSIP: 422806109

Primary ISIN: US4228061093

Primary SEDOL: 2419217

Voting Policy: ISS

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas M. Culligan	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Hildebrandt and Alan Schriesheim is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.							
1.2	Elect Director Carol F. Fine	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Hildebrandt and Alan Schriesheim is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.							
1.3	Elect Director Adolfo Henriques	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Hildebrandt and Alan Schriesheim is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.							
1.4	Elect Director Mark H. Hildebrandt	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Hildebrandt and Alan Schriesheim is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.							
1.5	Elect Director Eric A. Mendelson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Hildebrandt and Alan Schriesheim is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.							
1.6	Elect Director Laurans A. Mendelson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Hildebrandt and Alan Schriesheim is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.							
1.7	Elect Director Victor H. Mendelson	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Hildebrandt and Alan Schriesheim is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.							
1.8	Elect Director Julie Neitzel	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Hildebrandt and Alan Schriesheim is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.							

HEICO Corporation

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Alan Schriesheim	Mgmt	Yes	For	Against	Against	Against
Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Hildebrandt and Alan Schriesheim is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.							
1.10	Elect Director Frank J. Schwitter	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote AGAINST Governance Committee members Mark Hildebrandt and Alan Schriesheim is warranted for maintaining a multi-class structure that is not subject to a reasonable time-based sunset provision. A vote FOR the remaining director nominees is warranted.							
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	Yes	For	For	For	For

Keysight Technologies, Inc.

Meeting Date: 03/20/2025	Country: USA	Ticker: KEYS	Proxy Level: 4
Record Date: 01/22/2025	Meeting Type: Annual	Meeting ID: 1923973	
Primary Security ID: 49338L103	Primary CUSIP: 49338L103	Primary ISIN: US49338L1035	Primary SEDOL: BQZJ0Q9
Voting Policy: ISS			

Proposal Number	Proposal Text	Proponent	Votable Proposal	Mgmt Rec	ISS Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director James G. Cullen	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1.2	Elect Director Michelle J. Holthaus	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1.3	Elect Director Jean M. Nye	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
1.4	Elect Director Joanne B. Olsen	Mgmt	Yes	For	For	For	For
Voting Policy Rationale: A vote FOR the director nominees is warranted.							
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	Yes	For	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Yes	For	For	For	For
4	Declassify the Board of Directors	SH	Yes	Against	For	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance board accountability to shareholders.							

Per Arkansas State Code §24-2-805, Voting Ownership Interests for the following retirement system's co-mingled funds:

Arkansas Public Employees' Retirement System

Arkansas State Police Retirement System

**WELLINGTON
MANAGEMENT®**

**Wellington Management Company
Research Value**

The proxies have been voted solely in the pecuniary interest of the pension benefit plan

01/01/25 - 03/31/25

Proxy Voting Summary

Report Date Range: 01-Jan-25 to 31-Jan-25

Monthly Proxy Voting Summary

INTUIT INC

ISIN	US4612021034	Meeting Date	23-Jan-25
Ticker	INTU	Deadline Date	22-Jan-25
Country	United States	Record Date	25-Nov-24
Blocking	No	Vote Date	06-Jan-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Eve Burton	Management	For	For	For
1b.	Elect Scott D. Cook	Management	For	For	For
1c.	Elect Richard L. Dalzell	Management	For	For	For
1d.	Elect Sasan Goodarzi	Management	For	For	For
1e.	Elect Deborah Liu	Management	For	For	For
1f.	Elect Tekedra Mawakana	Management	For	For	For
1g.	Elect Suzanne Nora Johnson	Management	For	For	For
1h.	Elect Forrest E. Norrod	Management	For	For	For
1i.	Elect Vasant M. Prabhu	Management	For	For	For
1j.	Elect Ryan Roslansky	Management	For	For	For
1k.	Elect Thomas J. Szkutak	Management	For	For	For
1l.	Elect Raul Vazquez	Management	For	For	For

06-Feb-25

Wellington Management Company LLP

Proxy Voting Summary

Report Date Range: 01-Jan-25 to 31-Jan-25

Monthly Proxy Voting Summary

1m.	Elect Eric S. Yuan	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For
4.	Amendment to Articles to Limit the Liability of Certain Officers	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
3821	Arkansas Pers ResVal	000965701	Bank of New York Mellon (93I-US)	2,127		06-Jan-25
Totals				2,127		

Proxy Voting Summary
Monthly Proxy Voting Summary

Report Date Range: 01-Jan-25 to 31-Jan-25

BELLRING BRANDS INC

ISIN	US0798231009	Meeting Date	28-Jan-25
Ticker	BRBR	Deadline Date	27-Jan-25
Country	United States	Record Date	02-Dec-24
Blocking	No	Vote Date	24-Jan-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.	Repeal of Classified Board	Management	For	For	For
2.1	Elect Robert V. Vitale	Management	For	For	For
2.2	Elect Chonda J. Nwamu	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For
4.	Advisory Vote on Executive Compensation	Management	For	For	For
5.	Shareholder Proposal Regarding Mandatory Director Resignation Policy	Shareholder	Against	Against	For

592

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares On Loan	Vote Date
3821	Arkansas Pers ResVal	000965701	Bank of New York Mellon (93I-US)	18,020	24-Jan-25
Totals				18,020	

Proxy Voting Summary

Report Date Range: 01-Feb-25 to 28-Feb-25

Monthly Proxy Voting Summary

EMERSON ELECTRIC CO.

ISIN	US2910111044	Meeting Date	04-Feb-25
Ticker	EMR	Deadline Date	03-Feb-25
Country	United States	Record Date	26-Nov-24
Blocking	No	Vote Date	28-Jan-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Joshua B. Bollen	Management	For	For	For
1b.	Elect Calvin G. Butler, Jr.	Management	For	For	For
1c.	Elect Surendralal L. Karsanbhai	Management	For	For	For
1d.	Elect Lori M. Lee	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Repeal of Classified Board	Management	For	For	For
4a.	Elimination of Supermajority Requirement relating to the Removal of Directors and Amendments to the Provisions in Article 5	Management		For	N/A
4b.	Elimination of Supermajority Requirement in connection with the Fair Price Provisions for Certain Business Combinations and Amendments to Those Provisions	Management		For	N/A
4c.	Elimination of Supermajority Requirement relating to Amendments to the Terms of any Series of Preferred Stock	Management		For	N/A
5.	Approval of the 2025 Employee Stock Purchase Plan	Management	For	For	For
6.	Ratification of Auditor	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Feb-25 to 28-Feb-25

Monthly Proxy Voting Summary

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares On Loan	Vote Date
3821	Arkansas Pers ResVal	000965701	Bank of New York Mellon (93I-US)	17,073	28-Jan-25
Totals				17,073	

06-Mar-25

Wellington Management Company LLP

Proxy Voting Summary

Report Date Range: 01-Feb-25 to 28-Feb-25

Monthly Proxy Voting Summary

ACCENTURE PLC

ISIN	IE00B4BNMV34	Meeting Date	06-Feb-25
Ticker	ACN	Deadline Date	05-Feb-25
Country	Ireland	Record Date	09-Dec-24
Blocking	No	Vote Date	28-Jan-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Jaime Ardila	Management	For	Against	Against
1b.	Elect Martin Brudermüller	Management	For	For	For
1c.	Elect Alan Jope	Management	For	For	For
1d.	Elect Nancy McKinstry	Management	For	For	For
1e.	Elect Jennifer Nason	Management	For	For	For
1f.	Elect Paula A. Price	Management	For	For	For
1g.	Elect Venkata Renduchintala	Management	For	For	For
1h.	Elect Arun Sarin	Management	For	Against	Against
1i.	Elect Julie Sweet	Management	For	For	For
1j.	Elect Tracey T. Travis	Management	For	For	For
1k.	Elect Masahiko Uotani	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Feb-25 to 28-Feb-25

Monthly Proxy Voting Summary

3.	Appointment of Auditor and Authority to Set Fees	Management	For	For	For
4.	Reduction in Share Premium Account	Management	For	For	For
5.	Authority to Issue Shares	Management	For	For	For
6.	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For
7.	Authorize the Price Range at which the Company can Re-allot Treasury Shares	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
3821	Arkansas Pers ResVal	000965701	Bank of New York Mellon (93I-US)	12,639		28-Jan-25
Totals				12,639		

Proxy Voting Summary

Report Date Range: 01-Feb-25 to 28-Feb-25

Monthly Proxy Voting Summary

VANGUARD GROUP, INC.

ISIN	US9219102046	Meeting Date	26-Feb-25
Ticker	VGENX	Deadline Date	25-Feb-25
Country	United States	Record Date	26-Nov-24
Blocking	No	Vote Date	29-Jan-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Tara Bunch	Management	For	For	For
1.2	Elect Mark Loughridge	Management	For	For	For
1.3	Elect Scott C. Malpass	Management	For	For	For
1.4	Elect John Murphy	Management	For	For	For
1.5	Elect Lubos Pastor	Management	For	For	For
1.6	Elect Rebecca Patterson	Management	For	For	For
1.7	Elect André F. Perold	Management	For	For	For
1.8	Elect Salim Ramji	Management	For	For	For
1.9	Elect Sarah Bloom Raskin	Management	For	For	For
1.10	Elect Grant F. Reid	Management	For	For	For
1.11	Elect David A. Thomas	Management	For	For	For
1.12	Elect Barbara Venneman	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Feb-25 to 28-Feb-25

Monthly Proxy Voting Summary

1.13 Elect Peter F. Volanakis Management For For For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
3821	Arkansas Pers ResVal	000965701	Bank of New York Mellon (93-US)	11,464	52,103	29-Jan-25
Totals				11,464	52,103	

Proxy Voting Summary

Report Date Range: 01-Feb-25 to 28-Feb-25

Monthly Proxy Voting Summary

DEERE & CO.

ISIN	US2441991054	Meeting Date	26-Feb-25
Ticker	DE	Deadline Date	25-Feb-25
Country	United States	Record Date	30-Dec-24
Blocking	No	Vote Date	20-Feb-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Leanne G. Caret	Management	For	For	For
1b.	Elect Tami A. Erwin	Management	For	For	For
1c.	Elect R. Preston Feight	Management	For	For	For
1d.	Elect Alan C. Heuburger	Management	For	For	For
1e.	Elect L. Neil Hunn	Management	For	For	For
1f.	Elect Michael O. Johanns	Management	For	For	For
1g.	Elect John C. May	Management	For	For	For
1h.	Elect Gregory R. Page	Management	For	Against	Against
1i.	Elect Sherry M. Smith	Management	For	For	For
1j.	Elect Dmitri L. Stockton	Management	For	For	For
1k.	Elect Sheila G. Talton	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Feb-25 to 28-Feb-25

Monthly Proxy Voting Summary

3.	Ratification of Auditor	Management	For	For	For
4.	Shareholder Proposal Regarding Report on Racial and Gender Hiring Statistics	Shareholder	Against	Against	For
5.	Shareholder Proposal Regarding Report on Effectiveness of Efforts to Create a Meritocratic Workplace	Shareholder	Against	Against	For
6.	Shareholder Proposal Regarding Financial Sustainability	Shareholder	Against	Against	For
7.	Shareholder Proposal Regarding Civil Rights Audit	Shareholder	Against	Against	For
8.	Shareholder Proposal Regarding Report on Discrimination Risk of Charitable Contributions	Shareholder	Against	Against	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
3821	Arkansas Pers ResVal	000965701	Bank of New York Mellon (931-US)	6,208		20-Feb-25
Totals				6,208		

Proxy Voting Summary

Report Date Range: 01-Feb-25 to 28-Feb-25

Monthly Proxy Voting Summary

AZEK COMPANY INC

ISIN	US05478C1053	Meeting Date	28-Feb-25
Ticker	AZEK	Deadline Date	27-Feb-25
Country	United States	Record Date	02-Jan-25
Blocking	No	Vote Date	21-Feb-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Gary E. Hendrickson	Management	For	For	For
1.2	Elect Jesse G. Singh	Management	For	For	For
1.3	Elect Pamela J. Edwards	Management	For	For	For
1.4	Elect Howard C. Heckes	Management	For	For	For
1.5	Elect Vernon J. Nagel	Management	For	For	For
1.6	Elect Harmit J. Singh	Management	For	For	For
1.7	Elect Brian Spaly	Management	For	For	For
1.8	Elect Fiona Tan	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Amendment to the Certificate of Incorporation to Remove References to Former Private Equity Sponsors and Make Certain Other Immaterial Changes	Management	For	For	For
5.	Amendment to the Certificate of Incorporation to Remove the Sponsor Corporate Opportunity Waiver Provision	Management	For	For	For

06-Mar-25

Wellington Management Company LLP

Proxy Voting Summary

Report Date Range: 01-Feb-25 to 28-Feb-25

Monthly Proxy Voting Summary

6. Amendment to the Certificate of Incorporation to Eliminate Certain Business Combination Restrictions

Management

For

For

For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
3821	Arkansas Pers ResVal	000965701	Bank of New York Mellon (93-US)	36,256		21-Feb-25
Totals				36,256		

06-Mar-25

Wellington Management Company LLP

Proxy Voting Summary

Report Date Range: 01-Mar-25 to 31-Mar-25

Monthly Proxy Voting Summary

JOHNSON CONTROLS INTERNATIONAL PLC

ISIN	IE00BY7QL619	Meeting Date	12-Mar-25
Ticker	JCI	Deadline Date	11-Mar-25
Country	Ireland	Record Date	07-Jan-25
Blocking	No	Vote Date	10-Mar-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Timothy M. Archer	Management	For	For	For
1b.	Elect Jean S. Blackwell	Management	For	For	For
1c.	Elect Pierre E. Cohade	Management	For	For	For
1d.	Elect Patrick K. Decker	Management	For	For	For
1e.	Elect W. Roy Dunbar	Management	For	For	For
1f.	Elect Gretchen R. Haggerty	Management	For	For	For
1g.	Elect Ayesha Khanna	Management	For	For	For
1h.	Elect Seetarama S. Kotagiri	Management	For	For	For
1i.	Elect George R. Oliver	Management	For	For	For
1j.	Elect Carl Jürgen Tinggren	Management	For	For	For
1k.	Elect Mark P. Vergnano	Management	For	For	For
1l.	Elect John D. Young	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Mar-25 to 31-Mar-25

Monthly Proxy Voting Summary

2a.	Ratification of Auditor	Management	For	For	For
2b.	Authority to Set Auditor's Fees	Management	For	For	For
3.	Authority to Repurchase Shares	Management	For	For	For
4.	Authorize Price Range at which the Company Can Re- Allot Treasury Shares	Management	For	For	For
5.	Advisory Vote on Executive Compensation	Management	For	For	For
6.	Authority to Issue Shares w/ Preemptive Rights	Management	For	For	For
7.	Authority to Issue Shares w/o Preemptive Rights	Management	For	For	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares On Loan	Vote Date
3821	Arkansas Peris ResVal	000965701	Bank of New York Mellon (93I-US)	29,703	10-Mar-25
Totals				564,357	

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Proxy Voting Summary
Monthly Proxy Voting Summary

Report Date Range: 01-Mar-25 to 31-Mar-25

STARBUCKS CORP.

ISIN	US8552441094	Meeting Date	12-Mar-25
Ticker	SBUX	Deadline Date	11-Mar-25
Country	United States	Record Date	10-Jan-25
Blocking	No	Vote Date	07-Mar-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Richard E. Allison, Jr.	Management	For	For	For
1b.	Elect Andrew Campion	Management	For	For	For
1c.	Elect Beth E. Ford	Management	For	For	For
1d.	Elect Jørgen Vig Knudstorp	Management	For	For	For
1e.	Elect Neal Mohan	Management	For	For	For
1f.	Elect Brian Niccol	Management	For	For	For
1g.	Elect Daniel Servijë Montulli	Management	For	For	For
1h.	Elect Mike Sievert	Management	For	For	For
1i.	Elect Wei Zhang	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Mar-25 to 31-Mar-25

Monthly Proxy Voting Summary

4.	Shareholder Proposal Regarding Report on Discrimination Risk in Charitable Contributions Vote Note: Current practice is sufficient	Shareholder	Against	Against	For
5.	Shareholder Proposal Regarding Independent Chair Vote Note: Shareholder proposal does not afford management sufficient discretion to set strategy	Shareholder	Against	Against	For
6.	Shareholder Proposal Regarding Response to Labor Organizing Efforts Vote Note: Shareholder proposal is already substantially addressed by company's current management of material issue	Shareholder	Against	Against	For
7.	Shareholder Proposal Regarding Cage-Free Eggs Vote Note: Shareholder proposal does not present a practicable course of action which can reasonably be implemented in the time frame	Shareholder	Against	Against	For
8.	Shareholder Proposal Regarding Carbon Emissions Congruency Report Vote Note: Shareholder proposal is already substantially addressed by company's current management of material issue; Shareholder proposal does not afford management sufficient discretion to set strategy	Shareholder	Against	Against	For

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Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
3821	Arkansas Pers ResVal	000965701	Bank of New York Mellon (93I-US)	30,517		07-Mar-25
Vote Note: Current practice is sufficient						
Vote Note: Shareholder proposal does not afford management sufficient discretion to set strategy						
Vote Note: Shareholder proposal is already substantially addressed by company's current management of material issue						
Vote Note: Shareholder proposal does not present a practicable course of action which can reasonably be implemented in the time frame						

Proxy Voting Summary

Report Date Range: 01-Mar-25 to 31-Mar-25

Monthly Proxy Voting Summary

Vote Note: Shareholder proposal is already substantially addressed by company's current management of material issue; Shareholder proposal does not afford management sufficient discretion to set strategy

Totals

488,272

02-Apr-25

Wellington Management Company LLP

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Proxy Voting Summary
Monthly Proxy Voting Summary

Report Date Range: 01-Mar-25 to 31-Mar-25

CABOT CORP.

ISIN	US1270551013	Meeting Date	13-Mar-25
Ticker	CBT	Deadline Date	12-Mar-25
Country	United States	Record Date	15-Jan-25
Blocking	No	Vote Date	19-Feb-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Michael M. Morrow	Management	For	For	For
1.2	Elect Thierry Vanlancker	Management	For	For	For
1.3	Elect Michelle E. Williams	Management	For	For	For
1.4	Elect Frank Anders Wilson	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Approval of the 2025 Long-Term Incentive Plan	Management	For	For	For
4.	Ratification of Auditor	Management	For	For	For

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Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
3821	Arkansas Pers ResVal	000965701	Bank of New York Mellon (931-US)	20,884	1,627	19-Feb-25
Totals				146,188	11,389	

Proxy Voting Summary
Monthly Proxy Voting Summary

Report Date Range: 01-Mar-25 to 31-Mar-25

AGILENT TECHNOLOGIES INC.

ISIN	US00846U1016	Meeting Date	13-Mar-25
Ticker	A	Deadline Date	12-Mar-25
Country	United States	Record Date	23-Jan-25
Blocking	No	Vote Date	06-Mar-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1.1	Elect Otis W. Brawley	Management	For	For	For
1.2	Elect Mikael Dolsten	Management	For	For	For
2.	Advisory Vote on Executive Compensation	Management	For	For	For
3.	Ratification of Auditor	Management	For	For	For
4.	Elimination of Supermajority Requirement	Management	For	For	For
5.	Shareholder Proposal Regarding Board Declassification	Shareholder		For	N/A
Vote Note: Shareholder proposal can be expected to enhance shareholder rights/improve corporate governance					

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
3821	Arkansas Pers ResVal	000965701	Bank of New York Mellon (93I-US)	14,172		06-Mar-25

Proxy Voting Summary

Report Date Range: 01-Mar-25 to 31-Mar-25

Monthly Proxy Voting Summary

Vote Note: Shareholder proposal can be expected to enhance shareholder rights/improve corporate governance

Totals

85,032

02-Apr-25

Wellington Management Company LLP

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Proxy Voting Summary
Monthly Proxy Voting Summary

Report Date Range: 01-Mar-25 to 31-Mar-25

QUALCOMM, INC.

ISIN	US7475251036	Meeting Date	18-Mar-25
Ticker	QCOM	Deadline Date	17-Mar-25
Country	United States	Record Date	17-Jan-25
Blocking	No	Vote Date	04-Mar-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Sylvia Acevedo	Management	For	For	For
1b.	Elect Cristiano R. Amon	Management	For	For	For
1c.	Elect Mark Fields	Management	For	For	For
1d.	Elect Jeffrey W. Henderson	Management	For	Against	Against
Vote Note: Overboarded director					
1e.	Elect Ann M. Livermore	Management	For	For	For
1f.	Elect Mark D. McLaughlin	Management	For	For	For
1g.	Elect Jamie S. Miller	Management	For	For	For
1h.	Elect Marie E. Myers	Management	For	For	For
1i.	Elect Irene B. Rosenfeld	Management	For	For	For
1j.	Elect Korneilis Smit	Management	For	For	For
1k.	Elect Jean-Pascal Tricoire	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Mar-25 to 31-Mar-25

Monthly Proxy Voting Summary

2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For
4.	Amendment to the 2023 Long-Term Incentive Plan	Management	For	For	For
5.	Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Options	Shareholder	Against	Against	For
Vote Note: Shareholder proposal is already substantially addressed by company's current management of material issue					

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
3821	Arkansas Pers ResVal	000965701	Bank of New York Mellon (93I-US)	12,212	500	04-Mar-25
Vote Note: Overboarded director						
Vote Note: Shareholder proposal is already substantially addressed by company's current management of material issue						
Totals				183,180	7,500	

Proxy Voting Summary
Monthly Proxy Voting Summary

Report Date Range: 01-Mar-25 to 31-Mar-25

WALT DISNEY CO (THE)

ISIN	US2546871060	Meeting Date	20-Mar-25
Ticker	DIS	Deadline Date	19-Mar-25
Country	United States	Record Date	21-Jan-25
Blocking	No	Vote Date	17-Mar-25

Proposal Number	Proposal	Proponent	Mgmt Rec	Vote	For/Against Mgmt
1a.	Elect Mary T. Barra	Management	For	For	For
1b.	Elect Amy L. Chang	Management	For	For	For
1c.	Elect D. Jeremy Darroch	Management	For	For	For
1d.	Elect Carolyn N. Everson	Management	For	For	For
1e.	Elect Michael B.G. Froman	Management	For	For	For
1f.	Elect James P. Gorman	Management	For	For	For
1g.	Elect Robert A. Iger	Management	For	For	For
1h.	Elect Maria Elena Lagomasino	Management	For	For	For
1i.	Elect Calvin R. McDonald	Management	For	For	For
1j.	Elect Derica W. Rice	Management	For	For	For
2.	Ratification of Auditor	Management	For	For	For
3.	Advisory Vote on Executive Compensation	Management	For	For	For

Proxy Voting Summary

Report Date Range: 01-Mar-25 to 31-Mar-25

Monthly Proxy Voting Summary

4.	Shareholder Proposal Regarding Report on Portfolio Risk in Employee Retirement Options Vote Note: Shareholder proposal is already substantially addressed by company's current management of material issue	Shareholder	Against	Against	For
5.	Shareholder Proposal Regarding Participation in Human Rights Campaign's Corporate Equality Index Vote Note: Shareholder proposal does not afford management sufficient discretion to set strategy	Shareholder	Against	Against	For
6.	Shareholder Proposal Regarding Report on Risk from Discriminatory Ad Policies Vote Note: Shareholder proposal does not afford management sufficient discretion to set strategy	Shareholder	Against	Against	For

Account Number	Account Name	Custodian A/C No	Custodian	Ballot Shares	Shares On Loan	Vote Date
3821	Arkansas Pers ResVal	000965701	Bank of New York Mellon (931-US)	5,632	9,400	17-Mar-25
Vote Note: Shareholder proposal is already substantially addressed by company's current management of material issue Vote Note: Shareholder proposal does not afford management sufficient discretion to set strategy				84,480	141,000	
Totals				84,480	141,000	

Per Arkansas State Code §24-2-805, Voting Ownership Interests for the following retirement system's co-mingled funds:

Arkansas Public Employees' Retirement System

Arkansas State Police Retirement System

William Blair

William Blair Investment Management

Large Cap Growth Separately Managed Account

The proxies have been voted solely in the pecuniary interest of the pension benefit plan

01/01/25 - 03/31/25

VOTE SUMMARY REPORT

Date range covered : 01/01/2025 to 01/31/2025

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ARKANSAS PUBLIC
EMPLOYEES RETIREMENT SYSTEM

Costco Wholesale Corporation

Meeting Date: 01/23/2025 **Country:** USA **Ticker:** COST
Record Date: 11/15/2024 **Meeting Type:** Annual
Primary Security ID: 22160K105

Shares Voted: 12,101

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan L. Decker	Mgmt	For	For	For
1b	Elect Director Kenneth D. Denman	Mgmt	For	For	For
1c	Elect Director Helena B. Foulkes	Mgmt	For	For	For
1d	Elect Director Hamilton E. James	Mgmt	For	For	For
1e	Elect Director Sally Jewell	Mgmt	For	For	For
1f	Elect Director Jeffrey S. Raikes	Mgmt	For	For	For
1g	Elect Director John W. Stanton	Mgmt	For	For	For
1h	Elect Director Ron M. Vachris	Mgmt	For	For	For
1i	Elect Director Mary Agnes (Maggie) Wilderotter	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Risks of Maintaining Diversity, Equity, and Inclusion Efforts	SH	Against	Against	Against

Intuit Inc.

Meeting Date: 01/23/2025 **Country:** USA **Ticker:** INTU
Record Date: 11/25/2024 **Meeting Type:** Annual
Primary Security ID: 461202103

Shares Voted: 20,474

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eve Burton	Mgmt	For	For	For
1b	Elect Director Scott D. Cook	Mgmt	For	For	For
1c	Elect Director Richard L. Dalzell	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Sasan K. Goodarzi	Mgmt	For	For	For
1e	Elect Director Deborah Liu	Mgmt	For	For	For
1f	Elect Director Tekedra Mawakana	Mgmt	For	For	For
1g	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
1h	Elect Director Forrest Norrod	Mgmt	For	For	For
1i	Elect Director Vasant Prabhu	Mgmt	For	For	For
1j	Elect Director Ryan Roslansky	Mgmt	For	For	For
1k	Elect Director Thomas Szkutak	Mgmt	For	For	For
1l	Elect Director Raul Vazquez	Mgmt	For	For	For
1m	Elect Director Eric S. Yuan	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	Mgmt	For	For	For

VOTE SUMMARY REPORT

Date range covered : 02/01/2025 to 02/28/2025

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ARKANSAS PUBLIC
EMPLOYEES RETIREMENT SYSTEM

Accenture plc

Meeting Date: 02/06/2025

Country: Ireland

Ticker: ACN

Record Date: 12/09/2024

Meeting Type: Annual

Primary Security ID: G1151C101

Shares Voted: 22,580

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For	For
1b	Elect Director Martin Brudermuller	Mgmt	For	For	For
1c	Elect Director Alan Jope	Mgmt	For	For	For
1d	Elect Director Nancy McKinstry	Mgmt	For	For	For
1e	Elect Director Jennifer Nason	Mgmt	For	For	For
1f	Elect Director Paula A. Price	Mgmt	For	For	For
1g	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For	For
1h	Elect Director Arun Sarin	Mgmt	For	For	For
1i	Elect Director Julie Sweet	Mgmt	For	For	For
1j	Elect Director Tracey T. Travis	Mgmt	For	For	For
1k	Elect Director Masahiko Uotani	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
4	Approve Capital Reduction of the Share Premium Account	Mgmt	For	For	For
5	Authorize Board to Issue Shares under Irish Law	Mgmt	For	For	For
6	Authorize the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	For	For
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

Apple Inc.

Meeting Date: 02/25/2025

Country: USA

Ticker: AAPL

Record Date: 01/02/2025

Meeting Type: Annual

Primary Security ID: 037833100

Shares Voted: 181,140

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda Austin	Mgmt	For	For	For
1b	Elect Director Tim Cook	Mgmt	For	For	For
1c	Elect Director Alex Gorsky	Mgmt	For	For	For
1d	Elect Director Andrea Jung	Mgmt	For	For	For
1e	Elect Director Art Levinson	Mgmt	For	For	For
1f	Elect Director Monica Lozano	Mgmt	For	For	For
1g	Elect Director Ron Sugar	Mgmt	For	For	For
1h	Elect Director Sue Wagner	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Ethical AI Data Acquisition and Usage	SH	Against	Against	Against
5	Report on Child Safety Online	SH	Against	Against	Against
6	Consider Abolishing DEI Policies, Programs, Departments, and Goals	SH	Against	Against	Against
7	Report on Discrimination in Charitable Contributions	SH	Against	Against	Against

VOTE SUMMARY REPORT

Date range covered : 03/01/2025 to 03/31/2025

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ARKANSAS PUBLIC
EMPLOYEES RETIREMENT SYSTEM

Agilent Technologies, Inc.

Meeting Date: 03/13/2025

Country: USA

Ticker: A

Record Date: 01/23/2025

Meeting Type: Annual

Primary Security ID: 00846U101

Shares Voted: 66,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Otis W. Brawley	Mgmt	For	For	For
1.2	Elect Director Mikael Dolsten	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Declassify the Board of Directors	SH	None	For	For