

HOOGO VENS

ALL VOTES

01/10/2023 to 31/12/2023

Date range covered : 10/01/2023 to 12/31/2023

Shriram Finance Limited**Meeting Date:** 10/05/2023**Country:** India**Ticker:** 511218**Meeting Type:** Special**Primary ISIN:** INE721A01013**Primary SEDOL:** 6802608

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Reelect Pradeep Kumar Panja as Director	Mgmt	For	For	For
2	Elect S. Ravindran as Director	Mgmt	For	For	For

XP Inc.**Meeting Date:** 10/06/2023**Country:** Cayman Islands**Ticker:** XP**Meeting Type:** Annual**Primary ISIN:** KYG982391099**Primary SEDOL:** BK4Y052

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Elect Director Frederico Seabra de Carvalho	Mgmt	For	For	For
3	Elect Directors	Mgmt	For	Against	Against
<p><i>Voter Rationale: We oppose dual class structures with impaired or enhanced voting rights. The company should amend its structure to allow for equal voting rights among shareholders. The remuneration committee should be independent and this director's membership could hamper the committee's impartiality and effectiveness. The company should move towards a three-committee structure (audit, remuneration and nomination) in line with regional best practice, with independent board committees that report annually on their activities. We hold this nominee responsible for the lack of key committee(s). The Company should put in place a policy to increase gender diversity on the board. In developed markets, our minimum expectation is that women should comprise at least 27% of the board.</i></p>					
4	Amend Articles of Association	Mgmt	For	For	For

Colruyt SA**Meeting Date:** 10/10/2023**Country:** Belgium**Ticker:** COLR**Meeting Type:** Extraordinary Shareholders**Primary ISIN:** BE0974256852**Primary SEDOL:** 5806225

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
I.1	Receive Special Board Report Re: Increase of Capital with the Waiver of Pre-emptive Rights and Special Auditor Report Re: Articles 7:179 and 7:191 of the Companies and Associations Code	Mgmt			
I.2	Approve Issuance of Equity without Preemptive Rights	Mgmt	For	For	For
I.3	Approve Setting of the Issue Price	Mgmt	For	For	For
I.4	Eliminate Preemptive Rights	Mgmt	For	For	For
I.5	Approve Issuance of Equity without Preemptive Rights	Mgmt	For	For	For
I.6	Approve the Opening of Subscriptions on October 17, 2023 and Closure on November 17, 2023	Mgmt	For	For	For
I.7	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For
II.1	Authorize Board to Repurchase Shares in the Event of a Serious and Imminent Harm and Under Normal Conditions	Mgmt	For	Against	Against
<i>Voter Rationale: This authority can be used as an antitakeover mechanism. Where poison pills are adopted, they should be approved by shareholders prior to deployment, include independent oversight, and be of a limited duration.</i>					
II.2	Authorize Reissuance of Repurchased Shares that are Listed on the Primary Market of the Stock Exchange	Mgmt	For	Against	Against
<i>Voter Rationale: This authority can be used as an antitakeover mechanism. Where poison pills are adopted, they should be approved by shareholders prior to deployment, include independent oversight, and be of a limited duration.</i>					
II.3	Authorize Board to Reissue Shares in the Event of a Serious and Imminent Harm	Mgmt	For	Against	Against
<i>Voter Rationale: This authority can be used as an antitakeover mechanism. Where poison pills are adopted, they should be approved by shareholders prior to deployment, include independent oversight, and be of a limited duration.</i>					
II.4	Authorize Reissuance of Repurchased Shares	Mgmt	For	Against	Against
<i>Voter Rationale: This authority can be used as an antitakeover mechanism. Where poison pills are adopted, they should be approved by shareholders prior to deployment, include independent oversight, and be of a limited duration.</i>					
III	Change Company Name to Colruyt Group	Mgmt	For	For	For
IV	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

The Procter & Gamble Company

Meeting Date: 10/10/2023

Country: USA

Ticker: PG

Meeting Type: Annual

Primary ISIN: US7427181091

Primary SEDOL: 2704407

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director B. Marc Allen	Mgmt	For	For	For
1b	Elect Director Brett Biggs	Mgmt	For	Against	For
<i>Voter Rationale: Nominees who also serve as executive officers at publicly listed companies are expected to hold no more than one external directorship to ensure they have sufficient time and energy to discharge their roles properly, particularly during unexpected company situations requiring substantial amounts of time.</i>					
1c	Elect Director Sheila Bonini	Mgmt	For	For	For
1d	Elect Director Angela F. Braly	Mgmt	For	For	For
1e	Elect Director Amy L. Chang	Mgmt	For	Against	For
<i>Voter Rationale: Nominees who also serve as executive officers at publicly listed companies are expected to hold no more than one external directorship to ensure they have sufficient time and energy to discharge their roles properly, particularly during unexpected company situations requiring substantial amounts of time.</i>					
1f	Elect Director Joseph Jimenez	Mgmt	For	For	For
1g	Elect Director Christopher Kempczinski	Mgmt	For	For	For
1h	Elect Director Debra L. Lee	Mgmt	For	For	For
1i	Elect Director Terry J. Lundgren	Mgmt	For	For	For
1j	Elect Director Christine M. McCarthy	Mgmt	For	For	For
1k	Elect Director Jon R. Moeller	Mgmt	For	For	For
1l	Elect Director Robert J. Portman	Mgmt	For	For	For
1m	Elect Director Rajesh Subramaniam	Mgmt	For	For	For
1n	Elect Director Patricia A. Woertz	Mgmt	For	Against	For
<i>Voter Rationale: The nominee serves as Audit Committee Chair and has long tenure. Long tenured directors could lack independence from the company and we expect key committee Chairs to be independent.</i>					
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
<i>Voter Rationale: The remuneration committee should not allow vesting of incentive awards for substantially below median performance. Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
<i>Voter Rationale: We support an annual say on pay frequency.</i>					
5	Report on Third-Party Civil Rights Audit of Reverse Discrimination	SH	Against	Against	Against
<i>Voter Rationale: At this time, we believe management and the board are adequately considering attendant material risks.</i>					

The Procter & Gamble Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Report on Risks Related to Operations in China	SH	Against	Against	Against
<i>Voter Rationale: At this time, we believe management and the board are adequately considering attendant material risks.</i>					
7	Amend Bylaws to Require Shareholder Approval of Certain Provisions Related to Director Nominations by Shareholders	SH	Against	For	For
<i>Voter Rationale: A vote FOR this proposal is warranted. Although the board has not unilaterally adopted any problematic advance notice provisions in the Code of Regulations, the proposal is considered to be narrowly tailored to prevent unilateral adoption only of highly restrictive provisions to which shareholders have objected at other companies.</i>					

Yue Yuen Industrial (Holdings) Limited

Meeting Date: 10/20/2023	Country: Bermuda	Ticker: 551
	Meeting Type: Special	
	Primary ISIN: BMG988031446	Primary SEDOL: 6586537

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Amended and Restated Bye-Laws Incorporating the Core Amendments	Mgmt	For	For	For
2	Adopt Amended and Restated Bye-Laws Incorporating All Amendments, Namely the Core Amendments and the Other Amendments	Mgmt	For	For	For

Reliance Industries Ltd.

Meeting Date: 10/26/2023	Country: India	Ticker: 500325
	Meeting Type: Special	
	Primary ISIN: INE002A01018	Primary SEDOL: 6099626

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Postal Ballot Elect Isha M. Ambani as Director	Mgmt	For	For	For
<i>Voter Rationale: The board should appoint a Lead Independent Director to establish appropriate checks and balances on the Board, support the Chairman, ensure orderly succession process for the Chairman, and act as a point of contact for shareholders, non-executive directors and senior executives where normal channels of communication through the board Chairman are considered inappropriate.</i>					
2	Elect Akash M. Ambani as Director	Mgmt	For	For	For

Reliance Industries Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Elect Anant M. Ambani as Director	Mgmt	For	Refer	Against

Voter Rationale: Anant Ambani's limited leadership/board experience raises concerns on his potential contribution to the board

Bajaj Finance Limited

Meeting Date: 10/31/2023	Country: India	Ticker: 500034
	Meeting Type: Extraordinary Shareholders	
	Primary ISIN: INE296A01024	Primary SEDOL: BD2N0P2

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Issuance of Warrants on a Preferential Basis to Bajaj Finserv Limited	Mgmt	For	For	For
2	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
3	Amend Object Clause of Memorandum of Association	Mgmt	For	For	For

KLA Corporation

Meeting Date: 11/01/2023	Country: USA	Ticker: KLAC
	Meeting Type: Annual	
	Primary ISIN: US4824801009	Primary SEDOL: 2480138

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert Calderoni	Mgmt	For	Against	For
1.2	Elect Director Jeneanne Hanley	Mgmt	For	For	For
1.3	Elect Director Emiko Higashi	Mgmt	For	For	For
1.4	Elect Director Kevin Kennedy	Mgmt	For	For	For
1.5	Elect Director Michael McMullen	Mgmt	For	For	For
1.6	Elect Director Gary Moore	Mgmt	For	For	For
1.7	Elect Director Marie Myers	Mgmt	For	Against	Against

Voter Rationale: Nominees who also serve as executive officers at publicly listed companies are expected to hold no more than one external directorship to ensure they have sufficient time and energy to discharge their roles properly, particularly during unexpected company situations requiring substantial amounts of time.

1.8	Elect Director Victor Peng	Mgmt	For	For	For
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KLA Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Robert Rango	Mgmt	For	For	For
1.10	Elect Director Richard Wallace	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
<i>Voter Rationale: The remuneration committee should not allow vesting of incentive awards for substantially below median performance. Severance payments should not exceed two years pay. Larger severance packages should be subject to a separate shareholder approval.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
<i>Voter Rationale: We support an annual say on pay frequency.</i>					
5	Approve Omnibus Stock Plan	Mgmt	For	Against	For
<i>Voter Rationale: Incentive plan features that allow for loans to exercise options are inconsistent with good practice and should be eliminated. The remuneration committee should not allow vesting of incentive awards for substantially below median performance. On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control.</i>					

Lam Research Corporation

Meeting Date: 11/07/2023

Country: USA

Ticker: LRCX

Meeting Type: Annual

Primary ISIN: US5128071082

Primary SEDOL: 2502247

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sohail U. Ahmed	Mgmt	For	For	For
1b	Elect Director Timothy M. Archer	Mgmt	For	For	For
1c	Elect Director Eric K. Brandt	Mgmt	For	For	For
1d	Elect Director Michael R. Cannon	Mgmt	For	For	For
1e	Elect Director John M. Dineen	Mgmt	For	For	For
1f	Elect Director Ho Kyu Kang	Mgmt	For	For	For
1g	Elect Director Bethany J. Mayer	Mgmt	For	For	For
1h	Elect Director Jyoti K. Mehra	Mgmt	For	For	For

Lam Research Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Abhijit Y. Talwalkar	Mgmt	For	Against	Against
<i>Voter Rationale: Directors are expected to hold only a small number of directorships and ensure they have sufficient time and energy to discharge their role properly, particularly during unexpected company situations requiring substantial amounts of time.</i>					
1j	Elect Director Lih Shyng (Rick L.) Tsai	Mgmt	For	For	For
1k	Elect Director Leslie F. Varon	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
<i>Voter Rationale: The remuneration committee should not allow vesting of incentive awards for substantially below median performance. The company should put in place a procedure which would enable it, should it identify any facts of manipulation of reported indicators or other bad faith actions on the part of any of its executive directors and other key managers which were detrimental to the long-term interests of its shareholders, to ensure that any funds wrongfully obtained in such manner are repaid to it.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
<i>Voter Rationale: We support an annual say on pay frequency.</i>					
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>					

Automatic Data Processing, Inc.

Meeting Date: 11/08/2023

Country: USA

Ticker: ADP

Meeting Type: Annual

Primary ISIN: US0530151036

Primary SEDOL: 2065308

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Peter Bisson	Mgmt	For	For	For
1b	Elect Director Maria Black	Mgmt	For	For	For
1c	Elect Director David V. Goeckeler	Mgmt	For	For	For
1d	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For
1e	Elect Director John P. Jones	Mgmt	For	For	For
1f	Elect Director Francine S. Katsoudas	Mgmt	For	For	For
1g	Elect Director Nazzic S. Keene	Mgmt	For	For	For
1h	Elect Director Thomas J. Lynch	Mgmt	For	For	For
1i	Elect Director Scott F. Powers	Mgmt	For	For	For
1j	Elect Director William J. Ready	Mgmt	For	Against	Against
<i>Voter Rationale: Nominees who also serve as executive officers at publicly listed companies are expected to hold no more than one external directorship to ensure they have sufficient time and energy to discharge their roles properly, particularly during unexpected company situations requiring substantial amounts of time.</i>					
1k	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For

Automatic Data Processing, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Sandra S. Wijnberg	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
<i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
<i>Voter Rationale: We support an annual say on pay frequency.</i>					
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>					

Broadridge Financial Solutions, Inc.

Meeting Date: 11/09/2023

Country: USA

Ticker: BR

Meeting Type: Annual

Primary ISIN: US11133T1034

Primary SEDOL: B1VP7R6

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leslie A. Brun	Mgmt	For	For	For
1b	Elect Director Pamela L. Carter	Mgmt	For	For	For
1c	Elect Director Richard J. Daly	Mgmt	For	For	For
1d	Elect Director Robert N. Duels	Mgmt	For	For	For
1e	Elect Director Melvin L. Flowers	Mgmt	For	For	For
1f	Elect Director Timothy C. Gokey	Mgmt	For	For	For
1g	Elect Director Brett A. Keller	Mgmt	For	For	For
1h	Elect Director Maura A. Markus	Mgmt	For	For	For
1i	Elect Director Eileen K. Murray	Mgmt	For	For	For
1j	Elect Director Annette L. Nazareth	Mgmt	For	For	For
1k	Elect Director Amit K. Zavery	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
<i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 3 years since the date of grant. A larger percentage of the equity awards should be tied to performance conditions. At least 50% is a minimum good practice.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
<i>Voter Rationale: We support an annual say on pay frequency.</i>					

Broadridge Financial Solutions, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Voter Rationale: Companies who have had the same auditor for a period of over 10 years should consider a plan or tender process for bringing in a new auditing firm.

Weichai Power Co., Ltd.

Meeting Date: 11/13/2023	Country: China	Ticker: 2338
	Meeting Type: Extraordinary Shareholders	
	Primary ISIN: CNE1000004L9	Primary SEDOL: 6743956

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
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1	EGM BALLOT FOR HOLDERS OF H SHARES	Mgmt			
1	Approve Adoption of Incentive Scheme of the Company and Its Summary	Mgmt	For	Against	Against

Voter Rationale: Variable remuneration and equity incentives should not be granted to non-executive directors as this may compromise their independence and ability to hold management accountable. Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 3 years since the date of grant.

2	Approve Adoption of Appraisal Management Measures	Mgmt	For	Against	Against
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Voter Rationale: Variable remuneration and equity incentives should not be granted to non-executive directors as this may compromise their independence and ability to hold management accountable. Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 3 years since the date of grant.

3	Approve Authorization to the Board to Deal with Matters Relating to the Incentive Scheme	Mgmt	For	Against	Against
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Voter Rationale: Variable remuneration and equity incentives should not be granted to non-executive directors as this may compromise their independence and ability to hold management accountable. Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 3 years since the date of grant.

Petra Diamonds Ltd.

Meeting Date: 11/14/2023	Country: Bermuda	Ticker: PDL
	Meeting Type: Annual	
	Primary ISIN: BMG702782084	Primary SEDOL: BNYNCZ4

Did Not Vote Due to Ballot Shareblocking

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Refer	Do Not Vote
2	Approve Remuneration Policy	Mgmt	For	Refer	Do Not Vote

Petra Diamonds Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
4	Reappoint BDO LLP as Auditors	Mgmt	For	For	Do Not Vote
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	Do Not Vote
6	Re-elect Peter Hill as Director	Mgmt	For	For	Do Not Vote
7	Re-elect Richard Duffy as Director	Mgmt	For	For	Do Not Vote
8	Re-elect Jacques Breytenbach as Director	Mgmt	For	For	Do Not Vote
9	Re-elect Varda Shine as Director	Mgmt	For	For	Do Not Vote
10	Re-elect Bernard Pryor as Director	Mgmt	For	For	Do Not Vote
11	Re-elect Deborah Gudgeon as Director	Mgmt	For	For	Do Not Vote
12	Re-elect Alexandra Watson as Director	Mgmt	For	For	Do Not Vote
13	Re-elect Jon Dudas as Director	Mgmt	For	For	Do Not Vote
14	Elect Hillaren Molebatsi as Director	Mgmt	For	For	Do Not Vote
15	Authorise Issue of Equity	Mgmt	For	For	Do Not Vote

Cardinal Health, Inc.

Meeting Date: 11/15/2023

Country: USA

Ticker: CAH

Meeting Type: Annual

Primary ISIN: US14149Y1082

Primary SEDOL: 2175672

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven K. Barg	Mgmt	For	For	For
1b	Elect Director Michelle M. Brennan	Mgmt	For	For	For
1c	Elect Director Sujatha Chandrasekaran	Mgmt	For	For	For
1d	Elect Director Sheri H. Edison	Mgmt	For	For	For
1e	Elect Director David C. Evans	Mgmt	For	For	For
1f	Elect Director Patricia A. Hemingway Hall	Mgmt	For	For	For
1g	Elect Director Jason M. Hollar	Mgmt	For	For	For
1h	Elect Director Akhil Johri	Mgmt	For	For	For

Cardinal Health, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Gregory B. Kenny	Mgmt	For	For	For
1j	Elect Director Nancy Killefer	Mgmt	For	For	For
1k	Elect Director Christine A. Mundkur	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
<i>Voter Rationale: Severance payments should not exceed two years pay. Larger severance packages should be subject to a separate shareholder approval.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
<i>Voter Rationale: We support an annual say on pay frequency.</i>					
5	Adopt Share Retention Policy For Senior Executives	SH	Against	Refer	Against
<i>Voter Rationale: At this time, we believe the company's current disclosure provides requisite information to determine whether management and the board are considering attendant material risks.</i>					
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	Against

Oracle Corporation

Meeting Date: 11/15/2023

Country: USA

Ticker: ORCL

Meeting Type: Annual

Primary ISIN: US68389X1054

Primary SEDOL: 2661568

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Awo Ablo	Mgmt	For	Refer	For
1.2	Elect Director Jeffrey S. Berg	Mgmt	For	Withhold	Withhold
<i>Voter Rationale: The average board tenure at the company significantly exceeds the market average, raising concerns regarding board refreshment and succession planning. We are holding this director responsible. The lack of a robust anti-pledging policy is concerning and raises questions about audit committee effectiveness in carrying out its risk oversight function. We encourage the committee to adopt a policy ideally prohibiting or severely restricting the pledging of company shares by executives.</i>					
1.3	Elect Director Michael J. Boskin	Mgmt	For	Withhold	Withhold
<i>Voter Rationale: The average board tenure at the company significantly exceeds the market average, raising concerns regarding board refreshment and succession planning. We are holding this director responsible. The lack of a robust anti-pledging policy is concerning and raises questions about audit committee effectiveness in carrying out its risk oversight function. We encourage the committee to adopt a policy ideally prohibiting or severely restricting the pledging of company shares by executives.</i>					
1.4	Elect Director Safra A. Catz	Mgmt	For	Refer	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.5	Elect Director Bruce R. Chizen	Mgmt	For	Withhold	Withhold
	<i>Voter Rationale: The average board tenure at the company significantly exceeds the market average, raising concerns regarding board refreshment and succession planning. We are holding this director responsible. Directors are expected to hold only a small number of directorships and ensure they have sufficient time and energy to discharge their role properly, particularly during unexpected company situations requiring substantial amounts of time.</i>				
1.6	Elect Director George H. Conrades	Mgmt	For	Withhold	Withhold
	<i>Voter Rationale: Companies that received high levels of dissent on remuneration-related proposals should engage with their key shareholders to understand the rationale for opposition and explain in the next annual report how the company intends to address shareholder concerns.</i>				
1.7	Elect Director Lawrence J. Ellison	Mgmt	For	Refer	For
1.8	Elect Director Rona A. Fairhead	Mgmt	For	Withhold	For
1.9	Elect Director Jeffrey O. Henley	Mgmt	For	Refer	For
1.10	Elect Director Renee J. James	Mgmt	For	Withhold	For
1.11	Elect Director Charles W. Moorman	Mgmt	For	Refer	For
1.12	Elect Director Leon E. Panetta	Mgmt	For	Refer	For
1.13	Elect Director William G. Parrett	Mgmt	For	Refer	For
1.14	Elect Director Naomi O. Seligman	Mgmt	For	Refer	For
1.15	Elect Director Vishal Sikka	Mgmt	For	Refer	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
	<i>Voter Rationale: Companies that received high levels of dissent on remuneration-related proposals should engage with their key shareholders to understand the rationale for opposition and explain in the next annual report how the company intends to address shareholder concerns. All exceptional awards should be clearly linked to performance and demonstrate shareholder value creation in addition to and above that expected of directors as a normal part of their jobs.</i>				
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
	<i>Voter Rationale: We support an annual say on pay frequency.</i>				
4	Amend Omnibus Stock Plan	Mgmt	For	Refer	Against
	<i>Voter Rationale: This plan could lead to excessive dilution. On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control.</i>				
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
	<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>				
6	Report on Median and Adjusted Gender/Racial Pay Gaps	SH	Against	For	For
	<i>Voter Rationale: The proposed enhanced disclosure would help the board and shareholders better assess existing and potential future risks related to human capital management.</i>				
7	Require Independent Board Chair	SH	Against	For	For
	<i>Voter Rationale: Establishing a lead independent director is a useful interim step, but the board should move toward separating the roles of Chairman and CEO and appoint a fully independent Chairman. A board headed by management cannot reasonably provide the best oversight and evaluation of management's performance.</i>				

Tata Consultancy Services Limited

Meeting Date: 11/15/2023

Country: India

Ticker: 532540

Meeting Type: Special

Primary ISIN: INE467B01029

Primary SEDOL: B01NPJ1

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Approve Buyback of Equity Shares	Mgmt	For	For	For
2	Elect Al-Noor Ramji as Director	Mgmt	For	For	For
3	Reelect Hanne Birgitte Breinbjerg Sorensen as Director	Mgmt	For	For	For
4	Reelect Keki Minoo Mistry as Director	Mgmt	For	For	For

Avnet, Inc.

Meeting Date: 11/16/2023

Country: USA

Ticker: AVT

Meeting Type: Annual

Primary ISIN: US0538071038

Primary SEDOL: 2066505

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rodney C. Adkins	Mgmt	For	For	For
1b	Elect Director Carlo Bozotti	Mgmt	For	For	For
1c	Elect Director Brenda L. Freeman	Mgmt	For	For	For
1d	Elect Director Philip R. Gallagher	Mgmt	For	For	For
1e	Elect Director Jo Ann Jenkins	Mgmt	For	For	For
1f	Elect Director Oleg Khaykin	Mgmt	For	For	For
1g	Elect Director James A. Lawrence	Mgmt	For	For	For
1h	Elect Director Ernest E. Maddock	Mgmt	For	For	For
1i	Elect Director Avid Modjtabai	Mgmt	For	For	For
1j	Elect Director Adalio T. Sanchez	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voter Rationale: The remuneration committee should not allow vesting of incentive awards for substantially below median performance. Severance payments should not exceed two years pay. Larger severance packages should be subject to a separate shareholder approval. Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time.</i></p>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Voter Rationale: We support an annual say on pay frequency.

Avnet, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
<p><i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i></p>					

KB Financial Group, Inc.

Meeting Date: 11/17/2023	Country: South Korea	Ticker: 105560
	Meeting Type: Special	
	Primary ISIN: KR7105560007	Primary SEDOL: B3DF0Y6

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Yang Jong-hui as Inside Director	Mgmt	For	For	For

Sasol Ltd.

Meeting Date: 11/17/2023	Country: South Africa	Ticker: SOL
	Meeting Type: Annual	
	Primary ISIN: ZAE000006896	Primary SEDOL: 6777450

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Policy	Mgmt	For	Against	Against
<p><i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. All cash or share-based awards and payments that fall outside the companys remuneration policy should require ex-ante shareholder approval.</i></p>					
2	Approve Implementation Report of the Remuneration Policy	Mgmt	For	Against	Against
<p><i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. Significant salary increases should be linked to material changes in the business or in the role and responsibilities of executive directors.</i></p>					
3	Approve Climate Change Report	Mgmt	For	Refer	For
4.1	Re-elect Manuel Cuambe as Director	Mgmt	For	For	For
4.2	Re-elect Muriel Dube as Director	Mgmt	For	For	For
4.3	Re-elect Martina Floel as Director	Mgmt	For	For	For
4.4	Re-elect Fleetwood Grobler as Director	Mgmt	For	For	For
4.5	Re-elect Mpho Nkeli as Director	Mgmt	For	For	For
5	Appoint KPMG Inc as Auditors	Mgmt	For	For	For
6.1	Elect Muriel Dube as Member of the Audit Committee	Mgmt	For	For	For

Sasol Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.2	Re-elect Kathy Harper as Member of the Audit Committee	Mgmt	For	For	For
6.3	Re-elect Trix Kennealy as Chairman of the Audit Committee	Mgmt	For	For	For
6.4	Re-elect Nomgando Matyumza as Member of the Audit Committee	Mgmt	For	For	For
6.5	Re-elect Stanley Subramoney as Member of the Audit Committee	Mgmt	For	For	For
6.6	Re-elect Stephen Westwell as Member of the Audit Committee	Mgmt	For	For	For
7	Approve Remuneration of Non-Executive Directors	Mgmt	For	For	For
8	Authorise Repurchase of Issued Share Capital	Mgmt	For	For	For
9	Authorise Repurchase of Issued Share Capital from a Director and/or a Prescribed Officer of the Company	Mgmt	For	For	For
10	Authorise Board to Issue Shares for Cash	Mgmt	For	For	For

Sasol Ltd.

Meeting Date: 11/17/2023

Country: South Africa
Meeting Type: Special

Ticker: SOL

Primary ISIN: ZAE000006896

Primary SEDOL: 6777450

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorise Specific Issue of Ordinary Shares for the Purpose of the Conversion of the Convertible Bonds	Mgmt	For	For	For

Flex Ltd.

Meeting Date: 11/20/2023

Country: Singapore
Meeting Type: Extraordinary Shareholders

Ticker: FLEX

Primary ISIN: SG9999000020

Primary SEDOL: 2353058

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Reduction in Share Capital	Mgmt	For	For	For

Kaspi.kz JSC

Meeting Date: 11/20/2023

Country: Kazakhstan

Ticker: KSPI

Meeting Type: Extraordinary Shareholders

Primary ISIN: KZ1C00001536

Primary SEDOL: BF19754

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for GDR Holders	Mgmt			
1	Approve Meeting Agenda	Mgmt	For	For	For
2	Amend Company's Corporate Governance Code	Mgmt	For	For	For
3	Approve Dividends of KZT 850 per Share	Mgmt	For	For	For
A	I am not a Legal Entity or Having Shareholder Participant, or an Individual which Participates in Legal Entities Incorporated in any Offshore Zones promulgated by the Agency on Financial Supervision of Kazakhstan	Mgmt	For	For	For
B	For participation of BNY Mellon in EGM in favor of Holder, the Holder entitles BNY Mellon to disclose information about Holder in Central Securities Depository of Republic of Kazakhstan and register of shareholders	Mgmt	For	For	For

HF Sinclair Corporation

Meeting Date: 11/28/2023

Country: USA

Ticker: DINO

Meeting Type: Special

Primary ISIN: US4039491000

Primary SEDOL: BMZQ9C1

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Issue Shares in Connection with Merger	Mgmt	For	For	For
2	Adjourn Meeting	Mgmt	For	For	For

Melexis NV

Meeting Date: 11/29/2023

Country: Belgium

Ticker: MELE

Meeting Type: Extraordinary Shareholders

Primary ISIN: BE0165385973

Primary SEDOL: 7370063

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary General Shareholders' Meeting Agenda	Mgmt			
1	Amend Articles of Association	Mgmt	For	For	For
2	Authorize Repurchase of Up to 20 Percent of Issued Share Capital	Mgmt	For	Against	For
<p><i>Voter Rationale: The policy raises concerns with the percent volume allowed in the share buyback. The Authority allows for up to 20%. While this is a significant volume it is noted that the Belgian Companies Code allowed for repurchase authorities for up to 20 percent of issued shares, and since the revamp of the Belgian companies code has removed the upper limit. A vote FOR is warranted in this case.</i></p>					
3	Approve Vote by Correspondence	Mgmt	For	For	For

FAST RETAILING CO., LTD.

Meeting Date: 11/30/2023 **Country:** Japan **Ticker:** 9983
Meeting Type: Annual **Primary ISIN:** JP3802300008 **Primary SEDOL:** 6332439

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Yanai, Tadashi	Mgmt	For	Against	Against
<p><i>Voter Rationale: The Company should put in place a policy to increase gender diversity on the board. In developing markets, our minimum expectation is that women should comprise at least 13.5% of the board.</i></p>					
1.2	Elect Director Hattori, Nobumichi	Mgmt	For	For	For
1.3	Elect Director Shintaku, Masaaki	Mgmt	For	For	For
1.4	Elect Director Ono, Naotake	Mgmt	For	For	For
1.5	Elect Director Kathy Mitsuko Koll	Mgmt	For	Against	Against
<p><i>Voter Rationale: The board should establish one-third board independence to ensure appropriate balance of independence and objectivity.</i></p>					
1.6	Elect Director Kurumado, Joji	Mgmt	For	Against	Against
<p><i>Voter Rationale: The board should establish one-third board independence to ensure appropriate balance of independence and objectivity.</i></p>					
1.7	Elect Director Kyoya, Yutaka	Mgmt	For	Against	Against
<p><i>Voter Rationale: The board should establish one-third board independence to ensure appropriate balance of independence and objectivity.</i></p>					
1.8	Elect Director Okazaki, Takeshi	Mgmt	For	Against	Against
<p><i>Voter Rationale: The board should establish one-third board independence to ensure appropriate balance of independence and objectivity.</i></p>					

FAST RETAILING CO., LTD.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Yanai, Kazumi	Mgmt	For	Against	Against
	<i>Voter Rationale: The board should establish one-third board independence to ensure appropriate balance of independence and objectivity.</i>				
1.10	Elect Director Yanai, Koji	Mgmt	For	Against	Against
	<i>Voter Rationale: The board should establish one-third board independence to ensure appropriate balance of independence and objectivity.</i>				
2.1	Appoint Statutory Auditor Mizusawa, Masumi	Mgmt	For	Against	Against
	<i>Voter Rationale: The Kansayaku statutory auditor board should be three-fourths independent and work closely with the independent directors to ensure a robust system of oversight and internal control.</i>				
2.2	Appoint Statutory Auditor Tanaka, Tomohiro	Mgmt	For	Against	Against
	<i>Voter Rationale: The Kansayaku statutory auditor board should be three-fourths independent and work closely with the independent directors to ensure a robust system of oversight and internal control.</i>				

Yue Yuen Industrial (Holdings) Limited

Meeting Date: 12/05/2023

Country: Bermuda

Ticker: 551

Meeting Type: Special

Primary ISIN: BMG988031446

Primary SEDOL: 6586537

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Eighth Supplemental PCC Services Agreement, the Caps and Related Transactions	Mgmt	For	For	For
2	Approve Seventh Supplemental PCC Connected Sales Agreement, the Caps and Related Transactions	Mgmt	For	For	For
3	Approve Seventh Supplemental PCC Connected Purchases Agreement, the Caps and Related Transactions	Mgmt	For	For	For

Cisco Systems, Inc.

Meeting Date: 12/06/2023

Country: USA

Ticker: CSCO

Meeting Type: Annual

Primary ISIN: US17275R1023

Primary SEDOL: 2198163

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wesley G. Bush	Mgmt	For	For	For
1b	Elect Director Michael D. Capellas	Mgmt	For	Against	Against
<i>Voter Rationale: The nominee serves as Nominating Committee Chair and has long tenure. Long tenured directors could lack independence from the company and we expect key committee Chairs to be independent.</i>					
1c	Elect Director Mark Garrett	Mgmt	For	For	For
1d	Elect Director John D. Harris, II	Mgmt	For	For	For
1e	Elect Director Kristina M. Johnson	Mgmt	For	For	For
1f	Elect Director Sarah Rae Murphy	Mgmt	For	For	For
1g	Elect Director Charles H. Robbins	Mgmt	For	For	For
1h	Elect Director Daniel H. Schulman	Mgmt	For	For	For
1i	Elect Director Marianna Tessel	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
<i>Voter Rationale: On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control. Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 3 years since the date of grant.</i>					
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
<i>Voter Rationale: Retention or recruitment awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control. Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 3 years since the date of grant.</i>					
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
<i>Voter Rationale: We support an annual say on pay frequency.</i>					
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>					
6	Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	SH	Against	Refer	Against

Meeting Date: 12/07/2023

Country: Denmark

Ticker: COLO.B

Meeting Type: Annual

Primary ISIN: DK0060448595

Primary SEDOL: B8FMRX8

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy 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	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	Against	Against
<i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. Companies should consider extending vesting periods for long-term incentive plans to 5 years or longer or as a minimum introduce an additional holding or deferral period.</i>					
5	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for Chairman, DKK 787,500 for Deputy Chairman and DKK 450,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
6.1	Approve Indemnification of Members of the Board of Directors	Mgmt	For	For	For
6.2	Amend Articles Re: Indemnification	Mgmt	For	For	For
6.3	Amend Remuneration Policy	Mgmt	For	Against	Against
<i>Voter Rationale: Incentive awards to executives should be clearly disclosed and include robust and stretching performance targets to reward strong performance and drive shareholder value over a sufficiently long period of time. All exceptional awards should be clearly linked to performance and demonstrate shareholder value creation in addition to and above that expected of directors as a normal part of their jobs. Companies should consider extending vesting periods for long-term incentive plans to 5 years or longer or as a minimum introduce an additional holding or deferral period.</i>					
6.4	Authorize Share Repurchase Program	Mgmt	For	For	For
7.1	Reelect Lars Soren Rasmussen as Director	Mgmt	For	Abstain	Abstain
<i>Voter Rationale: In recent years, this is not the first time that we have been unable to support a pay related proposal at the company. Due to ongoing concerns regarding decisions taken by the remuneration committee chair, we are not inclined to support their re-election to the board. The Company should put in place a policy to increase gender diversity on the board. In developed markets, our minimum expectation is that women should comprise at least 40% of the board. The board should appoint a Lead Independent Director to establish appropriate checks and balances on the Board, support the Chairman, ensure orderly succession process for the Chairman, and act as a point of contact for shareholders, non-executive directors and senior executives where normal channels of communication through the board Chairman are considered inappropriate.</i>					
7.2	Reelect Niels Peter Louis-Hansen as Director	Mgmt	For	Abstain	Abstain
<i>Voter Rationale: We oppose dual class structures with impaired or enhanced voting rights. The company should amend its structure to allow for equal voting rights among shareholders.</i>					
7.3	Reelect Annette Bruls as Director	Mgmt	For	For	For
7.4	Reelect Carsten Hellmann as Director	Mgmt	For	For	For
7.5	Reelect Jette Nygaard-Andersen as Director	Mgmt	For	For	For
7.6	Reelect Marianne Wiinholt as Director	Mgmt	For	For	For
8	Ratify Ernst & Young as Auditors	Mgmt	For	For	For

Coloplast A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	For
10	Other Business	Mgmt			

Microsoft Corporation

Meeting Date: 12/07/2023

Country: USA

Ticker: MSFT

Meeting Type: Annual

Primary ISIN: US5949181045

Primary SEDOL: 2588173

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.01	Elect Director Reid G. Hoffman	Mgmt	For	For	For
<i>Voter Rationale: The nominee is a former executive and considered to be non-independent.</i>					
1.02	Elect Director Hugh F. Johnston	Mgmt	For	Against	For
1.03	Elect Director Teri L. List	Mgmt	For	For	For
1.04	Elect Director Catherine MacGregor	Mgmt	For	For	For
1.05	Elect Director Mark A. L. Mason	Mgmt	For	For	For
1.06	Elect Director Satya Nadella	Mgmt	For	For	For
1.07	Elect Director Sandra E. Peterson	Mgmt	For	For	For
1.08	Elect Director Penny S. Pritzker	Mgmt	For	For	For
1.09	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For
1.10	Elect Director Charles W. Scharf	Mgmt	For	For	For
1.11	Elect Director John W. Stanton	Mgmt	For	For	For
1.12	Elect Director Emma N. Walmsley	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
<i>Voter Rationale: On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control. Long-term incentive awards should be used to incentivise long-term performance and should not be allowed to vest within 3 years since the date of grant.</i>					
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
<i>Voter Rationale: We support an annual say on pay frequency.</i>					
4	Ratify Deloitte and & Touche as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>					
5	Report on Gender-Based Compensation and Benefits Inequities	SH	Against	Against	Against
<i>Voter Rationale: At this time, we believe management and the board are adequately considering attendant material risks.</i>					

Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Report on Risks of Omitting Viewpoint and Ideological Diversity from EEO Policy	SH	Against	Against	Against
<i>Voter Rationale: At this time, we believe management and the board are adequately considering attendant material risks.</i>					
7	Report on Government Take Down Requests	SH	Against	Refer	Against
8	Report on Risks of Weapons Development	SH	Against	Refer	Against
9	Report on Climate Risk in Retirement Plan Options	SH	Against	Refer	Against
10	Publish a Tax Transparency Report	SH	Against	Refer	Against
<i>Voter Rationale: Best practice regarding tax transparency disclosure is in accordance with the internationally recognised GRI Tax Standard, which we would like to see all companies adopt. Nonetheless, we understand that country by country reporting will come into EU regulation by 31 December 2025.</i>					
11	Report on Risks of Operating in Countries with Significant Human Rights Concerns	SH	Against	Refer	Abstain
<i>Voter Rationale: The company faces risks related to human rights in its global operations. Good practice includes disclosing further information regarding the human rights assessment process along with a narrative on how impacts are monitored and effectively mitigated.</i>					
12	Adopt a Policy Requiring Third Party Groups to Report Their Political Expenditures	SH	Against	Refer	Against
<i>Voter Rationale: The company provides reasonable disclosure of its political donations. However, it should enhance transparency around its public policy priorities, as well as its key relationships with trade associations that engage on lobbying on its behalf.</i>					
13	Report on Risks Related to AI Generated Misinformation and Disinformation	SH	Against	Refer	Against

Associated British Foods Plc

Meeting Date: 12/08/2023

Country: United Kingdom

Ticker: ABF

Meeting Type: Annual

Primary ISIN: GB0006731235

Primary SEDOL: 0673123

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	Mgmt	For	Refer	For
<i>Voter Rationale: The item is referred to highlight that the CEO's restricted share award for FY2024 has been increased to 125% of salary, from 100% of salary. The award level is not high against peers and a vote FOR is warranted.</i>					
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Emma Adamo as Director	Mgmt	For	For	For
5	Re-elect Graham Allan as Director	Mgmt	For	Refer	For
<i>Voter Rationale: The director is referred as they are the RemCo Chair, given there is no concern with the remuneration a vote FOR is warranted.</i>					

Associated British Foods Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Elect Kumsal Bayazit as Director	Mgmt	For	For	For
7	Re-elect Wolfhart Hauser as Director	Mgmt	For	For	For
8	Re-elect Michael McLintock as Director	Mgmt	For	For	For
<i>Voter Rationale: The board chairman serves as a member of the Remuneration Committee. The board chairman serves as a member of the Nomination Committee.</i>					
9	Elect Annie Murphy as Director	Mgmt	For	For	For
10	Re-elect Dame Heather Rabbatts as Director	Mgmt	For	For	For
11	Re-elect Richard Reid as Director	Mgmt	For	For	For
12	Elect Eoin Tonge as Director	Mgmt	For	For	For
13	Re-elect George Weston as Director	Mgmt	For	For	For
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Colruyt Group NV

Meeting Date: 12/12/2023

Country: Belgium

Ticker: COLR

Meeting Type: Extraordinary Shareholders

Primary ISIN: BE0974256852

Primary SEDOL: 5806225

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary General Meeting Agenda	Mgmt			
1	Amend Article 3 of the Articles of Association	Mgmt	For	For	For
2	Amend Articles Re: Authorization to Cancel Treasury Shares	Mgmt	For	For	For
3	Approve Cancellation of Treasury Shares	Mgmt	For	For	For
4	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

OSI Systems, Inc.

Meeting Date: 12/12/2023

Country: USA

Ticker: OSIS

Meeting Type: Annual

Primary ISIN: US6710441055

Primary SEDOL: 2111579

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Deepak Chopra	Mgmt	For	For	For
1b	Elect Director William F. Ballhaus, Jr.	Mgmt	For	Against	Against
<i>Voter Rationale: The average board tenure at the company significantly exceeds the market average, raising concerns regarding board refreshment and succession planning. We are holding this director responsible.</i>					
1c	Elect Director Kelli Bernard	Mgmt	For	For	For
1d	Elect Director Gerald Chizever	Mgmt	For	For	For
1e	Elect Director James B. Hawkins	Mgmt	For	Against	Against
<i>Voter Rationale: The average board tenure at the company significantly exceeds the market average, raising concerns regarding board refreshment and succession planning. We are holding this director responsible.</i>					
1f	Elect Director Meyer Luskin	Mgmt	For	Against	Against
<i>Voter Rationale: The Company should put in place a policy to increase gender diversity on the board. In developed markets, our minimum expectation is that women should comprise at least 27% of the board. The average board tenure at the company significantly exceeds the market average, raising concerns regarding board refreshment and succession planning. We are holding this director responsible. The nominee serves as Remuneration Committee Chair and has long tenure. Long tenured directors could lack independence from the company and we expect key committee Chairs to be independent. The nominee serves as Nominating Committee Chair and has long tenure. Long tenured directors could lack independence from the company and we expect key committee Chairs to be independent.</i>					
2	Ratify Grant Thornton LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
<i>Voter Rationale: On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control.</i>					
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voter Rationale: Severance payments should not exceed two years pay. Larger severance packages should be subject to a separate shareholder approval. On early termination, all share-based awards should be time pro-rated and tested for performance, including in the event of a change of control. The annual bonus should be assessed using no less than two metrics.</i>					
5	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
<i>Voter Rationale: We support an annual say on pay frequency.</i>					

Haidilao International Holding Ltd.

Meeting Date: 12/13/2023

Country: Cayman Islands

Ticker: 6862

Meeting Type: Extraordinary Shareholders

Primary ISIN: KYG4290A1013

Primary SEDOL: BGN9715

Haidilao International Holding Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Renewed Yihai Master Purchase Agreement and Related Transactions	Mgmt	For	For	For
1.2	Approve Proposed Annual Caps in Relation to the Transactions Contemplated Under the Renewed Yihai Master Purchase Agreement	Mgmt	For	For	For
2.1	Approve Renewed Warehouse Storage and Logistic Service Agreement and Related Transactions	Mgmt	For	For	For
2.2	Approve Renewed Shuhai Master Purchase Agreement and Related Transactions	Mgmt	For	For	For
2.3	Approve Proposed Annual Caps in Relation to the Transactions Contemplated Under the Renewed Shuhai Agreements	Mgmt	For	For	For
3.1	Approve Renewed Master Decoration Project Management Service Agreement and Related Transactions	Mgmt	For	For	For
3.2	Approve Renewed Master Decoration Project General Contract Service Agreement and Related Transactions	Mgmt	For	For	For
3.3	Approve Proposed Annual Caps in Relation to the Transactions Contemplated Under the Renewed Shuyun Dongfang Agreements	Mgmt	For	For	For
4.1	Authorize Any Director to Deal with All Matters in Relation to the Renewed Yihai Master Purchase Agreement, Renewed Shuhai Agreements, and Renewed Shuyun Dongfang Agreements	Mgmt	For	For	For

Intelsat SA

Meeting Date: 12/13/2023

Country: Luxembourg

Ticker: N/A

Meeting Type: Extraordinary Shareholders

Primary ISIN: LU2445093128

Primary SEDOL: BN95DNO

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	General Meeting Agenda	Mgmt			

Intelsat SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Distribution of 130 Million U.S. Dollars Share Premium to the Shareholders and Delegate Power to the Board of Directors for the Implementation of the Distribution	Mgmt	For	Refer	Do Not Vote
<i>Voter Rationale: This document is for information purposes only. ISS does not provide vote recommendations on privately-held companies.</i>					
3	Approve Authorization for a Three Years Period to the Company and/or Any Wholly-Owned Subsidiary and/or Any Person Acting on Their Behalf to Purchase, Acquire, Receive or Hold Shares in The Company	Mgmt	For	Refer	Do Not Vote
<i>Voter Rationale: This document is for information purposes only. ISS does not provide vote recommendations on privately-held companies.</i>					
2	Extraordinary General Meeting Agenda Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	Refer	Do Not Vote
<i>Voter Rationale: This document is for information purposes only. ISS does not provide vote recommendations on privately-held companies.</i>					

Viatrix Inc.

Meeting Date: 12/15/2023

Country: USA

Ticker: VTRS

Meeting Type: Annual

Primary ISIN: US92556V1061

Primary SEDOL: BMWS3X9

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director W. Don Cornwell	Mgmt	For	For	For
1B	Elect Director JoEllen Lyons Dillon	Mgmt	For	For	For
1C	Elect Director Elisha W. Finney	Mgmt	For	For	For
1D	Elect Director Leo Groothuis	Mgmt	For	For	For
1E	Elect Director Melina Higgins	Mgmt	For	For	For
1F	Elect Director James M. Kilts	Mgmt	For	For	For
1G	Elect Director Harry A. Korman	Mgmt	For	For	For
1H	Elect Director Rajiv Malik	Mgmt	For	For	For
1I	Elect Director Richard A. Mark	Mgmt	For	For	For
1J	Elect Director Mark W. Parrish	Mgmt	For	For	For
1K	Elect Director Scott A. Smith	Mgmt	For	For	For

Viatrix 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
<i>Voter Rationale: Severance payments should not exceed two years pay. Larger severance packages should be subject to a separate shareholder approval.</i>					
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
<i>Voter Rationale: Companies that have had the same auditor for a long period of time should consider a plan or tender process for bringing in a new auditing firm, ideally every 10 years.</i>					
4	Amend Certificate of Incorporation to Add Federal Forum Selection Provision	Mgmt	For	For	For
5	Amend Certificate of Incorporation to Reflect New Delaware Law Provisions Regarding Officer Exculpation	Mgmt	For	For	For

Vantiva SA

Meeting Date: 12/19/2023

Country: France

Ticker: VANTI

Meeting Type: Extraordinary Shareholders

Primary ISIN: FR0013505062

Primary SEDOL: BLR97V6

Did Not Vote Due to Ballot Shareblocking

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Ratify Appointment of Angelo, Gordon & Co., L.P. as Director	Mgmt	For	For	Do Not Vote
2	Elect Angelo, Gordon & Co., L.P. as Director	Mgmt	For	Against	Do Not Vote
3	Elect CommScope Holding Company as Director, Subject to Conditions	Mgmt	For	Against	Do Not Vote
	Extraordinary Business	Mgmt			
4	Approve Issuance of Equity or Equity-Linked Securities Reserved for CommScope Holding Company, Inc.	Mgmt	For	For	Do Not Vote
5	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	Against	Do Not Vote
	Ordinary Business	Mgmt			
6	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	Do Not Vote

FOOD & LIFE COMPANIES LTD.

Meeting Date: 12/21/2023

Country: Japan

Ticker: 3563

Meeting Type: Annual

Primary ISIN: JP3397150008

Primary SEDOL: BF1HPT8

FOOD & LIFE COMPANIES LTD.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Allocation of Income, with a Final Dividend of JPY 22.5	Mgmt	For	For	For
2.1	Elect Director Mizutome, Koichi	Mgmt	For	For	For
2.2	Elect Director Ogawa, Hiroshi	Mgmt	For	For	For
2.3	Elect Director Kondo, Akira	Mgmt	For	For	For
2.4	Elect Director Miyake, Minesaburo	Mgmt	For	For	For
2.5	Elect Director Kanise, Reiko	Mgmt	For	For	For
2.6	Elect Director Sato, Koki	Mgmt	For	For	For
3	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	Mgmt	For	For	For

Asian Paints Limited

Meeting Date: 12/22/2023

Country: India

Ticker: 500820

Meeting Type: Special

Primary ISIN: INE021A01026

Primary SEDOL: BCRWL65

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Elect Soumitra Bhattacharya as Director	Mgmt	For	For	For

Aurobindo Pharma Limited

Meeting Date: 12/26/2023

Country: India

Ticker: 524804

Meeting Type: Special

Primary ISIN: INE406A01037

Primary SEDOL: 6702634

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Elect Satakarni Makkapati as Director	Mgmt	For	For	For

Voter Rationale: The board should appoint a Lead Independent Director to establish appropriate checks and balances on the Board, support the Chairman, ensure orderly succession process for the Chairman, and act as a point of contact for shareholders, non-executive directors and senior executives where normal channels of communication through the board Chairman are considered inappropriate.

Aurobindo Pharma Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Revision of Remuneration to K. Nithyananda Reddy as Vice Chairman and Managing Director	Mgmt	For	For	For
3	Approve Revision of Remuneration to M. Madan Mohan Reddy as Whole-time Director	Mgmt	For	For	For

Titan Company Limited

Meeting Date: 12/28/2023 **Country:** India **Ticker:** 500114
Meeting Type: Special
Primary ISIN: INE280A01028 **Primary SEDOL:** 6139340

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Postal Ballot	Mgmt			
1	Elect Arun Roy as Director	Mgmt	For	For	For
<i>Voter Rationale: The board should appoint a Lead Independent Director to establish appropriate checks and balances on the Board, support the Chairman, ensure orderly succession process for the Chairman, and act as a point of contact for shareholders, non-executive directors and senior executives where normal channels of communication through the board Chairman are considered inappropriate.</i>					
2	Elect Sandeep Nanduri as Director	Mgmt	For	For	For

Weichai Power Co., Ltd.

Meeting Date: 12/29/2023 **Country:** China **Ticker:** 2338
Meeting Type: Extraordinary Shareholders
Primary ISIN: CNE1000004L9 **Primary SEDOL:** 6743956

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	EGM BALLOT FOR HOLDERS OF H SHARES	Mgmt			
1	Approve New Utility Services Purchase Agreement and Relevant New Caps	Mgmt	For	For	For
2	Approve New Weichai Sale and Processing Services Agreement and Relevant New Caps	Mgmt	For	For	For
3	Approve New Weichai Yangzhou Supply Framework Agreement and Relevant New Caps	Mgmt	For	For	For
4	Approve New Transmissions Supply Framework Agreement and Relevant New Caps	Mgmt	For	For	For

Weichai Power Co., Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve New Axles Supply Framework Agreement and Relevant New Caps	Mgmt	For	For	For
6	Approve New Weichai Westport Supply Agreement and Relevant New Caps	Mgmt	For	For	For
7	Approve New Weichai Westport Purchase Agreement and Relevant New Caps	Mgmt	For	For	For
8	Approve New Weichai Westport Logistics Agreement and Relevant New Caps	Mgmt	For	For	For
9	Approve New Weichai Westport Leasing Agreement and Relevant New Caps	Mgmt	For	For	For

Contact Us

Columbia Threadneedle Investments

Cannon Place
87 Cannon Street
London EC4N 6AG
Tel: +44 (0) 20 7628 8000

www.columbiathreadneedle.com

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