



Proxy Voting Record

JANUARY 1 - MARCH 31, 2025

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Adani Energy Solutions Limited	539254	03-Jan-25	Special	Management	1	Approve Material Related Party Transactions by Powerpulse Trading Solutions Limited (Formerly known as Adani Energy Solutions Step-Thirteen Limited) a Wholly Owned Subsidiary of the Company with Adani Power Limited	For	For	
Adani Energy Solutions Limited	539254	03-Jan-25	Special	Management	2	Approve Material Related Party Transactions by Powerpulse Trading Solutions Limited (Formerly known as Adani Energy Solutions Step-Thirteen Limited) a Wholly Owned Subsidiary of the Company with Mahan Energen Limited	For	For	
Adani Energy Solutions Limited	539254	03-Jan-25	Special	Management	3	Approve Material Related Party Transactions by Powerpulse Trading Solutions Limited (Formerly known as Adani Energy Solutions Step-Thirteen Limited) a Wholly Owned Subsidiary of the Company with Adani Electricity Mumbai Limited	For	For	
Adani Energy Solutions Limited	539254	03-Jan-25	Special	Management	4	Approve Material Related Party Transactions by Adani Electricity Mumbai Limited, a Subsidiary of the Company with Adani Hybrid Energy Jaisalmer Four Limited (AHEJFL)	For	For	
Adani Energy Solutions Limited	539254	03-Jan-25	Special	Management	5	Approve Material Related Party Transactions by MPSEZ Utilities Limited (MUL), a wholly owned Subsidiary of the Company with Adani Power Limited (APL)	For	For	
Swiggy Limited	544285	04-Jan-25	Special	Management	1	Amend Articles of Association	For	Against	We are not supportive of the proposed bylaws amendments as they are not in shareholders' best interests.
Swiggy Limited	544285	04-Jan-25	Special	Management	2	Approve Swiggy Employee Stock Options Plan 2024	For	Against	The stock option plan does not meet our guidelines.
Swiggy Limited	544285	04-Jan-25	Special	Management	3	Approve Extension of Benefits of Swiggy Employee Stock Options Plan 2024 to the Employees of Subsidiary Companies and Group Companies	For	Against	The stock option plan does not meet our guidelines.
Dixon Technologies (India) Limited	540699	05-Jan-25	Special	Management	1	Elect Geeta Mathur as Director	For	For	
Korea Electric Power Corp.	015760	06-Jan-25	Special	Management	1	Elect Ahn Jung-eun as Inside Director	For	Against	We do not support insiders on the board other than the CEO.
China Everbright Bank Company Limited	6818	07-Jan-25	ordinary Sharehc	Management	1	Approve Interim Profit Distribution Plan	For	For	
China Everbright Bank Company Limited	6818	07-Jan-25	ordinary Sharehc	Management	2	Approve Credit Line for the Related Legal Person China Everbright Environment Group Limited	For	For	

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China Everbright Bank Company Limited	6818	07-Jan-25	ordinary Sharehc	Management	3	Approve Comprehensive Credit Line for the Related Legal Person Everbright Securities Company Limited	For	For	
China Everbright Bank Company Limited	6818	07-Jan-25	ordinary Sharehc	Management	4	Amend Plan of Authorization by the Shareholders' General Meeting to the Board of Directors	For	For	
China Everbright Bank Company Limited	6818	07-Jan-25	ordinary Sharehc	Management	5	Elect Huang Zhenzhong as Director	For	For	
Cummins India Limited	500480	07-Jan-25	Special	Management	1	Elect Cornelius O'Sullivan as Director	For	For	
Vodafone Idea Limited	532822	07-Jan-25	ordinary Sharehc	Management	1	Approve Issuance of Equity Shares on Preferential Basis	For	For	
Vodafone Idea Limited	532822	07-Jan-25	ordinary Sharehc	Management	2	Elect Selcuk Karacay as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Vodafone Idea Limited	532822	07-Jan-25	ordinary Sharehc	Management	3	Elect Sunirmal Talukdar as Director	For	For	
Cosan SA	CSAN3	08-Jan-25	ordinary Sharehc	Management	1	Approve Agreement to Absorb Cosan Oito S.A.	For	For	
Cosan SA	CSAN3	08-Jan-25	ordinary Sharehc	Management	2	Ratify SOPARC - Auditores e Consultores S.S. Ltda. as Independent Firm to Appraise Proposed Transaction	For	For	
Cosan SA	CSAN3	08-Jan-25	ordinary Sharehc	Management	3	Approve Independent Firm's Appraisal	For	For	
Cosan SA	CSAN3	08-Jan-25	ordinary Sharehc	Management	4	Approve Absorption of Cosan Oito S.A.	For	For	
Cosan SA	CSAN3	08-Jan-25	ordinary Sharehc	Management	5	Authorize Executives to Ratify and Execute Approved Resolutions	For	For	
Guangdong Investment Limited	270	08-Jan-25	ordinary Sharehc	Management	1	Approve Proposed Distribution and Related Transactions	For	For	
KGHM Polska Miedz SA	KGH	08-Jan-25	Special	Management	1	Open Meeting			
KGHM Polska Miedz SA	KGH	08-Jan-25	Special	Management	2	Elect Meeting Chairman	For	For	
KGHM Polska Miedz SA	KGH	08-Jan-25	Special	Management	3	Acknowledge Proper Convening of Meeting			
KGHM Polska Miedz SA	KGH	08-Jan-25	Special	Management	4	Approve Agenda of Meeting	For	For	
KGHM Polska Miedz SA	KGH	08-Jan-25	Special	Shareholder	5.1	Recall Supervisory Board Member	None	Against	We are not supportive of this proposal as it lacks the disclosure necessary for shareholders to make an informed decision.
KGHM Polska Miedz SA	KGH	08-Jan-25	Special	Shareholder	5.2	Elect Supervisory Board Member	None	Against	We are not supportive of this proposal as it lacks the disclosure necessary for shareholders to make an informed decision.
KGHM Polska Miedz SA	KGH	08-Jan-25	Special	Shareholder	6	Approve Decision on Covering Costs of Convocation of EGM	None	Against	We are not supportive of this proposal as it lacks the disclosure necessary for shareholders to make an informed decision.
KGHM Polska Miedz SA	KGH	08-Jan-25	Special	Management	7	Close Meeting			
Geely Automobile Holdings Limited	175	10-Jan-25	ordinary Sharehc	Management	1	Approve LYNK & CO Equity Transfer Agreement and Related Transactions	For	For	
Geely Automobile Holdings Limited	175	10-Jan-25	ordinary Sharehc	Management	2	Approve LYNK & CO Capital Injection Agreement and Related Transactions	For	For	
New China Life Insurance Company Ltd.	1336	10-Jan-25	ordinary Sharehc	Shareholder	1	Elect Mao Sixue as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
New China Life Insurance Company Ltd.	1336	10-Jan-25	ordinary Sharehc	Management	2	Elect Zhuo Zhi as Director	For	For	

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Powszechny Zaklad Ubezpieczen SA	PZU	10-Jan-25	Special	Management	1	Open Meeting			
Powszechny Zaklad Ubezpieczen SA	PZU	10-Jan-25	Special	Management	2	Elect Meeting Chairman	For	For	
Powszechny Zaklad Ubezpieczen SA	PZU	10-Jan-25	Special	Management	3	Acknowledge Proper Convening of Meeting			
Powszechny Zaklad Ubezpieczen SA	PZU	10-Jan-25	Special	Management	4	Approve Agenda of Meeting	For	For	
Powszechny Zaklad Ubezpieczen SA	PZU	10-Jan-25	Special	Shareholder	5.1	Recall Supervisory Board Member	None	Against	We do not believe that support for this proposal is in the best interests of shareholders.
Powszechny Zaklad Ubezpieczen SA	PZU	10-Jan-25	Special	Shareholder	5.2	Elect Supervisory Board Member	None	Against	We do not believe that support for this proposal is in the best interests of shareholders.
Powszechny Zaklad Ubezpieczen SA	PZU	10-Jan-25	Special	Shareholder	6	Approve Collective Suitability of Supervisory Board Members	None	Against	We do not believe that support for this proposal is in the best interests of shareholders.
Powszechny Zaklad Ubezpieczen SA	PZU	10-Jan-25	Special	Shareholder	7	Approve Decision on Covering Costs of Convocation of EGM	None	Against	We do not believe that support for this proposal is in the best interests of shareholders.
Powszechny Zaklad Ubezpieczen SA	PZU	10-Jan-25	Special	Management	8	Close Meeting			
Zscaler, Inc.	ZS	10-Jan-25	Annual	Management	1.1	Elect Director Karen Blasing	For	Withhold	We are holding the members of the board accountable for maintaining a classified board.
Zscaler, Inc.	ZS	10-Jan-25	Annual	Management	1.2	Elect Director Charles Giancarlo	For	Withhold	We are holding the Chair of the Nomination Committee accountable for inadequate gender diversity on the board. We are holding this board member accountable for the lack of an independent chair. This director is overboarded. We are holding the members of the board accountable for maintaining a classified board. We are holding certain directors accountable for ratifying what we believe to be problematic compensation issues.
Zscaler, Inc.	ZS	10-Jan-25	Annual	Management	1.3	Elect Director Eileen Naughton	For	Withhold	We are holding the members of the board accountable for maintaining a classified board.
Zscaler, Inc.	ZS	10-Jan-25	Annual	Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	Against	We are voting against the appointment of the audit firm as the non-audit fees exceed our guidelines.
Zscaler, Inc.	ZS	10-Jan-25	Annual	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	We are voting against this advisory vote on executive compensation as the program is structured in a way that does not sufficiently align pay with performance, and as it lacks disclosure and certain risk mitigation features.
Zscaler, Inc.	ZS	10-Jan-25	Annual	Management	4	Amend Omnibus Stock Plan	For	Against	The omnibus stock plan does not meet our guidelines.
HDFC Bank Ltd.	500180	11-Jan-25	Special	Management	1	Elect Santhosh Iyengar Keshavan as Director	For	For	
ICICI Lombard General Insurance Company Limited	540716	12-Jan-25	Special	Management	1	Reelect Murali Sivaraman as Director	For	For	
PT Unilever Indonesia Tbk	UNVR	14-Jan-25	ordinary Shareho	Management	1	Approve Changes in the Board of Directors	For	For	
PT Unilever Indonesia Tbk	UNVR	14-Jan-25	ordinary Shareho	Management	2	Approve Change of Remuneration of Board of Directors	For	For	
PT Unilever Indonesia Tbk	UNVR	14-Jan-25	ordinary Shareho	Management	3	Approve Sale of Ice Cream Business to PT The Magnum Ice Cream Indonesia	For	For	We believe that support for this proposal is in the best interests of shareholders.

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PT Unilever Indonesia Tbk	UNVR	14-Jan-25	ordinary Sharehc	Management	1	Approve Sale of Ice Cream Business to PT The Magnum Ice Cream Indonesia where the Ultimate Holding Company of the Company and the Purchaser is the Same Party, Namely Unilever PLC	For	For	We believe that support for this proposal is in the best interests of shareholders.
Shandong Gold Mining Co., Ltd.	1787	14-Jan-25	ordinary Sharehc	Management	1	Amend Rules of Procedure for the Board of Directors	For	For	
Shandong Gold Mining Co., Ltd.	1787	14-Jan-25	ordinary Sharehc	Management	2	Amend Rules of Procedure for the Supervisory Committee	For	For	
Shandong Gold Mining Co., Ltd.	1787	14-Jan-25	ordinary Sharehc	Management	3	Approve Estimated Guarantee Amount Provided by Shanjin International (a Controlling Subsidiary of the Company) to its Subsidiaries	For	For	We believe that support for this proposal is in the best interests of shareholders.
Anhui Gujing Distillery Co., Ltd.	000596	15-Jan-25	Special	Management	1	Elect Zhang Bin as Independent Director	For	For	
Anhui Gujing Distillery Co., Ltd.	000596	15-Jan-25	Special	Management	2	Approve Interim Profit Distribution	For	For	
China Jushi Co. Ltd.	600176	15-Jan-25	Special	Management	1	Approve Electronic-grade Glass Fiber Zero-carbon Intelligent Production Line and Supporting Wind Power Construction Project	For	For	
China Jushi Co. Ltd.	600176	15-Jan-25	Special	Management	2	Approve Termination of Tongxiang Production Base Gas Station and Supporting Pipeline Project	For	For	
China Jushi Co. Ltd.	600176	15-Jan-25	Special	Management	3	Approve to Formulate Shareholder Return Plan	For	For	
Davide Campari-Milano NV	CPR	15-Jan-25	ordinary Sharehc	Management	1	Open Meeting			
Davide Campari-Milano NV	CPR	15-Jan-25	ordinary Sharehc	Management	2	Elect Simon Hunt as Executive Director	For	For	
Davide Campari-Milano NV	CPR	15-Jan-25	ordinary Sharehc	Management	3	Close Meeting			
Jiangsu Yanghe Brewery Joint-Stock Co., Ltd.	002304	15-Jan-25	Special	Management	1	Approve Cash Dividend Return Plan	For	For	
Jiangsu Yanghe Brewery Joint-Stock Co., Ltd.	002304	15-Jan-25	Special	Management	2	Elect Xu Jun as Non-Independent Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Jiangsu Yanghe Brewery Joint-Stock Co., Ltd.	002304	15-Jan-25	Special	Management	3	Approve Interim Profit Distribution	For	For	
Midea Group Co. Ltd.	300	15-Jan-25	ordinary Sharehc	Management	1	Approve Repurchase and Cancellation of Certain Restricted Shares Under the 2021 Restricted Share Incentive Scheme	For	For	
Midea Group Co. Ltd.	300	15-Jan-25	ordinary Sharehc	Management	2	Approve Repurchase and Cancellation of Certain Restricted Shares Under the 2022 Restricted Share Incentive Scheme	For	For	

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Midea Group Co. Ltd.	300	15-Jan-25	ordinary Sharehc	Management	3	Approve Repurchase and Cancellation of Certain Restricted Shares Under the 2023 Restricted Share Incentive Scheme	For	For	
Midea Group Co., Ltd.	300	15-Jan-25	ordinary Sharehc	Management	1	Approve Repurchase and Cancellation of Certain Restricted Shares Under the 2021 Restricted Share Incentive Scheme	For	For	
Midea Group Co., Ltd.	300	15-Jan-25	ordinary Sharehc	Management	2	Approve Repurchase and Cancellation of Certain Restricted Shares Under the 2022 Restricted Share Incentive Scheme	For	For	
Midea Group Co., Ltd.	300	15-Jan-25	ordinary Sharehc	Management	3	Approve Repurchase and Cancellation of Certain Restricted Shares Under the 2023 Restricted Share Incentive Scheme	For	For	
D.R. Horton, Inc.	DHI	16-Jan-25	Annual	Management	1a	Elect Director David V. Auld	For	Against	We do not believe an Executive Chair role is in shareholders' best interests as we support the separation of board and management with an independent Chair.
D.R. Horton, Inc.	DHI	16-Jan-25	Annual	Management	1b	Elect Director Paul J. Romanowski	For	For	
D.R. Horton, Inc.	DHI	16-Jan-25	Annual	Management	1c	Elect Director Brad S. Anderson	For	For	
D.R. Horton, Inc.	DHI	16-Jan-25	Annual	Management	1d	Elect Director Michael R. Buchanan	For	For	
D.R. Horton, Inc.	DHI	16-Jan-25	Annual	Management	1e	Elect Director Benjamin S. Carson, Sr.	For	Against	We do not believe an Executive Chair role is in shareholders' best interests as we support the separation of board and management with an independent Chair.
D.R. Horton, Inc.	DHI	16-Jan-25	Annual	Management	1f	Elect Director M. Chad Crow	For	For	
D.R. Horton, Inc.	DHI	16-Jan-25	Annual	Management	1g	Elect Director Elaine D. Crowley	For	For	
D.R. Horton, Inc.	DHI	16-Jan-25	Annual	Management	1h	Elect Director Maribess L. Miller	For	For	
D.R. Horton, Inc.	DHI	16-Jan-25	Annual	Management	1i	Elect Director Barbara R. Smith	For	For	
D.R. Horton, Inc.	DHI	16-Jan-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	We are voting against this advisory vote on executive compensation as the program is structured in a way that does not sufficiently align pay with performance and lacks certain risk mitigation features
D.R. Horton, Inc.	DHI	16-Jan-25	Annual	Management	3	Ratify Ernst & Young LLP as Auditors	For	For	
JSW Energy Limited	533148	16-Jan-25	Special	Management	1	Elect Ajoy Mehta as Director	For	For	
JSW Steel Limited	500228	16-Jan-25	Special	Management	1	Elect Sushil Kumar Roongta as Director	For	Against	This director is overboarded.
JSW Steel Limited	500228	16-Jan-25	Special	Management	2	Elect Arun Sitaram Maheshwari as Director	For	Against	We do not support insiders on the board other than the CEO.
JSW Steel Limited	500228	16-Jan-25	Special	Management	3	Approve Appointment and Remuneration of Arun Sitaram Maheshwari as Whole-Time Director	For	Against	We do not support insiders on the board other than the CEO.
JSW Steel Limited	500228	16-Jan-25	Special	Management	4	Approve Material Related Party Transaction(s) of JSW Utkal Steel Limited and JSW Steel Limited with JSW Infrastructure Limited	For	For	
Micron Technology, Inc.	MU	16-Jan-25	Annual	Management	1a	Elect Director Richard M. Beyer	For	For	
Micron Technology, Inc.	MU	16-Jan-25	Annual	Management	1b	Elect Director Lynn A. Dugle	For	Against	We are holding this board member accountable for the lack of an independent chair.
Micron Technology, Inc.	MU	16-Jan-25	Annual	Management	1c	Elect Director Steven J. Gomo	For	For	
Micron Technology, Inc.	MU	16-Jan-25	Annual	Management	1d	Elect Director Linnie M. Haynesworth	For	For	
Micron Technology, Inc.	MU	16-Jan-25	Annual	Management	1e	Elect Director Mary Pat McCarthy	For	For	
Micron Technology, Inc.	MU	16-Jan-25	Annual	Management	1f	Elect Director Sanjay Mehrotra	For	Against	We are voting against the CEO for also being the Board Chair because the separation of roles is in shareholders best interests.

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Micron Technology, Inc.	MU	16-Jan-25	Annual	Management	1g	Elect Director Robert Swan	For	For	
Micron Technology, Inc.	MU	16-Jan-25	Annual	Management	1h	Elect Director MaryAnn Wright	For	Against	We are holding this board member accountable for the lack of an independent chair.
Micron Technology, Inc.	MU	16-Jan-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	We are voting against this advisory vote on executive compensation as the program lacks certain risk mitigation features and lacks disclosure.
Micron Technology, Inc.	MU	16-Jan-25	Annual	Management	3	Approve Omnibus Stock Plan	For	Against	The omnibus stock plan does not meet our guidelines.
Micron Technology, Inc.	MU	16-Jan-25	Annual	Management	4	Ratify PricewaterhouseCoopers LLP as Auditors	For	Against	The auditor's tenure exceeds our guidelines.
Beijing-Shanghai High-Speed Railway Co., Ltd.	601816	17-Jan-25	Special	Management	1	Elect Li Jingwei as Non-independent Director	For	For	
Beijing-Shanghai High-Speed Railway Co., Ltd.	601816	17-Jan-25	Special	Management	2	Approve Signing of the Beijing-Shanghai High-Speed Railway Entrusted Transportation Management Contract and the Beijing-Shanghai High-Speed Railway Passenger Station Commercial Assets Entrusted Operation Contract	For	For	
Great Wall Motor Company Limited	2333	17-Jan-25	ordinary Sharehc	Management	1	Approve 2025-2027 Proposed Ordinary Related Party Transactions	For	For	
Great Wall Motor Company Limited	2333	17-Jan-25	ordinary Sharehc	Management	2	Approve Proposed Caps on the Connected Transactions in Respect of Purchase of Products	For	For	
MINISO Group Holding Limited	9896	17-Jan-25	ordinary Sharehc	Management	1	Approve Dairy Farm Share Purchase Agreement and Related Transactions	For	For	
MINISO Group Holding Limited	9896	17-Jan-25	ordinary Sharehc	Management	2	Approve Jingdong Share Purchase Agreement and Related Transactions	For	For	
MINISO Group Holding Limited	9896	17-Jan-25	ordinary Sharehc	Management	3	Authorize Board to Deal with All Matter in Relation to the Share Purchase Agreements	For	For	
Beijing Oriental Yuhong Waterproof Technology Co., Ltd.	002271	20-Jan-25	Special	Management	1	Approve Amendments to Articles of Association	For	Against	We are not supportive of the proposed bylaws amendments as they are not in shareholders' best interests.
Beijing Oriental Yuhong Waterproof Technology Co., Ltd.	002271	20-Jan-25	Special	Management	2	Amend Rules and Procedures Regarding Meetings of Board of Directors	For	For	
Beijing Oriental Yuhong Waterproof Technology Co., Ltd.	002271	20-Jan-25	Special	Management	3	Amend Major Business and Investment Decision-making Management System	For	Against	We do not believe that support for this proposal is in the best interests of shareholders.
Indus Towers Limited	534816	20-Jan-25	Special	Management	1	Amend Articles of Association	For	For	
Indus Towers Limited	534816	20-Jan-25	Special	Management	2	Elect Rakesh Bharti Mittal as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Indus Towers Limited	534816	20-Jan-25	Special	Management	3	Elect Soumen Ray as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Anadolu Efes Biracilik ve Malt Sanayii A.S.	AEFES.E	21-Jan-25	Special	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
Anadolu Efes Biracilik ve Malt Sanayii A.S.	AEFES.E	21-Jan-25	Special	Management	2	Authorize Share Capital Increase without Preemptive Rights	For	Against	We do not support this general purpose share issuance due to dilution and as it lacks pre-emptive rights.

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Anadolu Efes Biracilik ve Malt Sanayii A.S.	AEFES.E	21-Jan-25	Special	Management	3	Wishes			
APL Apollo Tubes Limited	533758	21-Jan-25	Special	Management	1	Approve Reappointment and Remuneration of Sanjay Gupta as Chairman and Managing Director	For	Against	We are voting against the CEO for also being the Board Chair because the separation of roles is in shareholders' best interests.
MicroStrategy Incorporated	MSTR	21-Jan-25	Special	Management	1	Increase Authorized Class A Common Stock	For	Against	This proposal is not in shareholders best interests.
MicroStrategy Incorporated	MSTR	21-Jan-25	Special	Management	2	Increase Authorized Preferred Stock	For	Against	This proposal is not in shareholders best interests.
MicroStrategy Incorporated	MSTR	21-Jan-25	Special	Management	3	Amend Omnibus Stock Plan	For	Against	The omnibus stock plan does not meet our guidelines.
MicroStrategy Incorporated	MSTR	21-Jan-25	Special	Management	4	Adjourn Meeting	For	Against	We are not supportive of adjourning the meeting in order to permit further solicitation of proxies.
Sun Pharmaceutical Industries Limited	524715	21-Jan-25	Court	Management	1	Approve Scheme of Arrangement	For	For	
Postal Savings Bank of China Co., Ltd.	1658	22-Jan-25	ordinary Shareho	Management	1	Elect Zheng Guoyu as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Postal Savings Bank of China Co., Ltd.	1658	22-Jan-25	ordinary Shareho	Management	2	Elect Yang Yong as Director	For	For	
WuXi AppTec Co., Ltd.	2359	22-Jan-25	ordinary Shareho	Management	1	Elect Xuesong Leng as Director	For	Against	We are holding this board member accountable for the lack of an independent chair.
Air Products and Chemicals, Inc.	APD	23-Jan-25	Proxy Contest	Management	1a	Elect Management Nominee Director Tonit M. Calaway	For	Do Not Vote	
Air Products and Chemicals, Inc.	APD	23-Jan-25	Proxy Contest	Management	1b	Elect Management Nominee Director Charles "Casey" Cogut	For	Do Not Vote	
Air Products and Chemicals, Inc.	APD	23-Jan-25	Proxy Contest	Management	1c	Elect Management Nominee Director Lisa A. Davis	For	Do Not Vote	
Air Products and Chemicals, Inc.	APD	23-Jan-25	Proxy Contest	Management	1d	Elect Management Nominee Director Seifollah "Seifi" Ghasemi	For	Do Not Vote	
Air Products and Chemicals, Inc.	APD	23-Jan-25	Proxy Contest	Management	1e	Elect Management Nominee Director Jessica Trocchi Graziano	For	Do Not Vote	
Air Products and Chemicals, Inc.	APD	23-Jan-25	Proxy Contest	Management	1f	Elect Management Nominee Director Edward L. Monser	For	Do Not Vote	
Air Products and Chemicals, Inc.	APD	23-Jan-25	Proxy Contest	Management	1g	Elect Management Nominee Director Bhavesh V. "Bob" Patel	For	Do Not Vote	
Air Products and Chemicals, Inc.	APD	23-Jan-25	Proxy Contest	Management	1h	Elect Management Nominee Director Wayne T. Smith	For	Do Not Vote	
Air Products and Chemicals, Inc.	APD	23-Jan-25	Proxy Contest	Management	1i	Elect Management Nominee Director Alfred Stern	For	Do Not Vote	
Air Products and Chemicals, Inc.	APD	23-Jan-25	Proxy Contest	Shareholder	1j	Elect Dissident Nominee Director Andrew Evans	Withhold	Do Not Vote	
Air Products and Chemicals, Inc.	APD	23-Jan-25	Proxy Contest	Shareholder	1k	Elect Dissident Nominee Director Paul Hilal	Withhold	Do Not Vote	
Air Products and Chemicals, Inc.	APD	23-Jan-25	Proxy Contest	Shareholder	1l	Elect Dissident Nominee Director Tracy McKibben	Withhold	Do Not Vote	

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Air Products and Chemicals, Inc.	APD	23-Jan-25	Proxy Contest	Shareholder	1m	Elect Dissident Nominee Director Dennis Reilley	Withhold	Do Not Vote	
Air Products and Chemicals, Inc.	APD	23-Jan-25	Proxy Contest	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Do Not Vote	
Air Products and Chemicals, Inc.	APD	23-Jan-25	Proxy Contest	Management	3	Ratify Deloitte & Touche LLP as Auditors	For	Do Not Vote	
Air Products and Chemicals, Inc.	APD	23-Jan-25	Proxy Contest	Shareholder	4	Repeal Any Bylaw Provisions or Amendments Without Shareholder Approval Subsequent to September 17, 2023	Against	Do Not Vote	
Air Products and Chemicals, Inc.	APD	23-Jan-25	Proxy Contest	Shareholder	1a	Elect Dissident Nominee Director Andrew Evans	For	For	The dissident proponent has convinced us that their alternative board nominee would be in the best interests of shareholders.
Air Products and Chemicals, Inc.	APD	23-Jan-25	Proxy Contest	Shareholder	1b	Elect Dissident Nominee Director Paul Hilal	For	For	The dissident proponent has convinced us that their alternative board nominee would be in the best interests of shareholders.
Air Products and Chemicals, Inc.	APD	23-Jan-25	Proxy Contest	Shareholder	1c	Elect Dissident Nominee Director Tracy McKibben	For	For	The dissident proponent has convinced us that their alternative board nominee would be in the best interests of shareholders.
Air Products and Chemicals, Inc.	APD	23-Jan-25	Proxy Contest	Shareholder	1d	Elect Dissident Nominee Director Dennis Reilley	For	For	The dissident proponent has convinced us that their alternative board nominee would be in the best interests of shareholders.
Air Products and Chemicals, Inc.	APD	23-Jan-25	Proxy Contest	Management	1e	Elect Management Nominee Director Charles "Casey" Cogut	Withhold	Withhold	The dissident proponent has convinced us that their alternative board nominee would be in the best interests of shareholders.
Air Products and Chemicals, Inc.	APD	23-Jan-25	Proxy Contest	Management	1f	Elect Management Nominee Director Lisa A. Davis	Withhold	Withhold	The dissident proponent has convinced us that their alternative board nominee would be in the best interests of shareholders.
Air Products and Chemicals, Inc.	APD	23-Jan-25	Proxy Contest	Management	1g	Elect Management Nominee Director Seifollah "Seifi" Ghasemi	Withhold	Withhold	The dissident proponent has convinced us that their alternative board nominee would be in the best interests of shareholders.
Air Products and Chemicals, Inc.	APD	23-Jan-25	Proxy Contest	Management	1h	Elect Management Nominee Director Edward L. Monser	Withhold	Withhold	The dissident proponent has convinced us that their alternative board nominee would be in the best interests of shareholders.
Air Products and Chemicals, Inc.	APD	23-Jan-25	Proxy Contest	Management	1i	Elect Management Nominee Director Tonit M. Calaway	For	For	
Air Products and Chemicals, Inc.	APD	23-Jan-25	Proxy Contest	Management	1j	Elect Management Nominee Director Jessica Trocchi Graziano	For	For	
Air Products and Chemicals, Inc.	APD	23-Jan-25	Proxy Contest	Management	1k	Elect Management Nominee Director Bhavesh V. "Bob" Patel	For	For	
Air Products and Chemicals, Inc.	APD	23-Jan-25	Proxy Contest	Management	1l	Elect Management Nominee Director Wayne T. Smith	For	For	
Air Products and Chemicals, Inc.	APD	23-Jan-25	Proxy Contest	Management	1m	Elect Management Nominee Director Alfred Stern	For	For	
Air Products and Chemicals, Inc.	APD	23-Jan-25	Proxy Contest	Management	2	Ratify Deloitte & Touche LLP as Auditors	For	For	
Air Products and Chemicals, Inc.	APD	23-Jan-25	Proxy Contest	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	None	For	
Air Products and Chemicals, Inc.	APD	23-Jan-25	Proxy Contest	Shareholder	4	Repeal Any Bylaw Provisions or Amendments Without Shareholder Approval Subsequent to September 17, 2023	For	For	We believe that support for this proposal is in the best interests of shareholders.
Boliden AB	BOL	23-Jan-25	ordinary Shareho	Management	1	Open Meeting			
Boliden AB	BOL	23-Jan-25	ordinary Shareho	Management	2	Elect Chairman of Meeting	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Boliden AB	BOL	23-Jan-25	ordinary Sharehc	Management	3	Prepare and Approve List of Shareholders	For	For	
Boliden AB	BOL	23-Jan-25	ordinary Sharehc	Management	4	Approve Agenda of Meeting	For	For	
Boliden AB	BOL	23-Jan-25	ordinary Sharehc	Management	5	Designate Inspectors of Minutes of Meeting			
Boliden AB	BOL	23-Jan-25	ordinary Sharehc	Management	6	Acknowledge Proper Convening of Meeting	For	For	
Boliden AB	BOL	23-Jan-25	ordinary Sharehc	Management	7	Approve Issuance of up to 15 Percent of Issued Shares without Preemptive Rights	For	For	
Boliden AB	BOL	23-Jan-25	ordinary Sharehc	Management	8	Close Meeting			
Costco Wholesale Corporation	COST	23-Jan-25	Annual	Management	1a	Elect Director Susan L. Decker	For	For	
Costco Wholesale Corporation	COST	23-Jan-25	Annual	Management	1b	Elect Director Kenneth D. Denman	For	For	
Costco Wholesale Corporation	COST	23-Jan-25	Annual	Management	1c	Elect Director Helena B. Foulkes	For	For	
Costco Wholesale Corporation	COST	23-Jan-25	Annual	Management	1d	Elect Director Hamilton E. James	For	Against	We are voting against this director due to concerns over tenure.
Costco Wholesale Corporation	COST	23-Jan-25	Annual	Management	1e	Elect Director Sally Jewell	For	For	
Costco Wholesale Corporation	COST	23-Jan-25	Annual	Management	1f	Elect Director Jeffrey S. Raikes	For	For	
Costco Wholesale Corporation	COST	23-Jan-25	Annual	Management	1g	Elect Director John W. Stanton	For	For	
Costco Wholesale Corporation	COST	23-Jan-25	Annual	Management	1h	Elect Director Ron M. Vachris	For	For	
Costco Wholesale Corporation	COST	23-Jan-25	Annual	Management	1i	Elect Director Mary Agnes (Maggie) Wilderotter	For	For	
Costco Wholesale Corporation	COST	23-Jan-25	Annual	Management	2	Ratify KPMG LLP as Auditors	For	Against	The auditor's tenure exceeds our guidelines.
Costco Wholesale Corporation	COST	23-Jan-25	Annual	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Costco Wholesale Corporation	COST	23-Jan-25	Annual	Shareholder	4	Report on Risks of Maintaining Diversity, Equity, and Inclusion Efforts	Against	Against	This proposal is not in shareholder's best interests.
Intuit Inc.	INTU	23-Jan-25	Annual	Management	1a	Elect Director Eve Burton	For	For	
Intuit Inc.	INTU	23-Jan-25	Annual	Management	1b	Elect Director Scott D. Cook	For	Against	We do not support insiders on the board other than the CEO.
Intuit Inc.	INTU	23-Jan-25	Annual	Management	1c	Elect Director Richard L. Dalzell	For	For	
Intuit Inc.	INTU	23-Jan-25	Annual	Management	1d	Elect Director Sasan K. Goodarzi	For	For	
Intuit Inc.	INTU	23-Jan-25	Annual	Management	1e	Elect Director Deborah Liu	For	For	
Intuit Inc.	INTU	23-Jan-25	Annual	Management	1f	Elect Director Tekedra Mawakana	For	For	
Intuit Inc.	INTU	23-Jan-25	Annual	Management	1g	Elect Director Suzanne Nora Johnson	For	For	
Intuit Inc.	INTU	23-Jan-25	Annual	Management	1h	Elect Director Forrest Norrod	For	For	
Intuit Inc.	INTU	23-Jan-25	Annual	Management	1i	Elect Director Vasant Prabhu	For	For	
Intuit Inc.	INTU	23-Jan-25	Annual	Management	1j	Elect Director Ryan Roslansky	For	For	
Intuit Inc.	INTU	23-Jan-25	Annual	Management	1k	Elect Director Thomas Szkutak	For	For	
Intuit Inc.	INTU	23-Jan-25	Annual	Management	1l	Elect Director Raul Vazquez	For	For	
Intuit Inc.	INTU	23-Jan-25	Annual	Management	1m	Elect Director Eric S. Yuan	For	For	

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Intuit Inc.	INTU	23-Jan-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Intuit Inc.	INTU	23-Jan-25	Annual	Management	3	Ratify Ernst & Young LLP as Auditors	For	Against	The auditor's tenure exceeds our guidelines.
Intuit Inc.	INTU	23-Jan-25	Annual	Management	4	Amend Certificate of Incorporation to Limit the Liability of Certain Officers	For	Against	We are not supportive of this proposal as it diminishes shareholders rights.
Jabil Inc.	JBL	23-Jan-25	Annual	Management	1a	Elect Director Anousheh Ansari	For	Against	We are holding all incumbent governance committee members accountable for failing to fully implement a shareholder proposal that received majority support.
Jabil Inc.	JBL	23-Jan-25	Annual	Management	1b	Elect Director Michael Dastoor	For	For	
Jabil Inc.	JBL	23-Jan-25	Annual	Management	1c	Elect Director Christopher S. Holland	For	For	
Jabil Inc.	JBL	23-Jan-25	Annual	Management	1d	Elect Director Mark T. Mondello	For	For	
Jabil Inc.	JBL	23-Jan-25	Annual	Management	1e	Elect Director John C. Plant	For	Against	This director is overboarded.
Jabil Inc.	JBL	23-Jan-25	Annual	Management	1f	Elect Director Steven A. Raymund	For	Against	We are holding the Chair of the Nomination Committee accountable for inadequate gender diversity on the board. We are holding all incumbent governance committee members accountable for failing to fully implement a shareholder proposal that received majority support.
Jabil Inc.	JBL	23-Jan-25	Annual	Management	1g	Elect Director James Siminoff	For	For	
Jabil Inc.	JBL	23-Jan-25	Annual	Management	1h	Elect Director N.V. "Tiger" Tyagarajan	For	Against	We are holding all incumbent governance committee members accountable for failing to fully implement a shareholder proposal that received majority support.
Jabil Inc.	JBL	23-Jan-25	Annual	Management	1i	Elect Director Kathleen A. Walters	For	For	
Jabil Inc.	JBL	23-Jan-25	Annual	Management	2	Ratify Ernst & Young LLP as Auditors	For	For	
Jabil Inc.	JBL	23-Jan-25	Annual	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	We are voting against this advisory vote on executive compensation as the program is structured in a way that does not sufficiently align pay with performance. The executive compensation program contains features that are not in line with best practice.
Jabil Inc.	JBL	23-Jan-25	Annual	Shareholder	4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	For	As we believe shareholders should have the ability to vote on company pay policies and decisions, we are supportive of this proposal calling for the company to submit severance and termination agreements to a shareholder vote.
Jabil Inc.	JBL	23-Jan-25	Annual	Shareholder	5	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	Against	For	We believe directors should be elected by an affirmative majority of votes cast therefore a mandatory resignation policy is in shareholders' best interests.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	1.1	Amend Articles of Incorporation (Introduction of Cumulative Voting) (Shareholder Proposal)	For	Against	We do not believe that support for this proposal is in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	1.2	Amend Articles of Incorporation (Number of Directors)	For	For	
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	1.3	Amend Articles of Incorporation (Introduction of Executive Officer System) (Shareholder Proposal)	For	For	
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	1.4	Amend Articles of Incorporation (Stock Split)	For	For	
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	1.5	Amend Articles of Incorporation (Amendment Relating to Minority Shareholder Protection)	For	For	
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	1.6	Amend Articles of Incorporation (Chairman of the board)	For	For	

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Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	1.7	Amend Articles of Incorporation (Record date for Dividends)	For	For	
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	1.8	Amend Articles of Incorporation (Interim Dividend)	For	For	
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	2.1	Elect Lee Sang-hun as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	2.2	Elect Lee Hyeong-gyu as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	2.3	Elect Kim Gyeong-won as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	2.4	Elect James Andrew Murphy as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	2.5	Elect Jeong Da-mi as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	2.6	Elect Lee Jae-yong as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	2.7	Elect Choi Jae-sik as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	2.8	Elect Kang Seong-du as Non-Independent Non-Executive Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	2.9	Elect Kim Gwang-il as Non-Independent Non-Executive Director (Shareholder Proposal)	Against	For	The proponent has convinced us that the alternative board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	2.10	Elect Kwon Gwang-seok as Outside Director (Shareholder Proposal)	Against	For	The proponent has convinced us that the alternative board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	2.11	Elect Kim Myeong-jun as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	2.12	Elect Kim Su-jin as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	2.13	Elect Kim Yong-jin as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	2.14	Elect Kim Jae-seop as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	2.15	Elect Byeon Hyeon-cheol as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	2.16	Elect Son Ho-sang as Outside Director (Shareholder Proposal)	Against	For	The proponent has convinced us that the alternative board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	2.17	Elect Yoon Seok-heon as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	2.18	Elect Lee Deuk-hong as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	2.19	Elect Jeong Chang-hwa as Outside Director (Shareholder Proposal)	Against	For	The proponent has convinced us that the alternative board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	2.20	Elect Cheon Jun-beom as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.

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Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	2.21	Elect Hong Ik-tae as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	3.1.1	Elect Seven Directors by Cumulative Voting	For	Against	We do not believe that support for this proposal is in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	3.1.2	Elect 14 Directors by Cumulative Voting	Against	Against	We do not believe that support for this proposal is in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	3.2.a	Elect Lee Sang-hun as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	3.2.b	Elect Lee Hyeong-gyu as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	3.2.c	Elect Kim Gyeong-won as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	3.2.d	Elect James Andrew Murphy as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	3.2.e	Elect Jeong Da-mi as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	3.2.f	Elect Lee Jae-yong as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	3.2.g	Elect Choi Jae-sik as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	3.2.h	Elect Kang Seong-du as Non-Independent Non-Executive Director (Shareholder Proposal)	Against	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	3.2.i	Elect Kim Gwang-il as Non-Independent Non-Executive Director (Shareholder Proposal)	Against	For	The proponent has convinced us that the alternative board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	3.2.j	Elect Kwon Gwang-seok as Outside Director (Shareholder Proposal)	Against	For	The proponent has convinced us that the alternative board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	3.2.k	Elect Kim Myeong-jun as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	3.2.l	Elect Kim Su-jin as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	3.2.m	Elect Kim Yong-jin as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	3.2.n	Elect Kim Jae-seop as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	3.2.o	Elect Byeon Hyeon-cheol as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	3.2.p	Elect Son Ho-sang as Outside Director (Shareholder Proposal)	Against	For	The proponent has convinced us that the alternative board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	3.2.q	Elect Yoon Seok-heon as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	3.2.r	Elect Lee Deuk-hong as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	3.2.s	Elect Jeong Chang-hwa as Outside Director (Shareholder Proposal)	Against	For	The proponent has convinced us that the alternative board nominee would be in the best interests of shareholders.

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Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	3.2.t	Elect Cheon Jun-beom as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	3.2.u	Elect Hong Ik-tae as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	3.3.a	Elect Lee Sang-hun as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	3.3.b	Elect Lee Hyeong-gyu as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	3.3.c	Elect Kim Gyeong-won as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	3.3.d	Elect James Andrew Murphy as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	3.3.e	Elect Jeong Da-mi as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	3.3.f	Elect Lee Jae-yong as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	3.3.g	Elect Choi Jae-sik as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	3.3.h	Elect Kang Seong-du as Non-Independent Non-Executive Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	3.3.i	Elect Kim Gwang-il as Non-Independent Non-Executive Director (Shareholder Proposal)	Against	For	The proponent has convinced us that the alternative board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	3.3.j	Elect Kwon Gwang-seok as Outside Director (Shareholder Proposal)	Against	For	The proponent has convinced us that the alternative board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	3.3.k	Elect Kim Myeong-jun as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	3.3.l	Elect Kim Su-jin as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	3.3.m	Elect Kim Yong-jin as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	3.3.n	Elect Kim Jae-seop as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	3.3.o	Elect Byeon Hyeon-cheol as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	3.3.p	Elect Son Ho-sang as Outside Director (Shareholder Proposal)	Against	For	The proponent has convinced us that the alternative board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	3.3.q	Elect Yoon Seok-heon as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	3.3.r	Elect Lee Deuk-hong as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	3.3.s	Elect Jeong Chang-hwa as Outside Director (Shareholder Proposal)	Against	For	The proponent has convinced us that the alternative board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	3.3.t	Elect Cheon Jun-beom as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.

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Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	3.3.u	Elect Hong Ik-tae as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	4.1	Elect Lee Sang-hun as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	4.2	Elect Lee Hyeong-gyu as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	4.3	Elect Kim Gyeong-won as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	4.4	Elect James Andrew Murphy as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	4.5	Elect Jeong Da-mi as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	4.6	Elect Lee Jae-yong as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	4.7	Elect Choi Jae-sik as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	4.8	Elect Kang Seong-du as Non-Independent Non-Executive Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	4.9	Elect Kim Gwang-il as Non-Independent Non-Executive Director (Shareholder Proposal)	Against	For	The proponent has convinced us that the alternative board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	4.10	Elect Kwon Gwang-seok as Outside Director (Shareholder Proposal)	Against	For	The proponent has convinced us that the alternative board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	4.11	Elect Kim Myeong-jun as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	4.12	Elect Kim Su-jin as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	4.13	Elect Kim Yong-jin as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	4.14	Elect Kim Jae-seop as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	4.15	Elect Byeon Hyeon-cheol as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	4.16	Elect Son Ho-sang as Outside Director (Shareholder Proposal)	Against	For	The proponent has convinced us that the alternative board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	4.17	Elect Yoon Seok-heon as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	4.18	Elect Lee Deuk-hong as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	4.19	Elect Jeong Chang-hwa as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	4.20	Elect Cheon Jun-beom as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	4.21	Elect Hong Ik-tae as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.

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Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	5.1	Elect Lee Sang-hun as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	5.2	Elect Lee Hyeong-gyu as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	5.3	Elect Kim Gyeong-won as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	5.4	Elect James Andrew Murphy as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	5.5	Elect Jeong Da-mi as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	5.6	Elect Lee Jae-yong as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	5.7	Elect Choi Jae-sik as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	5.8	Elect Kang Seong-du as Non-Independent Non-Executive Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	5.9	Elect Kim Gwang-il as Non-Independent Non-Executive Director (Shareholder Proposal)	Against	For	The proponent has convinced us that the alternative board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	5.10	Elect Kwon Gwang-seok as Outside Director (Shareholder Proposal)	Against	For	The proponent has convinced us that the alternative board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	5.11	Elect Kim Myeong-jun as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	5.12	Elect Kim Su-jin as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	5.13	Elect Kim Yong-jin as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	5.14	Elect Kim Jae-seop as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	5.15	Elect Byeon Hyeon-cheol as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	5.16	Elect Son Ho-sang as Outside Director (Shareholder Proposal)	Against	For	The proponent has convinced us that the alternative board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	5.17	Elect Yoon Seok-heon as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	5.18	Elect Lee Deuk-hong as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	5.19	Elect Jeong Chang-hwa as Outside Director (Shareholder Proposal)	Against	For	The proponent has convinced us that the alternative board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	5.20	Elect Cheon Jun-beom as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Shareholder	5.21	Elect Hong Ik-tae as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	23-Jan-25	Special	Management	6	Elect Kwon Soon-beom as a Member of Audit Committee	For	For	

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TravelSky Technology Limited	696	23-Jan-25	Special	Shareholder	1	Elect Lyu Wei as Supervisor and Resignation of Yang Jun as Supervisor	For	For	
TravelSky Technology Limited	696	23-Jan-25	Special	Management	2	Amend Working Rules of the Board of Directors	For	Against	We are not supportive of the proposed bylaw amendments as they are not in shareholders' best interests.
TravelSky Technology Limited	696	23-Jan-25	Special	Management	3	Amend Articles of Association	For	Against	We are not supportive of the proposed bylaw amendments as they are not in shareholders' best interests.
Airports of Thailand Public Co. Ltd.	AOT	24-Jan-25	Annual	Management	1	Matters to be Informed to the Shareholders			
Airports of Thailand Public Co. Ltd.	AOT	24-Jan-25	Annual	Management	2	Acknowledge Operating Results			
Airports of Thailand Public Co. Ltd.	AOT	24-Jan-25	Annual	Management	3	Approve Financial Statements	For	For	
Airports of Thailand Public Co. Ltd.	AOT	24-Jan-25	Annual	Management	4	Approve Dividend Payment	For	For	
Airports of Thailand Public Co. Ltd.	AOT	24-Jan-25	Annual	Management	5.1	Elect Visanu Prasattongsoth as Director	For	Against	We are voting against the non-independent Chair as we support the separation of board and management with an independent Chair.
Airports of Thailand Public Co. Ltd.	AOT	24-Jan-25	Annual	Management	5.2	Elect Thira Jearsiripongkul as Director	For	For	
Airports of Thailand Public Co. Ltd.	AOT	24-Jan-25	Annual	Management	5.3	Elect Yongyutt Chaipromprasith as Director	For	For	
Airports of Thailand Public Co. Ltd.	AOT	24-Jan-25	Annual	Management	5.4	Elect Kerati Kijmanawat as Director	For	For	
Airports of Thailand Public Co. Ltd.	AOT	24-Jan-25	Annual	Management	5.5	Elect Theeraj Athanavanich as Director	For	For	
Airports of Thailand Public Co. Ltd.	AOT	24-Jan-25	Annual	Management	6	Approve Remuneration of Directors	For	For	
Airports of Thailand Public Co. Ltd.	AOT	24-Jan-25	Annual	Management	7	Approve EY Company Limited as Auditors and Authorize Board to Fix Their Remuneration	For	For	
Airports of Thailand Public Co. Ltd.	AOT	24-Jan-25	Annual	Management	8	Other Business	For	Against	We are voting against this proposal to conduct 'other business' at the shareholder meeting as it puts non-attending shareholders voting by proxy at a disadvantage.
China Jushi Co. Ltd.	600176	24-Jan-25	Special	Shareholder	1.1	Elect Liu Yan as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
China Jushi Co. Ltd.	600176	24-Jan-25	Special	Shareholder	1.2	Elect Shang Deying as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Great Wall Motor Company Limited	2333	24-Jan-25	ordinary Shareho	Management	1	Approve Ordinary Related Party Transactions with Spotlight Automotive Ltd. under the SSE Listing Rules	For	For	
Vonovia SE	VNA	24-Jan-25	ordinary Shareho	Management	1	Approve Affiliation Agreement with Deutsche Wohnen SE; Approve Creation of EUR 55 Million Pool of Share Capital for Private Placement	For	For	We believe that support for this proposal is in the best interests of shareholders.
Petronet Lng Limited	532522	25-Jan-25	Special	Management	1	Reelect Sanjeev Mitla as Director	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We are holding this board member accountable for the lack of an independent chair.

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Petronet Lng Limited	532522	25-Jan-25	Special	Management	2	Reelect Sundeep Bhutoria as Director	For	Against	We are voting against this director for missing more than 25 percent of scheduled meetings without a satisfactory reason.
Petronet Lng Limited	532522	25-Jan-25	Special	Management	3	Elect Arvinder Singh Sahney as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Bharti Airtel Limited	532454	26-Jan-25	Special	Management	1	Elect Rajan Bharti Mittal as Director	For	For	
Becton, Dickinson and Company	BDX	28-Jan-25	Annual	Management	1.1	Elect Director William M. Brown	For	For	
Becton, Dickinson and Company	BDX	28-Jan-25	Annual	Management	1.2	Elect Director Catherine M. Burzik	For	For	
Becton, Dickinson and Company	BDX	28-Jan-25	Annual	Management	1.3	Elect Director Carrie L. Byington	For	For	
Becton, Dickinson and Company	BDX	28-Jan-25	Annual	Management	1.4	Elect Director R. Andrew Eckert	For	For	
Becton, Dickinson and Company	BDX	28-Jan-25	Annual	Management	1.5	Elect Director Claire M. Fraser	For	For	
Becton, Dickinson and Company	BDX	28-Jan-25	Annual	Management	1.6	Elect Director Jeffrey W. Henderson	For	For	
Becton, Dickinson and Company	BDX	28-Jan-25	Annual	Management	1.7	Elect Director Christopher Jones	For	Against	We are holding this board member accountable for the lack of an independent chair.
Becton, Dickinson and Company	BDX	28-Jan-25	Annual	Management	1.8	Elect Director Thomas E. Polen	For	Against	We are voting against the CEO for also being the Board Chair because the separation of roles is in shareholders best interests.
Becton, Dickinson and Company	BDX	28-Jan-25	Annual	Management	1.9	Elect Director Timothy M. Ring	For	For	
Becton, Dickinson and Company	BDX	28-Jan-25	Annual	Management	1.10	Elect Director Bertram L. Scott	For	Against	We are holding this board member accountable for the lack of an independent chair.
Becton, Dickinson and Company	BDX	28-Jan-25	Annual	Management	1.11	Elect Director Joanne Waldstreicher	For	For	
Becton, Dickinson and Company	BDX	28-Jan-25	Annual	Management	2	Ratify Ernst & Young LLP as Auditors	For	Against	The auditor's tenure exceeds our guidelines.
Becton, Dickinson and Company	BDX	28-Jan-25	Annual	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
BellRing Brands, Inc.	BRBR	28-Jan-25	Annual	Management	1	Declassify the Board of Directors	For	For	
BellRing Brands, Inc.	BRBR	28-Jan-25	Annual	Management	2.1	Elect Director Robert V. Vitale	For	Withhold	We are voting against the non-independent Chair as we support the separation of board and management with an independent Chair. This director is overboarded. We are holding the members of the board accountable for maintaining a classified board.
BellRing Brands, Inc.	BRBR	28-Jan-25	Annual	Management	2.2	Elect Director Chonda J. Nwamu	For	Withhold	We are holding the members of the board accountable for maintaining a classified board.
BellRing Brands, Inc.	BRBR	28-Jan-25	Annual	Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
BellRing Brands, Inc.	BRBR	28-Jan-25	Annual	Management	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
BellRing Brands, Inc.	BRBR	28-Jan-25	Annual	Shareholder	5	Adopt Director Election Resignation Guideline	Against	For	We believe directors should be elected by an affirmative majority of votes cast therefore a mandatory resignation policy is in shareholders' best interests.
Hormel Foods Corporation	HRL	28-Jan-25	Annual	Management	1a	Elect Director Gary C. Bhojwani	For	Against	We are holding this board member accountable for the lack of an independent chair.

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Hormel Foods Corporation	HRL	28-Jan-25	Annual	Management	1b	Elect Director Stephen M. Lacy	For	For	
Hormel Foods Corporation	HRL	28-Jan-25	Annual	Management	1c	Elect Director Elsa A. Murano	For	For	
Hormel Foods Corporation	HRL	28-Jan-25	Annual	Management	1d	Elect Director William A. Newlands	For	Against	We are holding this board member accountable for the lack of an independent chair.
Hormel Foods Corporation	HRL	28-Jan-25	Annual	Management	1e	Elect Director Christopher J. Policinski	For	For	
Hormel Foods Corporation	HRL	28-Jan-25	Annual	Management	1f	Elect Director Debbra L. Schoneman	For	For	
Hormel Foods Corporation	HRL	28-Jan-25	Annual	Management	1g	Elect Director Sally J. Smith	For	For	
Hormel Foods Corporation	HRL	28-Jan-25	Annual	Management	1h	Elect Director James P. Snee	For	Against	We are voting against the CEO for also being the Board Chair because the separation of roles is in shareholders best interests.
Hormel Foods Corporation	HRL	28-Jan-25	Annual	Management	1i	Elect Director Steven A. White	For	For	
Hormel Foods Corporation	HRL	28-Jan-25	Annual	Management	1j	Elect Director Michael P. Zechmeister	For	For	
Hormel Foods Corporation	HRL	28-Jan-25	Annual	Management	2	Ratify Ernst & Young LLP as Auditors	For	Against	The auditor's tenure exceeds our guidelines.
Hormel Foods Corporation	HRL	28-Jan-25	Annual	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	We are voting against this advisory vote on executive compensation as the program is structured in a way that does not sufficiently align pay with performance.
Hormel Foods Corporation	HRL	28-Jan-25	Annual	Shareholder	4	Publish Measurable Timebound Targets for Increasing Group Sow Housing in Supply Chain	Against	Against	We believe the company's current policies, practices, and related disclosure are sufficient.
Valvoline Inc.	VVV	28-Jan-25	Annual	Management	1a	Elect Director Gerald W. Evans, Jr.	For	For	
Valvoline Inc.	VVV	28-Jan-25	Annual	Management	1b	Elect Director Lori A. Flees	For	For	
Valvoline Inc.	VVV	28-Jan-25	Annual	Management	1c	Elect Director Richard J. Freeland	For	For	
Valvoline Inc.	VVV	28-Jan-25	Annual	Management	1d	Elect Director Carol H. Kruse	For	For	
Valvoline Inc.	VVV	28-Jan-25	Annual	Management	1e	Elect Director Vada O. Manager	For	For	
Valvoline Inc.	VVV	28-Jan-25	Annual	Management	1f	Elect Director Patrick S. Pacious	For	For	
Valvoline Inc.	VVV	28-Jan-25	Annual	Management	1g	Elect Director Jennifer L. Slater	For	For	
Valvoline Inc.	VVV	28-Jan-25	Annual	Management	1h	Elect Director Charles M. Sonsteby	For	For	
Valvoline Inc.	VVV	28-Jan-25	Annual	Management	1i	Elect Director Mary J. Twinem	For	For	
Valvoline Inc.	VVV	28-Jan-25	Annual	Management	2	Ratify Ernst & Young LLP as Auditors	For	For	
Valvoline Inc.	VVV	28-Jan-25	Annual	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Visa Inc.	V	28-Jan-25	Annual	Management	1a	Elect Director Lloyd A. Carney	For	For	
Visa Inc.	V	28-Jan-25	Annual	Management	1b	Elect Director Kermit R. Crawford	For	For	
Visa Inc.	V	28-Jan-25	Annual	Management	1c	Elect Director Francisco Javier Fernandez-Carbajal	For	For	
Visa Inc.	V	28-Jan-25	Annual	Management	1d	Elect Director Ramon Laguarta	For	For	
Visa Inc.	V	28-Jan-25	Annual	Management	1e	Elect Director Teri L. List	For	For	
Visa Inc.	V	28-Jan-25	Annual	Management	1f	Elect Director John F. Lundgren	For	For	
Visa Inc.	V	28-Jan-25	Annual	Management	1g	Elect Director Ryan McInerney	For	For	
Visa Inc.	V	28-Jan-25	Annual	Management	1h	Elect Director Denise M. Morrison	For	For	
Visa Inc.	V	28-Jan-25	Annual	Management	1i	Elect Director Pamela Murphy	For	For	
Visa Inc.	V	28-Jan-25	Annual	Management	1j	Elect Director Linda J. Rendle	For	For	
Visa Inc.	V	28-Jan-25	Annual	Management	1k	Elect Director Maynard G. Webb, Jr.	For	For	
Visa Inc.	V	28-Jan-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Visa Inc.	V	28-Jan-25	Annual	Management	3	Ratify KPMG LLP as Auditors	For	For	

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Visa Inc.	V	28-Jan-25	Annual	Shareholder	4	Report on Gender-Based Compensation and Benefits Inequities	Against	Against	We are not supportive of this shareholder proposal as it is written in a prescriptive way and aims at micromanaging the company.
Visa Inc.	V	28-Jan-25	Annual	Shareholder	5	Report on Company's Policy on Merchant Category Codes	Against	Against	We are not supportive of this imprecise proposal, and the proponent failed to demonstrate any issues with the company's policies, practices and disclosure.
Visa Inc.	V	28-Jan-25	Annual	Shareholder	6	Amend Bylaws to Adopt a New Director Election Resignation Governance Guideline	Against	For	We believe directors should be elected by an affirmative majority of votes cast therefore a mandatory resignation policy is in shareholders' best interests.
Visa Inc.	V	28-Jan-25	Annual	Shareholder	7	Report on Lobbying Payments and Policy	Against	For	We support this shareholder proposal calling for improved disclosure of political contributions and information on trade association affiliations as it would provide investors with additional information to assess related risks and benefits of such contributions.
Imperial Brands Plc	IMB	29-Jan-25	Annual	Management	1	Accept Financial Statements and Statutory Reports	For	For	
Imperial Brands Plc	IMB	29-Jan-25	Annual	Management	2	Approve Remuneration Report	For	For	
Imperial Brands Plc	IMB	29-Jan-25	Annual	Management	3	Approve Final Dividend	For	For	
Imperial Brands Plc	IMB	29-Jan-25	Annual	Management	4	Re-elect Therese Esperdy as Director	For	For	
Imperial Brands Plc	IMB	29-Jan-25	Annual	Management	5	Re-elect Stefan Bomhard as Director	For	For	
Imperial Brands Plc	IMB	29-Jan-25	Annual	Management	6	Re-elect Susan Clark as Director	For	For	
Imperial Brands Plc	IMB	29-Jan-25	Annual	Management	7	Re-elect Ngozi Edozien as Director	For	For	
Imperial Brands Plc	IMB	29-Jan-25	Annual	Management	8	Re-elect Andrew Gilchrist as Director	For	For	
Imperial Brands Plc	IMB	29-Jan-25	Annual	Management	9	Re-elect Alan Johnson as Director	For	For	
Imperial Brands Plc	IMB	29-Jan-25	Annual	Management	10	Re-elect Robert Kunze-Concewitz as Director	For	For	
Imperial Brands Plc	IMB	29-Jan-25	Annual	Management	11	Re-elect Lukas Paravicini as Director	For	Against	We do not support insiders on the board other than the CEO.
Imperial Brands Plc	IMB	29-Jan-25	Annual	Management	12	Re-elect Jonathan Stanton as Director	For	For	
Imperial Brands Plc	IMB	29-Jan-25	Annual	Management	13	Elect Julie Hamilton as Director	For	For	
Imperial Brands Plc	IMB	29-Jan-25	Annual	Management	14	Reappoint Ernst & Young LLP as Auditors	For	For	
Imperial Brands Plc	IMB	29-Jan-25	Annual	Management	15	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	
Imperial Brands Plc	IMB	29-Jan-25	Annual	Management	16	Authorise UK Political Donations and Expenditure	For	For	
Imperial Brands Plc	IMB	29-Jan-25	Annual	Management	17	Authorise Issue of Equity	For	For	
Imperial Brands Plc	IMB	29-Jan-25	Annual	Management	18	Authorise Issue of Equity without Pre-emptive Rights	For	For	
Imperial Brands Plc	IMB	29-Jan-25	Annual	Management	19	Authorise Market Purchase of Ordinary Shares	For	For	
Imperial Brands Plc	IMB	29-Jan-25	Annual	Management	20	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
Jacobs Solutions, Inc.	J	29-Jan-25	Annual	Management	1a	Elect Director Robert V. Pragada	For	Against	We are voting against the CEO for also being the Board Chair because the separation of roles is in shareholders best interests.
Jacobs Solutions, Inc.	J	29-Jan-25	Annual	Management	1b	Elect Director Louis V. Pinkham	For	Against	We are holding this board member accountable for the lack of an independent chair.
Jacobs Solutions, Inc.	J	29-Jan-25	Annual	Management	1c	Elect Director Priya Abani	For	For	
Jacobs Solutions, Inc.	J	29-Jan-25	Annual	Management	1d	Elect Director Michael M. Collins	For	For	
Jacobs Solutions, Inc.	J	29-Jan-25	Annual	Management	1e	Elect Director Manny Fernandez	For	For	
Jacobs Solutions, Inc.	J	29-Jan-25	Annual	Management	1f	Elect Director Mary M. Jackson	For	For	

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Jacobs Solutions, Inc.	J	29-Jan-25	Annual	Management	1g	Elect Director Georgette D. Kiser	For	For	
Jacobs Solutions, Inc.	J	29-Jan-25	Annual	Management	1h	Elect Director Robert A. McNamara	For	Against	We are holding this board member accountable for the lack of an independent chair.
Jacobs Solutions, Inc.	J	29-Jan-25	Annual	Management	1i	Elect Director Peter J. Robertson	For	For	
Jacobs Solutions, Inc.	J	29-Jan-25	Annual	Management	1j	Elect Director Julie A. Sloat	For	For	
Jacobs Solutions, Inc.	J	29-Jan-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Jacobs Solutions, Inc.	J	29-Jan-25	Annual	Management	3	Eliminate Supermajority Vote Requirement for Changes to the Authorized Number of Shares of Preferred Stock	For	For	
Jacobs Solutions, Inc.	J	29-Jan-25	Annual	Management	4	Eliminate Supermajority Vote Requirement to Amend Bylaws	For	For	
Jacobs Solutions, Inc.	J	29-Jan-25	Annual	Management	5	Eliminate Supermajority Vote Requirement for Certain Significant Transactions	For	For	
Jacobs Solutions, Inc.	J	29-Jan-25	Annual	Management	6	Eliminate Supermajority Vote Requirement to Amend Charter	For	For	
Jacobs Solutions, Inc.	J	29-Jan-25	Annual	Management	7	Amend Charter to Remove Voluntary Reorganization Provision	For	For	
Jacobs Solutions, Inc.	J	29-Jan-25	Annual	Management	8	Ratify Ernst & Young LLP as Auditors	For	Against	The auditor's tenure exceeds our guidelines.
Kobe Bussan Co., Ltd.	3038	29-Jan-25	Annual	Management	1.1	Elect Director Numata, Hirokazu	For	Against	We are holding this executive accountable for the board not being one-third independent.
Kobe Bussan Co., Ltd.	3038	29-Jan-25	Annual	Management	1.2	Elect Director Tanaka, Yasuhiro	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Kobe Bussan Co., Ltd.	3038	29-Jan-25	Annual	Management	1.3	Elect Director Kido, Yasuharu	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Kobe Bussan Co., Ltd.	3038	29-Jan-25	Annual	Management	1.4	Elect Director Asami, Kazuo	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Kobe Bussan Co., Ltd.	3038	29-Jan-25	Annual	Management	1.5	Elect Director Nishida, Satoshi	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Kobe Bussan Co., Ltd.	3038	29-Jan-25	Annual	Management	1.6	Elect Director Watanabe, Akihito	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Kobe Bussan Co., Ltd.	3038	29-Jan-25	Annual	Management	2.1	Elect Director and Audit Committee Member Machida, Misa	For	For	
Kobe Bussan Co., Ltd.	3038	29-Jan-25	Annual	Management	2.2	Elect Director and Audit Committee Member Inada, Yutaka	For	For	
Kobe Bussan Co., Ltd.	3038	29-Jan-25	Annual	Management	3	Approve Stock Option Plan	For	For	
Clicks Group Ltd.	CLS	30-Jan-25	Annual	Management	1	Accept Financial Statements and Statutory Reports for the Year Ended 31 August 2024	For	For	
Clicks Group Ltd.	CLS	30-Jan-25	Annual	Management	2	Reappoint KPMG Inc as Auditors with Ivan Engels as the Designated Auditor	For	For	
Clicks Group Ltd.	CLS	30-Jan-25	Annual	Management	3	Re-elect Penelope Moumakwa as Director	For	For	
Clicks Group Ltd.	CLS	30-Jan-25	Annual	Management	4	Re-elect Sango Ntsaluba as Director	For	For	

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Clicks Group Ltd.	CLS	30-Jan-25	Annual	Management	5.1	Re-elect Richard Inskip as Member of the Audit and Risk Committee	For	For	
Clicks Group Ltd.	CLS	30-Jan-25	Annual	Management	5.2	Re-elect Nomgando Matyumza as Member of the Audit and Risk Committee	For	For	
Clicks Group Ltd.	CLS	30-Jan-25	Annual	Management	5.3	Re-elect Sango Ntsaluba as Member of the Audit and Risk Committee	For	For	
Clicks Group Ltd.	CLS	30-Jan-25	Annual	Management	5.4	Re-elect Kandimathie Ramon as Member of the Audit and Risk Committee	For	For	
Clicks Group Ltd.	CLS	30-Jan-25	Annual	Management	6	Approve Remuneration Policy	For	For	
Clicks Group Ltd.	CLS	30-Jan-25	Annual	Management	7	Approve Remuneration Implementation Report	For	For	
Clicks Group Ltd.	CLS	30-Jan-25	Annual	Management	8	Authorise Repurchase of Issued Share Capital	For	For	
Clicks Group Ltd.	CLS	30-Jan-25	Annual	Management	9	Approve Directors' Fees	For	For	
Clicks Group Ltd.	CLS	30-Jan-25	Annual	Management	10	Approve Financial Assistance in Terms of Section 45 of the Companies Act	For	For	
Walgreens Boots Alliance, Inc.	WBA	30-Jan-25	Annual	Management	1a	Elect Director Janice M. Babiak	For	For	
Walgreens Boots Alliance, Inc.	WBA	30-Jan-25	Annual	Management	1b	Elect Director Inderpal S. Bhandari	For	For	
Walgreens Boots Alliance, Inc.	WBA	30-Jan-25	Annual	Management	1c	Elect Director Ginger L. Graham	For	For	
Walgreens Boots Alliance, Inc.	WBA	30-Jan-25	Annual	Management	1d	Elect Director Bryan C. Hanson	For	For	
Walgreens Boots Alliance, Inc.	WBA	30-Jan-25	Annual	Management	1e	Elect Director Robert L. Huffines	For	For	
Walgreens Boots Alliance, Inc.	WBA	30-Jan-25	Annual	Management	1f	Elect Director Valerie B. Jarrett	For	For	
Walgreens Boots Alliance, Inc.	WBA	30-Jan-25	Annual	Management	1g	Elect Director John A. Lederer	For	For	
Walgreens Boots Alliance, Inc.	WBA	30-Jan-25	Annual	Management	1h	Elect Director Stefano Pessina	For	For	
Walgreens Boots Alliance, Inc.	WBA	30-Jan-25	Annual	Management	1i	Elect Director Thomas E. Polen	For	For	
Walgreens Boots Alliance, Inc.	WBA	30-Jan-25	Annual	Management	1j	Elect Director Nancy M. Schlichting	For	For	
Walgreens Boots Alliance, Inc.	WBA	30-Jan-25	Annual	Management	1k	Elect Director William H. Shrank	For	For	
Walgreens Boots Alliance, Inc.	WBA	30-Jan-25	Annual	Management	1l	Elect Director Timothy C. Wentworth	For	For	
Walgreens Boots Alliance, Inc.	WBA	30-Jan-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Walgreens Boots Alliance, Inc.	WBA	30-Jan-25	Annual	Management	3	Amend Omnibus Stock Plan	For	Against	The omnibus stock plan does not meet our guidelines.
Walgreens Boots Alliance, Inc.	WBA	30-Jan-25	Annual	Management	4	Amend Qualified Employee Stock Purchase Plan	For	For	

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Walgreens Boots Alliance, Inc.	WBA	30-Jan-25	Annual	Management	5	Ratify Deloitte & Touche LLP as Auditors	For	Against	The auditor's tenure exceeds our guidelines.
Walgreens Boots Alliance, Inc.	WBA	30-Jan-25	Annual	Management	6	Amend Certificate of Incorporation to Provide for the Exculpation of Certain Officers	For	Against	We are not supportive of this proposal as it diminishes shareholders rights.
Walgreens Boots Alliance, Inc.	WBA	30-Jan-25	Annual	Shareholder	7	Report on Cigarette Waste	Against	Against	We believe the company's current policies, practices, and related disclosure are sufficient.
Adani Green Energy Limited	541450	31-Jan-25	Special	Management	1	Approve Material Modification in the Approved Related Party Transaction (between Adani Hybrid Energy Jaisalmer Four Limited, a Wholly-Owned Step-Down Subsidiary of Company and Adani Electricity Mumbai Limited)	For	For	
Emerson Electric Co.	EMR	04-Feb-25	Annual	Management	1a	Elect Director Joshua B. Bolten	For	Against	We are holding the Chair of the Nomination Committee accountable for inadequate gender diversity on the board.
Emerson Electric Co.	EMR	04-Feb-25	Annual	Management	1b	Elect Director Calvin G. Butler, Jr.	For	For	
Emerson Electric Co.	EMR	04-Feb-25	Annual	Management	1c	Elect Director Surendralal (Lal) L. Karsanbhai	For	For	
Emerson Electric Co.	EMR	04-Feb-25	Annual	Management	1d	Elect Director Lori M. Lee	For	For	
Emerson Electric Co.	EMR	04-Feb-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Emerson Electric Co.	EMR	04-Feb-25	Annual	Management	3	Declassify the Board of Directors	For	For	
Emerson Electric Co.	EMR	04-Feb-25	Annual	Management	4a	Reduce Supermajority Vote Requirement to Remove Directors	None	For	
Emerson Electric Co.	EMR	04-Feb-25	Annual	Management	4b	Reduce Supermajority Vote Requirement in Connection with the Fair Price Provisions for Certain Business Combinations	None	For	
Emerson Electric Co.	EMR	04-Feb-25	Annual	Management	4c	Reduce Supermajority Vote Requirement for Amendments to the Terms of any Series of Preferred Stock	None	For	
Emerson Electric Co.	EMR	04-Feb-25	Annual	Management	5	Approve Qualified Employee Stock Purchase Plan	For	For	
Emerson Electric Co.	EMR	04-Feb-25	Annual	Management	6	Ratify KPMG LLP as Auditors	For	Against	The auditor's tenure exceeds our guidelines.
Franklin Resources, Inc.	BEN	04-Feb-25	Annual	Management	1a	Elect Director Mariann Byerwalter	For	Against	We are holding the Lead Director accountable for the lack of an independent chair.
Franklin Resources, Inc.	BEN	04-Feb-25	Annual	Management	1b	Elect Director Alexander S. Friedman	For	For	
Franklin Resources, Inc.	BEN	04-Feb-25	Annual	Management	1c	Elect Director Gregory E. Johnson	For	Against	We do not believe an Executive Chair role is in shareholders' best interests as we support the separation of board and management with an independent Chair.
Franklin Resources, Inc.	BEN	04-Feb-25	Annual	Management	1d	Elect Director Jennifer M. Johnson	For	For	
Franklin Resources, Inc.	BEN	04-Feb-25	Annual	Management	1e	Elect Director Rupert H. Johnson, Jr.	For	Against	We do not support insiders on the board other than the CEO. We are voting against this director due to concerns over tenure.
Franklin Resources, Inc.	BEN	04-Feb-25	Annual	Management	1f	Elect Director John Y. Kim	For	For	
Franklin Resources, Inc.	BEN	04-Feb-25	Annual	Management	1g	Elect Director Karen M. King	For	For	
Franklin Resources, Inc.	BEN	04-Feb-25	Annual	Management	1h	Elect Director Anthony J. Noto	For	For	
Franklin Resources, Inc.	BEN	04-Feb-25	Annual	Management	1i	Elect Director John W. Thiel	For	For	
Franklin Resources, Inc.	BEN	04-Feb-25	Annual	Management	1j	Elect Director Seth H. Waugh	For	For	

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Franklin Resources, Inc.	BEN	04-Feb-25	Annual	Management	1k	Elect Director Geoffrey Y. Yang	For	Against	We are holding the Chair of the Nomination & Governance Committee accountable for inadequate gender diversity on the board, for the lack of an independent chair, and for not providing an annual advisory vote on executive compensation.
Franklin Resources, Inc.	BEN	04-Feb-25	Annual	Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	Against	The auditor's tenure exceeds our guidelines.
Rockwell Automation, Inc.	ROK	04-Feb-25	Annual	Management	A.1	Elect Director James P. Keane	For	Withhold	We are holding this board member accountable for the lack of an independent chair. We are holding the members of the board accountable for maintaining a classified board.
Rockwell Automation, Inc.	ROK	04-Feb-25	Annual	Management	A.2	Elect Director Blake D. Moret	For	Withhold	We are voting against the CEO for also being the Board Chair because the separation of roles is in shareholders best interests. We are holding the members of the board accountable for maintaining a classified board.
Rockwell Automation, Inc.	ROK	04-Feb-25	Annual	Management	A.3	Elect Director Thomas W. Rosamilia	For	Withhold	We are holding the members of the board accountable for maintaining a classified board.
Rockwell Automation, Inc.	ROK	04-Feb-25	Annual	Management	A.4	Elect Director Patricia A. Watson	For	Withhold	We are holding the members of the board accountable for maintaining a classified board.
Rockwell Automation, Inc.	ROK	04-Feb-25	Annual	Management	B	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Rockwell Automation, Inc.	ROK	04-Feb-25	Annual	Management	C	Ratify Deloitte & Touche LLP as Auditors	For	Against	The auditor's tenure exceeds our guidelines.
Atmos Energy Corporation	ATO	05-Feb-25	Annual	Management	1a	Elect Director J. Kevin Akers	For	For	
Atmos Energy Corporation	ATO	05-Feb-25	Annual	Management	1b	Elect Director John C. Ale	For	For	
Atmos Energy Corporation	ATO	05-Feb-25	Annual	Management	1c	Elect Director Kim R. Cocklin	For	Against	We are voting against the non-independent Chair as we support the separation of board and management with an independent Chair.
Atmos Energy Corporation	ATO	05-Feb-25	Annual	Management	1d	Elect Director Kelly H. Compton	For	For	
Atmos Energy Corporation	ATO	05-Feb-25	Annual	Management	1e	Elect Director Sean Donohue	For	For	
Atmos Energy Corporation	ATO	05-Feb-25	Annual	Management	1f	Elect Director Rafael G. Garza	For	For	
Atmos Energy Corporation	ATO	05-Feb-25	Annual	Management	1g	Elect Director Edward J. Geiser	For	For	
Atmos Energy Corporation	ATO	05-Feb-25	Annual	Management	1h	Elect Director Nancy K. Quinn	For	For	
Atmos Energy Corporation	ATO	05-Feb-25	Annual	Management	1i	Elect Director Richard A. Sampson	For	Against	We are holding the Chair of the Nomination Committee accountable for inadequate gender diversity on the board. We are holding this board member accountable for the lack of an independent chair.
Atmos Energy Corporation	ATO	05-Feb-25	Annual	Management	1j	Elect Director Telisa Toliver	For	For	
Atmos Energy Corporation	ATO	05-Feb-25	Annual	Management	1k	Elect Director Frank Yoho	For	For	
Atmos Energy Corporation	ATO	05-Feb-25	Annual	Management	2	Amend Omnibus Stock Plan	For	Against	The omnibus stock plan does not meet our guidelines.
Atmos Energy Corporation	ATO	05-Feb-25	Annual	Management	3	Ratify Ernst & Young LLP as Auditors	For	Against	The auditor's tenure exceeds our guidelines.
Atmos Energy Corporation	ATO	05-Feb-25	Annual	Management	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
SBI Life Insurance Company Limited	540719	05-Feb-25	Special	Management	1	Elect Challa Sreenivasulu Setty as Chairman and Nominee Director	For	Against	This director is overboarded. We are voting against the non-independent Chair as we support the separation of board and management with an independent Chair.
Accenture plc	ACN	06-Feb-25	Annual	Management	1a	Elect Director Jaime Ardila	For	For	
Accenture plc	ACN	06-Feb-25	Annual	Management	1b	Elect Director Martin Bruder Muller	For	For	
Accenture plc	ACN	06-Feb-25	Annual	Management	1c	Elect Director Alan Jope	For	For	
Accenture plc	ACN	06-Feb-25	Annual	Management	1d	Elect Director Nancy McKinstry	For	For	
Accenture plc	ACN	06-Feb-25	Annual	Management	1e	Elect Director Jennifer Nason	For	For	
Accenture plc	ACN	06-Feb-25	Annual	Management	1f	Elect Director Paula A. Price	For	For	
Accenture plc	ACN	06-Feb-25	Annual	Management	1g	Elect Director Venkata (Murthy) Renduchintala	For	For	

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Accenture plc	ACN	06-Feb-25	Annual	Management	1h	Elect Director Arun Sarin	For	Against	We are holding this board member accountable for the lack of an independent chair.
Accenture plc	ACN	06-Feb-25	Annual	Management	1i	Elect Director Julie Sweet	For	Against	We are voting against the CEO for also being the Board Chair because the separation of roles is in shareholders best interests.
Accenture plc	ACN	06-Feb-25	Annual	Management	1j	Elect Director Tracey T. Travis	For	For	
Accenture plc	ACN	06-Feb-25	Annual	Management	1k	Elect Director Masahiko Uotani	For	For	
Accenture plc	ACN	06-Feb-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	We are voting against this advisory vote on executive compensation as the program is structured in a way that does not sufficiently align pay with performance and lacks disclosure.
Accenture plc	ACN	06-Feb-25	Annual	Management	3	Ratify KPMG LLP as Auditors and Authorise Their Remuneration	For	Against	The auditor's tenure exceeds our guidelines.
Accenture plc	ACN	06-Feb-25	Annual	Management	4	Approve Capital Reduction of the Share Premium Account	For	For	
Accenture plc	ACN	06-Feb-25	Annual	Management	5	Authorize Board to Issue Shares under Irish Law	For	For	
Accenture plc	ACN	06-Feb-25	Annual	Management	6	Authorize the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	For	For	
Accenture plc	ACN	06-Feb-25	Annual	Management	7	Determine Price Range for Reissuance of Treasury Shares	For	Against	The proposed share repurchase program does not have sufficient limits to protect existing shareholders.
Compass Group Plc	CPG	06-Feb-25	Annual	Management	1	Accept Financial Statements and Statutory Reports	For	For	
Compass Group Plc	CPG	06-Feb-25	Annual	Management	2	Approve Remuneration Policy	For	For	
Compass Group Plc	CPG	06-Feb-25	Annual	Management	3	Approve Remuneration Report	For	For	
Compass Group Plc	CPG	06-Feb-25	Annual	Management	4	Approve Final Dividend	For	For	
Compass Group Plc	CPG	06-Feb-25	Annual	Management	5	Elect Liat Ben-Zur as Director	For	For	
Compass Group Plc	CPG	06-Feb-25	Annual	Management	6	Elect Juliana Chugg as Director	For	For	
Compass Group Plc	CPG	06-Feb-25	Annual	Management	7	Re-elect Ian Meakins as Director	For	For	
Compass Group Plc	CPG	06-Feb-25	Annual	Management	8	Re-elect Dominic Blakemore as Director	For	For	
Compass Group Plc	CPG	06-Feb-25	Annual	Management	9	Re-elect Petros Parras as Director	For	Against	We do not support insiders on the board other than the CEO.
Compass Group Plc	CPG	06-Feb-25	Annual	Management	10	Re-elect Palmer Brown as Director	For	Against	We do not support insiders on the board other than the CEO.
Compass Group Plc	CPG	06-Feb-25	Annual	Management	11	Re-elect Stefan Bomhard as Director	For	For	
Compass Group Plc	CPG	06-Feb-25	Annual	Management	12	Re-elect John Bryant as Director	For	For	
Compass Group Plc	CPG	06-Feb-25	Annual	Management	13	Re-elect Arlene Isaacs-Lowe as Director	For	For	
Compass Group Plc	CPG	06-Feb-25	Annual	Management	14	Re-elect Anne-Francoise Nesmes as Director	For	For	
Compass Group Plc	CPG	06-Feb-25	Annual	Management	15	Re-elect Sundar Raman as Director	For	For	
Compass Group Plc	CPG	06-Feb-25	Annual	Management	16	Re-elect Leanne Wood as Director	For	For	
Compass Group Plc	CPG	06-Feb-25	Annual	Management	17	Reappoint KPMG LLP as Auditors	For	For	
Compass Group Plc	CPG	06-Feb-25	Annual	Management	18	Authorise the Audit Committee to Fix Remuneration of Auditors	For	For	
Compass Group Plc	CPG	06-Feb-25	Annual	Management	19	Authorise UK Political Donations and Expenditure	For	For	
Compass Group Plc	CPG	06-Feb-25	Annual	Management	20	Amend Long Term Incentive Plan	For	For	
Compass Group Plc	CPG	06-Feb-25	Annual	Management	21	Approve Restricted Share Award Plan	For	Against	The restricted stock plan does not meet our guidelines.
Compass Group Plc	CPG	06-Feb-25	Annual	Management	22	Authorise Issue of Equity	For	For	

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Compass Group Plc	CPG	06-Feb-25	Annual	Management	23	Authorise Issue of Equity without Pre-emptive Rights	For	For	
Compass Group Plc	CPG	06-Feb-25	Annual	Management	24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	
Compass Group Plc	CPG	06-Feb-25	Annual	Management	25	Authorise Market Purchase of Ordinary Shares	For	For	
Compass Group Plc	CPG	06-Feb-25	Annual	Management	26	Authorise the Company to Call General Meeting with 14 Clear Days' Notice	For	For	
SBI Cards and Payment Services Limited	543066	06-Feb-25	Special	Management	1	Elect Challa Sreenivasulu Setty as Nominee Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO. We are voting against the CEO for also being the Board Chair because the separation of roles is in shareholders' best interests. This director is overboarded.
SBI Cards and Payment Services Limited	543066	06-Feb-25	Special	Management	2	Amend SBI Card Employee Stock Option Plan 2023	For	Against	The stock option plan does not meet our guidelines.
The Sage Group plc.	SGE	06-Feb-25	Annual	Management	1	Accept Financial Statements and Statutory Reports	For	For	
The Sage Group plc.	SGE	06-Feb-25	Annual	Management	2	Approve Remuneration Report	For	For	
The Sage Group plc.	SGE	06-Feb-25	Annual	Management	3	Approve Remuneration Policy	For	Against	We are voting against this advisory vote on executive compensation as the program is structured in a way that does not sufficiently align pay with performance.
The Sage Group plc.	SGE	06-Feb-25	Annual	Management	4	Approve Final Dividend	For	For	
The Sage Group plc.	SGE	06-Feb-25	Annual	Management	5	Re-elect Andrew Duff as Director	For	For	
The Sage Group plc.	SGE	06-Feb-25	Annual	Management	6	Re-elect John Bates as Director	For	For	
The Sage Group plc.	SGE	06-Feb-25	Annual	Management	7	Re-elect Jonathan Bewes as Director	For	For	
The Sage Group plc.	SGE	06-Feb-25	Annual	Management	8	Re-elect Maggie Chan Jones as Director	For	For	
The Sage Group plc.	SGE	06-Feb-25	Annual	Management	9	Re-elect Annette Court as Director	For	For	
The Sage Group plc.	SGE	06-Feb-25	Annual	Management	10	Re-elect Roisin Donnelly as Director	For	For	
The Sage Group plc.	SGE	06-Feb-25	Annual	Management	11	Re-elect Derek Harding as Director	For	For	
The Sage Group plc.	SGE	06-Feb-25	Annual	Management	12	Re-elect Steve Hare as Director	For	For	
The Sage Group plc.	SGE	06-Feb-25	Annual	Management	13	Re-elect Jonathan Howell as Director	For	Against	We do not support insiders on the board other than the CEO.
The Sage Group plc.	SGE	06-Feb-25	Annual	Management	14	Appoint KPMG LLP as Auditors	For	For	
The Sage Group plc.	SGE	06-Feb-25	Annual	Management	15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	For	For	
The Sage Group plc.	SGE	06-Feb-25	Annual	Management	16	Authorise UK Political Donations and Expenditure	For	For	
The Sage Group plc.	SGE	06-Feb-25	Annual	Management	17	Approve Long Term Incentive Plan	For	For	
The Sage Group plc.	SGE	06-Feb-25	Annual	Management	18	Authorise Removal of Discretionary 5% Dilution Limit for Share Plans	For	For	
The Sage Group plc.	SGE	06-Feb-25	Annual	Management	19	Authorise Issue of Equity	For	For	
The Sage Group plc.	SGE	06-Feb-25	Annual	Management	20	Authorise Issue of Equity without Pre-emptive Rights	For	For	
The Sage Group plc.	SGE	06-Feb-25	Annual	Management	21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
The Sage Group plc.	SGE	06-Feb-25	Annual	Management	22	Authorise Market Purchase of Ordinary Shares	For	For	
The Sage Group plc.	SGE	06-Feb-25	Annual	Management	23	Authorise the Company to Call General Meeting with Two Weeks' Notice	For	For	
Tyson Foods, Inc.	TSN	06-Feb-25	Annual	Management	1a	Elect Director John H. Tyson	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO. We do not believe an Executive Chair role is in shareholders' best interests as we support the separation of board and management with an independent Chair. We are voting against this director due to concerns over tenure.
Tyson Foods, Inc.	TSN	06-Feb-25	Annual	Management	1b	Elect Director Les R. Baledge	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO. We are not supportive of non-independent directors sitting on key board committees.
Tyson Foods, Inc.	TSN	06-Feb-25	Annual	Management	1c	Elect Director Mike Beebe	For	For	
Tyson Foods, Inc.	TSN	06-Feb-25	Annual	Management	1d	Elect Director Maria Claudia Borrás	For	For	
Tyson Foods, Inc.	TSN	06-Feb-25	Annual	Management	1e	Elect Director David J. Bronczek	For	Against	We are holding the Chair of the Nomination & Governance Committee accountable for failing to ensure that all key board committees are fully independent, for maintaining unequal voting rights, and for the lack of an independent chair.
Tyson Foods, Inc.	TSN	06-Feb-25	Annual	Management	1f	Elect Director Donnie King	For	For	
Tyson Foods, Inc.	TSN	06-Feb-25	Annual	Management	1g	Elect Director Maria N. Martinez	For	For	
Tyson Foods, Inc.	TSN	06-Feb-25	Annual	Management	1h	Elect Director Kevin M. McNamara	For	Against	We are holding this nominee accountable, as Lead Director, for maintaining unequal voting rights and for the lack of an independent chair.
Tyson Foods, Inc.	TSN	06-Feb-25	Annual	Management	1i	Elect Director Cheryl S. Miller	For	Against	We are holding the Chair of the Compensation Committee accountable for ratifying what we believe to be problematic compensation issues.
Tyson Foods, Inc.	TSN	06-Feb-25	Annual	Management	1j	Elect Director Kate B. Quinn	For	For	
Tyson Foods, Inc.	TSN	06-Feb-25	Annual	Management	1k	Elect Director Jeffrey K. Schomburger	For	For	
Tyson Foods, Inc.	TSN	06-Feb-25	Annual	Management	1l	Elect Director Barbara A. Tyson	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Tyson Foods, Inc.	TSN	06-Feb-25	Annual	Management	1m	Elect Director Noel White	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Tyson Foods, Inc.	TSN	06-Feb-25	Annual	Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
Tyson Foods, Inc.	TSN	06-Feb-25	Annual	Management	3	Amend Omnibus Stock Plan	For	Against	The omnibus stock plan does not meet our guidelines.
Tyson Foods, Inc.	TSN	06-Feb-25	Annual	Shareholder	4	Disclosure of Voting Results Based on Class of Shares	Against	For	BCI supports the disclosure of voting results by share class in to order to provide transparency on the views of minority shareholders.
Beijing New Building Materials Public Ltd. Co.	000786	10-Feb-25	Special	Shareholder	1	Elect Bai Yan as Non-independent Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Weichai Power Co., Ltd.	2338	10-Feb-25	ordinary Shareho	Management	1	Elect Huang Weibiao as Director	For	Against	We do not support insiders on the board other than the CEO and Executive Chair.
Weichai Power Co., Ltd.	2338	10-Feb-25	ordinary Shareho	Management	2	Approve Repurchase and Cancellation of Part of Restricted Shares	For	For	
Weichai Power Co., Ltd.	2338	10-Feb-25	ordinary Shareho	Management	3	Approve Cancellation of Shares Held in Designated Account	For	For	
Weichai Power Co., Ltd.	2338	10-Feb-25	ordinary Shareho	Management	4	Authorize Board to Deal with All Matters in Relation to the Repurchase and Cancellation Under the Incentive Scheme	For	For	
Weichai Power Co., Ltd.	2338	10-Feb-25	ordinary Shareho	Management	5	Approve Change of Registered Capital and Amend Articles of Association	For	For	

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Weichai Power Co., Ltd.	2338	10-Feb-25	Special	Management	1	Approve Repurchase and Cancellation of Part of Restricted Shares	For	For	
Weichai Power Co., Ltd.	2338	10-Feb-25	Special	Management	2	Approve Cancellation of Shares Held in Designated Account	For	For	
Weichai Power Co., Ltd.	2338	10-Feb-25	Special	Management	3	Authorize Board to Deal with All Matters in Relation to the Repurchase and Cancellation Under the Incentive Scheme	For	For	
PTC Inc.	PTC	12-Feb-25	Annual	Management	1.1	Elect Director Neil Barua	For	For	
PTC Inc.	PTC	12-Feb-25	Annual	Management	1.2	Elect Director Mark Benjamin	For	For	
PTC Inc.	PTC	12-Feb-25	Annual	Management	1.3	Elect Director Robert Bernshteyn	For	For	
PTC Inc.	PTC	12-Feb-25	Annual	Management	1.4	Elect Director Janice Chaffin	For	For	
PTC Inc.	PTC	12-Feb-25	Annual	Management	1.5	Elect Director Amar Hanspal	For	For	
PTC Inc.	PTC	12-Feb-25	Annual	Management	1.6	Elect Director Michal Katz	For	For	
PTC Inc.	PTC	12-Feb-25	Annual	Management	1.7	Elect Director Paul Lacy	For	Withhold	We are voting against the Chair of the Audit Committee due to excessive non-audit fees.
PTC Inc.	PTC	12-Feb-25	Annual	Management	1.8	Elect Director Corinna Lathan	For	For	
PTC Inc.	PTC	12-Feb-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
PTC Inc.	PTC	12-Feb-25	Annual	Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	Against	We are voting against the appointment of the audit firm as the non-audit fees exceed our guidelines. The auditor's tenure exceeds our guidelines.
Siemens Limited	500550	12-Feb-25	Annual	Management	1	Accept Financial Statements and Statutory Reports	For	For	
Siemens Limited	500550	12-Feb-25	Annual	Management	2	Approve Dividend	For	For	
Siemens Limited	500550	12-Feb-25	Annual	Management	3	Reelect Deepak S. Parekh as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO. We are voting against the non-independent Chair as we support the separation of board and management with an independent Chair.
Siemens Limited	500550	12-Feb-25	Annual	Management	4	Approve Remuneration of Cost Auditors	For	For	
Sinopharm Group Co. Ltd.	1099	12-Feb-25	ordinary Shareho	Management	1	Elect Sun Jinglin as Director, Authorize Board to Fix His Remuneration and Authorize Chairman or Any Executive Director to Enter Into Service Contract with Him	For	Against	We do not support insiders on the board other than the CEO.
Sinopharm Group Co. Ltd.	1099	12-Feb-25	ordinary Shareho	Management	2	Elect Hu Ligang as Director, Authorize Board to Fix His Remuneration and Authorize Chairman or Any Executive Director to Enter Into Service Contract with Him	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Sinopharm Group Co. Ltd.	1099	12-Feb-25	ordinary Shareho	Management	3	Elect Zu Jing as Director, Authorize Board to Fix His Remuneration and Authorize Chairman or Any Executive Director to Enter Into Service Contract with Him	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.

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Sinopharm Group Co. Ltd.	1099	12-Feb-25	ordinary Shareho	Management	4	Elect Xing Yonggang as Director, Authorize Board to Fix His Remuneration and Authorize Chairman or Any Executive Director to Enter Into Service Contract with Him	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Siemens AG	SIE	13-Feb-25	Annual	Management	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023/24 (Non-Voting)			
Siemens AG	SIE	13-Feb-25	Annual	Management	2	Approve Allocation of Income and Dividends of EUR 5.20 per Share	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2023/24	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	3.2	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2023/24	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	3.3	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2023/24	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	3.4	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2023/24	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	3.5	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2023/24	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2023/24	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2023/24	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2023/24	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler for Fiscal Year 2023/24	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	4.5	Approve Discharge of Supervisory Board Member Regina Dugan for Fiscal Year 2023/24	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2023/24	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	4.7	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2023/24	For	For	

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Siemens AG	SIE	13-Feb-25	Annual	Management	4.8	Approve Discharge of Supervisory Board Member Oliver Hartmann for Fiscal Year 2023/24	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	4.9	Approve Discharge of Supervisory Board Member Keryn Lee James for Fiscal Year 2023/24	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	4.10	Approve Discharge of Supervisory Board Member Harald Kern (until Dec. 7, 2023) for Fiscal Year 2023/24	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	4.11	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2023/24	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	4.12	Approve Discharge of Supervisory Board Member Martina Merz for Fiscal Year 2023/24	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	4.13	Approve Discharge of Supervisory Board Member Christian Pfeiffer for Fiscal Year 2023/24	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	4.14	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2023/24	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	4.15	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2023/24	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	4.16	Approve Discharge of Supervisory Board Member Kasper Rorsted for Fiscal Year 2023/24	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	4.17	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2023/24	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	4.18	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2023/24	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	4.19	Approve Discharge of Supervisory Board Member Mimon Uhamou (from Dec. 12, 2023) for Fiscal Year 2023/24	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	4.20	Approve Discharge of Supervisory Board Member Grazia Vittadini for Fiscal Year 2023/24	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	4.21	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2023/24	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2024/25	For	For	

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Siemens AG	SIE	13-Feb-25	Annual	Management	5.2	Ratify PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2024/25	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	6	Approve Remuneration Report	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	7.1	Elect Jim Snabe to the Supervisory Board	For	Against	We are holding the Chair of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
Siemens AG	SIE	13-Feb-25	Annual	Management	7.2	Elect Kasper Rorsted to the Supervisory Board	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	7.3	Elect Ulf Schneider to the Supervisory Board	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	7.4	Elect Grazia Vittadini to the Supervisory Board	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	7.5	Elect Werner Brandt to the Supervisory Board	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	8	Approve Remuneration of Supervisory Board	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	9	Approve Virtual-Only Shareholder Meetings Until 2027	For	Against	This proposal is not in shareholders best interests.
Siemens AG	SIE	13-Feb-25	Annual	Management	10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	Against	The proposed share repurchase program does not have sufficient limits to protect existing shareholders.
Siemens AG	SIE	13-Feb-25	Annual	Management	11	Authorize Use of Financial Derivatives when Repurchasing Shares	For	For	
Siemens AG	SIE	13-Feb-25	Annual	Management	12	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 15 Billion; Approve Creation of EUR 180 Million Pool of Capital to Guarantee Conversion Rights	For	For	
Bharat Forge Limited	500493	14-Feb-25	Special	Management	1	Elect Rashmi Joshi as Director	For	Against	We are holding this board member accountable for the lack of an independent chair.
Bharat Forge Limited	500493	14-Feb-25	Special	Management	2	Elect Ravi Kapoor as Director	For	For	
Sinotruk (Hong Kong) Limited	3808	14-Feb-25	ordinary Sharehc	Management	1	Approve Capital Contribution Agreement and Related Transactions	For	For	
Sinotruk (Hong Kong) Limited	3808	14-Feb-25	ordinary Sharehc	Management	2	Approve 2027 Deposit Services Agreement, Proposed Annual Caps and Related Transactions	For	For	
Thermax Limited	500411	16-Feb-25	Special	Management	1	Elect Parag Shah as Director	For	For	
China Galaxy Securities Co., Ltd.	6881	17-Feb-25	ordinary Sharehc	Management	1	Approve Amendments to the Plan on Authorization Granted by the General Meeting to the Board of Directors	For	Against	We are not supportive of this proposal as it lacks the disclosure necessary for shareholders to make an informed decision.
Inner Mongolia Yitai Coal Co., Ltd.	900948	17-Feb-25	Special	Management	1	Approve Termination of Indirect Coal Liquefaction Demonstration Project	For	For	

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PT Kalbe Farma Tbk	KLBF	17-Feb-25	ordinary Sharehc	Management	1	Approve Plan to Partially Transfer the Company Treasury Shares to be Withdrawn by Means of Reducing Capital	For	For	
Capital One Financial Corporation	COF	18-Feb-25	Special	Management	1	Issue Shares in Connection with Merger	For	For	
Capital One Financial Corporation	COF	18-Feb-25	Special	Management	2	Adjourn Meeting	For	For	
CRRC Corporation Limited	1766	18-Feb-25	ordinary Sharehc	Management	1	Amend Articles of Association	For	Against	We are not supportive of the proposed bylaw amendments as they are not in shareholders' best interests.
CRRC Corporation Limited	1766	18-Feb-25	ordinary Sharehc	Management	2	Amend Rules of Procedure for General Meetings	For	For	
CRRC Corporation Limited	1766	18-Feb-25	ordinary Sharehc	Management	3	Amend Rules of Procedure for the Board	For	Against	We are not supportive of the proposed bylaw amendments as they are not in shareholders' best interests.
Discover Financial Services	DFS	18-Feb-25	Special	Management	1	Approve Merger Agreement	For	For	
Discover Financial Services	DFS	18-Feb-25	Special	Management	2	Advisory Vote on Golden Parachutes	For	For	
Discover Financial Services	DFS	18-Feb-25	Special	Management	3	Adjourn Meeting	For	For	
Hapvida Participacoes e Investimentos SA	HAPV3	18-Feb-25	ordinary Sharehc	Management	1	Add Chapter XII and Article 49 Re: Mandatory Bid Provision	For	Against	We do not believe that support for this proposal is in the best interests of shareholders.
Hapvida Participacoes e Investimentos SA	HAPV3	18-Feb-25	ordinary Sharehc	Management	2	Consolidate Bylaws	For	Against	We do not believe that support for this proposal is in the best interests of shareholders.
Siemens Healthineers AG	SHL	18-Feb-25	Annual	Management	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)			
Siemens Healthineers AG	SHL	18-Feb-25	Annual	Management	2	Approve Allocation of Income and Dividends of EUR 0.95 per Share	For	For	
Siemens Healthineers AG	SHL	18-Feb-25	Annual	Management	3.1	Approve Discharge of Management Board Member Bernhard Montag for Fiscal Year 2024	For	For	
Siemens Healthineers AG	SHL	18-Feb-25	Annual	Management	3.2	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal Year 2024	For	For	
Siemens Healthineers AG	SHL	18-Feb-25	Annual	Management	3.3	Approve Discharge of Management Board Member Darleen Caron for Fiscal Year 2024	For	For	
Siemens Healthineers AG	SHL	18-Feb-25	Annual	Management	3.4	Approve Discharge of Management Board Member Elisabeth Staudinger-Leibrecht for Fiscal Year 2024	For	For	
Siemens Healthineers AG	SHL	18-Feb-25	Annual	Management	4.1	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2024	For	For	
Siemens Healthineers AG	SHL	18-Feb-25	Annual	Management	4.2	Approve Discharge of Supervisory Board Member Dorothea Simon (from April 18, 2024) for Fiscal Year 2024	For	For	
Siemens Healthineers AG	SHL	18-Feb-25	Annual	Management	4.3	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2024	For	For	

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Siemens Healthineers AG	SHL	18-Feb-25	Annual	Management	4.4	Approve Discharge of Supervisory Board Member Vanessa Barth (from April 18, 2024) for Fiscal Year 2024	For	For	
Siemens Healthineers AG	SHL	18-Feb-25	Annual	Management	4.5	Approve Discharge of Supervisory Board Member Veronika Bienert (from April 18, 2024 until April 24, 2024) for Fiscal Year 2024	For	For	
Siemens Healthineers AG	SHL	18-Feb-25	Annual	Management	4.6	Approve Discharge of Supervisory Board Member Harry Blunk (from April 18, 2024) for Fiscal Year 2024	For	For	
Siemens Healthineers AG	SHL	18-Feb-25	Annual	Management	4.7	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2024	For	For	
Siemens Healthineers AG	SHL	18-Feb-25	Annual	Management	4.8	Approve Discharge of Supervisory Board Member Stephan Buettner (from April 18, 2024) for Fiscal Year 2024	For	For	
Siemens Healthineers AG	SHL	18-Feb-25	Annual	Management	4.9	Approve Discharge of Supervisory Board Member Lars-Christian Dinglinger (from April 24, 2024) for Fiscal Year 2024	For	For	
Siemens Healthineers AG	SHL	18-Feb-25	Annual	Management	4.10	Approve Discharge of Supervisory Board Member Andrea Fehrmann (from April 18, 2024) for Fiscal Year 2024	For	For	
Siemens Healthineers AG	SHL	18-Feb-25	Annual	Management	4.11	Approve Discharge of Supervisory Board Member Nick Heindl (from August 1, 2024) for Fiscal Year 2024	For	For	
Siemens Healthineers AG	SHL	18-Feb-25	Annual	Management	4.12	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal Year 2024	For	For	
Siemens Healthineers AG	SHL	18-Feb-25	Annual	Management	4.13	Approve Discharge of Supervisory Board Member Peter Koerte (from April 18, 2024 until April 24, 2024) for Fiscal Year 2024	For	For	
Siemens Healthineers AG	SHL	18-Feb-25	Annual	Management	4.14	Approve Discharge of Supervisory Board Member Sarena Lin for Fiscal Year 2024	For	For	
Siemens Healthineers AG	SHL	18-Feb-25	Annual	Management	4.15	Approve Discharge of Supervisory Board Member Axel Patze (from April 18, 2024) for Fiscal Year 2024	For	For	
Siemens Healthineers AG	SHL	18-Feb-25	Annual	Management	4.16	Approve Discharge of Supervisory Board Member Astrid Ploss (from April 18, 2024) for Fiscal Year 2024	For	For	
Siemens Healthineers AG	SHL	18-Feb-25	Annual	Management	4.17	Approve Discharge of Supervisory Board Member Jens Prietzel (from April 24, 2024 until July 31, 2024) for Fiscal Year 2024	For	For	
Siemens Healthineers AG	SHL	18-Feb-25	Annual	Management	4.18	Approve Discharge of Supervisory Board Member Peer Schatz for Fiscal Year 2024	For	For	

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Siemens Healthineers AG	SHL	18-Feb-25	Annual	Management	4.19	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2024	For	For	
Siemens Healthineers AG	SHL	18-Feb-25	Annual	Management	4.20	Approve Discharge of Supervisory Board Member Harald Tretter (from April 18, 2024) for Fiscal Year 2024	For	For	
Siemens Healthineers AG	SHL	18-Feb-25	Annual	Management	4.21	Approve Discharge of Supervisory Board Member Dow Wilson for Fiscal Year 2024	For	For	
Siemens Healthineers AG	SHL	18-Feb-25	Annual	Management	5.1	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2025	For	For	
Siemens Healthineers AG	SHL	18-Feb-25	Annual	Management	5.2	Ratify PricewaterhouseCoopers GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	For	For	
Siemens Healthineers AG	SHL	18-Feb-25	Annual	Management	6	Approve Remuneration Report	For	For	
Siemens Healthineers AG	SHL	18-Feb-25	Annual	Management	7	Approve Remuneration Policy	For	Against	We are voting against this advisory vote on executive compensation as the program is structured in a way that does not sufficiently align pay with performance.
Siemens Healthineers AG	SHL	18-Feb-25	Annual	Management	8	Approve Affiliation Agreement with Khnoton I GmbH	For	For	
Smoore International Holdings Limited	6969	18-Feb-25	ordinary Sharehc	Management	1	Authorize Repurchase of Issued Share Capital	For	For	
Smoore International Holdings Limited	6969	18-Feb-25	ordinary Sharehc	Management	2	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	For	Against	We do not support this general purpose share issuance due to dilution and as it lacks pre-emptive rights.
Smoore International Holdings Limited	6969	18-Feb-25	ordinary Sharehc	Management	3	Authorize Reissuance of Repurchased Shares	For	Against	The proposed share repurchase program does not have sufficient limits to protect existing shareholders.
Smoore International Holdings Limited	6969	18-Feb-25	ordinary Sharehc	Management	4	Approve Amended Post-IPO Share Option Scheme	For	Against	The stock option plan does not meet our guidelines.
Smoore International Holdings Limited	6969	18-Feb-25	ordinary Sharehc	Management	5	Approve Amended Share Award Plan	For	Against	The share award plan does not meet our guidelines.
Smoore International Holdings Limited	6969	18-Feb-25	ordinary Sharehc	Management	6	Approve Scheme Mandate Limit	For	Against	The scheme limit does not meet our guidelines.
Smoore International Holdings Limited	6969	18-Feb-25	ordinary Sharehc	Management	7	Approve Grant	For	Against	The scheme limit does not meet our guidelines.
Vedanta Limited	500295	18-Feb-25	Court	Management	1	Approve Scheme of Arrangement	For	For	
China National Building Material Company Limited	3323	19-Feb-25	ordinary Sharehc	Shareholder	1	Elect Miao Xiaoling as Director and Authorize Board to Fix Her Remuneration	For	Against	We do not support insiders on the board other than the CEO and Executive Chair.
China National Building Material Company Limited	3323	19-Feb-25	ordinary Sharehc	Management	2	Approve Conditional Cash Offer by Morgan Stanley Asia Limited, Reduction of Registered Capital and Related Transactions	For	For	
China National Building Material Company Limited	3323	19-Feb-25	ordinary Sharehc	Management	3	Approve Whitewash Waiver and Related Transactions	For	For	

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China National Building Material Company Limited	3323	19-Feb-25	Special	Management	1	Approve Conditional Cash Offer by Morgan Stanley Asia Limited, Reduction of Registered Capital and Related Transactions	For	For	
Aristocrat Leisure Limited	ALL	20-Feb-25	Annual	Management	1	Elect Arlene Tansey as Director	For	Against	We are holding the incumbent Audit Committee Chair accountable for insufficient climate-related disclosure.
Aristocrat Leisure Limited	ALL	20-Feb-25	Annual	Management	2	Elect Sylvia Summers Couder as Director	For	For	
Aristocrat Leisure Limited	ALL	20-Feb-25	Annual	Management	3	Elect Kathleen Conlon as Director	For	For	
Aristocrat Leisure Limited	ALL	20-Feb-25	Annual	Management	4	Elect Natasha Chand as Director	For	For	
Aristocrat Leisure Limited	ALL	20-Feb-25	Annual	Management	5	Approve Grant of Performance Share Rights to Trevor Croker Under the Long-Term Incentive Plan	For	Against	The performance rights plan does not meet our guidelines.
Aristocrat Leisure Limited	ALL	20-Feb-25	Annual	Management	6	Approve Remuneration Report	For	For	
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2024 (Non-Voting)			
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	2	Approve Allocation of Income and Dividends of EUR 0.35 per Share	For	For	
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	3.1	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2024	For	For	
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	3.2	Approve Discharge of Management Board Member Elke Reichart (from Nov. 1, 2023) for Fiscal Year 2024	For	For	
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	3.3	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2024	For	For	
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	3.4	Approve Discharge of Management Board Member Andreas Urschitz for Fiscal Year 2024	For	For	
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	3.5	Approve Discharge of Management Board Member Rutger Wijburg for Fiscal Year 2024	For	For	
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	3.6	Approve Discharge of Management Board Member Constanze Hufenbecher (until Oct. 31, 2023) for Fiscal Year 2024	For	For	
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	4.1	Approve Discharge of Supervisory Board Member Herbert Diess for Fiscal Year 2024	For	For	
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	4.2	Approve Discharge of Supervisory Board Member Xiaoqun Clever-Steg for Fiscal Year 2024	For	For	
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2024	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	4.4	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2024	For	For	
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	4.5	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2024	For	For	
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	4.6	Approve Discharge of Supervisory Board Member Hermann Eul (from Feb. 23, 2024) for Fiscal Year 2024	For	For	
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	4.7	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2024	For	For	
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	4.8	Approve Discharge of Supervisory Board Member Klaus Helmrich for Fiscal Year 2024	For	For	
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	4.9	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2024	For	For	
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	4.10	Approve Discharge of Supervisory Board Member Manfred Puffer (until Feb. 23, 2024) for Fiscal Year 2024	For	For	
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	4.11	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2024	For	For	
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	4.12	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2024	For	For	
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	4.13	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2024	For	For	
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	4.14	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2024	For	For	
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	4.15	Approve Discharge of Supervisory Board Member Mirco Synde for Fiscal Year 2024	For	For	
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	4.16	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2024	For	For	
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	4.17	Approve Discharge of Supervisory Board Member Ute Wolf for Fiscal Year 2024	For	For	
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	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	For	For	
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	6	Ratify Deloitte GmbH as Auditor for Sustainability Reporting for Fiscal Year 2025	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	7.1	Elect Xiaoqun Clever-Steg to the Supervisory Board	For	For	
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	7.2	Elect Friedrich Eichiner to the Supervisory Board	For	For	
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	7.3	Elect Ulrich Spiesshofer to the Supervisory Board	For	For	
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	7.4	Elect Margret Suckale to the Supervisory Board	For	For	
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	8	Approve Creation of EUR 30 Million Pool of Authorized Capital 2025/1 for Employee Participation Plans	For	For	
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	9	Approve Virtual-Only Shareholder Meetings Until 2027	For	Against	This proposal is not in shareholders best interests.
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	10	Approve Remuneration Policy	For	Against	We are voting against this advisory vote on executive compensation as the program is structured in a way that does not sufficiently align pay with performance. The executive compensation program contains features that are not in line with best practice.
Infineon Technologies AG	IFX	20-Feb-25	Annual	Management	11	Approve Remuneration Report	For	For	
Kotak Mahindra Bank Limited	500247	20-Feb-25	Special	Management	1	Approve Appointment and Remuneration of Jaideep Hansraj as Whole-Time Director	For	For	
Kotak Mahindra Bank Limited	500247	20-Feb-25	Special	Management	2	Approve Revision in Remuneration of Shanti Ekambaram as Whole-time Director Designated as Deputy Managing Director	For	For	
Kotak Mahindra Bank Limited	500247	20-Feb-25	Special	Management	3	Authorize Issuance of Unsecured, Redeemable, Non-Convertible Debentures / Bonds / other Debt Securities on a Private Placement Basis during FY 2025-26	For	For	
Kotak Mahindra Bank Limited	500247	20-Feb-25	Special	Management	4	Approve Kotak Mahindra Performance Linked Restricted Stock Unit Scheme 2025 for Grant of Performance Linked Restricted Stock Units to Eligible Employees	For	For	
Kotak Mahindra Bank Limited	500247	20-Feb-25	Special	Management	5	Approve Kotak Mahindra Performance Linked Restricted Stock Unit Scheme 2025 for Grant of Performance Linked Restricted Stock Units to Eligible Employees of Wholly-Owned Subsidiaries	For	For	
Kotak Mahindra Bank Limited	500247	20-Feb-25	Special	Management	6	Approve Revision in the Approved ESOP Pool under the Kotak Mahindra Equity Option Scheme 2023 for the Implementation of the Kotak Mahindra Performance Linked Restricted Stock Unit Scheme 2025	For	For	

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Raymond James Financial, Inc.	RJF	20-Feb-25	Annual	Management	1a	Elect Director Marlene Debel	For	For	
Raymond James Financial, Inc.	RJF	20-Feb-25	Annual	Management	1b	Elect Director Jeffrey N. Edwards	For	Against	We do not believe an Executive Chair role is in shareholders' best interests as we support the separation of board and management with an independent Chair.
Raymond James Financial, Inc.	RJF	20-Feb-25	Annual	Management	1c	Elect Director Benjamin C. Esty	For	For	
Raymond James Financial, Inc.	RJF	20-Feb-25	Annual	Management	1d	Elect Director Art A. Garcia	For	For	
Raymond James Financial, Inc.	RJF	20-Feb-25	Annual	Management	1e	Elect Director Anne Gates	For	Against	We do not believe an Executive Chair role is in shareholders' best interests as we support the separation of board and management with an independent Chair.
Raymond James Financial, Inc.	RJF	20-Feb-25	Annual	Management	1f	Elect Director Gordon L. Johnson	For	For	
Raymond James Financial, Inc.	RJF	20-Feb-25	Annual	Management	1g	Elect Director Raymond W. McDaniel, Jr.	For	For	
Raymond James Financial, Inc.	RJF	20-Feb-25	Annual	Management	1h	Elect Director Roderick C. McGeary	For	For	
Raymond James Financial, Inc.	RJF	20-Feb-25	Annual	Management	1i	Elect Director Cecily M. Mistarz	For	For	
Raymond James Financial, Inc.	RJF	20-Feb-25	Annual	Management	1j	Elect Director Paul C. Reilly	For	Against	We do not believe an Executive Chair role is in shareholders' best interests as we support the separation of board and management with an independent Chair.
Raymond James Financial, Inc.	RJF	20-Feb-25	Annual	Management	1k	Elect Director Raj Seshadri	For	For	
Raymond James Financial, Inc.	RJF	20-Feb-25	Annual	Management	1l	Elect Director Paul M. Shoukry	For	For	
Raymond James Financial, Inc.	RJF	20-Feb-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	We are voting against this advisory vote on executive compensation as the program is structured in a way that does not sufficiently align pay with performance. The executive compensation program contains features that are not in line with best practice.
Raymond James Financial, Inc.	RJF	20-Feb-25	Annual	Management	3	Ratify KPMG LLP as Auditors	For	Against	The auditor's tenure exceeds our guidelines.
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	1	Receive Financial Statements and Statutory Reports for Fiscal Year 2023/24 (Non-Voting)			
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	2	Approve Allocation of Income and Omission of Dividends	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	3.1	Approve Discharge of Management Board Member Christian Bruch for Fiscal Year 2023/24	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	3.2	Approve Discharge of Management Board Member Maria Ferraro for Fiscal Year 2023/24	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	3.3	Approve Discharge of Management Board Member Karim Amin for Fiscal Year 2023/24	For	For	

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Siemens Energy AG	ENR	20-Feb-25	Annual	Management	3.4	Approve Discharge of Management Board Member Tim Holt for Fiscal Year 2023/24	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	3.5	Approve Discharge of Management Board Member Anne-Laure Parrical de Chamard for Fiscal Year 2023/24	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	3.6	Approve Discharge of Management Board Member Vinod Philip for Fiscal Year 2023/24	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2023/24	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	4.2	Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal Year 2023/24	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	4.3	Approve Discharge of Supervisory Board Member Hubert Lienhard for Fiscal Year 2023/24	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	4.4	Approve Discharge of Supervisory Board Member Guenter Augustat for Fiscal Year 2023/24	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	4.5	Approve Discharge of Supervisory Board Member Manfred Baereis for Fiscal Year 2023/24	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	4.6	Approve Discharge of Supervisory Board Member Manuel Bloemers for Fiscal Year 2023/24	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	4.7	Approve Discharge of Supervisory Board Member Christine Bortenlaenger for Fiscal Year 2023/24	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	4.8	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2023/24	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	4.9	Approve Discharge of Supervisory Board Member Andreas Feldmueller for Fiscal Year 2023/24	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	4.10	Approve Discharge of Supervisory Board Member Nadine Florian for Fiscal Year 2023/24	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	4.11	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2023/24	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	4.12	Approve Discharge of Supervisory Board Member Veronika Grimm (from Feb. 26, 2024) for Fiscal Year 2023/24	For	For	

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Siemens Energy AG	ENR	20-Feb-25	Annual	Management	4.13	Approve Discharge of Supervisory Board Member Horst Hakelberg (until Feb. 26, 2024) for Fiscal Year 2023/24	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	4.14	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2023/24	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	4.15	Approve Discharge of Supervisory Board Member Simone Menne (from Feb. 26, 2024) for Fiscal Year 2023/24	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	4.16	Approve Discharge of Supervisory Board Member Hildegard Mueller for Fiscal Year 2023/24	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	4.17	Approve Discharge of Supervisory Board Member Laurence Mulliez for Fiscal Year 2023/24	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	4.18	Approve Discharge of Supervisory Board Member Thomas Pfann for Fiscal Year 2023/24	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	4.19	Approve Discharge of Supervisory Board Member Matthias Rebellius for Fiscal Year 2023/24	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	4.20	Approve Discharge of Supervisory Board Member Cornelia Schau (from Feb. 26, 2024) for Fiscal Year 2023/24	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	4.21	Approve Discharge of Supervisory Board Member Ralf Thomas (until Feb. 26, 2024) for Fiscal Year 2023/24	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	4.22	Approve Discharge of Supervisory Board Member Geisha Williams for Fiscal Year 2023/24	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	4.23	Approve Discharge of Supervisory Board Member Randy Zwirn (until Feb. 26, 2024) for Fiscal Year 2023/24	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	5.1	Ratify KPMG AG as Auditors for Fiscal Year 2024/25	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	5.2	Ratify KPMG AG as Auditor for Sustainability Reporting for Fiscal Year 2024/25	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	6	Approve Remuneration Report	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	7	Approve Remuneration Policy	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	8.1	Elect Anja-Isabel Dotzenrath to the Supervisory Board	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	8.2	Elect Sigmar Gabriel to the Supervisory Board	For	For	

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Siemens Energy AG	ENR	20-Feb-25	Annual	Management	8.3	Elect Joe Kaeser to the Supervisory Board	For	Against	We are not supportive of non-independent directors sitting on key board committees. We are holding the Chair of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We are voting against the non-independent Chair as we support the separation of board and management with an independent Chair. We are holding this board member accountable for the lack of an independent chair.
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	8.4	Elect Hubert Lienhard to the Supervisory Board	For	Against	We are holding this board member accountable for the lack of an independent chair.
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	8.5	Elect Laurence Mulliez to the Supervisory Board	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	8.6	Elect Matthias Rebellius to the Supervisory Board	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	8.7	Elect Geisha Williams to the Supervisory Board	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	8.8	Elect Feiyu Xu to the Supervisory Board	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	9	Approve Supervisory Board Remuneration Policy	For	For	
Siemens Energy AG	ENR	20-Feb-25	Annual	Management	10	Approve Virtual-Only Shareholder Meetings Until 2027	For	Against	This proposal is not in shareholders best interests.
Agricultural Bank of China Limited	1288	21-Feb-25	ordinary Sharehc	Management	1	Elect Zhang Qi as Director	For	For	
Agricultural Bank of China Limited	1288	21-Feb-25	ordinary Sharehc	Management	2	Approve Issuance Quota of Capital Instruments and Total Loss-Absorbing Capacity Non-Capital Bonds	For	For	
Thai Oil Public Company Limited	TOP	21-Feb-25	ordinary Sharehc	Management	1	Approve Increase of the Investment Cost in the Clean Fuel Project (CFP)	For	Against	We are not supportive of this proposal as it lacks the disclosure necessary for shareholders to make an informed decision.
Thai Oil Public Company Limited	TOP	21-Feb-25	ordinary Sharehc	Management	2	Other Business	For	Against	We are voting against this proposal to conduct 'other business' at the shareholder meeting as it puts non-attending shareholders voting by proxy at a disadvantage.
Emirates NBD Bank (P.J.S.C) #IRATESNI		24-Feb-25	Annual	Management	1	Approve Board Report on Company Operations and Financial Statements for Fiscal Year Ended 31/12/2024	For	For	
Emirates NBD Bank (P.J.S.C) #IRATESNI		24-Feb-25	Annual	Management	2	Approve Auditors' Report on Company Financial Statements for Fiscal Year Ended 31/12/2024	For	For	
Emirates NBD Bank (P.J.S.C) #IRATESNI		24-Feb-25	Annual	Management	3	Approve Internal Shariah Supervisory Committee Report for Fiscal Year Ended 31/12/2024	For	For	
Emirates NBD Bank (P.J.S.C) #IRATESNI		24-Feb-25	Annual	Management	4	Accept Financial Statements and Statutory Reports for Fiscal Year Ended 31/12/2024	For	For	
Emirates NBD Bank (P.J.S.C) #IRATESNI		24-Feb-25	Annual	Management	5	Approve Dividends of AED 1 per Share for Fiscal Year Ended 31/12/2024	For	For	
Emirates NBD Bank (P.J.S.C) #IRATESNI		24-Feb-25	Annual	Management	6	Approve Remuneration of Directors for Fiscal Year Ended 31/12/2024	For	For	
Emirates NBD Bank (P.J.S.C) #IRATESNI		24-Feb-25	Annual	Management	7	Approve Discharge of Directors for Fiscal Year Ended 31/12/2024	For	For	

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Emirates NBD Bank (P.J.S.C)	IRATESNI	24-Feb-25	Annual	Management	8	Approve Discharge of Auditors for Fiscal Year Ended 31/12/2024	For	For	
Emirates NBD Bank (P.J.S.C)	IRATESNI	24-Feb-25	Annual	Management	9	Approve Appointment of Auditor and Fix His Remuneration for Fiscal 2025	For	For	
Emirates NBD Bank (P.J.S.C)	IRATESNI	24-Feb-25	Annual	Management	10	Approve Membership Renewal of the Internal Shariah Supervision Committee Members	For	Against	We are voting against the slate as we believe it is important to be able to vote on the qualifications of individual directors.
Emirates NBD Bank (P.J.S.C)	IRATESNI	24-Feb-25	Annual	Management	11	Elect Directors	For	Against	We are voting against this item as the company has not properly disclosed the name of the nominee along with his/her independence status.
Emirates NBD Bank (P.J.S.C)	IRATESNI	24-Feb-25	Annual	Management	12	Approve Board Proposal Re: Non-convertible Securities to be Issued by the Bank, Subject to Obtaining to Approvals from the Relevant Regulatory Authorities	For	For	
Emirates NBD Bank (P.J.S.C)	IRATESNI	24-Feb-25	Annual	Management	13	Authorize Board and Any Authorized Person by the Board to Ratify and Execute Approved Resolutions	For	For	
Pepkor Holdings Ltd.	PPH	24-Feb-25	Annual	Management	XXX	Present Financial Statements and Statutory Reports for the Year Ended 30 September 2024			
Pepkor Holdings Ltd.	PPH	24-Feb-25	Annual	Management	1	Re-elect Hester Hickey as Director	For	For	
Pepkor Holdings Ltd.	PPH	24-Feb-25	Annual	Management	2	Re-elect Steve Muller as Director	For	For	
Pepkor Holdings Ltd.	PPH	24-Feb-25	Annual	Management	3	Re-elect Paula Disberry as Director	For	For	
Pepkor Holdings Ltd.	PPH	24-Feb-25	Annual	Management	4	Re-elect Isaac Mophatlane as Director	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
Pepkor Holdings Ltd.	PPH	24-Feb-25	Annual	Management	5	Re-elect Hester Hickey as Member of the Audit and Risk Committee	For	For	
Pepkor Holdings Ltd.	PPH	24-Feb-25	Annual	Management	6	Re-elect Fagmeedah Petersen-Cook as Member of the Audit and Risk Committee	For	For	
Pepkor Holdings Ltd.	PPH	24-Feb-25	Annual	Management	7	Re-elect Zola Malinga as Member of the Audit and Risk Committee	For	For	
Pepkor Holdings Ltd.	PPH	24-Feb-25	Annual	Management	8	Re-elect Steve Muller as Member of the Audit and Risk Committee	For	For	
Pepkor Holdings Ltd.	PPH	24-Feb-25	Annual	Management	9	Reappoint PricewaterhouseCoopers Inc as Auditors with A Hugo as Registered Auditor and Director in the Firm	For	For	
Pepkor Holdings Ltd.	PPH	24-Feb-25	Annual	Management	10	Elect Fagmeedah Petersen-Cook as Member of the Social and Ethics Committee	For	For	
Pepkor Holdings Ltd.	PPH	24-Feb-25	Annual	Management	11	Elect Zola Malinga as Member of the Social and Ethics Committee	For	For	
Pepkor Holdings Ltd.	PPH	24-Feb-25	Annual	Management	12	Elect Paula Disberry as Member of the Social and Ethics Committee	For	For	
Pepkor Holdings Ltd.	PPH	24-Feb-25	Annual	Management	13	Elect Pieter Erasmus as Member of the Social and Ethics Committee	For	For	
Pepkor Holdings Ltd.	PPH	24-Feb-25	Annual	Management	14	Approve Remuneration Policy	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Pepkor Holdings Ltd.	PPH	24-Feb-25	Annual	Management	15	Approve Implementation Report on the Remuneration Policy	For	Against	We are voting against this advisory vote on executive compensation as the program is structured in a way that does not sufficiently align pay with performance.
Pepkor Holdings Ltd.	PPH	24-Feb-25	Annual	Management	1.1	Approve Remuneration of Board Chair	For	For	
Pepkor Holdings Ltd.	PPH	24-Feb-25	Annual	Management	1.2	Approve Remuneration of Lead Independent Director	For	For	
Pepkor Holdings Ltd.	PPH	24-Feb-25	Annual	Management	1.3	Approve Remuneration of Board Members	For	For	
Pepkor Holdings Ltd.	PPH	24-Feb-25	Annual	Management	1.4	Approve Remuneration of Audit and Risk Committee Chair	For	For	
Pepkor Holdings Ltd.	PPH	24-Feb-25	Annual	Management	1.5	Approve Remuneration of Audit and Risk Committee Members	For	For	
Pepkor Holdings Ltd.	PPH	24-Feb-25	Annual	Management	1.6	Approve Remuneration of Human Resources and Remuneration Committee Chair	For	For	
Pepkor Holdings Ltd.	PPH	24-Feb-25	Annual	Management	1.7	Approve Remuneration of Human Resources and Remuneration Committee Members	For	For	
Pepkor Holdings Ltd.	PPH	24-Feb-25	Annual	Management	1.8	Approve Remuneration of Social and Ethics Committee Chair	For	For	
Pepkor Holdings Ltd.	PPH	24-Feb-25	Annual	Management	1.9	Approve Remuneration of Social and Ethics Committee Members	For	For	
Pepkor Holdings Ltd.	PPH	24-Feb-25	Annual	Management	1.10	Approve Remuneration of Nomination Committee Members	For	For	
Pepkor Holdings Ltd.	PPH	24-Feb-25	Annual	Management	1.11	Approve Remuneration of Investment Committee Chair	For	For	
Pepkor Holdings Ltd.	PPH	24-Feb-25	Annual	Management	1.12	Approve Remuneration of Investment Committee Members	For	For	
Pepkor Holdings Ltd.	PPH	24-Feb-25	Annual	Management	1.13	Approve Remuneration of Director Approved by Prudential Authority	For	For	
Pepkor Holdings Ltd.	PPH	24-Feb-25	Annual	Management	2	Approve Financial Assistance in Terms of Section 45 of the Companies Act	For	For	
Pepkor Holdings Ltd.	PPH	24-Feb-25	Annual	Management	3	Approve Financial Assistance in Terms of Section 44 of the Companies Act	For	For	
Pepkor Holdings Ltd.	PPH	24-Feb-25	Annual	Management	4	Authorise Repurchase of Issued Share Capital	For	For	
Suzlon Energy Limited	532667	24-Feb-25	Special	Management	1	Elect Sameer Shah as Director	For	Against	We are holding the Chair of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent and for the lack of an independent chair.
Suzlon Energy Limited	532667	24-Feb-25	Special	Management	2	Elect Seemantinee Khot as Director	For	For	
Ancor Plc	AMCR	25-Feb-25	ordinary Sharehc	Management	1	Issue Shares in Connection with Merger	For	For	
Ancor Plc	AMCR	25-Feb-25	ordinary Sharehc	Management	2	Adjourn Meeting	For	For	
Apple Inc.	AAPL	25-Feb-25	Annual	Management	1a	Elect Director Wanda Austin	For	For	
Apple Inc.	AAPL	25-Feb-25	Annual	Management	1b	Elect Director Tim Cook	For	For	
Apple Inc.	AAPL	25-Feb-25	Annual	Management	1c	Elect Director Alex Gorsky	For	For	
Apple Inc.	AAPL	25-Feb-25	Annual	Management	1d	Elect Director Andrea Jung	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Apple Inc.	AAPL	25-Feb-25	Annual	Management	1e	Elect Director Art Levinson	For	Against	We are voting against this director due to concerns over tenure.
Apple Inc.	AAPL	25-Feb-25	Annual	Management	1f	Elect Director Monica Lozano	For	For	
Apple Inc.	AAPL	25-Feb-25	Annual	Management	1g	Elect Director Ron Sugar	For	For	
Apple Inc.	AAPL	25-Feb-25	Annual	Management	1h	Elect Director Sue Wagner	For	For	
Apple Inc.	AAPL	25-Feb-25	Annual	Management	2	Ratify Ernst & Young LLP as Auditors	For	For	
Apple Inc.	AAPL	25-Feb-25	Annual	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	We are voting against this advisory vote on executive compensation as the program is structured in a way that does not sufficiently align pay with performance.
Apple Inc.	AAPL	25-Feb-25	Annual	Shareholder	4	Report on Ethical AI Data Acquisition and Usage	Against	For	We are supporting this shareholder proposal calling for a report on the company's data acquisition polices related to artificial intelligence. Additional disclosure helps investors better assess how related risks may affect a company's activities.
Apple Inc.	AAPL	25-Feb-25	Annual	Shareholder	5	Report on Child Safety Online	Against	Against	We consider the company's current policies, practices, and related disclosure to be sufficient.
Apple Inc.	AAPL	25-Feb-25	Annual	Shareholder	6	Consider Abolishing DEI Policies, Programs, Departments, and Goals	Against	Against	This proposal is not in shareholder's best interests.
Apple Inc.	AAPL	25-Feb-25	Annual	Shareholder	7	Report on Discrimination in Charitable Contributions	Against	Against	We are not supportive of this proposal and the proponent has failed to demonstrate any issues with the company's policies, practices and disclosure.
Alior Bank SA	ALR	26-Feb-25	Special	Management	1	Open Meeting			
Alior Bank SA	ALR	26-Feb-25	Special	Management	2	Elect Meeting Chairman	For	For	
Alior Bank SA	ALR	26-Feb-25	Special	Management	3	Acknowledge Proper Convening of Meeting			
Alior Bank SA	ALR	26-Feb-25	Special	Management	4	Approve Agenda of Meeting	For	For	
Alior Bank SA	ALR	26-Feb-25	Special	Shareholder	5.1	Recall Supervisory Board Member	None	Against	
Alior Bank SA	ALR	26-Feb-25	Special	Shareholder	5.2	Elect Supervisory Board Member	None	Against	
Alior Bank SA	ALR	26-Feb-25	Special	Shareholder	6	Approve Decision on Covering Costs of Convocation of EGM	None	Against	
Alior Bank SA	ALR	26-Feb-25	Special	Management	7	Close Meeting			
Aluminum Corporation of China Limited	2600	26-Feb-25	ordinary Shareho	Management	1.1	Elect He Wenjian as Director	For	Against	We do not support insiders on the board other than the CEO and Executive Chair.
Aluminum Corporation of China Limited	2600	26-Feb-25	ordinary Shareho	Management	1.2	Elect Mao Shiqing as Director	For	Against	We do not support insiders on the board other than the CEO and Executive Chair.
Centrais Eletricas Brasileiras SA	ELET6	26-Feb-25	ordinary Shareho	Management	1	Amend Article 3 Re: Corporate Purpose	For	For	
Centrais Eletricas Brasileiras SA	ELET6	26-Feb-25	ordinary Shareho	Management	2	Amend Articles	For	For	
Centrais Eletricas Brasileiras SA	ELET6	26-Feb-25	ordinary Shareho	Management	3	Amend Articles	For	For	
Centrais Eletricas Brasileiras SA	ELET6	26-Feb-25	ordinary Shareho	Management	4	Consolidate Bylaws	For	For	
Charter Communications, Inc.	CHTR	26-Feb-25	Special	Management	1	Approve Merger Agreement	For	For	
Charter Communications, Inc.	CHTR	26-Feb-25	Special	Management	2	Issue Shares in Connection with Merger	For	For	
Charter Communications, Inc.	CHTR	26-Feb-25	Special	Management	3	Adjourn Meeting	For	For	
Deere & Company	DE	26-Feb-25	Annual	Management	1a	Elect Director Leanne G. Caret	For	For	

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Deere & Company	DE	26-Feb-25	Annual	Management	1b	Elect Director Tamra A. Erwin	For	Against	We are holding this board member accountable for the lack of an independent chair.
Deere & Company	DE	26-Feb-25	Annual	Management	1c	Elect Director R. Preston Feight	For	For	
Deere & Company	DE	26-Feb-25	Annual	Management	1d	Elect Director Alan C. Heuberger	For	For	
Deere & Company	DE	26-Feb-25	Annual	Management	1e	Elect Director L. Neil Hunn	For	For	
Deere & Company	DE	26-Feb-25	Annual	Management	1f	Elect Director Michael O. Johanns	For	For	
Deere & Company	DE	26-Feb-25	Annual	Management	1g	Elect Director John C. May	For	Against	We are voting against the CEO for also being the Board Chair because the separation of roles is in shareholders best interests.
Deere & Company	DE	26-Feb-25	Annual	Management	1h	Elect Director Gregory R. Page	For	For	
Deere & Company	DE	26-Feb-25	Annual	Management	1i	Elect Director Sherry M. Smith	For	Against	We are holding this board member accountable for the lack of an independent chair.
Deere & Company	DE	26-Feb-25	Annual	Management	1j	Elect Director Dmitri L. Stockton	For	For	
Deere & Company	DE	26-Feb-25	Annual	Management	1k	Elect Director Sheila G. Talton	For	For	
Deere & Company	DE	26-Feb-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Deere & Company	DE	26-Feb-25	Annual	Management	3	Ratify Deloitte & Touche LLP as Auditors	For	Against	The auditor's tenure exceeds our guidelines.
Deere & Company	DE	26-Feb-25	Annual	Shareholder	4	Report on Statistical Differences in Hiring Across Race and Gender	Against	Against	We consider the company's current policies and practices to be sufficient.
Deere & Company	DE	26-Feb-25	Annual	Shareholder	5	Report on Effectiveness of Efforts to Create a Meritocratic Workplace	Against	Against	We consider the company's current policies and practices to be sufficient.
Deere & Company	DE	26-Feb-25	Annual	Shareholder	6	Establish a Board Committee on Corporate Financial Sustainability	Against	Against	We are not supportive of this overly prescriptive proposal and the proponent has failed to demonstrate any issues with the company's policies, practices and disclosure.
Deere & Company	DE	26-Feb-25	Annual	Shareholder	7	Report on a Civil Rights Audit	Against	For	BCI supports this shareholder proposal calling for a racial equity audit as it would provide investors with additional information to assess the company's impacts and areas for improvement.
Deere & Company	DE	26-Feb-25	Annual	Shareholder	8	Report on Discrimination in Charitable Contributions	Against	Against	We are not supportive of this imprecise proposal, and the proponent failed to demonstrate any issues with the company's policies, practices and disclosure
Hologic Inc.	HOLX	26-Feb-25	Annual	Management	1a	Elect Director Stephen P. MacMillan	For	Against	We are voting against the CEO for also being the Board Chair because the separation of roles is in shareholders best interests.
Hologic Inc.	HOLX	26-Feb-25	Annual	Management	1b	Elect Director Charles J. Dockendorff	For	For	
Hologic Inc.	HOLX	26-Feb-25	Annual	Management	1c	Elect Director Ludwig N. Hantson	For	For	
Hologic Inc.	HOLX	26-Feb-25	Annual	Management	1d	Elect Director Martin Madaus	For	For	
Hologic Inc.	HOLX	26-Feb-25	Annual	Management	1e	Elect Director Nanaz Mohtashami	For	For	
Hologic Inc.	HOLX	26-Feb-25	Annual	Management	1f	Elect Director Christiana Stamoulis	For	For	
Hologic Inc.	HOLX	26-Feb-25	Annual	Management	1g	Elect Director Stacey D. Stewart	For	For	
Hologic Inc.	HOLX	26-Feb-25	Annual	Management	1h	Elect Director Amy M. Wendell	For	Against	We are holding the Lead Director/Chair of the Nomination Committee accountable for the lack of an independent chair.
Hologic Inc.	HOLX	26-Feb-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Hologic Inc.	HOLX	26-Feb-25	Annual	Management	3	Ratify Ernst & Young LLP as Auditors	For	Against	The auditor's tenure exceeds our guidelines.
Hologic Inc.	HOLX	26-Feb-25	Annual	Shareholder	4	Adopt Simple Majority Vote	None	For	We believe that directors should be elected by an affirmative majority of votes cast.
Abu Dhabi Commercial Bank	ADCB	27-Feb-25	Annual	Management	1	Approve Board Report on Company Operations and Financial Position for FY 2024	For	For	

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Abu Dhabi Commercial Bank	ADCB	27-Feb-25	Annual	Management	2	Approve Auditors' Report on Company Financial Statements for FY 2024	For	For	
Abu Dhabi Commercial Bank	ADCB	27-Feb-25	Annual	Management	3	Approve Internal Shariah Supervisory Committee Report for FY 2024	For	For	
Abu Dhabi Commercial Bank	ADCB	27-Feb-25	Annual	Management	4	Appoint a Member to the Internal Shariah Supervisory Committee for a Period of Three Years	For	For	
Abu Dhabi Commercial Bank	ADCB	27-Feb-25	Annual	Management	5	Approve Zakat per Share Calculated as per the Guidance of the Internal Shariah Supervisory Committee in Relation to the Shariah Compliant Business	For	For	
Abu Dhabi Commercial Bank	ADCB	27-Feb-25	Annual	Management	6	Accept Financial Statements and Statutory Reports for FY 2024	For	For	
Abu Dhabi Commercial Bank	ADCB	27-Feb-25	Annual	Management	7	Approve Dividends of AED 0.59 Per Share for FY 2024	For	For	
Abu Dhabi Commercial Bank	ADCB	27-Feb-25	Annual	Management	8	Approve Remuneration of Directors Including Board Committees' Sitting Fees for FY 2024	For	For	
Abu Dhabi Commercial Bank	ADCB	27-Feb-25	Annual	Management	9	Approve Discharge of Directors for FY 2024	For	For	
Abu Dhabi Commercial Bank	ADCB	27-Feb-25	Annual	Management	10	Approve Discharge of Auditors for FY 2024	For	For	
Abu Dhabi Commercial Bank	ADCB	27-Feb-25	Annual	Management	11	Ratify Auditors and Fix Their Remuneration for FY 2025	For	For	
Abu Dhabi Commercial Bank	ADCB	27-Feb-25	Annual	Management	12.1	Ratify the Appointment of Khaldoun Al Mubarak as Director	For	Against	We are voting against all directors as the company has not properly disclosed the names of the nominees along with their independence status.
Abu Dhabi Commercial Bank	ADCB	27-Feb-25	Annual	Management	12.2	Ratify the Appointment of Ahmed Al Mazrouee as Director	For	Against	We are voting against all directors as the company has not properly disclosed the names of the nominees along with their independence status.
Abu Dhabi Commercial Bank	ADCB	27-Feb-25	Annual	Management	12.3	Ratify the Appointment of Carlos Obeed as Director	For	Against	We are voting against all directors as the company has not properly disclosed the names of the nominees along with their independence status.
Abu Dhabi Commercial Bank	ADCB	27-Feb-25	Annual	Management	12.4	Ratify the Appointment of Saeed Al Mazrouee as Director	For	Against	We are voting against all directors as the company has not properly disclosed the names of the nominees along with their independence status.
Abu Dhabi Commercial Bank	ADCB	27-Feb-25	Annual	Management	12.5	Ratify the Appointment of Khalid Al Suweedi as Director	For	Against	We are voting against all directors as the company has not properly disclosed the names of the nominees along with their independence status.
Abu Dhabi Commercial Bank	ADCB	27-Feb-25	Annual	Management	12.6	Ratify the Appointment of Fatimah Al Naeemi as Director	For	Against	We are voting against all directors as the company has not properly disclosed the names of the nominees along with their independence status.
Abu Dhabi Commercial Bank	ADCB	27-Feb-25	Annual	Management	12.7	Elect Zayid Al Nahayan as Director	None	Abstain	
Abu Dhabi Commercial Bank	ADCB	27-Feb-25	Annual	Management	12.8	Elect Sultan Al Dhahiri as Director	None	Abstain	
Abu Dhabi Commercial Bank	ADCB	27-Feb-25	Annual	Management	12.9	Elect Ayshah Al Hallami as Director	None	Abstain	
Abu Dhabi Commercial Bank	ADCB	27-Feb-25	Annual	Management	12.10	Elect Huseen Al Nuwees as Director	None	Abstain	
Abu Dhabi Commercial Bank	ADCB	27-Feb-25	Annual	Management	12.11	Elect Khalid Khouri as Director	None	Abstain	

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Abu Dhabi Commercial Bank	ADCB	27-Feb-25	Annual	Management	1	Authorize Renewal of the Bank's Debt Issuance Program and Create New Programs on Issuing Non-Convertible Securities into Shares Up to USD 8,000,000,000	For	For	
Abu Dhabi Commercial Bank	ADCB	27-Feb-25	Annual	Management	2	Authorize Issuance of Debt Instrument on a Standalone Basis up to USD 2,000,000,000	For	For	
Abu Dhabi Commercial Bank	ADCB	27-Feb-25	Annual	Management	3	Authorize Issuance of Debt Tier Capital instruments Including Additional Tier 1 Capital or Subordinated Tier 2 Capital with an Aggregate Face Amount of up to USD 2,000,000,000	For	For	
Abu Dhabi Commercial Bank	ADCB	27-Feb-25	Annual	Management	4	Authorize Board, Committee Members, Officer or any Authorized Person to Issue Any Type of Sukuk/Non-Convertible Securities into Shares Up to USD 8,000,000,000, and to Determine the Terms of the Issuance	For	For	
Kimberly-Clark de Mexico SAB de CV	KIMBERA	27-Feb-25	Annual	Management	1	Approve Financial Statements and Statutory Reports; Approve Allocation of Income	For	For	
Kimberly-Clark de Mexico SAB de CV	KIMBERA	27-Feb-25	Annual	Management	2	Approve Cash Dividends of MXN 2.04 per Series A and B Shares; Such Dividends Will Be Distributed in Four Installments of MXN 0.51	For	For	
Kimberly-Clark de Mexico SAB de CV	KIMBERA	27-Feb-25	Annual	Management	3	Set Maximum Amount of Share Repurchase Reserve of up to MXN 1.5 Billion; Approve Board's Report on Policies of Repurchase of Shares	For	Against	The proposed share repurchase program does not have sufficient limits to protect existing shareholders.
Kimberly-Clark de Mexico SAB de CV	KIMBERA	27-Feb-25	Annual	Management	4	Elect and/or Ratify Directors, Alternates, Chair of Audit and Corporate Practices Committee and Board Secretary; Approve their Remunerations; Verify Independence Qualification of Directors	For	Against	We are voting against the slate as we believe it is important to be able to vote on the qualifications of individual directors.
Kimberly-Clark de Mexico SAB de CV	KIMBERA	27-Feb-25	Annual	Management	4.1	Elect and/or Ratify Jorge Ballesteros Franco as Director and Diego Ostos Guerresi as Alternate Director	For	For	
Kimberly-Clark de Mexico SAB de CV	KIMBERA	27-Feb-25	Annual	Management	4.2	Elect and/or Ratify Emilio Carrillo Gamboa as Director and Claudia Rodriguez Campos as Alternate Director	For	For	
Kimberly-Clark de Mexico SAB de CV	KIMBERA	27-Feb-25	Annual	Management	4.3	Elect and/or Ratify Antonio Cosio Arino as Director and Antonio Cosio Pando as Alternate Director	For	For	

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Kimberly-Clark de Mexico SAB de CV	KIMBERA	27-Feb-25	Annual	Management	4.4	Elect and/or Ratify Valentin Diez Morodo as Director and Sergio Chagoya Diaz as Alternate Director	For	Against	We are not supportive of non-independent directors sitting on key board committees. We do not support insiders on the board other than the CEO and Executive Chair.
Kimberly-Clark de Mexico SAB de CV	KIMBERA	27-Feb-25	Annual	Management	4.5	Elect and/or Ratify Pablo R. Gonzalez Guajardo as Director and Esteban Gonzalez Guajardo as Alternate Director	For	Against	This director is overboarded.
Kimberly-Clark de Mexico SAB de CV	KIMBERA	27-Feb-25	Annual	Management	4.6	Elect and/or Ratify Claudio X. Gonzalez Laporte as Director and Guillermo Gonzalez Guajardo as Alternate Director	For	Against	We do not believe an Executive Chair role is in shareholders' best interests as we support the separation of board and management with an independent Chair. We are voting against this director due to concerns over tenure.
Kimberly-Clark de Mexico SAB de CV	KIMBERA	27-Feb-25	Annual	Management	4.7	Elect and/or Ratify Michael Hsu as Director and Daniela Ruiz Massieu Salinas as Alternate Director	For	Against	We are not supportive of non-independent directors sitting on key board committees. We do not support insiders on the board other than the CEO and Executive Chair. This director is overboarded.
Kimberly-Clark de Mexico SAB de CV	KIMBERA	27-Feb-25	Annual	Management	4.8	Elect and/or Ratify Tamera Fenske as Director and Alicia Maria Enciso Cordero as Alternate Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Kimberly-Clark de Mexico SAB de CV	KIMBERA	27-Feb-25	Annual	Management	4.9	Elect and/or Ratify Esteban Malpica Fomperosa as Director and Roberto Fernandez del Valle as Alternate Director	For	For	
Kimberly-Clark de Mexico SAB de CV	KIMBERA	27-Feb-25	Annual	Management	4.10	Elect and/or Ratify Fernando Lopez Guerra Larrea as Director and Paola Morales Vargas as Alternate Director	For	Against	This director is overboarded. Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Kimberly-Clark de Mexico SAB de CV	KIMBERA	27-Feb-25	Annual	Management	4.11	Elect and/or Ratify Russell Torres as Director and Fernando Ruiz Sahagun as Alternate Director	For	Against	We do not support insiders on the board other than the CEO and Executive Chair.
Kimberly-Clark de Mexico SAB de CV	KIMBERA	27-Feb-25	Annual	Management	4.12	Elect and/or Ratify Nelson Urdaneta as Director and Emilio Cadena Rubio as Alternate Director	For	Against	We do not support insiders on the board other than the CEO and Executive Chair.
Kimberly-Clark de Mexico SAB de CV	KIMBERA	27-Feb-25	Annual	Management	4.13	Elect and/or Ratify Emilio Carrillo Gamboa as Chair of Audit and Corporate Practices Committee	For	For	
Kimberly-Clark de Mexico SAB de CV	KIMBERA	27-Feb-25	Annual	Management	4.14	Elect and/or Ratify Alberto G. Saavedra Olavarrieta as Board Secretary	For	For	
Kimberly-Clark de Mexico SAB de CV	KIMBERA	27-Feb-25	Annual	Management	5	Authorize Board to Ratify and Execute Approved Resolutions	For	For	
Macrotech Developers Ltd.	543287	27-Feb-25	Special	Management	1	Elect Sushil Kumar Modi as Director and Approve Appointment and Remuneration of Sushil Kumar Modi as Whole-Time Director	For	Against	We do not support insiders on the board other than the CEO.
AECOM	ACM	28-Feb-25	Annual	Management	1.1	Elect Director Bradley W. Buss	For	Against	We are holding the Chair of the Nomination Committee accountable for inadequate gender diversity on the board. We are holding the Chair of the Nomination Committee accountable for inadequate ethnic or racial diversity on the board. We are holding this board member accountable for the lack of an independent chair.
AECOM	ACM	28-Feb-25	Annual	Management	1.2	Elect Director Derek J. Kerr	For	For	
AECOM	ACM	28-Feb-25	Annual	Management	1.3	Elect Director Kristy Pipes	For	For	

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AECOM	ACM	28-Feb-25	Annual	Management	1.4	Elect Director Troy Rudd	For	Against	We are voting against the CEO for also being the Board Chair because the separation of roles is in shareholders best interests.
AECOM	ACM	28-Feb-25	Annual	Management	1.5	Elect Director Douglas W. Stotlar	For	Against	We are holding this board member accountable for the lack of an independent chair.
AECOM	ACM	28-Feb-25	Annual	Management	1.6	Elect Director Daniel R. Tishman	For	For	
AECOM	ACM	28-Feb-25	Annual	Management	1.7	Elect Director Sander van't Noordende	For	For	
AECOM	ACM	28-Feb-25	Annual	Management	1.8	Elect Director Janet C. Wolfenbarger	For	For	
AECOM	ACM	28-Feb-25	Annual	Management	2	Ratify Ernst & Young LLP as Auditors	For	Against	The auditor's tenure exceeds our guidelines.
AECOM	ACM	28-Feb-25	Annual	Management	3	Amend Certificate of Incorporation to Update the Exculpation Provision Under the Delaware General Corporation Law	For	Against	We are not supportive of this proposal as it diminishes shareholders rights.
AECOM	ACM	28-Feb-25	Annual	Management	4	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
AECOM	ACM	28-Feb-25	Annual	Shareholder	5	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	Against	For	As we believe shareholders should have the ability to vote on company pay policies and decisions, we are supportive of this proposal calling for the company to submit severance and termination agreements to a shareholder vote.
Banco BPM SpA	BAMI	28-Feb-25	ordinary Shareholder	Management	1	Authorizations Related to the Voluntary Tender Offer Launched by Banco BPM Vita	For	For	
DiaSorin SpA	DIA	28-Feb-25	ordinary Shareholder	Management	1	Allow Additional Voting Rights for Shares with Double Voting Rights	For	Against	This proposal is not in shareholders best interests.
Kuala Lumpur Kepong Berhad	2445	28-Feb-25	Annual	Management	1	Elect Lee Hau Hian as Director	For	Against	We are holding the Chair of the Nominating Committee accountable for the lack of an independent chair. Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO. We are holding the Chair of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We are not supportive of non-independent directors sitting on key board committees. We are voting against this director due to concerns over tenure. This director is overboarded.
Kuala Lumpur Kepong Berhad	2445	28-Feb-25	Annual	Management	2	Elect Anne Rodrigues as Director	For	For	
Kuala Lumpur Kepong Berhad	2445	28-Feb-25	Annual	Management	3	Elect Cheryl Khor Hui Peng as Director	For	For	
Kuala Lumpur Kepong Berhad	2445	28-Feb-25	Annual	Management	4	Approve Directors' Fees	For	For	
Kuala Lumpur Kepong Berhad	2445	28-Feb-25	Annual	Management	5	Approve Directors' Benefits (other than Directors' fees)	For	For	
Kuala Lumpur Kepong Berhad	2445	28-Feb-25	Annual	Management	6	Approve BDO PLT as Auditors and Authorize Board to Fix Their Remuneration	For	Against	We are voting against the appointment of the audit firm as the non-audit fees exceed our guidelines.
Kuala Lumpur Kepong Berhad	2445	28-Feb-25	Annual	Management	7	Authorize Share Repurchase Program	For	Against	The proposed share repurchase program does not have sufficient limits to protect existing shareholders.
Kuala Lumpur Kepong Berhad	2445	28-Feb-25	Annual	Management	8	Approve Renewal of Shareholders' Mandate for Recurrent Related Party Transactions	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Kuala Lumpur Kepong Berhad	2445	28-Feb-25	Annual	Management	9	Approve Renewal of Authority to Issue New Ordinary Shares Under the Dividend Reinvestment Plan	For	For	
Sona BLW Precision Forgings Ltd.	543300	28-Feb-25	Special	Management	1	Elect Vikram Verma Vadapalli as Director and Approve Appointment and Remuneration of Vikram Verma Vadapalli as Whole Time Director	For	Against	We do not support insiders on the board other than the CEO.
Sona BLW Precision Forgings Ltd.	543300	28-Feb-25	Special	Management	2	Elect Vineet Mittal as Director	For	For	
YES BANK Ltd.	532648	28-Feb-25	Special	Management	1	Elect Manish Jain as Director	For	Against	We do not support insiders on the board other than the CEO.
YES BANK Ltd.	532648	28-Feb-25	Special	Management	2	Approve Appointment and Remuneration of Manish Jain as Executive Director	For	Against	We do not support insiders on the board other than the CEO.
YES BANK Ltd.	532648	28-Feb-25	Special	Management	3	Approve Revision in Remuneration and Variable Pay of Prashant Kumar Managing Director and Chief Executive Officer	For	For	
YES BANK Ltd.	532648	28-Feb-25	Special	Management	4	Approve Payment of Remuneration including Variable Pay to Rajan Pentel as Executive Director	For	For	
Mizrahi Tefahot Bank Ltd.	MZTF	03-Mar-25	Special	Management	1	Reelect Gilad Rabinovich as External Director	For	Against	We are holding the incumbent members of the Audit Committee accountable for insufficient climate-related disclosure.
Mizrahi Tefahot Bank Ltd.	MZTF	03-Mar-25	Special	Management	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	None	Against	
Mizrahi Tefahot Bank Ltd.	MZTF	03-Mar-25	Special	Management	B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	None	Against	
Mizrahi Tefahot Bank Ltd.	MZTF	03-Mar-25	Special	Management	B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	None	Against	
Mizrahi Tefahot Bank Ltd.	MZTF	03-Mar-25	Special	Management	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.	None	For	
SinoPac Financial Holdings Co., Ltd.	2890	03-Mar-25	Special	Management	1	Approve Acquisition Through Share Swap Agreement	For	For	
Nordson Corporation	NDSN	04-Mar-25	Annual	Management	1.1	Elect Director Annette K. Clayton	For	For	
Nordson Corporation	NDSN	04-Mar-25	Annual	Management	1.2	Elect Director John A. DeFord	For	Withhold	We are holding the members of the board accountable for maintaining a classified board.

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Nordson Corporation	NDSN	04-Mar-25	Annual	Management	1.3	Elect Director Jennifer A. Parmentier	For	Withhold	We are holding the members of the board accountable for maintaining a classified board.
Nordson Corporation	NDSN	04-Mar-25	Annual	Management	1.4	Elect Director Victor L. Richey, Jr.	For	Withhold	We are holding the members of the board accountable for maintaining a classified board.
Nordson Corporation	NDSN	04-Mar-25	Annual	Management	2	Ratify Ernst & Young LLP as Auditors	For	Against	The auditor's tenure exceeds our guidelines.
Nordson Corporation	NDSN	04-Mar-25	Annual	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Fair Isaac Corporation	FICO	05-Mar-25	Annual	Management	1a	Elect Director Braden R. Kelly	For	For	
Fair Isaac Corporation	FICO	05-Mar-25	Annual	Management	1b	Elect Director Fabiola R. Arredondo	For	For	
Fair Isaac Corporation	FICO	05-Mar-25	Annual	Management	1c	Elect Director William J. Lansing	For	For	
Fair Isaac Corporation	FICO	05-Mar-25	Annual	Management	1d	Elect Director Eva Manolis	For	For	
Fair Isaac Corporation	FICO	05-Mar-25	Annual	Management	1e	Elect Director Marc F. McMorris	For	For	
Fair Isaac Corporation	FICO	05-Mar-25	Annual	Management	1f	Elect Director Joanna Rees	For	For	
Fair Isaac Corporation	FICO	05-Mar-25	Annual	Management	1g	Elect Director David A. Rey	For	For	
Fair Isaac Corporation	FICO	05-Mar-25	Annual	Management	1h	Elect Director H. Tayloe Stansbury	For	For	
Fair Isaac Corporation	FICO	05-Mar-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	We are voting against this advisory vote on executive compensation as the program is structured in a way that does not sufficiently align pay with performance, and the plan contains features that are not in line with best practice.
Fair Isaac Corporation	FICO	05-Mar-25	Annual	Management	3	Ratify Deloitte & Touche LLP as Auditors	For	Against	The auditor's tenure exceeds our guidelines.
Kone Oyj	KNEBV	05-Mar-25	Annual	Management	1	Open Meeting			
Kone Oyj	KNEBV	05-Mar-25	Annual	Management	2	Call the Meeting to Order			
Kone Oyj	KNEBV	05-Mar-25	Annual	Management	3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting			
Kone Oyj	KNEBV	05-Mar-25	Annual	Management	4	Acknowledge Proper Convening of Meeting			
Kone Oyj	KNEBV	05-Mar-25	Annual	Management	5	Prepare and Approve List of Shareholders			
Kone Oyj	KNEBV	05-Mar-25	Annual	Management	6	Receive Financial Statements and Statutory Reports			
Kone Oyj	KNEBV	05-Mar-25	Annual	Management	7	Accept Financial Statements and Statutory Reports	For	For	
Kone Oyj	KNEBV	05-Mar-25	Annual	Management	8	Approve Allocation of Income and Dividends of EUR 1.7975 per Class A Share and EUR 1.80 per Class B Share	For	For	
Kone Oyj	KNEBV	05-Mar-25	Annual	Management	9	Approve Discharge of Board and President	For	For	
Kone Oyj	KNEBV	05-Mar-25	Annual	Management	10	Approve Remuneration Report (Advisory Vote)	For	For	
Kone Oyj	KNEBV	05-Mar-25	Annual	Management	11	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chair, EUR 125,000 for Vice Chair and EUR 110,000 for Other Directors	For	For	
Kone Oyj	KNEBV	05-Mar-25	Annual	Management	12	Fix Number of Directors at Nine	For	For	
Kone Oyj	KNEBV	05-Mar-25	Annual	Management	13.a	Elect Banmali Agrawala as New Director	For	For	
Kone Oyj	KNEBV	05-Mar-25	Annual	Management	13.b	Reelect Matti Alahuhta as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO. We are not supportive of non-independent directors sitting on key board committees.

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Kone Oyj	KNEBV	05-Mar-25	Annual	Management	13.c	Reelect Susan Duinhoven as Director	For	For	
Kone Oyj	KNEBV	05-Mar-25	Annual	Management	13.d	Reelect Marika Fredriksson as Director	For	For	
Kone Oyj	KNEBV	05-Mar-25	Annual	Management	13.e	Reelect Antti Herlin as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO. We are voting against the non-independent Chair as we support the separation of board and management with an independent Chair. We are not supportive of non-independent directors sitting on key board committees. We are voting against this director due to concerns over tenure.
Kone Oyj	KNEBV	05-Mar-25	Annual	Management	13.f	Reelect Iiris Herlin as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Kone Oyj	KNEBV	05-Mar-25	Annual	Management	13.g	Reelect Jussi Herlin as Director	For	Against	We do not support insiders on the board other than the CEO. We are holding this board member accountable for the lack of an independent chair. We are not supportive of non-independent directors sitting on key board committees. We are holding the Chair of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
Kone Oyj	KNEBV	05-Mar-25	Annual	Management	13.h	Reelect Timo Ihamuotila as Director	For	For	
Kone Oyj	KNEBV	05-Mar-25	Annual	Management	13.i	Reelect Krishna Mikkilineni as Director	For	For	
Kone Oyj	KNEBV	05-Mar-25	Annual	Management	14	Approve Remuneration of Auditors	For	Against	We are voting against the appointment of the audit firm as the non-audit fees exceed our guidelines.
Kone Oyj	KNEBV	05-Mar-25	Annual	Management	15	Fix Number of Auditors at One	For	Against	We are voting against the appointment of the audit firm as the non-audit fees exceed our guidelines.
Kone Oyj	KNEBV	05-Mar-25	Annual	Management	16	Ratify Ernst & Young as Auditors	For	Against	We are voting against the appointment of the audit firm as the non-audit fees exceed our guidelines.
Kone Oyj	KNEBV	05-Mar-25	Annual	Management	17	Approve Remuneration of Auditor for Sustainability Reporting	For	Against	We are voting against the appointment of the audit firm as the non-audit fees exceed our guidelines.
Kone Oyj	KNEBV	05-Mar-25	Annual	Management	18	Appoint Ernst & Young as Auditor for Sustainability Reporting	For	Against	We are voting against the appointment of the audit firm as the non-audit fees exceed our guidelines.
Kone Oyj	KNEBV	05-Mar-25	Annual	Management	19	Authorize Share Repurchase Program	For	Against	The proposed share repurchase program does not have sufficient limits to protect existing shareholders.
Kone Oyj	KNEBV	05-Mar-25	Annual	Management	20	Approve Issuance of Shares and Options without Preemptive Rights	For	Against	We do not support this general purpose share issuance due to dilution and as it lacks pre-emptive rights.
Kone Oyj	KNEBV	05-Mar-25	Annual	Management	21	Close Meeting			
Applied Materials, Inc.	AMAT	06-Mar-25	Annual	Management	1a	Elect Director Rani Borkar	For	For	
Applied Materials, Inc.	AMAT	06-Mar-25	Annual	Management	1b	Elect Director Judy Bruner	For	For	
Applied Materials, Inc.	AMAT	06-Mar-25	Annual	Management	1c	Elect Director Xun (Eric) Chen	For	For	
Applied Materials, Inc.	AMAT	06-Mar-25	Annual	Management	1d	Elect Director Aart J. de Geus	For	For	
Applied Materials, Inc.	AMAT	06-Mar-25	Annual	Management	1e	Elect Director Gary E. Dickerson	For	For	
Applied Materials, Inc.	AMAT	06-Mar-25	Annual	Management	1f	Elect Director Thomas J. Iannotti	For	Against	We are voting against this director due to concerns over tenure.
Applied Materials, Inc.	AMAT	06-Mar-25	Annual	Management	1g	Elect Director Alexander A. Karsner	For	For	
Applied Materials, Inc.	AMAT	06-Mar-25	Annual	Management	1h	Elect Director Kevin P. March	For	For	
Applied Materials, Inc.	AMAT	06-Mar-25	Annual	Management	1i	Elect Director Yvonne McGill	For	For	
Applied Materials, Inc.	AMAT	06-Mar-25	Annual	Management	1j	Elect Director Scott A. McGregor	For	For	
Applied Materials, Inc.	AMAT	06-Mar-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	We are voting against this advisory vote on executive compensation as the program is structured in a way that does not sufficiently align pay with performance and lacks disclosure.
Applied Materials, Inc.	AMAT	06-Mar-25	Annual	Management	3	Ratify KPMG LLP as Auditors	For	Against	The auditor's tenure exceeds our guidelines.

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
BANK POLSKA KASA OPIEKI SA	PEO	06-Mar-25	Special	Management	1	Open Meeting			
BANK POLSKA KASA OPIEKI SA	PEO	06-Mar-25	Special	Management	2	Elect Meeting Chairman	For	For	
BANK POLSKA KASA OPIEKI SA	PEO	06-Mar-25	Special	Management	3	Acknowledge Proper Convening of Meeting			
BANK POLSKA KASA OPIEKI SA	PEO	06-Mar-25	Special	Management	4	Approve Agenda of Meeting	For	For	
BANK POLSKA KASA OPIEKI SA	PEO	06-Mar-25	Special	Shareholder	5.1	Recall Supervisory Board Member	None	Against	
BANK POLSKA KASA OPIEKI SA	PEO	06-Mar-25	Special	Shareholder	5.2	Elect Supervisory Board Member	None	Against	
BANK POLSKA KASA OPIEKI SA	PEO	06-Mar-25	Special	Shareholder	6	Approve Collective Suitability Assessment of Supervisory Board Members	None	Against	
BANK POLSKA KASA OPIEKI SA	PEO	06-Mar-25	Special	Shareholder	7	Approve Decision on Covering Costs of Convocation of EGM	None	Against	This proposal is not in shareholder's best interests.
BANK POLSKA KASA OPIEKI SA	PEO	06-Mar-25	Special	Management	8	Close Meeting			
Cencora, Inc.	COR	06-Mar-25	Annual	Management	1a	Elect Director Ornella Barra	For	For	
Cencora, Inc.	COR	06-Mar-25	Annual	Management	1b	Elect Director Werner Baumann	For	For	
Cencora, Inc.	COR	06-Mar-25	Annual	Management	1c	Elect Director Frank K. Clyburn	For	For	
Cencora, Inc.	COR	06-Mar-25	Annual	Management	1d	Elect Director Steven H. Collis	For	Against	We do not believe an Executive Chair role is in shareholders' best interests as we support the separation of board and management with an independent Chair.
Cencora, Inc.	COR	06-Mar-25	Annual	Management	1e	Elect Director D. Mark Durcan	For	Against	We are holding the Lead Director accountable for the lack of an independent chair.
Cencora, Inc.	COR	06-Mar-25	Annual	Management	1f	Elect Director Lon R. Greenberg	For	Against	We are holding the Chair of the Nomination Committee accountable for inadequate gender diversity on the board and for the lack of an independent chair.
Cencora, Inc.	COR	06-Mar-25	Annual	Management	1g	Elect Director Lorence H. Kim	For	For	
Cencora, Inc.	COR	06-Mar-25	Annual	Management	1h	Elect Director Robert P. Mauch	For	For	
Cencora, Inc.	COR	06-Mar-25	Annual	Management	1i	Elect Director Redonda G. Miller	For	For	
Cencora, Inc.	COR	06-Mar-25	Annual	Management	1j	Elect Director Dennis M. Nally	For	For	
Cencora, Inc.	COR	06-Mar-25	Annual	Management	1k	Elect Director Lauren M. Tyler	For	For	
Cencora, Inc.	COR	06-Mar-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Cencora, Inc.	COR	06-Mar-25	Annual	Management	3	Ratify Ernst & Young LLP as Auditors	For	Against	The auditor's tenure exceeds our guidelines.
Demant A/S	DEMANT	06-Mar-25	Annual	Management	1	Receive Report of Board			
Demant A/S	DEMANT	06-Mar-25	Annual	Management	2	Accept Financial Statements and Statutory Reports	For	For	
Demant A/S	DEMANT	06-Mar-25	Annual	Management	3	Approve Allocation of Income and Omission of Dividends	For	For	
Demant A/S	DEMANT	06-Mar-25	Annual	Management	4	Approve Remuneration Report (Advisory Vote)	For	Against	We are voting against this advisory vote on executive compensation as the program is structured in a way that does not sufficiently align pay with performance.
Demant A/S	DEMANT	06-Mar-25	Annual	Management	5	Approve Remuneration of Directors; Approve Remuneration for Committee Work	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Demant A/S	DEMANT	06-Mar-25	Annual	Management	6.a	Reelect Niels B. Christiansen as Director	For	Abstain	We are holding the Chair of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We are not supportive of non-independent directors sitting on key board committees. We are voting against the non-independent Chair as we support the separation of board and management with an independent Chair. We are holding this board member accountable for the lack of an independent chair.
Demant A/S	DEMANT	06-Mar-25	Annual	Management	6.b	Reelect Niels Jacobsen as Director	For	Abstain	We are not supportive of non-independent directors sitting on key board committees.
Demant A/S	DEMANT	06-Mar-25	Annual	Management	6.c	Reelect Sisse Fjelsted Rasmussen as Director	For	For	
Demant A/S	DEMANT	06-Mar-25	Annual	Management	6.d	Reelect Kristian Villumsen as Director	For	For	
Demant A/S	DEMANT	06-Mar-25	Annual	Management	6.e	Elect Katrin Pucknat as New Director	For	For	
Demant A/S	DEMANT	06-Mar-25	Annual	Management	7	Ratify PricewaterhouseCoopers as Auditors	For	For	
Demant A/S	DEMANT	06-Mar-25	Annual	Management	8.a	Approve DKK 1.5 Million Reduction in Share Capital	For	For	
Demant A/S	DEMANT	06-Mar-25	Annual	Management	8.b	Authorize Share Repurchase Program	For	For	
Demant A/S	DEMANT	06-Mar-25	Annual	Management	8.c	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For	
Demant A/S	DEMANT	06-Mar-25	Annual	Management	9	Other Business			
Divi's Laboratories Limited	532488	06-Mar-25	Special	Management	1	Approve Reappointment and Remuneration of Kiran S. Divi as Whole-time Director and Chief Executive Officer	For	For	
ICL Group Ltd.	ICL	06-Mar-25	Special	Management	1	Approve Compensation Terms of Elad Aharonson, CEO	For	For	
ICL Group Ltd.	ICL	06-Mar-25	Special	Management	2	Approve Grant of Options to Elad Aharonson, CEO	For	For	
ICL Group Ltd.	ICL	06-Mar-25	Special	Management	3	Approve Renewal of Compensation Terms of Yoav Doppelt, Chairman	For	For	
ICL Group Ltd.	ICL	06-Mar-25	Special	Management	4	Approve Grant of Options to Yoav Doppelt, Chairman	For	For	
Mainstreet Equity Corp.	MEQ	06-Mar-25	Annual/Special	Management	1	Fix Number of Directors at Six	For	Against	We view the proposed board size as too small.
Mainstreet Equity Corp.	MEQ	06-Mar-25	Annual/Special	Management	2.1	Elect Director Navjeet (Bob) S. Dhillon	For	For	
Mainstreet Equity Corp.	MEQ	06-Mar-25	Annual/Special	Management	2.2	Elect Director Joseph B. Amantea	For	Withhold	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO. We are not supportive of non-independent directors sitting on key board committees. We are voting against this director due to concerns over tenure.
Mainstreet Equity Corp.	MEQ	06-Mar-25	Annual/Special	Management	2.3	Elect Director Ron B. Anderson	For	Withhold	We are holding Chair of the Compensation Committee accountable for ratifying what we believe to be problematic compensation issues.
Mainstreet Equity Corp.	MEQ	06-Mar-25	Annual/Special	Management	2.4	Elect Director Karanveer V. Dhillon	For	Withhold	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Mainstreet Equity Corp.	MEQ	06-Mar-25	Annual/Special	Management	2.5	Elect Director Richard Grimaldi	For	For	
Mainstreet Equity Corp.	MEQ	06-Mar-25	Annual/Special	Management	2.6	Elect Director John Irwin	For	For	

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Mainstreet Equity Corp.	MEQ	06-Mar-25	Annual/Special	Management	3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	Withhold	We are voting against the appointment of the audit firm as audit fees are not disclosed.
Mainstreet Equity Corp.	MEQ	06-Mar-25	Annual/Special	Management	4	Re-approve Shareholder Rights Plan	For	Against	This shareholder rights plan is not in line with best practice.
Polycab India Limited	542652	06-Mar-25	Special	Management	1	Approve Appointment and Remuneration of Vijay Pandey as Whole-Time Director Designated as Executive Director	For	Against	We do not support insiders on the board other than the CEO.
Polycab India Limited	542652	06-Mar-25	Special	Management	2	Elect Sumit Malhotra as Director	For	For	
Polycab India Limited	542652	06-Mar-25	Special	Management	3	Approve Increase in Commission Payable to Independent Directors	For	For	
TransDigm Group Incorporated	TDG	06-Mar-25	Annual	Management	1.1	Elect Director David A. Barr	For	For	
TransDigm Group Incorporated	TDG	06-Mar-25	Annual	Management	1.2	Elect Director Jane M. Cronin	For	For	
TransDigm Group Incorporated	TDG	06-Mar-25	Annual	Management	1.3	Elect Director Michael Graff	For	Withhold	We are voting against this director due to concerns over tenure.
TransDigm Group Incorporated	TDG	06-Mar-25	Annual	Management	1.4	Elect Director Sean P. Hennessy	For	For	
TransDigm Group Incorporated	TDG	06-Mar-25	Annual	Management	1.5	Elect Director W. Nicholas Howley	For	Withhold	We are voting against the non-independent Chair as we support the separation of board and management with an independent Chair. We are voting against this director due to concerns over tenure.
TransDigm Group Incorporated	TDG	06-Mar-25	Annual	Management	1.6	Elect Director Gary E. McCullough	For	Withhold	We are holding the Chair of the Nomination Committee accountable for inadequate gender diversity on the board and for the lack of an independent chair.
TransDigm Group Incorporated	TDG	06-Mar-25	Annual	Management	1.7	Elect Director Michele L. Santana	For	For	
TransDigm Group Incorporated	TDG	06-Mar-25	Annual	Management	1.8	Elect Director Robert J. Small	For	Withhold	We are holding this board member accountable for the lack of an independent chair.
TransDigm Group Incorporated	TDG	06-Mar-25	Annual	Management	1.9	Elect Director Kevin M. Stein	For	For	
TransDigm Group Incorporated	TDG	06-Mar-25	Annual	Management	1.10	Elect Director Jorge L. Valladares, III	For	For	
TransDigm Group Incorporated	TDG	06-Mar-25	Annual	Management	2	Ratify Ernst & Young LLP as Auditors	For	Against	The auditor's tenure exceeds our guidelines.
TransDigm Group Incorporated	TDG	06-Mar-25	Annual	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Novartis AG	NOVN	07-Mar-25	Annual	Management	1.1	Accept Financial Statements and Statutory Reports	For	For	
Novartis AG	NOVN	07-Mar-25	Annual	Management	1.2	Approve Non-Financial Report	For	For	
Novartis AG	NOVN	07-Mar-25	Annual	Management	2	Approve Discharge of Board and Senior Management	For	For	
Novartis AG	NOVN	07-Mar-25	Annual	Management	3	Approve Allocation of Income and Dividends of CHF 3.50 per Share	For	For	
Novartis AG	NOVN	07-Mar-25	Annual	Management	4	Approve CHF 38 Million Reduction in Share Capital via Cancellation of Repurchased Shares	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Novartis AG	NOVN	07-Mar-25	Annual	Management	5	Authorize Repurchase of up to CHF 10 Billion in Issued Share Capital	For	Against	The proposed share repurchase program does not have sufficient limits to protect existing shareholders.
Novartis AG	NOVN	07-Mar-25	Annual	Management	6	Approve Virtual-Only Shareholder Meetings	For	Against	This proposal is not in shareholders best interests.
Novartis AG	NOVN	07-Mar-25	Annual	Management	7.1	Approve Remuneration of Directors in the Amount of CHF 8.2 Million	For	For	
Novartis AG	NOVN	07-Mar-25	Annual	Management	7.2	Approve Remuneration of Executive Committee in the Amount of CHF 95 Million	For	For	
Novartis AG	NOVN	07-Mar-25	Annual	Management	7.3	Approve Remuneration Report	For	For	
Novartis AG	NOVN	07-Mar-25	Annual	Management	8.1	Elect Giovanni Caforio as Director and Board Chair	For	Against	We do not believe an Executive Chair role is in shareholders' best interests as we support the separation of board and management with an independent Chair.
Novartis AG	NOVN	07-Mar-25	Annual	Management	8.2	Reelect Nancy Andrews as Director	For	For	
Novartis AG	NOVN	07-Mar-25	Annual	Management	8.3	Reelect Ton Buechner as Director	For	For	
Novartis AG	NOVN	07-Mar-25	Annual	Management	8.4	Reelect Patrice Bula as Director	For	Against	We are holding the Lead Director and Chair of the Nominating Committee accountable for the lack of an independent chair.
Novartis AG	NOVN	07-Mar-25	Annual	Management	8.5	Reelect Elizabeth Doherty as Director	For	For	
Novartis AG	NOVN	07-Mar-25	Annual	Management	8.6	Reelect Bridgette Heller as Director	For	For	
Novartis AG	NOVN	07-Mar-25	Annual	Management	8.7	Reelect Daniel Hochstrasser as Director	For	For	
Novartis AG	NOVN	07-Mar-25	Annual	Management	8.8	Reelect Frans van Houten as Director	For	For	
Novartis AG	NOVN	07-Mar-25	Annual	Management	8.9	Reelect Simon Moroney as Director	For	For	
Novartis AG	NOVN	07-Mar-25	Annual	Management	8.10	Reelect Ana de Pro Gonzalo as Director	For	For	
Novartis AG	NOVN	07-Mar-25	Annual	Management	8.11	Reelect John Young as Director	For	For	
Novartis AG	NOVN	07-Mar-25	Annual	Management	8.12	Elect Elizabeth McNally as Director	For	For	
Novartis AG	NOVN	07-Mar-25	Annual	Management	9.1	Reappoint Patrice Bula as Member of the Compensation Committee	For	For	
Novartis AG	NOVN	07-Mar-25	Annual	Management	9.2	Reappoint Bridgette Heller as Member of the Compensation Committee	For	For	
Novartis AG	NOVN	07-Mar-25	Annual	Management	9.3	Reappoint Simon Moroney as Member of the Compensation Committee	For	For	
Novartis AG	NOVN	07-Mar-25	Annual	Management	9.4	Appoint John Young as Member of the Compensation Committee	For	For	
Novartis AG	NOVN	07-Mar-25	Annual	Management	10	Ratify KPMG AG as Auditors	For	For	
Novartis AG	NOVN	07-Mar-25	Annual	Management	11	Designate Peter Zahn as Independent Proxy	For	For	
Novartis AG	NOVN	07-Mar-25	Annual	Management	12	Transact Other Business (Voting)	For	Against	We are voting against this proposal to conduct 'other business' at the shareholder meeting as it puts non-attending shareholders voting by proxy at a disadvantage.
Zomato Ltd.	543320	09-Mar-25	Special	Management	1	Change Company Name to ETERNAL LIMITED and Amend Memorandum and Articles of Association	For	For	
Abu Dhabi Islamic Bank	ADIB	10-Mar-25	Annual	Management	1	Approve Board Report on Company Operations and Its Financial Position for the Fiscal Year Ended 31/12/2024	For	For	
Abu Dhabi Islamic Bank	ADIB	10-Mar-25	Annual	Management	2	Approve Auditors' Report on Company Financial Statements for the Fiscal Year Ended 31/12/2024	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Abu Dhabi Islamic Bank	ADIB	10-Mar-25	Annual	Management	3	Approve Internal Shariah Supervisory Committee Report for the Fiscal Year Ended 31/12/2024	For	For	
Abu Dhabi Islamic Bank	ADIB	10-Mar-25	Annual	Management	4	Accept Financial Statements and Statutory Reports for the Fiscal Year Ended 31/12/2024	For	For	
Abu Dhabi Islamic Bank	ADIB	10-Mar-25	Annual	Management	5	Approve Appointment of Internal Shariah Supervisory Committee Members for the Next Three Years	For	Against	We are voting against the slate as we believe it is important to be able to vote on the qualifications of individual directors.
Abu Dhabi Islamic Bank	ADIB	10-Mar-25	Annual	Management	6	Approve Dividends of AED 0.8343 Per Share for the Fiscal Year 2024	For	For	
Abu Dhabi Islamic Bank	ADIB	10-Mar-25	Annual	Management	7	Approve Remuneration of Directors for the Fiscal Year Ended 31/12/2024	For	For	
Abu Dhabi Islamic Bank	ADIB	10-Mar-25	Annual	Management	8	Approve Discharge of Directors for the Fiscal Year Ended 31/12/2024	For	For	
Abu Dhabi Islamic Bank	ADIB	10-Mar-25	Annual	Management	9	Approve Discharge of Auditors for the Fiscal Year Ended 31/12/2024	For	For	
Abu Dhabi Islamic Bank	ADIB	10-Mar-25	Annual	Management	10	Appoint Auditors and Fix Their Remuneration for the Fiscal Year 2025	For	Against	We are voting against the appointment of the audit firm as the non-audit fees exceed our guidelines.
Abu Dhabi Islamic Bank	ADIB	10-Mar-25	Annual	Management	11	Elect Board of Directors for the Next Three Years	For	Against	We are voting against all directors as the company has not properly disclosed the names of the nominees along with their independence status.
Abu Dhabi Islamic Bank	ADIB	10-Mar-25	Annual	Management	12	Authorize Board to Issue Any Sukuk/Other Similar Instruments Non Convertible into Shares Up to USD 5 billion and Authorize Board to Execute all the Necessary Actions	For	For	
Abu Dhabi Islamic Bank	ADIB	10-Mar-25	Annual	Management	13	Authorize Board to Issue Additional Tier 1 Sukuk Non Convertible into Shares Up to USD 3 billion and Authorize Board to Execute all the Necessary Actions	For	For	
Banco Bradesco SA	BBDC4	10-Mar-25	ordinary Sharehc	Management	1	Elect Rogerio Pedro Camara as Director	For	For	
Banco Bradesco SA	BBDC4	10-Mar-25	ordinary Sharehc	Management	2	Amend Article 6 to Reflect Changes in Capital	For	For	
Banco Bradesco SA	BBDC4	10-Mar-25	Annual	Management	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	For	For	
Banco Bradesco SA	BBDC4	10-Mar-25	Annual	Management	2	Approve Allocation of Income and Dividends	For	For	
Banco Bradesco SA	BBDC4	10-Mar-25	Annual	Management	3	Elect Fiscal Council Members	For	Abstain	We are concentrating our votes on the election of a minority Fiscal Council representative, and therefore will abstain on the management nominees.
Banco Bradesco SA	BBDC4	10-Mar-25	Annual	Management	4	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	None	Against	

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Banco Bradesco SA	BBDC4	10-Mar-25	Annual	Shareholder	5	Elect Ludmila de Melo Souza as Fiscal Council Member and Monica Pires da Silva as Alternate Appointed by Minority Shareholder	None	For	
Banco Bradesco SA	BBDC4	10-Mar-25	Annual	Management	6	Approve Remuneration of Company's Management	For	For	
Banco Bradesco SA	BBDC4	10-Mar-25	Annual	Management	7	Approve Remuneration of Fiscal Council Members	For	For	
Banco Bradesco SA	BBDC4	10-Mar-25	Annual	Shareholder	1	Elect Ava Cohn as Fiscal Council Member and Marcos Aparecido Galende as Alternate Appointed by Preferred Shareholder	None	For	
Banco Bradesco SA	BBDC4	10-Mar-25	Annual	Shareholder	1	Elect Ava Cohn as Fiscal Council Member and Marcos Aparecido Galende as Alternate Appointed by Preferred Shareholder	None	For	
Enhouse Systems Limited	ENGH	10-Mar-25	Annual	Management	1A	Elect Director Stephen Sadler	For	Withhold	We are voting against the CEO for also being the Board Chair because the separation of roles is in shareholders best interests.
Enhouse Systems Limited	ENGH	10-Mar-25	Annual	Management	1B	Elect Director Pierre Lassonde	For	Withhold	We are holding the Lead Director for the lack of an independent chair. We are voting against this director due to concerns over tenure. We are holding the Chair of the Compensation committee accountable for ratifying what we believe to be problematic compensation issues.
Enhouse Systems Limited	ENGH	10-Mar-25	Annual	Management	1C	Elect Director Vivian Leung	For	For	
Enhouse Systems Limited	ENGH	10-Mar-25	Annual	Management	1D	Elect Director Jane Mowat	For	Withhold	We are holding the incumbent Audit Committee Chair accountable for insufficient climate-related disclosure.
Enhouse Systems Limited	ENGH	10-Mar-25	Annual	Management	1E	Elect Director Melissa Sonberg	For	Withhold	We are holding the members of the Compensation committee accountable for ratifying what we believe to be problematic compensation issues.
Enhouse Systems Limited	ENGH	10-Mar-25	Annual	Management	1F	Elect Director Paul Stoyan	For	Withhold	We are holding the Chair of the Nomination Committee accountable for the lack of an independent chair. We are holding the members of the Compensation committee accountable for ratifying what we believe to be problematic compensation issues.
Enhouse Systems Limited	ENGH	10-Mar-25	Annual	Management	2	Approve Ernst & Young LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	
Enhouse Systems Limited	ENGH	10-Mar-25	Annual	Management	3	Advisory Vote on Executive Compensation Approach	For	Against	We are voting against this advisory vote on executive compensation as the program is structured in a way that does not sufficiently align pay with performance, lacks disclosure, contains features that are not in line with best practice, and the Compensation Committee has demonstrated low responsiveness to multiple years of low and/or failed say-on-pay votes
Hisense Home Appliances Group Co., Ltd.	921	10-Mar-25	ordinary Shareho	Management	1	Approve Expected Limits of Guarantee	For	Against	We do not believe that support for this proposal is in the best interests of shareholders.
Larsen & Toubro Limited	500510	10-Mar-25	Special	Management	1	Approve Material Related Party Transactions with L&T-MHI Power Boilers Private Limited	For	For	

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Larsen & Toubro Limited	500510	10-Mar-25	Special	Management	2	Approve Material Related Party Transactions with L&T-MHI Power Turbine Generators Private Limited	For	Against	We are not supportive of this proposal as it lacks the disclosure necessary for shareholders to make an informed decision.
First Abu Dhabi Bank PJSC	FAB	11-Mar-25	Annual	Management	1	Approve Board Report on Company Operations and Its Financial Statement for FY 2024	For	For	
First Abu Dhabi Bank PJSC	FAB	11-Mar-25	Annual	Management	2	Approve Auditors' Report on Company Financial Statements for FY 2024	For	For	
First Abu Dhabi Bank PJSC	FAB	11-Mar-25	Annual	Management	3	Approve Internal Shariah Supervisory Committee Annual Report	For	For	
First Abu Dhabi Bank PJSC	FAB	11-Mar-25	Annual	Management	4	Ratify Payable Zakat in Relation to the Bank's Islamic Activities for FY 2024	For	For	
First Abu Dhabi Bank PJSC	FAB	11-Mar-25	Annual	Management	5	Accept Financial Statements and Statutory Reports for FY 2024	For	For	
First Abu Dhabi Bank PJSC	FAB	11-Mar-25	Annual	Management	6	Approve Board Proposal Regarding the Provisions, Reserves and Allocation of Income and Dividends of AED 0.75 Per Share for FY 2024	For	For	
First Abu Dhabi Bank PJSC	FAB	11-Mar-25	Annual	Management	7	Approve Remuneration of Directors	For	For	
First Abu Dhabi Bank PJSC	FAB	11-Mar-25	Annual	Management	8	Approve Discharge of Directors for FY 2024	For	For	
First Abu Dhabi Bank PJSC	FAB	11-Mar-25	Annual	Management	9	Approve Discharge of Auditors for FY 2024	For	For	
First Abu Dhabi Bank PJSC	FAB	11-Mar-25	Annual	Management	10	Appoint Auditors and Fix Their Remuneration for FY 2025	For	For	
First Abu Dhabi Bank PJSC	FAB	11-Mar-25	Annual	Management	11	Ratify the Appointment of Khalid Al Siyari as a Member of the Internal Shariah Supervisory Board	For	For	
First Abu Dhabi Bank PJSC	FAB	11-Mar-25	Annual	Management	12.a	Authorize Issuance of Non-Convertible Bonds, Sukuk or Other Securities Up to USD 10 Billion Under a Programme or Standalone Basis, Authorize the Board to Determine Terms of the Issuance and to Execute All the Necessary Procedures Related to the Issuance	For	For	
First Abu Dhabi Bank PJSC	FAB	11-Mar-25	Annual	Management	12.b	Authorize Issuance of an Additional Tier 1 Bonds or Islamic Sukuk for Regulatory Capital Purposes Up to USD 3 Billion and Authorize the Board to Determine Terms of the Issuance and to Execute All the Necessary Procedures Related to the Issuance	For	For	

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First Abu Dhabi Bank PJSC	FAB	11-Mar-25	Annual	Management	12.c	Authorize Issuance of Tier 2 Bonds or Islamic Sukuk for Regulatory Capital Purposes Up to USD 3 Billion and Authorize the Board to Determine the Terms of the Issuance and to Execute All the Necessary Actions and Procedures Related to the Issuance	For	For	
Analog Devices, Inc.	ADI	12-Mar-25	Annual	Management	1a	Elect Director Vincent Roche	For	Against	We are voting against the CEO for also being the Board Chair because the separation of roles is in shareholders best interests.
Analog Devices, Inc.	ADI	12-Mar-25	Annual	Management	1b	Elect Director Stephen M. Jennings	For	Against	We are holding the Lead Director and Chair of the Nomination Committee accountable for the lack of an independent chair.
Analog Devices, Inc.	ADI	12-Mar-25	Annual	Management	1c	Elect Director Andre Andonian	For	For	
Analog Devices, Inc.	ADI	12-Mar-25	Annual	Management	1d	Elect Director Edward H. Frank	For	For	
Analog Devices, Inc.	ADI	12-Mar-25	Annual	Management	1e	Elect Director Laurie H. Glimcher	For	For	
Analog Devices, Inc.	ADI	12-Mar-25	Annual	Management	1f	Elect Director Karen M. Golz	For	For	
Analog Devices, Inc.	ADI	12-Mar-25	Annual	Management	1g	Elect Director Peter B. Henry	For	For	
Analog Devices, Inc.	ADI	12-Mar-25	Annual	Management	1h	Elect Director Mercedes Johnson	For	For	
Analog Devices, Inc.	ADI	12-Mar-25	Annual	Management	1i	Elect Director Ray Stata	For	For	
Analog Devices, Inc.	ADI	12-Mar-25	Annual	Management	1j	Elect Director Andrea F. Wainer	For	For	
Analog Devices, Inc.	ADI	12-Mar-25	Annual	Management	1k	Elect Director Susie Wee	For	For	
Analog Devices, Inc.	ADI	12-Mar-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Analog Devices, Inc.	ADI	12-Mar-25	Annual	Management	3	Ratify Ernst & Young LLP as Auditors	For	Against	The auditor's tenure exceeds our guidelines.
Analog Devices, Inc.	ADI	12-Mar-25	Annual	Management	4	Reduce Certain Supermajority Vote Requirement	For	For	
Genmab A/S	GMAB	12-Mar-25	Annual	Management	1	Receive Report of Board			
Genmab A/S	GMAB	12-Mar-25	Annual	Management	2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	For	For	
Genmab A/S	GMAB	12-Mar-25	Annual	Management	3	Approve Allocation of Income and Omission of Dividends	For	For	
Genmab A/S	GMAB	12-Mar-25	Annual	Management	4	Approve Remuneration Report (Advisory Vote)	For	For	
Genmab A/S	GMAB	12-Mar-25	Annual	Management	5.a	Reelect Deirdre P. Connelly as Director	For	Abstain	We are holding the Chair of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
Genmab A/S	GMAB	12-Mar-25	Annual	Management	5.b	Reelect Pernille Erenbjerg as Director	For	For	
Genmab A/S	GMAB	12-Mar-25	Annual	Management	5.c	Reelect Rolf Hoffmann as Director	For	For	
Genmab A/S	GMAB	12-Mar-25	Annual	Management	5.d	Reelect Elizabeth OFarrell as Director	For	For	
Genmab A/S	GMAB	12-Mar-25	Annual	Management	5.e	Reelect Paolo Paoletti as Director	For	For	
Genmab A/S	GMAB	12-Mar-25	Annual	Management	5.f	Reelect Anders Gersel Pedersen as Director	For	Abstain	We are not supportive of non-independent directors sitting on key board committees.
Genmab A/S	GMAB	12-Mar-25	Annual	Management	6	Ratify Deloitte as Auditors	For	For	
Genmab A/S	GMAB	12-Mar-25	Annual	Management	7.a	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	For	Against	We are voting against this advisory vote on executive compensation as the program is structured in a way that does not sufficiently align pay with performance.

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Genmab A/S	GMAB	12-Mar-25	Annual	Management	7.b	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 900,000 for Vice Chairman, and DKK 600,000 for Other Directors; Approve Remuneration for Committee Work	For	Against	The director remuneration plan does not meet our guidelines.
Genmab A/S	GMAB	12-Mar-25	Annual	Management	7.c	Approve DKK 2.08 Million Reduction in Share Capital via Share Cancellation	For	For	
Genmab A/S	GMAB	12-Mar-25	Annual	Management	7.d	Authorize Share Repurchase Program	For	Against	The proposed share repurchase program does not have sufficient limits to protect existing shareholders.
Genmab A/S	GMAB	12-Mar-25	Annual	Management	7.e	Approve Equity Plan Financing Through Issuance of Warrants up to a Nominal Value of DKK 750,000	For	For	
Genmab A/S	GMAB	12-Mar-25	Annual	Management	8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For	
Genmab A/S	GMAB	12-Mar-25	Annual	Management	9	Other Business			
Johnson Controls International plc	JCI	12-Mar-25	Annual	Management	1a	Elect Director Timothy M. Archer	For	For	
Johnson Controls International plc	JCI	12-Mar-25	Annual	Management	1b	Elect Director Jean Blackwell	For	Against	We are holding the Chair of the Nomination Committee accountable for inadequate gender diversity on the board. We are holding this board member accountable for the lack of an independent chair.
Johnson Controls International plc	JCI	12-Mar-25	Annual	Management	1c	Elect Director Pierre Cohade	For	For	
Johnson Controls International plc	JCI	12-Mar-25	Annual	Management	1d	Elect Director Patrick K. Decker	For	For	
Johnson Controls International plc	JCI	12-Mar-25	Annual	Management	1e	Elect Director W. Roy Dunbar	For	For	
Johnson Controls International plc	JCI	12-Mar-25	Annual	Management	1f	Elect Director Gretchen R. Haggerty	For	For	
Johnson Controls International plc	JCI	12-Mar-25	Annual	Management	1g	Elect Director Ayesha Khanna	For	For	
Johnson Controls International plc	JCI	12-Mar-25	Annual	Management	1h	Elect Director Seetarama (Swamy) Kotagiri	For	For	
Johnson Controls International plc	JCI	12-Mar-25	Annual	Management	1i	Elect Director George R. Oliver	For	Against	We are voting against the non-independent Chair as we support the separation of board and management with an independent Chair.
Johnson Controls International plc	JCI	12-Mar-25	Annual	Management	1j	Elect Director Jurgen Tinggren	For	Against	We are holding this board member accountable for the lack of an independent chair.
Johnson Controls International plc	JCI	12-Mar-25	Annual	Management	1k	Elect Director Mark Vergnano	For	For	
Johnson Controls International plc	JCI	12-Mar-25	Annual	Management	1l	Elect Director John D. Young	For	For	
Johnson Controls International plc	JCI	12-Mar-25	Annual	Management	2a	Ratify PricewaterhouseCoopers LLP as Auditors	For	Against	The auditor's tenure exceeds our guidelines.
Johnson Controls International plc	JCI	12-Mar-25	Annual	Management	2b	Authorize Board to Fix Remuneration of Auditors	For	Against	The auditor's tenure exceeds our guidelines.

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Johnson Controls International plc	JCI	12-Mar-25	Annual	Management	3	Authorize Market Purchases of Company Shares	For	For	
Johnson Controls International plc	JCI	12-Mar-25	Annual	Management	4	Determine Price Range for Reissuance of Treasury Shares	For	For	
Johnson Controls International plc	JCI	12-Mar-25	Annual	Management	5	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Johnson Controls International plc	JCI	12-Mar-25	Annual	Management	6	Approve the Directors' Authority to Allot Shares	For	For	
Johnson Controls International plc	JCI	12-Mar-25	Annual	Management	7	Approve the Disapplication of Statutory Pre-emption Rights	For	For	
JSW Energy Limited	533148	12-Mar-25	Special	Management	1	Reelect Rajeev Sharma as Director	For	For	
Multiply Group PJSC	MULTIPLY	12-Mar-25	Annual	Management	1	Approve Board Report on Company Operations and Its Financial Position for the Fiscal Year Ended 31/12/2024	For	For	
Multiply Group PJSC	MULTIPLY	12-Mar-25	Annual	Management	2	Approve Auditors' Report on Company Financial Statements for the Fiscal Year Ended 31/12/2024	For	For	
Multiply Group PJSC	MULTIPLY	12-Mar-25	Annual	Management	3	Accept Financial Statements and Statutory Reports for the Fiscal Year Ended 31/12/2024	For	For	
Multiply Group PJSC	MULTIPLY	12-Mar-25	Annual	Management	4	Approve Absence of Dividends for the Fiscal Year Ended 31/12/2024	For	For	
Multiply Group PJSC	MULTIPLY	12-Mar-25	Annual	Management	5	Approve Remuneration of Directors for the Fiscal Year Ended 31/12/2024	For	For	
Multiply Group PJSC	MULTIPLY	12-Mar-25	Annual	Management	6	Approve Discharge of Directors for the Fiscal Year Ended 31/12/2024	For	For	
Multiply Group PJSC	MULTIPLY	12-Mar-25	Annual	Management	7	Approve Discharge of Auditors for the Fiscal Year Ended 31/12/2024	For	For	
Multiply Group PJSC	MULTIPLY	12-Mar-25	Annual	Management	8	Appoint Auditors and Fix Their Remuneration for the Fiscal Year Ending 31/12/2025	For	Against	We are voting against the appointment of the audit firm as audit fees are not disclosed.
Pandora AS	PNDORA	12-Mar-25	Annual	Management	1	Receive Report of Board			
Pandora AS	PNDORA	12-Mar-25	Annual	Management	2	Accept Financial Statements and Statutory Reports	For	For	
Pandora AS	PNDORA	12-Mar-25	Annual	Management	3	Approve Remuneration Report (Advisory Vote)	For	Against	We are voting against this advisory vote on executive compensation as the program is structured in a way that does not sufficiently align pay with performance.
Pandora AS	PNDORA	12-Mar-25	Annual	Management	4	Approve Remuneration of Directors	For	For	
Pandora AS	PNDORA	12-Mar-25	Annual	Management	5	Approve Allocation of Income and Dividends of DKK 20.00 Per Share	For	For	
Pandora AS	PNDORA	12-Mar-25	Annual	Management	6.1	Reelect Peter A. Ruzicka as Director	For	For	
Pandora AS	PNDORA	12-Mar-25	Annual	Management	6.2	Reelect Christian Frigast as Director	For	Abstain	We are not supportive of non-independent directors sitting on key board committees.
Pandora AS	PNDORA	12-Mar-25	Annual	Management	6.3	Reelect Lilian Fossum Biner as Director	For	For	
Pandora AS	PNDORA	12-Mar-25	Annual	Management	6.4	Reelect Birgitta Stymne Goransson as Director	For	For	

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Pandora AS	PNDORA	12-Mar-25	Annual	Management	6.5	Reelect Marianne Kirkegaard as Director	For	Abstain	We are holding the Chair of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
Pandora AS	PNDORA	12-Mar-25	Annual	Management	6.6	Reelect Catherine Spindler as Director	For	For	
Pandora AS	PNDORA	12-Mar-25	Annual	Management	6.7	Reelect Jan Zijderveld as Director	For	For	
Pandora AS	PNDORA	12-Mar-25	Annual	Management	7	Ratify Ernst & Young as Auditor; Appoint Ernst & Young as Auditor for Sustainability Reporting	For	For	
Pandora AS	PNDORA	12-Mar-25	Annual	Management	8	Approve Discharge of Management and Board	For	For	
Pandora AS	PNDORA	12-Mar-25	Annual	Management	9.1	Approve DKK 3 Million Reduction in Share Capital via Share Cancellation; Amend Articles Accordingly	For	For	
Pandora AS	PNDORA	12-Mar-25	Annual	Management	9.2	Approve Creation of DKK 39.5 Million Pool of Capital with Preemptive Rights	For	For	
Pandora AS	PNDORA	12-Mar-25	Annual	Management	9.3	Approve Creation of DKK 7.9 Million Pool of Capital without Preemptive Rights	For	For	
Pandora AS	PNDORA	12-Mar-25	Annual	Management	9.4	Authorize Share Repurchase Program	For	Against	The proposed share repurchase program does not have sufficient limits to protect existing shareholders.
Pandora AS	PNDORA	12-Mar-25	Annual	Management	9.5	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For	
Pandora AS	PNDORA	12-Mar-25	Annual	Management	10	Other Business			
PT Bank Central Asia Tbk	BBCA	12-Mar-25	Annual	Management	1	Approve Annual Report, Financial Statements, Statutory Reports and Discharge of Directors and Commissioners	For	For	
PT Bank Central Asia Tbk	BBCA	12-Mar-25	Annual	Management	2	Approve Allocation of Income and Dividends	For	For	
PT Bank Central Asia Tbk	BBCA	12-Mar-25	Annual	Management	3	Approve Changes in the Boards of the Company	For	For	
PT Bank Central Asia Tbk	BBCA	12-Mar-25	Annual	Management	4	Approve Remuneration and Tantiem of Directors and Commissioners	For	For	
PT Bank Central Asia Tbk	BBCA	12-Mar-25	Annual	Management	5	Approve KAP Rintis, Jumadi, Rianto & Rekan and Eddy Rintis as Auditors	For	For	
PT Bank Central Asia Tbk	BBCA	12-Mar-25	Annual	Management	6	Approve Payment of Interim Dividends	For	For	
PT Bank Central Asia Tbk	BBCA	12-Mar-25	Annual	Management	7	Approve Revised Recovery Plan	For	For	
Starbucks Corporation	SBUX	12-Mar-25	Annual	Management	1a	Elect Director Richard E. Allison, Jr.	For	For	
Starbucks Corporation	SBUX	12-Mar-25	Annual	Management	1b	Elect Director Andrew Campion	For	For	
Starbucks Corporation	SBUX	12-Mar-25	Annual	Management	1c	Elect Director Beth Ford	For	For	
Starbucks Corporation	SBUX	12-Mar-25	Annual	Management	1d	Elect Director Jorgen Vig Knudstorp	For	Against	We are holding the Chair of the Nomination Committee accountable for inadequate gender diversity on the board. We are holding this board member accountable for the lack of an independent chair.
Starbucks Corporation	SBUX	12-Mar-25	Annual	Management	1e	Elect Director Neal Mohan	For	For	
Starbucks Corporation	SBUX	12-Mar-25	Annual	Management	1f	Elect Director Brian Niccol	For	Against	We are voting against the CEO for also being the Board Chair because the separation of roles is in shareholders best interests.

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Starbucks Corporation	SBUX	12-Mar-25	Annual	Management	1g	Elect Director Daniel Javier Servitje Montull	For	For	
Starbucks Corporation	SBUX	12-Mar-25	Annual	Management	1h	Elect Director Michael Sievert	For	For	
Starbucks Corporation	SBUX	12-Mar-25	Annual	Management	1i	Elect Director Wei Zhang	For	For	
Starbucks Corporation	SBUX	12-Mar-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	We are voting against this advisory vote on executive compensation as the program is structured in a way that does not sufficiently align pay with performance. We are voting against this advisory vote as the structure of this compensation arrangement is not in line with best practice.
Starbucks Corporation	SBUX	12-Mar-25	Annual	Management	3	Ratify Deloitte & Touche LLP as Auditors	For	Against	The auditor's tenure exceeds our guidelines.
Starbucks Corporation	SBUX	12-Mar-25	Annual	Shareholder	4	Report on Discrimination in Charitable Contributions	Against	Against	We are not supportive of this proposal since the proponent has failed to demonstrate any issues with the company's policies, practices and disclosure.
Starbucks Corporation	SBUX	12-Mar-25	Annual	Shareholder	5	Require Independent Board Chair	Against	For	We are voting in favor of appointing an independent Chair of the Board.
Starbucks Corporation	SBUX	12-Mar-25	Annual	Shareholder	6	Report on Human Rights Risks Related to Labor Organizing	Against	Against	This proposal is not in shareholders' best interests.
Starbucks Corporation	SBUX	12-Mar-25	Annual	Shareholder	7	Report on Cage Free Egg Commitment in China and Japan	Against	Against	We are not supportive of this shareholder proposal as it is overly prescriptive.
Starbucks Corporation	SBUX	12-Mar-25	Annual	Shareholder	8	Publish an Annual Carbon Emissions Congruency Report	Against	Against	We are not supportive of this shareholder proposal as it is overly prescriptive.
TE Connectivity Plc	TEL	12-Mar-25	Annual	Management	1a	Elect Director Jean-Pierre Clamadiou	For	For	
TE Connectivity Plc	TEL	12-Mar-25	Annual	Management	1b	Elect Director Terrence R. Curtin	For	For	
TE Connectivity Plc	TEL	12-Mar-25	Annual	Management	1c	Elect Director Carol A. (John) Davidson	For	For	
TE Connectivity Plc	TEL	12-Mar-25	Annual	Management	1d	Elect Director Lynn A. Dugle	For	For	
TE Connectivity Plc	TEL	12-Mar-25	Annual	Management	1e	Elect Director Sam Eldessouky	For	For	
TE Connectivity Plc	TEL	12-Mar-25	Annual	Management	1f	Elect Director William A. Jeffrey	For	For	
TE Connectivity Plc	TEL	12-Mar-25	Annual	Management	1g	Elect Director Syaru Shirley Lin	For	For	
TE Connectivity Plc	TEL	12-Mar-25	Annual	Management	1h	Elect Director Heath A. Mitts	For	Against	We do not support insiders on the board other than the CEO.
TE Connectivity Plc	TEL	12-Mar-25	Annual	Management	1i	Elect Director Abhijit Y. Talwalkar	For	For	
TE Connectivity Plc	TEL	12-Mar-25	Annual	Management	1j	Elect Director Mark C. Trudeau	For	For	
TE Connectivity Plc	TEL	12-Mar-25	Annual	Management	1k	Elect Director Dawn C. Willoughby	For	For	
TE Connectivity Plc	TEL	12-Mar-25	Annual	Management	1l	Elect Director Laura H. Wright	For	For	
TE Connectivity Plc	TEL	12-Mar-25	Annual	Management	2	Approve Auditors and Authorize Board to Fix Their Remuneration	For	For	
TE Connectivity Plc	TEL	12-Mar-25	Annual	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
TE Connectivity Plc	TEL	12-Mar-25	Annual	Management	4	Authorize Share Repurchase Program	For	For	
TE Connectivity Plc	TEL	12-Mar-25	Annual	Management	5	Determine Price Range for Reissuance of Treasury Shares	For	Against	The proposed share repurchase program does not have sufficient limits to protect existing shareholders.
Agilent Technologies, Inc.	A	13-Mar-25	Annual	Management	1.1	Elect Director Otis W. Brawley	For	Against	We are holding the members of the board accountable for maintaining a classified board.
Agilent Technologies, Inc.	A	13-Mar-25	Annual	Management	1.2	Elect Director Mikael Dolsten	For	Against	We are holding the members of the board accountable for maintaining a classified board.
Agilent Technologies, Inc.	A	13-Mar-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Agilent Technologies, Inc.	A	13-Mar-25	Annual	Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	Against	The auditor's tenure exceeds our guidelines.

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Agilent Technologies, Inc.	A	13-Mar-25	Annual	Management	4	Eliminate Supermajority Vote Requirement	For	For	
Agilent Technologies, Inc.	A	13-Mar-25	Annual	Shareholder	5	Declassify the Board of Directors	None	For	We support this proposal to declassify the board structure and institute annual elections of all directors.
Bank Leumi Le-Israel B.M.	LUMI	13-Mar-25	Special	Management	1	Approve Employment Terms of Uri Alon, Chairman	For	For	
Bank Leumi Le-Israel B.M.	LUMI	13-Mar-25	Special	Management	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	None	Against	
Bank Leumi Le-Israel B.M.	LUMI	13-Mar-25	Special	Management	B1	If you are an Interest Holder as defined in Section 1 of the Securities Law, 1968, vote FOR. Otherwise, vote against.	None	Against	
Bank Leumi Le-Israel B.M.	LUMI	13-Mar-25	Special	Management	B2	If you are a Senior Officer as defined in Section 37(D) of the Securities Law, 1968, vote FOR. Otherwise, vote against.	None	Against	
Bank Leumi Le-Israel B.M.	LUMI	13-Mar-25	Special	Management	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.	None	For	
Dubai Islamic Bank PJSC	DIB	13-Mar-25	Annual	Management	1	Approve Board Report on Company Operations and Financial Position for FY 2024	For	For	
Dubai Islamic Bank PJSC	DIB	13-Mar-25	Annual	Management	2	Approve Auditors' Report on Company Financial Statements for FY 2024	For	For	
Dubai Islamic Bank PJSC	DIB	13-Mar-25	Annual	Management	3	Approve Internal Shariah Supervisory Committee Report for FY 2024	For	For	
Dubai Islamic Bank PJSC	DIB	13-Mar-25	Annual	Management	4	Accept Financial Statements and Statutory Reports for FY 2024	For	For	
Dubai Islamic Bank PJSC	DIB	13-Mar-25	Annual	Management	5	Approve Cash Dividends of AED 0.45 Per Share for FY 2024	For	For	
Dubai Islamic Bank PJSC	DIB	13-Mar-25	Annual	Management	6	Approve Remuneration of Directors	For	Against	We are not supportive of this proposal as it lacks the disclosure necessary for shareholders to make an informed decision.
Dubai Islamic Bank PJSC	DIB	13-Mar-25	Annual	Management	7	Approve Discharge of Directors for FY 2024	For	For	
Dubai Islamic Bank PJSC	DIB	13-Mar-25	Annual	Management	8	Approve Discharge of Auditors for FY 2024	For	For	
Dubai Islamic Bank PJSC	DIB	13-Mar-25	Annual	Management	9	Ratify the Appointment of the Internal Shariah Supervisory Committee Members for FY 2025	For	For	

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Dubai Islamic Bank PJSC	DIB	13-Mar-25	Annual	Management	10	Ratify Auditors and Fix Their Remuneration for FY 2025	For	Against	We are voting against the appointment of the audit firm as audit fees are not disclosed.
Dubai Islamic Bank PJSC	DIB	13-Mar-25	Annual	Management	11	Appoint Representatives of Shareholders Who Wish to Be Represented and Voted on Their Behalf	For	For	
Dubai Islamic Bank PJSC	DIB	13-Mar-25	Annual	Management	12	Authorize the Board to Issue Non-Convertible Senior Sukuk Up to USD 12.5 Billion, Determine the Date of the Issuance and to Execute All the Necessary Actions and Procedures Related to the Issuance	For	For	
Dubai Islamic Bank PJSC	DIB	13-Mar-25	Annual	Management	13	Authorize the Board to Issue Non-Convertible Tier 2 Sukuk Up to USD 1 Billion, Determine the Date of the Issuance and to Execute All the Necessary Actions and Procedures Related to the Issuance	For	For	
Dubai Islamic Bank PJSC	DIB	13-Mar-25	Annual	Management	14	Authorize the Board to Issue an Additional Non-Convertible Tier 1 Sukuk Up to USD 1 Billion, Determine the Date of the Issuance and to Execute All the Necessary Actions and Procedures Related to the Issuance	For	For	
F5, Inc.	FFIV	13-Mar-25	Annual	Management	1a	Elect Director Marianne N. Budnik	For	For	
F5, Inc.	FFIV	13-Mar-25	Annual	Management	1b	Elect Director Elizabeth L. Buse	For	Against	We are holding the Chair of the Compensation Committee accountable for ratifying compensation practices that we believe do not sufficiently align pay with performance.
F5, Inc.	FFIV	13-Mar-25	Annual	Management	1c	Elect Director Michel Combes	For	For	
F5, Inc.	FFIV	13-Mar-25	Annual	Management	1d	Elect Director Michael L. Dreyer	For	For	
F5, Inc.	FFIV	13-Mar-25	Annual	Management	1e	Elect Director Tami Erwin	For	For	
F5, Inc.	FFIV	13-Mar-25	Annual	Management	1f	Elect Director Julie M. Gonzalez	For	For	
F5, Inc.	FFIV	13-Mar-25	Annual	Management	1g	Elect Director Alan J. Higginson	For	For	
F5, Inc.	FFIV	13-Mar-25	Annual	Management	1h	Elect Director Peter S. Klein	For	For	
F5, Inc.	FFIV	13-Mar-25	Annual	Management	1i	Elect Director Francois Locoh-Donou	For	For	
F5, Inc.	FFIV	13-Mar-25	Annual	Management	1j	Elect Director Maya McReynolds	For	For	
F5, Inc.	FFIV	13-Mar-25	Annual	Management	1k	Elect Director Nikhil Mehta	For	For	
F5, Inc.	FFIV	13-Mar-25	Annual	Management	1l	Elect Director Michael F. Montoya	For	For	
F5, Inc.	FFIV	13-Mar-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	We are voting against this advisory vote on executive compensation as the program is structured in a way that does not sufficiently align pay with performance. The executive compensation program contains features that are not in line with best practice.
F5, Inc.	FFIV	13-Mar-25	Annual	Management	3	Ratify PricewaterhouseCoopers LLP as Auditors	For	Against	The auditor's tenure exceeds our guidelines.
Shanghai Pharmaceuticals Holding Co., Ltd.	2607	13-Mar-25	ordinary Shareho	Management	1	Amend Articles of Association	For	For	

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Shanghai Pharmaceuticals Holding Co., Ltd.	2607	13-Mar-25	ordinary Shareho	Management	2.01	Elect Wan Jun as Director	For	For	
Swiss Prime Site AG	SPSN	13-Mar-25	Annual	Management	1	Accept Financial Statements and Statutory Reports	For	For	
Swiss Prime Site AG	SPSN	13-Mar-25	Annual	Management	2	Approve Non-Financial Report	For	For	
Swiss Prime Site AG	SPSN	13-Mar-25	Annual	Management	3	Approve Remuneration Report (Non-Binding)	For	For	
Swiss Prime Site AG	SPSN	13-Mar-25	Annual	Management	4	Approve Discharge of Board and Senior Management	For	For	
Swiss Prime Site AG	SPSN	13-Mar-25	Annual	Management	5	Approve Allocation of Income and Dividends of CHF 3.45 per Share	For	For	
Swiss Prime Site AG	SPSN	13-Mar-25	Annual	Management	6.1	Approve Remuneration of Directors in the Amount of CHF 1.8 Million	For	For	
Swiss Prime Site AG	SPSN	13-Mar-25	Annual	Management	6.2	Approve Remuneration of Executive Committee in the Amount of CHF 5.5 Million	For	For	
Swiss Prime Site AG	SPSN	13-Mar-25	Annual	Management	7.1.1	Reelect Ton Buechner as Director	For	For	
Swiss Prime Site AG	SPSN	13-Mar-25	Annual	Management	7.1.2	Reelect Thomas Studhalter as Director	For	For	
Swiss Prime Site AG	SPSN	13-Mar-25	Annual	Management	7.1.3	Reelect Gabrielle Nater-Bass as Director	For	For	
Swiss Prime Site AG	SPSN	13-Mar-25	Annual	Management	7.1.4	Reelect Barbara Knoflach as Director	For	For	
Swiss Prime Site AG	SPSN	13-Mar-25	Annual	Management	7.1.5	Reelect Brigitte Walter as Director	For	For	
Swiss Prime Site AG	SPSN	13-Mar-25	Annual	Management	7.1.6	Reelect Reto Conrad as Director	For	For	
Swiss Prime Site AG	SPSN	13-Mar-25	Annual	Management	7.1.7	Reelect Detlef Trefzger as Director	For	For	
Swiss Prime Site AG	SPSN	13-Mar-25	Annual	Management	7.2	Reelect Ton Buechner as Board Chair	For	For	
Swiss Prime Site AG	SPSN	13-Mar-25	Annual	Management	7.3.1	Reappoint Gabrielle Nater-Bass as Member of the Nomination and Compensation Committee	For	For	
Swiss Prime Site AG	SPSN	13-Mar-25	Annual	Management	7.3.2	Reappoint Barbara Knoflach as Member of the Nomination and Compensation Committee	For	For	
Swiss Prime Site AG	SPSN	13-Mar-25	Annual	Management	7.3.3	Reappoint Detlef Trefzger as Member of the Nomination and Compensation Committee	For	For	
Swiss Prime Site AG	SPSN	13-Mar-25	Annual	Management	7.4	Designate Paul Wiesli as Independent Proxy	For	For	
Swiss Prime Site AG	SPSN	13-Mar-25	Annual	Management	7.5	Ratify PricewaterhouseCoopers AG as Auditors	For	For	
Swiss Prime Site AG	SPSN	13-Mar-25	Annual	Management	8	Transact Other Business (Voting)	For	Against	We are voting against this proposal to conduct 'other business' at the shareholder meeting as it puts non-attending shareholders voting by proxy at a disadvantage.
Telefonica Brasil SA	VIVT3	13-Mar-25	ordinary Shareho	Management	1	Approve 40-for-1 Reverse Stock Split, Followed by 80-for-1 Stock Split	For	For	
Telefonica Brasil SA	VIVT3	13-Mar-25	ordinary Shareho	Management	2	Amend Article 5 to Reflect Changes in Capital	For	For	
Telefonica Brasil SA	VIVT3	13-Mar-25	ordinary Shareho	Management	3	Consolidate Bylaws	For	For	
Telefonica Brasil SA	VIVT3	13-Mar-25	ordinary Shareho	Management	4	Authorize Executives to Ratify and Execute Approved Operation	For	For	

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Wartsila Oyj Abp	WRT1V	13-Mar-25	Annual	Management	1	Open Meeting			
Wartsila Oyj Abp	WRT1V	13-Mar-25	Annual	Management	2	Call the Meeting to Order			
Wartsila Oyj Abp	WRT1V	13-Mar-25	Annual	Management	3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting			
Wartsila Oyj Abp	WRT1V	13-Mar-25	Annual	Management	4	Acknowledge Proper Convening of Meeting			
Wartsila Oyj Abp	WRT1V	13-Mar-25	Annual	Management	5	Prepare and Approve List of Shareholders			
Wartsila Oyj Abp	WRT1V	13-Mar-25	Annual	Management	6	Receive Financial Statements and Statutory Reports			
Wartsila Oyj Abp	WRT1V	13-Mar-25	Annual	Management	7	Accept Financial Statements and Statutory Reports	For	For	
Wartsila Oyj Abp	WRT1V	13-Mar-25	Annual	Management	8	Approve Allocation of Income and Dividends of EUR 0.44 Per Share	For	For	
Wartsila Oyj Abp	WRT1V	13-Mar-25	Annual	Management	9	Approve Discharge of Board and President	For	For	
Wartsila Oyj Abp	WRT1V	13-Mar-25	Annual	Management	10	Approve Remuneration Report (Advisory Vote)	For	For	
Wartsila Oyj Abp	WRT1V	13-Mar-25	Annual	Management	11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For	
Wartsila Oyj Abp	WRT1V	13-Mar-25	Annual	Management	12	Approve Remuneration of Directors in the Amount of EUR 200,000 for Chair, EUR 105,000 for Vice Chair and EUR 80,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	For	For	
Wartsila Oyj Abp	WRT1V	13-Mar-25	Annual	Management	13	Fix Number of Directors at Eight	For	For	
Wartsila Oyj Abp	WRT1V	13-Mar-25	Annual	Management	14	Reelect Karen Bomba, Morten H. Engelstoft, Karin Falk, Johan Forssell, Tom Johnstone (Chair), Tiina Tuomela and Mika Vehvilainen (Vice-Chair) as Directors; Elect Henrik Ehrnrooth as New Director	For	Against	We are voting against the slate as we believe it is important to be able to vote on the qualifications of individual directors.
Wartsila Oyj Abp	WRT1V	13-Mar-25	Annual	Management	15	Approve Remuneration of Auditors	For	For	
Wartsila Oyj Abp	WRT1V	13-Mar-25	Annual	Management	16	Ratify PricewaterhouseCoopers as Auditors	For	For	
Wartsila Oyj Abp	WRT1V	13-Mar-25	Annual	Management	17	Approve Remuneration of Auditor for Sustainability Reporting	For	For	
Wartsila Oyj Abp	WRT1V	13-Mar-25	Annual	Management	18	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	For	For	
Wartsila Oyj Abp	WRT1V	13-Mar-25	Annual	Management	19	Amend Articles Re: Auditor; General Meeting	For	For	
Wartsila Oyj Abp	WRT1V	13-Mar-25	Annual	Management	20	Authorize Share Repurchase Program	For	For	
Wartsila Oyj Abp	WRT1V	13-Mar-25	Annual	Management	21	Approve Issuance of up to 57 Million Shares without Preemptive Rights	For	For	
Wartsila Oyj Abp	WRT1V	13-Mar-25	Annual	Management	22	Close Meeting			

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B3 SA-Brasil, Bolsa, Balcão	B3SA3	14-Mar-25	ordinary Sharehc	Management	1	Ratify Deloitte Touche Tohmatsu Auditores Independentes Ltda. as Independent Firm to Appraise Proposed Transaction	For	For	
B3 SA-Brasil, Bolsa, Balcão	B3SA3	14-Mar-25	ordinary Sharehc	Management	2	Approve Independent Firm's Appraisals	For	For	
B3 SA-Brasil, Bolsa, Balcão	B3SA3	14-Mar-25	ordinary Sharehc	Management	3	Approve Agreement to Absorb Neoway Tecnologia Integrada, Assessoria e Negocios S.A. (Neoway) and Neurotech Tecnologia da Informacao S.A. (Neurotech)	For	For	
B3 SA-Brasil, Bolsa, Balcão	B3SA3	14-Mar-25	ordinary Sharehc	Management	4	Approve Absorption of Neoway and Neurotech	For	For	
B3 SA-Brasil, Bolsa, Balcão	B3SA3	14-Mar-25	ordinary Sharehc	Management	5	Authorize Board to Ratify and Execute Approved Resolutions	For	For	
Bancolombia SA	'FBCOLON	14-Mar-25	Annual	Management	1	Verify Quorum			
Bancolombia SA	'FBCOLON	14-Mar-25	Annual	Management	2	Approve Meeting Agenda	For	For	
Bancolombia SA	'FBCOLON	14-Mar-25	Annual	Management	3	Elect Meeting Approval Committee	For	For	
Bancolombia SA	'FBCOLON	14-Mar-25	Annual	Management	4	Present Board and Chairman Reports	For	For	
Bancolombia SA	'FBCOLON	14-Mar-25	Annual	Management	5	Present Audit Committee's Report	For	For	
Bancolombia SA	'FBCOLON	14-Mar-25	Annual	Management	6	Present Individual and Consolidated Financial Statements	For	For	
Bancolombia SA	'FBCOLON	14-Mar-25	Annual	Management	7	Present Auditor's Report	For	For	
Bancolombia SA	'FBCOLON	14-Mar-25	Annual	Management	8	Approve Financial Statements and Statutory Reports	For	For	
Bancolombia SA	'FBCOLON	14-Mar-25	Annual	Management	9	Approve Allocation of Income, Constitution of Reserves and Donations	For	For	
Bancolombia SA	'FBCOLON	14-Mar-25	Annual	Management	10	Elect Financial Consumer Representative	For	For	
Elia Group SA/NV	ELI	14-Mar-25	ordinary Sharehc	Management	1	Amend Articles 3, 4, 9, 13 and 17 of the Articles of Association in Line with the Belgian Electricity Act	For	For	
HEICO Corporation	HEI	14-Mar-25	Annual	Management	1.1	Elect Director Thomas M. Culligan	For	For	
HEICO Corporation	HEI	14-Mar-25	Annual	Management	1.2	Elect Director Carol F. Fine	For	For	
HEICO Corporation	HEI	14-Mar-25	Annual	Management	1.3	Elect Director Adolfo Henriques	For	For	
HEICO Corporation	HEI	14-Mar-25	Annual	Management	1.4	Elect Director Mark H. Hildebrandt	For	Against	We are holding the Chair of the Nomination Committee accountable for inadequate gender diversity on the board. We are holding this board member accountable for the lack of an independent chair. We are holding this nominee accountable, as Chair of the Governance Committee, for maintaining unequal voting rights.
HEICO Corporation	HEI	14-Mar-25	Annual	Management	1.5	Elect Director Eric A. Mendelson	For	Against	We do not support insiders on the board other than the CEO and Executive Chair.
HEICO Corporation	HEI	14-Mar-25	Annual	Management	1.6	Elect Director Laurans A. Mendelson	For	Against	We are voting against the CEO for also being the Board Chair because the separation of roles is in shareholders best interests.
HEICO Corporation	HEI	14-Mar-25	Annual	Management	1.7	Elect Director Victor H. Mendelson	For	Against	We do not support insiders on the board other than the CEO and Executive Chair.
HEICO Corporation	HEI	14-Mar-25	Annual	Management	1.8	Elect Director Julie Neitzel	For	For	
HEICO Corporation	HEI	14-Mar-25	Annual	Management	1.9	Elect Director Alan Schriesheim	For	Against	We are voting against this director due to concerns over tenure. We are holding the incumbent chair of the Environmental and Sustainability Committee accountable for insufficient climate-related disclosure.

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HEICO Corporation	HEI	14-Mar-25	Annual	Management	1.10	Elect Director Frank J. Schwitter	For	For	
HEICO Corporation	HEI	14-Mar-25	Annual	Management	2	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	We are voting against this advisory vote on executive compensation as the program is structured in a way that does not sufficiently align pay with performance, lacks disclosure, and contains features that are not in line with best practice.
HEICO Corporation	HEI	14-Mar-25	Annual	Management	3	Ratify Deloitte & Touche LLP as Auditors	For	Against	The auditor's tenure exceeds our guidelines.
Kia Corp.	000270	14-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
Kia Corp.	000270	14-Mar-25	Annual	Management	2	Amend Articles of Incorporation	For	For	
Kia Corp.	000270	14-Mar-25	Annual	Management	3.1	Elect Song Ho-seong as Inside Director	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We are not supportive of non-independent directors sitting on key board committees.
Kia Corp.	000270	14-Mar-25	Annual	Management	3.2	Elect Jeong Ui-seon as Inside Director	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We are not supportive of non-independent directors sitting on key board committees. We do not support insiders on the board other than the CEO. This director is overboarded.
Kia Corp.	000270	14-Mar-25	Annual	Management	3.3	Elect Kim Seung-jun as Inside Director	For	Against	We do not support insiders on the board other than the CEO.
Kia Corp.	000270	14-Mar-25	Annual	Management	3.4	Elect Shin Hyeon-jeong as Outside Director	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
Kia Corp.	000270	14-Mar-25	Annual	Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
SAMSUNG BIOLOGICS Co., Ltd.	207940	14-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
SAMSUNG BIOLOGICS Co., Ltd.	207940	14-Mar-25	Annual	Management	2	Amend Articles of Incorporation	For	For	
SAMSUNG BIOLOGICS Co., Ltd.	207940	14-Mar-25	Annual	Management	3.1	Elect Yoo Seung-ho as Inside Director	For	Against	We do not support insiders on the board other than the CEO and Executive Chair.
SAMSUNG BIOLOGICS Co., Ltd.	207940	14-Mar-25	Annual	Management	3.2	Elect Lee Ho-seung as Outside Director	For	For	
SAMSUNG BIOLOGICS Co., Ltd.	207940	14-Mar-25	Annual	Management	4	Elect Lee Chang-woo as Outside Director to serve as an Audit Committee Member	For	For	
SAMSUNG BIOLOGICS Co., Ltd.	207940	14-Mar-25	Annual	Management	5	Elect Lee Ho-seung as a Member of Audit Committee	For	For	
SAMSUNG BIOLOGICS Co., Ltd.	207940	14-Mar-25	Annual	Management	6	Approve Total Remuneration of Inside Directors and Outside Directors	For	Against	The director remuneration plan does not meet our guidelines.
Samsung C&T Corp.	028260	14-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
Samsung C&T Corp.	028260	14-Mar-25	Annual	Management	2.1	Amend Articles of Incorporation (Business Objectives)	For	For	
Samsung C&T Corp.	028260	14-Mar-25	Annual	Management	2.2	Amend Articles of Incorporation (Board of Directors and Committees)	For	For	
Samsung C&T Corp.	028260	14-Mar-25	Annual	Management	2.3	Amend Articles of Incorporation (Laws and Regulations)	For	For	

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Samsung C&T Corp.	028260	14-Mar-25	Annual	Management	2.4	Amend Articles of Incorporation (Addendum)	For	For	
Samsung C&T Corp.	028260	14-Mar-25	Annual	Management	3	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
CG Power & Industrial Solutions Limited	500093	15-Mar-25	Special	Management	1	Elect Mammen Chally as Director	For	For	
Hindalco Industries Limited	500440	15-Mar-25	Special	Management	1	Approve Reappointment and Remuneration of Praveen Kumar Maheshwari as Whole-Time Director	For	Against	We do not support insiders on the board other than the CEO.
Bharti Airtel Limited	532454	16-Mar-25	Special	Management	1	Approve Material Related Party Transaction	For	For	
Indus Towers Limited	534816	16-Mar-25	Special	Management	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	For	For	
Indus Towers Limited	534816	16-Mar-25	Special	Management	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	For	For	
PB Fintech Ltd.	543390	16-Mar-25	Special	Management	1	Approve Alteration in the Objects of the Initial Public Offer	For	For	
PB Fintech Ltd.	543390	16-Mar-25	Special	Management	2	Approve Extension of the Time Limit for the Utilization of Funds Raised in the Initial Public Offer	For	For	
ADNOC Drilling Co. PJSC	DNOCDRII	17-Mar-25	Annual	Management	1	Authorize Chairman of the Meeting to Appoint a Secretary and Vote Collector to the Meeting	For	For	
ADNOC Drilling Co. PJSC	DNOCDRII	17-Mar-25	Annual	Management	1	Approve Board Report on Company Operations and Its Financial Position for FY 2024	For	For	
ADNOC Drilling Co. PJSC	DNOCDRII	17-Mar-25	Annual	Management	2	Approve Auditors' Report on Company Financial Statements for FY 2024	For	For	
ADNOC Drilling Co. PJSC	DNOCDRII	17-Mar-25	Annual	Management	3	Accept Financial Statements and Statutory Reports for FY 2024	For	For	
ADNOC Drilling Co. PJSC	DNOCDRII	17-Mar-25	Annual	Management	4	Ratify the Distributed Interim Dividends of AED 0.090468 Per Share for the First Half of FY 2024	For	For	
ADNOC Drilling Co. PJSC	DNOCDRII	17-Mar-25	Annual	Management	5	Approve Interim Dividends of AED 0.090468 Per Share for the Second Half of FY 2024 to Bring the Total Dividends of FY 2024 to AED 0.180936 Per Share	For	For	

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ADNOC Drilling Co. PJSC	DNOCDRII	17-Mar-25	Annual	Management	6	Approve Discharge of Directors for FY 2024	For	For	
ADNOC Drilling Co. PJSC	DNOCDRII	17-Mar-25	Annual	Management	7	Approve Discharge of Auditors for FY 2024	For	For	
ADNOC Drilling Co. PJSC	DNOCDRII	17-Mar-25	Annual	Management	8	Discuss and Approve Remuneration of Directors for FY 2024	For	Against	We are not supportive of this proposal as it lacks the disclosure necessary for shareholders to make an informed decision.
ADNOC Drilling Co. PJSC	DNOCDRII	17-Mar-25	Annual	Management	9	Appoint Auditors and Fix Their Remuneration of FY 2025	For	For	
Carlsberg A/S	CARL.B	17-Mar-25	Annual	Management	1	Receive Report of Board			
Carlsberg A/S	CARL.B	17-Mar-25	Annual	Management	2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	For	For	
Carlsberg A/S	CARL.B	17-Mar-25	Annual	Management	3	Approve Allocation of Income and Dividends of DKK 27 Per Share	For	For	
Carlsberg A/S	CARL.B	17-Mar-25	Annual	Management	4	Approve Remuneration Report (Advisory Vote)	For	For	
Carlsberg A/S	CARL.B	17-Mar-25	Annual	Management	5.A	Approve Remuneration of Directors	For	For	
Carlsberg A/S	CARL.B	17-Mar-25	Annual	Management	5.B	Approve DKK 32 Million Reduction in Share Capital via Share Cancellation	For	For	
Carlsberg A/S	CARL.B	17-Mar-25	Annual	Management	6.a	Reelect Henrik Poulsen as Director	For	Abstain	We are holding the Chair of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
Carlsberg A/S	CARL.B	17-Mar-25	Annual	Management	6.b	Reelect Majken Schultz as Director	For	Abstain	We are not supportive of non-independent directors sitting on key board committees.
Carlsberg A/S	CARL.B	17-Mar-25	Annual	Management	6.c	Reelect Magdi Batato as Director	For	For	
Carlsberg A/S	CARL.B	17-Mar-25	Annual	Management	6.d	Reelect Lilian Fossum Biner as Director	For	For	
Carlsberg A/S	CARL.B	17-Mar-25	Annual	Management	6.e	Reelect Bob Kunze-Concewitz as Director	For	For	
Carlsberg A/S	CARL.B	17-Mar-25	Annual	Management	6.f	Reelect Punita Lal as Director	For	For	
Carlsberg A/S	CARL.B	17-Mar-25	Annual	Management	6.g	Elect Jens Hjorth as New Director	For	For	
Carlsberg A/S	CARL.B	17-Mar-25	Annual	Management	6.h	Elect Winnie Ma as New Director	For	For	
Carlsberg A/S	CARL.B	17-Mar-25	Annual	Management	7	Ratify PricewaterhouseCoopers as Auditors	For	For	
Carlsberg A/S	CARL.B	17-Mar-25	Annual	Management	8	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For	
Elm Co. (Saudi Arabia)	7203	17-Mar-25	ordinary Shareholder	Management	1	Approve Related Party Transactions with Public Investment Fund Re: Elm's Acquisition of All Shares of the Public Fund in Thiqah Business Services Company	For	For	
LATAM Airlines Group SA	LTM	17-Mar-25	ordinary Shareholder	Management	1	Authorize Share Repurchase Program	For	For	
LATAM Airlines Group SA	LTM	17-Mar-25	ordinary Shareholder	Management	2	Set Maximum Amount or Percentage to be Acquired, Objective and Duration of Share Repurchase Program	For	For	
LATAM Airlines Group SA	LTM	17-Mar-25	ordinary Shareholder	Management	3.1	Authorize Board to Ratify and Execute Approved Resolutions	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
LATAM Airlines Group SA	LTM	17-Mar-25	ordinary Shareho	Management	3.2	Authorize Board to Repurchase Shares without Applying Prorate Procedure	For	For	
LATAM Airlines Group SA	LTM	17-Mar-25	ordinary Shareho	Management	3.3	Authorize Board to Sell Repurchased Shares without Applying Preemptive Rights	For	For	
The Tata Power Company Limited	500400	17-Mar-25	Special	Management	1	Approve Material Related Party Transactions between The Tata Power Company Limited and/or Tata Power International Pte Limited with PT Kaltim Prima Coal	For	For	
The Tata Power Company Limited	500400	17-Mar-25	Special	Management	2	Approve Material Related Party Transactions with Tata Projects Limited	For	For	
The Tata Power Company Limited	500400	17-Mar-25	Special	Management	3	Approve Material Related Party Transactions with Tata Steel Limited	For	For	
The Tata Power Company Limited	500400	17-Mar-25	Special	Management	4	Approve Material Related Party Transactions between Tata Power Delhi Distribution Limited and Tata Power Trading Company Limited	For	For	
The Tata Power Company Limited	500400	17-Mar-25	Special	Management	5	Approve Material Related Party Transactions between Tata Power Trading Company Limited and Maithon Power Limited	For	For	
The Tata Power Company Limited	500400	17-Mar-25	Special	Management	6	Approve Material Related Party Transactions between Tata Power Renewable Energy Limited and TP Solar Limited	For	For	
The Tata Power Company Limited	500400	17-Mar-25	Special	Management	7	Approve Material Related Party Transactions between Tata Power Renewable Energy Limited and TP Vardhaman Surya Limited	For	For	
The Tata Power Company Limited	500400	17-Mar-25	Special	Management	8	Approve Material Related Party Transactions between TP Central Odisha Distribution Limited and GRIDCO Limited	For	For	
The Tata Power Company Limited	500400	17-Mar-25	Special	Management	9	Approve Material Related Party Transactions between TP Western Odisha Distribution Limited and GRIDCO Limited	For	For	
The Tata Power Company Limited	500400	17-Mar-25	Special	Management	10	Approve Material Related Party Transactions between TP Southern Odisha Distribution Limited and GRIDCO Limited	For	For	
The Tata Power Company Limited	500400	17-Mar-25	Special	Management	11	Approve Material Related Party Transactions between TP Northern Odisha Distribution Limited and GRIDCO Limited	For	For	
A.P. Moller-Maersk A/S	MAERSK.E	18-Mar-25	Annual	Management	A	Receive Report of Board			

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A.P. Moller-Maersk A/S	MAERSK.E	18-Mar-25	Annual	Management	B	Accept Financial Statements and Statutory Reports	For	For	
A.P. Moller-Maersk A/S	MAERSK.E	18-Mar-25	Annual	Management	C	Approve Discharge of Management and Board	For	For	
A.P. Moller-Maersk A/S	MAERSK.E	18-Mar-25	Annual	Management	D	Approve Allocation of Income and Dividends of DKK 1.120 Per Share	For	For	
A.P. Moller-Maersk A/S	MAERSK.E	18-Mar-25	Annual	Management	E	Approve Remuneration Report (Advisory Vote)	For	For	
A.P. Moller-Maersk A/S	MAERSK.E	18-Mar-25	Annual	Management	F	Authorize Share Repurchase Program	For	Against	We are not supportive of this proposal as it lacks the disclosure necessary for shareholders to make an informed decision.
A.P. Moller-Maersk A/S	MAERSK.E	18-Mar-25	Annual	Management	G.1	Reelect Marc Engel as Director	For	Abstain	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO. We are not supportive of non-independent directors sitting on key board committees. We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We are holding this board member accountable for the lack of an independent chair. Based on Climate Action 100+ benchmark assessments, we are holding the Chair of the Compensation Committee accountable for the lack of climate-related targets factored into performance-based compensation.
A.P. Moller-Maersk A/S	MAERSK.E	18-Mar-25	Annual	Management	G.2	Reelect Kasper Rorsted as Director	For	Abstain	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We are holding this board member accountable for the lack of an independent chair.
A.P. Moller-Maersk A/S	MAERSK.E	18-Mar-25	Annual	Management	G.3	Reelect Bernard L. Bot as Director	For	For	
A.P. Moller-Maersk A/S	MAERSK.E	18-Mar-25	Annual	Management	G.4	Reelect Amparo Moraleda as Director	For	For	
A.P. Moller-Maersk A/S	MAERSK.E	18-Mar-25	Annual	Management	G.5	Elect Xavier Urbain as New Director	For	For	
A.P. Moller-Maersk A/S	MAERSK.E	18-Mar-25	Annual	Management	H	Ratify PricewaterhouseCoopers as Auditor; Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	For	For	
A.P. Moller-Maersk A/S	MAERSK.E	18-Mar-25	Annual	Management	I.1	Authorize Board to Decide on the Distribution of Extraordinary Dividends	For	For	
A.P. Moller-Maersk A/S	MAERSK.E	18-Mar-25	Annual	Shareholder	I.2	Proposal Regarding Disclosure of Human Rights Due Diligence Processes	Against	For	We are supporting this shareholder proposal calling for additional disclosure related to the company's exposure to human rights risk.
A.P. Moller-Maersk A/S	MAERSK.E	18-Mar-25	Annual	Shareholder	I.3	Proposal Regarding Discontinuation of Transportation of Arms	Against	Against	We are not supportive of this proposal as it lacks the disclosure necessary for shareholders to make an informed decision.
Aurobindo Pharma Limited	524804	18-Mar-25	Special	Management	1	Reelect Santanu Mukherjee as Director	For	Against	We are holding the Chair of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. This director is overboarded.
Omnicom Group Inc.	OMC	18-Mar-25	Special	Management	1	Issue Shares in Connection with Merger	For	For	
Omnicom Group Inc.	OMC	18-Mar-25	Special	Management	2	Adjourn Meeting	For	For	
QUALCOMM Incorporated	QCOM	18-Mar-25	Annual	Management	1a	Elect Director Sylvia Acevedo	For	For	
QUALCOMM Incorporated	QCOM	18-Mar-25	Annual	Management	1b	Elect Director Cristiano R. Amon	For	For	
QUALCOMM Incorporated	QCOM	18-Mar-25	Annual	Management	1c	Elect Director Mark Fields	For	For	
QUALCOMM Incorporated	QCOM	18-Mar-25	Annual	Management	1d	Elect Director Jeffrey W. Henderson	For	For	
QUALCOMM Incorporated	QCOM	18-Mar-25	Annual	Management	1e	Elect Director Ann M. Livermore	For	For	
QUALCOMM Incorporated	QCOM	18-Mar-25	Annual	Management	1f	Elect Director Mark D. McLaughlin	For	For	

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QUALCOMM Incorporated	QCOM	18-Mar-25	Annual	Management	1g	Elect Director Jamie S. Miller	For	For	
QUALCOMM Incorporated	QCOM	18-Mar-25	Annual	Management	1h	Elect Director Marie Myers	For	For	
QUALCOMM Incorporated	QCOM	18-Mar-25	Annual	Management	1i	Elect Director Irene B. Rosenfeld	For	For	
QUALCOMM Incorporated	QCOM	18-Mar-25	Annual	Management	1j	Elect Director Kornelis (Neil) Smit	For	For	
QUALCOMM Incorporated	QCOM	18-Mar-25	Annual	Management	1k	Elect Director Jean-Pascal Tricoire	For	For	
QUALCOMM Incorporated	QCOM	18-Mar-25	Annual	Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	Against	The auditor's tenure exceeds our guidelines.
QUALCOMM Incorporated	QCOM	18-Mar-25	Annual	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
QUALCOMM Incorporated	QCOM	18-Mar-25	Annual	Management	4	Amend Omnibus Stock Plan	For	Against	The omnibus stock plan does not meet our guidelines.
QUALCOMM Incorporated	QCOM	18-Mar-25	Annual	Shareholder	5	Report on Climate Risk in Retirement Plan Options	Against	Against	We are not supportive of this shareholder proposal as it is overly prescriptive.
The Interpublic Group of Companies, Inc.	IPG	18-Mar-25	Special	Management	1	Approve Merger Agreement	For	For	
The Interpublic Group of Companies, Inc.	IPG	18-Mar-25	Special	Management	2	Advisory Vote on Golden Parachutes	For	Against	We are voting against this advisory vote on executive compensation as the program is structured in a way that does not sufficiently align pay with performance.
The Interpublic Group of Companies, Inc.	IPG	18-Mar-25	Special	Management	3	Adjourn Meeting	For	For	
The Toro Company	TTC	18-Mar-25	Annual	Management	1.1	Elect Director Jeffrey L. Harmening	For	Withhold	We are holding the members of the board accountable for maintaining a classified board.
The Toro Company	TTC	18-Mar-25	Annual	Management	1.2	Elect Director Joyce A. Mullen	For	Withhold	We are holding the members of the board accountable for maintaining a classified board.
The Toro Company	TTC	18-Mar-25	Annual	Management	1.3	Elect Director Richard M. Olson	For	Withhold	We are voting against the CEO for also being the Board Chair because the separation of roles is in shareholders best interests. We are holding the members of the board accountable for maintaining a classified board.
The Toro Company	TTC	18-Mar-25	Annual	Management	1.4	Elect Director James C. O'Rourke	For	Withhold	We are holding the members of the board accountable for maintaining a classified board.
The Toro Company	TTC	18-Mar-25	Annual	Management	2	Ratify KPMG LLP as Auditors	For	Against	The auditor's tenure exceeds our guidelines.
The Toro Company	TTC	18-Mar-25	Annual	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Aldar Properties PJSC	ALDAR	19-Mar-25	Annual	Management	1	Authorize Chairman of the Meeting to Appoint a Secretary and Vote Collector to the Meeting	For	For	
Aldar Properties PJSC	ALDAR	19-Mar-25	Annual	Management	1	Approve Board Report on Company Operations and Financial position for FY 2024	For	For	
Aldar Properties PJSC	ALDAR	19-Mar-25	Annual	Management	2	Approve Auditors' Report on Company Financial Statements for FY 2024	For	For	
Aldar Properties PJSC	ALDAR	19-Mar-25	Annual	Management	3	Accept Financial Statements and Statutory Reports for FY 2024	For	For	
Aldar Properties PJSC	ALDAR	19-Mar-25	Annual	Management	4	Approve Dividends of AED 0.185 per Share for FY 2024	For	For	
Aldar Properties PJSC	ALDAR	19-Mar-25	Annual	Management	5	Approve Discharge of Directors for FY 2024	For	For	

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Aldar Properties PJSC	ALDAR	19-Mar-25	Annual	Management	6	Approve Discharge of Auditors for FY 2024	For	For	
Aldar Properties PJSC	ALDAR	19-Mar-25	Annual	Management	7	Approve Remuneration of Directors for FY 2024	For	Against	We are not supportive of this proposal as it lacks the disclosure necessary for shareholders to make an informed decision.
Aldar Properties PJSC	ALDAR	19-Mar-25	Annual	Management	8	Appoint Auditors and Fix Their Remuneration for FY 2025	For	Against	We are voting against the appointment of the audit firm as audit fees are not disclosed.
Aldar Properties PJSC	ALDAR	19-Mar-25	Annual	Management	9	Elect Directors	For	Against	We are voting against all directors as the company has not properly disclosed the names of the nominees along with their independence status.
Aldar Properties PJSC	ALDAR	19-Mar-25	Annual	Management	10	Approve Social Contribution for FY 2025 and Authorize the Board to Determine the Beneficiaries	For	For	
Banco de Sabadell SA	SAB	19-Mar-25	Annual	Management	1	Approve Consolidated and Standalone Financial Statements and Discharge of Board	For	For	
Banco de Sabadell SA	SAB	19-Mar-25	Annual	Management	2	Approve Non-Financial Information Statement	For	For	
Banco de Sabadell SA	SAB	19-Mar-25	Annual	Management	3	Approve Allocation of Income and Dividends	For	For	
Banco de Sabadell SA	SAB	19-Mar-25	Annual	Management	4	Approve Shareholder Remuneration Policy	For	For	
Banco de Sabadell SA	SAB	19-Mar-25	Annual	Management	5	Reactivate Share Repurchase and Capital Reduction via Amortization of Repurchased Shares Approved at the 2024 AGM	For	For	
Banco de Sabadell SA	SAB	19-Mar-25	Annual	Management	6	Authorize Share Repurchase and Capital Reduction via Cancellation of Repurchased Shares	For	For	
Banco de Sabadell SA	SAB	19-Mar-25	Annual	Management	7	Amend Articles Re: Board of Directors	For	Against	This proposal is not in shareholders best interests.
Banco de Sabadell SA	SAB	19-Mar-25	Annual	Management	8	Receive Amendments to Board of Directors Regulations			
Banco de Sabadell SA	SAB	19-Mar-25	Annual	Management	9.1	Reelect Cesar Gonzalez-Bueno Mayer Wittgenstein as Director	For	For	
Banco de Sabadell SA	SAB	19-Mar-25	Annual	Management	9.2	Reelect Manuel Valls Morato as Director	For	For	
Banco de Sabadell SA	SAB	19-Mar-25	Annual	Management	9.3	Elect Maria Gloria Hernandez Garcia as Director	For	For	
Banco de Sabadell SA	SAB	19-Mar-25	Annual	Management	9.4	Elect Margarita Salvans Puigbo as Director	For	For	
Banco de Sabadell SA	SAB	19-Mar-25	Annual	Management	10	Fix Maximum Variable Compensation Ratio of Designated Group Members	For	For	
Banco de Sabadell SA	SAB	19-Mar-25	Annual	Management	11	Renew Appointment of KPMG Auditores as Auditor	For	For	
Banco de Sabadell SA	SAB	19-Mar-25	Annual	Management	12	Authorize Board to Ratify and Execute Approved Resolutions	For	For	
Banco de Sabadell SA	SAB	19-Mar-25	Annual	Management	13	Advisory Vote on Remuneration Report	For	Against	We are voting against this advisory vote on executive compensation as the program is structured in a way that does not sufficiently align pay with performance.

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Corporacion Inmobiliaria Vesta SAB de CV	VESTA	19-Mar-25	Annual	Management	1	Approve CEO's Report	For	For	
Corporacion Inmobiliaria Vesta SAB de CV	VESTA	19-Mar-25	Annual	Management	2	Approve Board's Report	For	For	
Corporacion Inmobiliaria Vesta SAB de CV	VESTA	19-Mar-25	Annual	Management	3	Approve Report of Audit, Corporate Practices, Investment, Ethics, Debt and Capital, and Environmental, Social and Corporate Governance Committees	For	For	
Corporacion Inmobiliaria Vesta SAB de CV	VESTA	19-Mar-25	Annual	Management	4	Receive Report on Adherence to Fiscal Obligations	For	For	
Corporacion Inmobiliaria Vesta SAB de CV	VESTA	19-Mar-25	Annual	Management	5	Approve Audited and Consolidated Financial Statements	For	For	
Corporacion Inmobiliaria Vesta SAB de CV	VESTA	19-Mar-25	Annual	Management	6	Approve Cash Dividends	For	For	
Corporacion Inmobiliaria Vesta SAB de CV	VESTA	19-Mar-25	Annual	Management	7	Approve Share Repurchase Reserve for FY 2024	For	For	
Corporacion Inmobiliaria Vesta SAB de CV	VESTA	19-Mar-25	Annual	Management	8	Authorize Share Repurchase Reserve for FY 2025	For	For	
Corporacion Inmobiliaria Vesta SAB de CV	VESTA	19-Mar-25	Annual	Management	9	Elect or Ratify Directors; Elect Chairs of Audit and Corporate Practices Committees; Approve their Remuneration	For	Against	We are voting against the slate as we believe it is important to be able to vote on the qualifications of individual directors.
Corporacion Inmobiliaria Vesta SAB de CV	VESTA	19-Mar-25	Annual	Management	10	Authorize Board to Ratify and Execute Approved Resolutions	For	For	
Hyundai Mobis Co., Ltd.	012330	19-Mar-25	Annual	Management	1	Approve Financial Statements	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
Hyundai Mobis Co., Ltd.	012330	19-Mar-25	Annual	Management	2	Approve Appropriation of Income	For	For	
Hyundai Mobis Co., Ltd.	012330	19-Mar-25	Annual	Management	3.1	Elect Kim Hwa-jin as Outside Director	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
Hyundai Mobis Co., Ltd.	012330	19-Mar-25	Annual	Management	3.2	Elect Lee Gyu-seok as Inside Director	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We are not supportive of non-independent directors sitting on key board committees. We are voting against the CEO for also being the Board Chair because the separation of roles is in shareholders best interests.
Hyundai Mobis Co., Ltd.	012330	19-Mar-25	Annual	Management	3.3	Elect Cho Yoon-deok as Inside Director	For	Against	We do not support insiders on the board other than the CEO and Executive Chair.
Hyundai Mobis Co., Ltd.	012330	19-Mar-25	Annual	Management	4	Elect Kim Hwa-jin as a Member of Audit Committee	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
Hyundai Mobis Co., Ltd.	012330	19-Mar-25	Annual	Management	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Hyundai Mobis Co., Ltd.	012330	19-Mar-25	Annual	Management	6	Amend Articles of Incorporation	For	For	
IDFC FIRST Bank Limited	539437	19-Mar-25	Special	Management	1	Approve Reduction of Authorized Share Capital and Amend Capital Clause of the Memorandum of Association	For	For	

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IDFC FIRST Bank Limited	539437	19-Mar-25	Special	Management	2	Approve Material Related Party Transactions for Dealing in Securities (Treasury bills, Government Securities, and State Development Loans)	For	For	
Jumbo SA	BELA	19-Mar-25	ordinary Shareho	Management	1	Approve Special Dividend	For	For	
Kyowa Kirin Co., Ltd.	4151	19-Mar-25	Annual	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 29	For	For	
Kyowa Kirin Co., Ltd.	4151	19-Mar-25	Annual	Management	2	Amend Articles to Clarify Director Authority on Shareholder Meetings	For	For	
Kyowa Kirin Co., Ltd.	4151	19-Mar-25	Annual	Management	3.1	Elect Director Miyamoto, Masashi	For	For	
Kyowa Kirin Co., Ltd.	4151	19-Mar-25	Annual	Management	3.2	Elect Director Abdul Mullick	For	For	
Kyowa Kirin Co., Ltd.	4151	19-Mar-25	Annual	Management	3.3	Elect Director Yamashita, Takeyoshi	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Kyowa Kirin Co., Ltd.	4151	19-Mar-25	Annual	Management	3.4	Elect Director Fujiwara, Daisuke	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Kyowa Kirin Co., Ltd.	4151	19-Mar-25	Annual	Management	3.5	Elect Director Oyamada, Takashi	For	For	
Kyowa Kirin Co., Ltd.	4151	19-Mar-25	Annual	Management	3.6	Elect Director Suzuki, Yoshihisa	For	For	
Kyowa Kirin Co., Ltd.	4151	19-Mar-25	Annual	Management	3.7	Elect Director Nakata, Rumiko	For	For	
Kyowa Kirin Co., Ltd.	4151	19-Mar-25	Annual	Management	3.8	Elect Director Kanno, Hiroshi	For	For	
Kyowa Kirin Co., Ltd.	4151	19-Mar-25	Annual	Management	3.9	Elect Director Ito, Yukiko	For	For	
Kyowa Kirin Co., Ltd.	4151	19-Mar-25	Annual	Management	4	Appoint Statutory Auditor Wachi, Yoko	For	For	
Kyowa Kirin Co., Ltd.	4151	19-Mar-25	Annual	Management	5	Approve Compensation Ceiling for Directors	For	For	
L&F Co., Ltd.	066970	19-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
L&F Co., Ltd.	066970	19-Mar-25	Annual	Management	2	Approval of Reduction of Capital Reserve	For	For	
L&F Co., Ltd.	066970	19-Mar-25	Annual	Management	3.1	Elect Park Woo-gyun as Outside Director	For	For	
L&F Co., Ltd.	066970	19-Mar-25	Annual	Management	3.2	Elect Park Seong-min as Outside Director	For	For	
L&F Co., Ltd.	066970	19-Mar-25	Annual	Management	4.1	Elect Park Woo-gyun as a Member of Audit Committee	For	For	
L&F Co., Ltd.	066970	19-Mar-25	Annual	Management	4.2	Elect Kim Gyeong-hui as a Member of Audit Committee	For	For	
L&F Co., Ltd.	066970	19-Mar-25	Annual	Management	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Pidilite Industries Limited	500331	19-Mar-25	Special	Management	1	Elect Meena Ganesh as Director	For	For	
Pidilite Industries Limited	500331	19-Mar-25	Special	Management	2	Elect Vivek Raghavan as Director	For	For	
Samsung Electro-Mechanics Co., Ltd.	009150	19-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	For	
Samsung Electro-Mechanics Co., Ltd.	009150	19-Mar-25	Annual	Management	2.1	Elect Jang Deok-hyeon as Inside Director	For	For	
Samsung Electro-Mechanics Co., Ltd.	009150	19-Mar-25	Annual	Management	2.2	Elect Kim Seong-jin as Inside Director	For	Against	We do not support insiders on the board other than the CEO.
Samsung Electro-Mechanics Co., Ltd.	009150	19-Mar-25	Annual	Management	2.3	Elect Lee Yoon-jeong as Outside Director	For	For	

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Samsung Electro-Mechanics Co., Ltd.	009150	19-Mar-25	Annual	Management	3	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Samsung Electro-Mechanics Co., Ltd.	009150	19-Mar-25	Annual	Management	4	Amend Articles of Incorporation	For	For	
Samsung Electronics Co., Ltd.	005930	19-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	For	
Samsung Electronics Co., Ltd.	005930	19-Mar-25	Annual	Management	2.1.1	Elect Kim Jun-seong as Outside Director	For	Against	Based on Climate Action 100+ benchmark assessments, we are holding members of the Sustainability Committee accountable at companies that have failed to set sufficient emissions reduction targets and members of the Compensation Committee accountable for the lack of climate-related targets factored into performance-based compensation.
Samsung Electronics Co., Ltd.	005930	19-Mar-25	Annual	Management	2.1.2	Elect Heo Eun-nyeong as Outside Director	For	Against	Based on Climate Action 100+ benchmark assessments, we are holding members of the Sustainability Committee accountable at companies that have failed to set sufficient emissions reduction targets.
Samsung Electronics Co., Ltd.	005930	19-Mar-25	Annual	Management	2.1.3	Elect Yoo Myeong-hui as Outside Director	For	Against	Based on Climate Action 100+ benchmark assessments, we are holding members of the Sustainability Committee accountable at companies that have failed to set sufficient emissions reduction targets.
Samsung Electronics Co., Ltd.	005930	19-Mar-25	Annual	Management	2.1.4	Elect Lee Hyeok-jae as Outside Director	For	For	
Samsung Electronics Co., Ltd.	005930	19-Mar-25	Annual	Management	2.2.1	Elect Jeon Young-hyeon as Inside Director	For	For	
Samsung Electronics Co., Ltd.	005930	19-Mar-25	Annual	Management	2.2.2	Elect Noh Tae-moon as Inside Director	For	Against	We do not support insiders on the board other than the CEO.
Samsung Electronics Co., Ltd.	005930	19-Mar-25	Annual	Management	2.2.3	Elect Song Jae-hyeok as Inside Director	For	Against	We do not support insiders on the board other than the CEO.
Samsung Electronics Co., Ltd.	005930	19-Mar-25	Annual	Management	3	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Samsung Electronics Co., Ltd.	005930	19-Mar-25	Annual	Management	4.1	Elect Shin Je-yoon as a Member of Audit Committee	For	Against	Based on Climate Action 100+ benchmark assessments, we are holding members of the Sustainability Committee accountable at companies that have failed to set sufficient emissions reduction targets and members of the Compensation Committee accountable for the lack of climate-related targets factored into performance-based compensation.
Samsung Electronics Co., Ltd.	005930	19-Mar-25	Annual	Management	4.2	Elect Yoo Myeong-hui as a Member of Audit Committee	For	Against	Based on Climate Action 100+ benchmark assessments, we are holding members of the Sustainability Committee accountable at companies that have failed to set sufficient emissions reduction targets.
Samsung Fire & Marine Insurance Co., Ltd.	000810	19-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
Samsung Fire & Marine Insurance Co., Ltd.	000810	19-Mar-25	Annual	Management	2.1	Amend Articles of Incorporation (Board Committee)	For	For	
Samsung Fire & Marine Insurance Co., Ltd.	000810	19-Mar-25	Annual	Management	2.2	Amend Articles of Incorporation (Model AOI)	For	For	
Samsung Fire & Marine Insurance Co., Ltd.	000810	19-Mar-25	Annual	Management	3.1	Elect Park Seong-yeon as Outside Director	For	For	
Samsung Fire & Marine Insurance Co., Ltd.	000810	19-Mar-25	Annual	Management	3.2	Elect Koo Young-min as Inside Director	For	Against	We do not support insiders on the board other than the CEO.

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Samsung Fire & Marine Insurance Co., Ltd.	000810	19-Mar-25	Annual	Management	4	Elect Park Seong-yeon as a Member of Audit Committee	For	For	
Samsung Fire & Marine Insurance Co., Ltd.	000810	19-Mar-25	Annual	Management	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Samsung SDI Co., Ltd.	006400	19-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditor's opinion or the audit firm has issued a qualified opinion.
Samsung SDI Co., Ltd.	006400	19-Mar-25	Annual	Management	2	Elect Choi Ju-seon as Inside Director	For	For	
Samsung SDI Co., Ltd.	006400	19-Mar-25	Annual	Management	3	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Samsung SDI Co., Ltd.	006400	19-Mar-25	Annual	Management	4	Amend Articles of Incorporation	For	For	
SAMSUNG SDS CO., LTD.	018260	19-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
SAMSUNG SDS CO., LTD.	018260	19-Mar-25	Annual	Management	2.1	Elect Lee Jun-hui as Inside Director	For	For	
SAMSUNG SDS CO., LTD.	018260	19-Mar-25	Annual	Management	2.2	Elect Lee Ho-jun as Inside Director	For	Against	We do not support insiders on the board other than the CEO.
SAMSUNG SDS CO., LTD.	018260	19-Mar-25	Annual	Management	3	Amend Articles of Incorporation	For	For	
SAMSUNG SDS CO., LTD.	018260	19-Mar-25	Annual	Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Unicharm Corp.	8113	19-Mar-25	Annual	Management	1.1	Elect Director Takahara, Takahisa	For	For	
Unicharm Corp.	8113	19-Mar-25	Annual	Management	1.2	Elect Director Takaku, Kenji	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Unicharm Corp.	8113	19-Mar-25	Annual	Management	1.3	Elect Director Shite, Tetsuya	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Unicharm Corp.	8113	19-Mar-25	Annual	Management	2.1	Elect Director and Audit Committee Member Sugita, Hiroaki	For	For	
Unicharm Corp.	8113	19-Mar-25	Annual	Management	2.2	Elect Director and Audit Committee Member Noriko Rzonca	For	For	
Unicharm Corp.	8113	19-Mar-25	Annual	Management	2.3	Elect Director and Audit Committee Member Asada, Shigeru	For	Against	We are not supportive of insiders and/or non-independent outside directors on the audit committee. We do not support insiders on the board other than the Chairman and/or President.
Unicharm Corp.	8113	19-Mar-25	Annual	Management	3	Approve Donation of Treasury Shares to Shinagawa Joshi Gakuin School	For	Against	This proposal is not in shareholders' best interests.
Bajaj Holdings & Investment Limited	500490	20-Mar-25	Special	Management	1	Reelect Pradip Panalal Shah as Director	For	For	
Banco Bilbao Vizcaya Argentaria SA	BBVA	20-Mar-25	Annual	Management	1.1	Approve Consolidated and Standalone Financial Statements	For	For	
Banco Bilbao Vizcaya Argentaria SA	BBVA	20-Mar-25	Annual	Management	1.2	Approve Non-Financial Information Statement	For	For	
Banco Bilbao Vizcaya Argentaria SA	BBVA	20-Mar-25	Annual	Management	1.3	Approve Allocation of Income and Dividends	For	For	
Banco Bilbao Vizcaya Argentaria SA	BBVA	20-Mar-25	Annual	Management	1.4	Approve Discharge of Board	For	For	
Banco Bilbao Vizcaya Argentaria SA	BBVA	20-Mar-25	Annual	Management	2.1	Reelect Carlos Torres Vila as Director	For	Against	We do not believe an Executive Chair role is in shareholders' best interests as we support the separation of board and management with an independent Chair.

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Banco Bilbao Vizcaya Argentaria SA	BBVA	20-Mar-25	Annual	Management	2.2	Reelect Onur Genc as Director	For	For	
Banco Bilbao Vizcaya Argentaria SA	BBVA	20-Mar-25	Annual	Management	2.3	Reelect Connie Hedegaard Koksbang as Director	For	For	
Banco Bilbao Vizcaya Argentaria SA	BBVA	20-Mar-25	Annual	Management	3	Approve Reduction in Share Capital via Cancellation of Treasury Shares	For	For	
Banco Bilbao Vizcaya Argentaria SA	BBVA	20-Mar-25	Annual	Management	4	Renew Grant of Board Powers Re: Issuance of Shares in Connection with the Acquisition of Banco de Sabadell SA	For	For	
Banco Bilbao Vizcaya Argentaria SA	BBVA	20-Mar-25	Annual	Management	5	Fix Maximum Variable Compensation Ratio	For	For	
Banco Bilbao Vizcaya Argentaria SA	BBVA	20-Mar-25	Annual	Management	6	Renew Appointment of Ernst & Young as Auditor	For	For	
Banco Bilbao Vizcaya Argentaria SA	BBVA	20-Mar-25	Annual	Management	7	Authorize Board to Ratify and Execute Approved Resolutions	For	For	
Banco Bilbao Vizcaya Argentaria SA	BBVA	20-Mar-25	Annual	Management	8	Advisory Vote on Remuneration Report	For	For	
Danske Bank A/S	DANSKE	20-Mar-25	Annual	Management	1	Receive Report of Board			
Danske Bank A/S	DANSKE	20-Mar-25	Annual	Management	2	Accept Financial Statements and Statutory Reports	For	For	
Danske Bank A/S	DANSKE	20-Mar-25	Annual	Management	3	Approve Allocation of Income and Dividends of DKK 9.35 Per Share; Approve Extraordinary Dividends of DKK 5.35 per Share	For	For	
Danske Bank A/S	DANSKE	20-Mar-25	Annual	Management	4	Approve Remuneration Report (Advisory Vote)	For	For	
Danske Bank A/S	DANSKE	20-Mar-25	Annual	Management	5	Approve Remuneration Policy	For	Against	We are voting against this advisory vote on executive compensation as the program is structured in a way that does not sufficiently align pay with performance. The executive compensation program contains features that are not in line with best practice.
Danske Bank A/S	DANSKE	20-Mar-25	Annual	Management	6	Approve Remuneration of Directors in the Amount of DKK 2.6 Million for Chair, DKK 1.3 for Vice Chair and DKK 790.000 for Other Directors; Approve Remuneration for Committee Work	For	For	
Danske Bank A/S	DANSKE	20-Mar-25	Annual	Management	7	Determine Number of Members and Deputy Members of Board	For	For	
Danske Bank A/S	DANSKE	20-Mar-25	Annual	Management	7.a	Reelect Martin Blessing as Director	For	For	
Danske Bank A/S	DANSKE	20-Mar-25	Annual	Management	7.b	Reelect Martin Norkjaer Larsen as Director	For	Abstain	We are not supportive of non-independent directors sitting on key board committees. We are holding the Chair of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
Danske Bank A/S	DANSKE	20-Mar-25	Annual	Management	7.c	Reelect Lars-Erik Brenoe as Director	For	Abstain	We are not supportive of non-independent directors sitting on key board committees.
Danske Bank A/S	DANSKE	20-Mar-25	Annual	Management	7.d	Reelect Jacob Dahl as Director	For	For	
Danske Bank A/S	DANSKE	20-Mar-25	Annual	Management	7.e	Reelect Lieve Mostrey as Director	For	For	
Danske Bank A/S	DANSKE	20-Mar-25	Annual	Management	7.f	Reelect Allan Polack as Director	For	For	

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Danske Bank A/S	DANSKE	20-Mar-25	Annual	Management	7.g	Reelect Helle Valentin as Director	For	For	
Danske Bank A/S	DANSKE	20-Mar-25	Annual	Management	7.h	Elect Rafael Salinas as New Director	For	For	
Danske Bank A/S	DANSKE	20-Mar-25	Annual	Management	7.i	Elect Marianne Sorensen as New Director	For	For	
Danske Bank A/S	DANSKE	20-Mar-25	Annual	Management	8	Ratify Deloitte as Auditors	For	For	
Danske Bank A/S	DANSKE	20-Mar-25	Annual	Management	9.a	Approve DKK 271.9 Million Reduction in Share Capital via Share Cancellation	For	For	
Danske Bank A/S	DANSKE	20-Mar-25	Annual	Management	9.b	Approve Creation of DKK 1.66 Billion Pool of Capital with Preemptive Rights; Approve Issuance of Convertible Loans	For	For	
Danske Bank A/S	DANSKE	20-Mar-25	Annual	Management	9.c	Approve Creation of DKK 830 Million Pool of Capital without Preemptive Rights	For	For	
Danske Bank A/S	DANSKE	20-Mar-25	Annual	Management	9.d	Approve Creation of Pool of Capital without Preemptive Rights; Approve Issuance of Convertible Loans	For	For	
Danske Bank A/S	DANSKE	20-Mar-25	Annual	Management	9.e	Authorize Share Repurchase Program	For	Against	We are not supportive of this proposal as it lacks the disclosure necessary for shareholders to make an informed decision.
Danske Bank A/S	DANSKE	20-Mar-25	Annual	Management	10	Approve Indemnification of Members of the Board of Directors and Executive Management	For	Against	We are not supportive of this proposal as it diminishes shareholders rights.
Danske Bank A/S	DANSKE	20-Mar-25	Annual	Shareholder	11.a	Change Dividend Policy	Against	Against	We are not supportive of this shareholder proposal as it is written in a prescriptive way and aims at micromanaging the company.
Danske Bank A/S	DANSKE	20-Mar-25	Annual	Management	12	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For	
Danske Bank A/S	DANSKE	20-Mar-25	Annual	Management	13	Other Business			
DSV A/S	DSV	20-Mar-25	Annual	Management	1	Receive Report of Board			
DSV A/S	DSV	20-Mar-25	Annual	Management	2	Accept Financial Statements and Statutory Reports	For	For	
DSV A/S	DSV	20-Mar-25	Annual	Management	3	Approve Allocation of Income and Dividends of DKK 7 Per Share	For	For	
DSV A/S	DSV	20-Mar-25	Annual	Management	4	Approve Remuneration of Directors	For	For	
DSV A/S	DSV	20-Mar-25	Annual	Management	5	Approve Remuneration Report	For	For	
DSV A/S	DSV	20-Mar-25	Annual	Management	6.1	Reelect Thomas Plenborg as Director	For	Abstain	We are not supportive of non-independent directors sitting on key board committees. We are voting against the non-independent Chair as we support the separation of board and management with an independent Chair.
DSV A/S	DSV	20-Mar-25	Annual	Management	6.2	Reelect Jorgen Moller as Director	For	For	
DSV A/S	DSV	20-Mar-25	Annual	Management	6.3	Reelect Beat Walti as Director	For	For	
DSV A/S	DSV	20-Mar-25	Annual	Management	6.4	Reelect Tarek Sultan Al-Essa as Director	For	Abstain	This director is overboarded.
DSV A/S	DSV	20-Mar-25	Annual	Management	6.5	Reelect Benedikte Leroy as Director	For	Abstain	We are holding the Chair of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We are holding this board member accountable for the lack of an independent chair.
DSV A/S	DSV	20-Mar-25	Annual	Management	6.6	Elect Natalie Shaverdian Riise-Knudsen as New Director	For	For	
DSV A/S	DSV	20-Mar-25	Annual	Management	6.7	Elect Sabine Bendiek as New Director	For	For	
DSV A/S	DSV	20-Mar-25	Annual	Management	7	Ratify PricewaterhouseCoopers as Auditor	For	For	

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DSV A/S	DSV	20-Mar-25	Annual	Management	8.1	Approve Creation of DKK 48.1 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 48.1 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 48.1 Million	For	Against	We do not support this general purpose share issuance due to dilution and as it lacks pre-emptive rights.
DSV A/S	DSV	20-Mar-25	Annual	Management	8.2	Authorize Share Repurchase Program	For	Against	The proposed share repurchase program does not have sufficient limits to protect existing shareholders.
DSV A/S	DSV	20-Mar-25	Annual	Management	8.3	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	For	For	
DSV A/S	DSV	20-Mar-25	Annual	Management	9	Other Business			
Givaudan SA	GIVN	20-Mar-25	Annual	Management	1	Accept Financial Statements and Statutory Reports	For	For	
Givaudan SA	GIVN	20-Mar-25	Annual	Management	2	Approve Non-Financial Report	For	For	
Givaudan SA	GIVN	20-Mar-25	Annual	Management	3	Approve Remuneration Report	For	For	
Givaudan SA	GIVN	20-Mar-25	Annual	Management	4	Approve Allocation of Income and Dividends of CHF 70.00 per Share	For	For	
Givaudan SA	GIVN	20-Mar-25	Annual	Management	5	Approve Discharge of Board of Directors	For	For	
Givaudan SA	GIVN	20-Mar-25	Annual	Management	6.1.1	Reelect Victor Balli as Director	For	For	
Givaudan SA	GIVN	20-Mar-25	Annual	Management	6.1.2	Reelect Ingrid Deltenre as Director	For	For	
Givaudan SA	GIVN	20-Mar-25	Annual	Management	6.1.3	Reelect Sophie Gasperment as Director	For	For	
Givaudan SA	GIVN	20-Mar-25	Annual	Management	6.1.4	Reelect Calvin Grieder as Director and Board Chair	For	For	
Givaudan SA	GIVN	20-Mar-25	Annual	Management	6.1.5	Reelect Roberto Guidetti as Director	For	Against	This director is overboarded.
Givaudan SA	GIVN	20-Mar-25	Annual	Management	6.1.6	Reelect Tom Knutzen as Director	For	For	
Givaudan SA	GIVN	20-Mar-25	Annual	Management	6.2.1	Elect Melanie Maas-Brunner as Director	For	For	
Givaudan SA	GIVN	20-Mar-25	Annual	Management	6.2.2	Elect Louie D'Amico as Director	For	For	
Givaudan SA	GIVN	20-Mar-25	Annual	Management	6.3.1	Reappoint Victor Balli as Member of the Compensation Committee	For	For	
Givaudan SA	GIVN	20-Mar-25	Annual	Management	6.3.2	Reappoint Ingrid Deltenre as Member of the Compensation Committee	For	For	
Givaudan SA	GIVN	20-Mar-25	Annual	Management	6.3.3	Appoint Tom Knutzen as Member of the Compensation Committee	For	For	
Givaudan SA	GIVN	20-Mar-25	Annual	Management	6.4	Designate Manuel Isler as Independent Proxy	For	For	
Givaudan SA	GIVN	20-Mar-25	Annual	Management	6.5	Ratify KPMG AG as Auditors	For	For	
Givaudan SA	GIVN	20-Mar-25	Annual	Management	7.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	For	For	
Givaudan SA	GIVN	20-Mar-25	Annual	Management	7.2.1	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 7 Million	For	For	
Givaudan SA	GIVN	20-Mar-25	Annual	Management	7.2.2	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 16.5 Million	For	For	

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Givaudan SA	GIVN	20-Mar-25	Annual	Management	8	Transact Other Business (Voting)	For	Against	We are voting against this proposal to conduct 'other business' at the shareholder meeting as it puts non-attending shareholders voting by proxy at a disadvantage.
Gjensidige Forsikring ASA	GJF	20-Mar-25	Annual	Management	1	Open Meeting			
Gjensidige Forsikring ASA	GJF	20-Mar-25	Annual	Management	2	Elect Chair of Meeting	For	For	
Gjensidige Forsikring ASA	GJF	20-Mar-25	Annual	Management	3	Registration of Attending Shareholders and Proxies			
Gjensidige Forsikring ASA	GJF	20-Mar-25	Annual	Management	4	Approve Notice of Meeting and Agenda	For	For	
Gjensidige Forsikring ASA	GJF	20-Mar-25	Annual	Management	5	Designate Inspector(s) of Minutes of Meeting	For	For	
Gjensidige Forsikring ASA	GJF	20-Mar-25	Annual	Management	6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 9.00 Per Share; Approve Extraordinary Dividends of NOK 1.00 Per Share	For	For	
Gjensidige Forsikring ASA	GJF	20-Mar-25	Annual	Management	7	Discuss Company's Corporate Governance Statement			
Gjensidige Forsikring ASA	GJF	20-Mar-25	Annual	Management	8	Approve Remuneration Statement	For	Against	We are voting against this advisory vote on executive compensation as the program is structured in a way that does not sufficiently align pay with performance.
Gjensidige Forsikring ASA	GJF	20-Mar-25	Annual	Management	9	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	For	
Gjensidige Forsikring ASA	GJF	20-Mar-25	Annual	Management	10.a	Authorize Board to Distribute Dividends	For	For	
Gjensidige Forsikring ASA	GJF	20-Mar-25	Annual	Management	10.b	Approve Equity Plan Financing Through Share Repurchase Program	For	For	
Gjensidige Forsikring ASA	GJF	20-Mar-25	Annual	Management	10.c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For	
Gjensidige Forsikring ASA	GJF	20-Mar-25	Annual	Management	10.d	Approve Creation of NOK 100 Million Pool of Capital without Preemptive Rights	For	For	
Gjensidige Forsikring ASA	GJF	20-Mar-25	Annual	Management	10.e	Authorize Board to Raise Subordinated Loans and Other External Financing	For	For	
Gjensidige Forsikring ASA	GJF	20-Mar-25	Annual	Management	11.a	Reelect Eivind Elnan, Gunnar Robert Sellaeg, Gyrid Skalleberg Ingero and Tor Magne Lonnum as Directors; Elect Dag Mejdell (Chair), Mari Thjomoe and Simona Trombetta as New Directors	For	Against	We are voting against the slate as we believe it is important to be able to vote on the qualifications of individual directors.
Gjensidige Forsikring ASA	GJF	20-Mar-25	Annual	Management	11.b1	Reelect Trine Riis Groven (Chair) as Member of Nominating Committee	For	For	
Gjensidige Forsikring ASA	GJF	20-Mar-25	Annual	Management	11.b2	Reelect Hans Seierstad as Member of Nominating Committee	For	For	
Gjensidige Forsikring ASA	GJF	20-Mar-25	Annual	Management	11.b3	Reelect Henrik Bachke Madsen as Member of Nominating Committee	For	For	
Gjensidige Forsikring ASA	GJF	20-Mar-25	Annual	Management	11.b4	Reelect Inger Groggaard Stensaker as Member of Nominating Committee	For	For	
Gjensidige Forsikring ASA	GJF	20-Mar-25	Annual	Management	11.b5	Reelect Pernille Moen Masdal as Member of Nominating Committee	For	For	

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Gjensidige Forsikring ASA	GJF	20-Mar-25	Annual	Management	11.c	Ratify Deloitte as Auditors	For	For	
Gjensidige Forsikring ASA	GJF	20-Mar-25	Annual	Management	12	Approve Remuneration of Directors; Approve Remuneration of Auditors; Approve Remuneration for Committee Work	For	For	
Godrej Properties Limited	533150	20-Mar-25	Special	Management	1	Approve Material Related Party Transactions with Godrej Highview LLP	For	For	
Godrej Properties Limited	533150	20-Mar-25	Special	Management	2	Approve Material Related Party Transactions with Godrej SSPDL Green Acres LLP	For	For	
Hanwha Ocean Co., Ltd.	042660	20-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
Hanwha Ocean Co., Ltd.	042660	20-Mar-25	Annual	Management	2.1	Amend Articles of Incorporation (Equivalent Dividend)	For	For	
Hanwha Ocean Co., Ltd.	042660	20-Mar-25	Annual	Management	2.2	Amend Articles of Incorporation (Electronic Registration)	For	For	
Hanwha Ocean Co., Ltd.	042660	20-Mar-25	Annual	Management	2.3	Amend Articles of Incorporation (Dividend Procedure)	For	For	
Hanwha Ocean Co., Ltd.	042660	20-Mar-25	Annual	Management	2.4	Amend Articles of Incorporation (Addendum)	For	For	
Hanwha Ocean Co., Ltd.	042660	20-Mar-25	Annual	Management	3.1	Elect Kim Jong-seo as Inside Director	For	Against	We are not supportive of non-independent directors sitting on key board committees. We are holding the Chair of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We do not support insiders on the board other than the CEO and Executive Chair. We are holding this board member accountable for the lack of an independent chair.
Hanwha Ocean Co., Ltd.	042660	20-Mar-25	Annual	Management	3.2	Elect Philippe Levy as Inside Director	For	Against	We do not support insiders on the board other than the CEO and Executive Chair.
Hanwha Ocean Co., Ltd.	042660	20-Mar-25	Annual	Management	3.3	Elect Kim Dong-gwan as Non-Independent Non-Executive Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO. This director is overboarded.
Hanwha Ocean Co., Ltd.	042660	20-Mar-25	Annual	Management	3.4	Elect Hyeon Nak-hui as Outside Director	For	For	
Hanwha Ocean Co., Ltd.	042660	20-Mar-25	Annual	Management	3.5	Elect George P. Bush as Outside Director	For	For	
Hanwha Ocean Co., Ltd.	042660	20-Mar-25	Annual	Management	3.6	Elect Choi Hun as Outside Director	For	For	
Hanwha Ocean Co., Ltd.	042660	20-Mar-25	Annual	Management	3.7	Elect Ahn Wan-gi as Outside Director	For	For	
Hanwha Ocean Co., Ltd.	042660	20-Mar-25	Annual	Management	4	Elect Kim Bong-hwan as Outside Director to Serve as an Audit Committee Member	For	For	
Hanwha Ocean Co., Ltd.	042660	20-Mar-25	Annual	Management	5.1	Elect Hyeon Nak-hui as a Member of Audit Committee	For	For	
Hanwha Ocean Co., Ltd.	042660	20-Mar-25	Annual	Management	5.2	Elect Ahn Wan-gi as a Member of Audit Committee	For	For	
Hanwha Ocean Co., Ltd.	042660	20-Mar-25	Annual	Management	6	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Hyundai Motor Co., Ltd.	005380	20-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	For	
Hyundai Motor Co., Ltd.	005380	20-Mar-25	Annual	Management	2.1	Amend Articles of Incorporation (Business Objectives)	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Hyundai Motor Co., Ltd.	005380	20-Mar-25	Annual	Management	2.2	Amend Articles of Incorporation (Quarterly Dividend)	For	For	
Hyundai Motor Co., Ltd.	005380	20-Mar-25	Annual	Management	2.3	Amend Articles of Incorporation (Addendum)	For	For	
Hyundai Motor Co., Ltd.	005380	20-Mar-25	Annual	Management	3.1.1	Elect Kim Su-i as Outside Director	For	For	
Hyundai Motor Co., Ltd.	005380	20-Mar-25	Annual	Management	3.1.2	Elect Doh Jin-myeong as Outside Director	For	For	
Hyundai Motor Co., Ltd.	005380	20-Mar-25	Annual	Management	3.1.3	Elect Tan Benjamin as Outside Director	For	For	
Hyundai Motor Co., Ltd.	005380	20-Mar-25	Annual	Management	3.2.1	Elect Jeong Ui-seon as Inside Director	For	Against	We are voting against the CEO for also being the Board Chair because the separation of roles is in shareholders best interests.
Hyundai Motor Co., Ltd.	005380	20-Mar-25	Annual	Management	3.2.2	Elect Jin Eun-suk as Inside Director	For	Against	We do not support insiders on the board other than the CEO and Executive Chair.
Hyundai Motor Co., Ltd.	005380	20-Mar-25	Annual	Management	4.1	Elect Kim Sui-i as a Member of Audit Committee Member	For	For	
Hyundai Motor Co., Ltd.	005380	20-Mar-25	Annual	Management	4.2	Elect Doh Jin-myeong as a Member of Audit Committee Member	For	For	
Hyundai Motor Co., Ltd.	005380	20-Mar-25	Annual	Management	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Jindal Stainless Limited	532508	20-Mar-25	Special	Management	1	Approve Material Related Party Transactions with JSL Global Commodities Pte. Ltd. for the Financial Year 2025-26	For	Against	This proposal is not in shareholders best interests.
Jindal Stainless Limited	532508	20-Mar-25	Special	Management	2	Approve Material Related Party Transactions with Prime Stainless, DMCC for the Financial Year 2025-26	For	Against	This proposal is not in shareholders best interests.
Jindal Stainless Limited	532508	20-Mar-25	Special	Management	3	Approve Material Related Party Transactions between Sungai Lestari Investment Pte. Ltd. and PT Cosan Metal Industry	For	For	
Jindal Stainless Limited	532508	20-Mar-25	Special	Management	4	Approve Material Related Party Transactions between Jindal Stainless FZE Dubai and PT Cosan Metal Industry	For	For	
Jindal Stainless Limited	532508	20-Mar-25	Special	Management	5	Approve Payment of Commission to Independent Directors	For	For	
Kalyan Jewellers India Ltd.	543278	20-Mar-25	Special	Management	1	Approve Reappointment and Remuneration of Vinod Rai as Chairman and Independent Director	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
Kalyan Jewellers India Ltd.	543278	20-Mar-25	Special	Management	2	Elect Anish Kumar Saraf as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO. We are not supportive of non-independent directors sitting on key board committees. We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
Kalyan Jewellers India Ltd.	543278	20-Mar-25	Special	Management	3	Approve Reappointment and Remuneration of Salil Nair as Non-Executive Non-Independent Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Kalyan Jewellers India Ltd.	543278	20-Mar-25	Special	Management	4	Approve Reappointment and Remuneration of Anil S Nair as Non-Executive Independent Director	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Keysight Technologies, Inc.	KEYS	20-Mar-25	Annual	Management	1.1	Elect Director James G. Cullen	For	Against	We are holding the members of the board accountable for maintaining a classified board.
Keysight Technologies, Inc.	KEYS	20-Mar-25	Annual	Management	1.2	Elect Director Michelle J. Holthaus	For	Against	We are holding the members of the board accountable for maintaining a classified board.
Keysight Technologies, Inc.	KEYS	20-Mar-25	Annual	Management	1.3	Elect Director Jean M. Nye	For	Against	We are holding the Chair of the Nomination Committee accountable for inadequate gender diversity on the board. We are holding this board member accountable for the lack of an independent chair. We are holding the members of the board accountable for maintaining a classified board.
Keysight Technologies, Inc.	KEYS	20-Mar-25	Annual	Management	1.4	Elect Director Joanne B. Olsen	For	Against	We are holding the members of the board accountable for maintaining a classified board.
Keysight Technologies, Inc.	KEYS	20-Mar-25	Annual	Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	For	
Keysight Technologies, Inc.	KEYS	20-Mar-25	Annual	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	For	
Keysight Technologies, Inc.	KEYS	20-Mar-25	Annual	Shareholder	4	Declassify the Board of Directors	Against	For	We support this proposal to declassify the board structure and institute annual elections of all directors.
LG Display Co., Ltd.	034220	20-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
LG Display Co., Ltd.	034220	20-Mar-25	Annual	Management	2.1	Amend Articles of Incorporation (Stock)	For	Against	We are not supportive of the proposed bylaws amendments as they are not in shareholders' best interests.
LG Display Co., Ltd.	034220	20-Mar-25	Annual	Management	2.2	Amend Articles of Incorporation (Record date for Interim Dividends)	For	For	
LG Display Co., Ltd.	034220	20-Mar-25	Annual	Management	2.3	Amend Articles of Incorporation (Convocation of Board Meeting)	For	For	
LG Display Co., Ltd.	034220	20-Mar-25	Annual	Management	2.4	Amend Articles of Incorporation (Addendum)	For	For	
LG Display Co., Ltd.	034220	20-Mar-25	Annual	Management	3.1	Elect Kim Seong-hyeon as Inside Director	For	Against	We do not support insiders on the board other than the CEO.
LG Display Co., Ltd.	034220	20-Mar-25	Annual	Management	3.2	Elect Lee Sang-woo as Non-Independent Non-Executive Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
LG Display Co., Ltd.	034220	20-Mar-25	Annual	Management	3.3	Elect Kang Jeong-hye as Outside Director	For	For	
LG Display Co., Ltd.	034220	20-Mar-25	Annual	Management	4	Elect Kang Jeong-hye as a Member of Audit Committee	For	For	
LG Display Co., Ltd.	034220	20-Mar-25	Annual	Management	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
LG Energy Solution Ltd.	373220	20-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
LG Energy Solution Ltd.	373220	20-Mar-25	Annual	Management	2.1	Elect Kwon Bong-seok as Non-Independent Non-Executive Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO. We are voting against the non-independent Chair as we support the separation of board and management with an independent Chair. We are not supportive of non-independent directors sitting on key board committees. We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. This director is overboarded.
LG Energy Solution Ltd.	373220	20-Mar-25	Annual	Management	2.2	Elect Lee Chang-sil as Inside Director	For	Against	We do not support insiders on the board other than the CEO and Executive Chair.

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
LG Energy Solution Ltd.	373220	20-Mar-25	Annual	Management	3	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Lupin Limited	500257	20-Mar-25	Special	Management	1	Approve Reappointment and Remuneration of Vinita Gupta as Whole-Time Director designated as the Chief Executive Officer	For	Against	The director remuneration plan does not meet our guidelines.
Lupin Limited	500257	20-Mar-25	Special	Management	2	Approve Reappointment and Remuneration of Ramesh Swaminathan as Whole-Time Director designated as the Executive Director, Global Chief Financial Officer & Head of API Plus SBU	For	Against	We do not support insiders on the board other than the CEO.
Lupin Limited	500257	20-Mar-25	Special	Management	3	Approve Lupin Employees Stock Option Scheme 2025 (ESOP Scheme 2025) and Approve Grant of Stock Options to the Employees of the Company under ESOP Scheme 2025	For	Against	The employees stock option plan does not meet our guidelines.
Lupin Limited	500257	20-Mar-25	Special	Management	4	Approve Extension of Benefit and Grant of Stock Options to the Employees of Subsidiaries of the Company under Lupin Employees Stock Option Scheme 2025	For	Against	The employees stock option plan does not meet our guidelines.
Moncler SpA	MONC	20-Mar-25	ordinary Shareho	Management	1	Amend Company Bylaws Re: Articles 13, 14, 15, 19, and 24	For	For	
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	1	Open Meeting			
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	2	Call the Meeting to Order			
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting			
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	4	Acknowledge Proper Convening of Meeting			
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	5	Prepare and Approve List of Shareholders			
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	6	Receive Financial Statements and Statutory Reports; Receive President Review			
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	7	Accept Financial Statements and Statutory Reports	For	For	
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	8	Approve Allocation of Income and Dividends of EUR 0.94 Per Share	For	For	
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	9	Approve Discharge of Board and President	For	For	
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	10	Approve Remuneration Report (Advisory Vote)	For	For	
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	11	Approve Remuneration of Directors in the Amount of EUR 400,000 for Chair, EUR 180,000 for Vice Chair and EUR 112,000 for Other Directors; Approve Remuneration for Committee Work; Approve Legal and Administrative Fees	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	12	Fix Number of Directors (10) and Deputy Directors (1)	For	For	
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	13.a	Reelect Sir Stephen Hester (Chair) as Director	For	Against	We are holding the members of the Nominating Committee accountable for failing to ensure that all key board committees are fully independent.
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	13.b	Reelect Petra van Hoeken as Director	For	For	
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	13.c	Reelect John Maltby as Director	For	For	
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	13.d	Reelect Risto Murto as Director	For	For	
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	13.e	Reelect Lars Rohde as Director	For	For	
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	13.f	Reelect Lene Skole as Director	For	For	
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	13.g	Reelect Per Stromberg as Director	For	For	
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	13.h	Reelect Jonas Synnergren as Director	For	For	
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	13.i	Reelect Arja Talma as Director	For	For	
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	13.j	Reelect Kjersti Wiklund as Director	For	For	
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	14	Approve Remuneration of Auditor	For	For	
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	15	Ratify PricewaterhouseCoopers as Auditors	For	For	
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	16	Approve Remuneration of Auditor for Sustainability Reporting	For	For	
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	17	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	For	For	
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	18	Amend Charter for the Shareholders Nomination Board	For	For	
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	19	Approve Issuance of Convertible Instruments without Preemptive Rights	For	For	
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	20	Authorize Share Repurchase Program in the Securities Trading Business	For	Against	The proposed share repurchase program does not have sufficient limits to protect existing shareholders.
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	21	Authorize Reissuance of Repurchased Shares	For	Against	The proposed share repurchase program does not have sufficient limits to protect existing shareholders.
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	22	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	For	
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	23	Approve Issuance of up to 30 Million Shares without Preemptive Rights	For	For	
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Shareholder	24	Approve Business Activities in Line with the Paris Agreement	Against	Against	While we share some of the proponent's concerns over the company's climate related efforts, the proposed article amendments are too prescriptive.
Nordea Bank Abp	NDA.FI	20-Mar-25	Annual	Management	25	Close Meeting			
POSCO Holdings, Inc.	005490	20-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
POSCO Holdings, Inc.	005490	20-Mar-25	Annual	Management	2.1	Amend Articles of Incorporation (Issuance of Bond)	For	For	
POSCO Holdings, Inc.	005490	20-Mar-25	Annual	Management	2.2	Amend Articles of Incorporation (Appointment of CEO)	For	For	
POSCO Holdings, Inc.	005490	20-Mar-25	Annual	Management	2.3	Amend Articles of Incorporation (Miscellaneous)	For	For	
POSCO Holdings, Inc.	005490	20-Mar-25	Annual	Management	2.4	Amend Articles of Incorporation (Record date for Dividends)	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
POSCO Holdings, Inc.	005490	20-Mar-25	Annual	Management	3.1	Elect Lee Ju-tae as Inside Director	For	Against	We do not support insiders on the board other than the CEO.
POSCO Holdings, Inc.	005490	20-Mar-25	Annual	Management	3.2	Elect Cheon Seong-rae as Inside Director	For	Against	We do not support insiders on the board other than the CEO.
POSCO Holdings, Inc.	005490	20-Mar-25	Annual	Management	3.3	Elect Kim Gi-su as Inside Director	For	Against	We do not support insiders on the board other than the CEO.
POSCO Holdings, Inc.	005490	20-Mar-25	Annual	Management	4.1	Elect Yoo Jin-nyeong as Outside Director	For	Against	Based on Climate Action 100+ benchmark assessments, we are holding the Chair of the Compensation Committee accountable for the lack of climate-related targets factored into performance-based CEO and/or senior executive compensation.
POSCO Holdings, Inc.	005490	20-Mar-25	Annual	Management	4.2	Elect Son Seong-gyu as Outside Director	For	For	
POSCO Holdings, Inc.	005490	20-Mar-25	Annual	Management	5.1	Elect Son Seong-gyu as a Member of Audit Committee	For	For	
POSCO Holdings, Inc.	005490	20-Mar-25	Annual	Management	5.2	Elect Kim Jun-gi as a Member of Audit Committee	For	For	
POSCO Holdings, Inc.	005490	20-Mar-25	Annual	Management	6	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Samsung E&A Co., Ltd.	028050	20-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
Samsung E&A Co., Ltd.	028050	20-Mar-25	Annual	Management	2.1	Elect Yoon Hyeong-sik as Inside Director	For	Against	We do not support insiders on the board other than the CEO and Executive Chair.
Samsung E&A Co., Ltd.	028050	20-Mar-25	Annual	Management	2.2	Elect Choi Jeong-hyeon as Outside Director	For	For	
Samsung E&A Co., Ltd.	028050	20-Mar-25	Annual	Management	2.3	Elect Moon Seung-wook as Outside Director	For	For	
Samsung E&A Co., Ltd.	028050	20-Mar-25	Annual	Management	3.1	Elect Choi Jeong-hyeon as a Member of Audit Committee	For	For	
Samsung E&A Co., Ltd.	028050	20-Mar-25	Annual	Management	3.2	Elect Kim Yong-dae as a Member of Audit Committee	For	Against	We are holding this board member accountable for the lack of an independent chair.
Samsung E&A Co., Ltd.	028050	20-Mar-25	Annual	Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Samsung E&A Co., Ltd.	028050	20-Mar-25	Annual	Management	5	Amend Articles of Incorporation	For	For	
Samsung Heavy Industries Co., Ltd.	010140	20-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
Samsung Heavy Industries Co., Ltd.	010140	20-Mar-25	Annual	Management	2	Amend Articles of Incorporation	For	For	
Samsung Heavy Industries Co., Ltd.	010140	20-Mar-25	Annual	Management	3.1	Elect Kim Gyeong-hui as Inside Director	For	Against	We do not support insiders on the board other than the CEO and Executive Chair.
Samsung Heavy Industries Co., Ltd.	010140	20-Mar-25	Annual	Management	3.2	Elect Kim Sang-gyu as Outside Director	For	For	
Samsung Heavy Industries Co., Ltd.	010140	20-Mar-25	Annual	Management	4	Elect Kim Sang-gyu as a Member of Audit Committee	For	For	
Samsung Heavy Industries Co., Ltd.	010140	20-Mar-25	Annual	Management	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Samsung Life Insurance Co., Ltd.	032830	20-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
Samsung Life Insurance Co., Ltd.	032830	20-Mar-25	Annual	Management	2.1	Amend Articles of Incorporation (Board Committee)	For	For	

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Samsung Life Insurance Co., Ltd.	032830	20-Mar-25	Annual	Management	2.2	Amend Articles of Incorporation (Model AOI)	For	For	
Samsung Life Insurance Co., Ltd.	032830	20-Mar-25	Annual	Management	3.1.1	Elect Heo Gyeong-ock as Outside Director	For	For	
Samsung Life Insurance Co., Ltd.	032830	20-Mar-25	Annual	Management	3.1.2	Elect Koo Yoon-cheol as Outside Director	For	For	
Samsung Life Insurance Co., Ltd.	032830	20-Mar-25	Annual	Management	3.2.1	Elect Park Jun-gyu as Inside Director	For	Against	We do not support insiders on the board other than the CEO.
Samsung Life Insurance Co., Ltd.	032830	20-Mar-25	Annual	Management	3.2.2	Elect Lee Wan-sam as Inside Director	For	For	
Samsung Life Insurance Co., Ltd.	032830	20-Mar-25	Annual	Management	4.1	Elect Heo Gyeong-ock as a Member of Audit Committee	For	For	
Samsung Life Insurance Co., Ltd.	032830	20-Mar-25	Annual	Management	4.2	Elect Koo Yoon-cheol as a Member of Audit Committee	For	For	
Samsung Life Insurance Co., Ltd.	032830	20-Mar-25	Annual	Management	5	Elect Yoo Il-ho as Outside Director to Serve as an Audit Committee Member	For	Against	We are holding the Chair of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
Samsung Life Insurance Co., Ltd.	032830	20-Mar-25	Annual	Management	6	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Stora Enso Oyj	STERV	20-Mar-25	Annual	Management	1	Open Meeting			
Stora Enso Oyj	STERV	20-Mar-25	Annual	Management	2	Call the Meeting to Order			
Stora Enso Oyj	STERV	20-Mar-25	Annual	Management	3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting			
Stora Enso Oyj	STERV	20-Mar-25	Annual	Management	4	Acknowledge Proper Convening of Meeting			
Stora Enso Oyj	STERV	20-Mar-25	Annual	Management	5	Prepare and Approve List of Shareholders			
Stora Enso Oyj	STERV	20-Mar-25	Annual	Management	6	Receive Financial Statements and Statutory Reports			
Stora Enso Oyj	STERV	20-Mar-25	Annual	Management	7	Accept Financial Statements and Statutory Reports	For	For	
Stora Enso Oyj	STERV	20-Mar-25	Annual	Management	8	Approve Allocation of Income and Dividends of EUR 0.25 Per Share	For	For	
Stora Enso Oyj	STERV	20-Mar-25	Annual	Management	9	Approve Discharge of Board and President	For	For	
Stora Enso Oyj	STERV	20-Mar-25	Annual	Management	10	Approve Remuneration Report (Advisory Vote)	For	For	
Stora Enso Oyj	STERV	20-Mar-25	Annual	Management	11	Approve Remuneration Policy And Other Terms of Employment For Executive Management	For	Against	We are voting against this advisory vote on executive compensation as the program is structured in a way that does not sufficiently align pay with performance. The executive compensation program lacks disclosure.
Stora Enso Oyj	STERV	20-Mar-25	Annual	Management	12	Approve Remuneration of Directors in the Amount of EUR 221,728 for Chair, EUR 125,186 for Vice Chair and EUR 85,933 for Other Directors; Approve Remuneration for Committee Work	For	For	
Stora Enso Oyj	STERV	20-Mar-25	Annual	Management	13	Fix Number of Directors at Nine	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Stora Enso Oyj	STERV	20-Mar-25	Annual	Management	14	Reelect Hakan Buskhe (Vice Chair), Helena Hedblom, Astrid Hermann, Kari Jordan (Chair), Christiane Kuehne, Richard Nilsson and Reima Ryttsola as Directors; Elect Elena Scaltritti and Antti Vasara as New Directors	For	Abstain	We are voting abstain the slate as we believe it is important to be able to vote on the qualifications of individual directors.
Stora Enso Oyj	STERV	20-Mar-25	Annual	Management	15	Approve Remuneration of Auditors	For	For	
Stora Enso Oyj	STERV	20-Mar-25	Annual	Management	16	Ratify PricewaterhouseCoopers as Auditors	For	For	
Stora Enso Oyj	STERV	20-Mar-25	Annual	Management	17	Approve Remuneration of Auditor for Sustainability Reporting	For	For	
Stora Enso Oyj	STERV	20-Mar-25	Annual	Management	18	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	For	For	
Stora Enso Oyj	STERV	20-Mar-25	Annual	Management	19	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	For	For	
Stora Enso Oyj	STERV	20-Mar-25	Annual	Management	20	Approve Issuance of up to 2 Million Class R Shares without Preemptive Rights	For	For	
Stora Enso Oyj	STERV	20-Mar-25	Annual	Management	21	Amend Articles	For	For	
Stora Enso Oyj	STERV	20-Mar-25	Annual	Management	22	Decision on Making Order			
Stora Enso Oyj	STERV	20-Mar-25	Annual	Management	23	Close Meeting			
The Walt Disney Company	DIS	20-Mar-25	Annual	Management	1a	Elect Director Mary T. Barra	For	For	
The Walt Disney Company	DIS	20-Mar-25	Annual	Management	1b	Elect Director Amy L. Chang	For	For	
The Walt Disney Company	DIS	20-Mar-25	Annual	Management	1c	Elect Director D. Jeremy Darroch	For	For	
The Walt Disney Company	DIS	20-Mar-25	Annual	Management	1d	Elect Director Carolyn N. Everson	For	For	
The Walt Disney Company	DIS	20-Mar-25	Annual	Management	1e	Elect Director Michael B.G. Froman	For	For	
The Walt Disney Company	DIS	20-Mar-25	Annual	Management	1f	Elect Director James P. Gorman	For	For	
The Walt Disney Company	DIS	20-Mar-25	Annual	Management	1g	Elect Director Robert A. Iger	For	For	
The Walt Disney Company	DIS	20-Mar-25	Annual	Management	1h	Elect Director Maria Elena Lagomasino	For	For	
The Walt Disney Company	DIS	20-Mar-25	Annual	Management	1i	Elect Director Calvin R. McDonald	For	For	
The Walt Disney Company	DIS	20-Mar-25	Annual	Management	1j	Elect Director Derica W. Rice	For	For	
The Walt Disney Company	DIS	20-Mar-25	Annual	Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	Against	The auditor's tenure exceeds our guidelines.
The Walt Disney Company	DIS	20-Mar-25	Annual	Management	3	Advisory Vote to Ratify Named Executive Officers' Compensation	For	Against	We are voting against this advisory vote on executive compensation as the program is structured in a way that does not sufficiently align pay with performance and contains features that are not in line with best practice.
The Walt Disney Company	DIS	20-Mar-25	Annual	Shareholder	4	Report on Climate Risk in Retirement Plan Options	Against	Against	We are not supportive of this shareholder proposal as it is overly prescriptive.
The Walt Disney Company	DIS	20-Mar-25	Annual	Shareholder	5	Reconsider Participation in Human Rights Campaign's Corporate Equality Index	Against	Against	This proposal is not in shareholder's best interests.
The Walt Disney Company	DIS	20-Mar-25	Annual	Shareholder	6	Report on Risks of Discriminating Based on Religious and Political Views	Against	Against	This proposal is not in shareholder's best interests.
Yuhan Corp.	000100	20-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
Yuhan Corp.	000100	20-Mar-25	Annual	Management	2	Amend Articles of Incorporation	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Yuhan Corp.	000100	20-Mar-25	Annual	Management	3	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Beijing Oriental Yuhong Waterproof Technology Co., Ltd.	002271	21-Mar-25	Annual	Management	1	Approve Report of the Board of Directors	For	For	
Beijing Oriental Yuhong Waterproof Technology Co., Ltd.	002271	21-Mar-25	Annual	Management	2	Approve Report of the Board of Supervisors	For	For	
Beijing Oriental Yuhong Waterproof Technology Co., Ltd.	002271	21-Mar-25	Annual	Management	3	Approve Financial Statements	For	For	
Beijing Oriental Yuhong Waterproof Technology Co., Ltd.	002271	21-Mar-25	Annual	Management	4	Approve Financial Budget Report	For	For	
Beijing Oriental Yuhong Waterproof Technology Co., Ltd.	002271	21-Mar-25	Annual	Shareholder	5	Approve Profit Distribution	For	For	
Beijing Oriental Yuhong Waterproof Technology Co., Ltd.	002271	21-Mar-25	Annual	Management	6	Approve Annual Report and Summary	For	For	
Beijing Oriental Yuhong Waterproof Technology Co., Ltd.	002271	21-Mar-25	Annual	Management	7	Approve to Appoint Auditor	For	Against	We are voting against the appointment of the audit firm as audit fees are not disclosed.
Beijing Oriental Yuhong Waterproof Technology Co., Ltd.	002271	21-Mar-25	Annual	Management	8	Approve Remuneration of Directors	For	For	
Beijing Oriental Yuhong Waterproof Technology Co., Ltd.	002271	21-Mar-25	Annual	Management	9	Approve Remuneration of Supervisors	For	For	
Beijing Oriental Yuhong Waterproof Technology Co., Ltd.	002271	21-Mar-25	Annual	Management	10	Approve Application of Comprehensive Credit Lines	For	For	
Beijing Oriental Yuhong Waterproof Technology Co., Ltd.	002271	21-Mar-25	Annual	Management	11	Approve Guarantee Provision for Comprehensive Credit Lines	For	For	
Beijing Oriental Yuhong Waterproof Technology Co., Ltd.	002271	21-Mar-25	Annual	Management	12	Approve External Guarantee	For	For	
Beijing Oriental Yuhong Waterproof Technology Co., Ltd.	002271	21-Mar-25	Annual	Management	13	Approve Provision of Guarantee for Wholly-owned Subsidiary	For	For	
Beijing Oriental Yuhong Waterproof Technology Co., Ltd.	002271	21-Mar-25	Annual	Management	14	Approve Provision of Guarantee for Bank Loans	For	For	

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Beijing Oriental Yuhong Waterproof Technology Co., Ltd.	002271	21-Mar-25	Annual	Management	15	Approve Asset Pool Business and Financing Application	For	Against	We do not believe that support for this proposal is in the best interests of shareholders.
Beijing Oriental Yuhong Waterproof Technology Co., Ltd.	002271	21-Mar-25	Annual	Management	16	Approve Purchase of Liability Insurance for Directors, Supervisors and Senior Management Members	For	Against	We are not supportive of this proposal as it diminishes shareholders rights.
Beijing Oriental Yuhong Waterproof Technology Co., Ltd.	002271	21-Mar-25	Annual	Management	17	Approve Commodity Futures Hedging Business	For	For	
Beijing Oriental Yuhong Waterproof Technology Co., Ltd.	002271	21-Mar-25	Annual	Management	18	Approve Feasibility Analysis Report on Commodity Futures Hedging Business	For	For	
Beijing Oriental Yuhong Waterproof Technology Co., Ltd.	002271	21-Mar-25	Annual	Management	19	Approve Foreign Exchange Hedging Business	For	For	
Beijing Oriental Yuhong Waterproof Technology Co., Ltd.	002271	21-Mar-25	Annual	Management	20	Approve Feasibility Analysis Report on Foreign Exchange Hedging Business	For	For	
Beijing Oriental Yuhong Waterproof Technology Co., Ltd.	002271	21-Mar-25	Annual	Management	21	Amend Articles of Association	For	For	
Beijing Oriental Yuhong Waterproof Technology Co., Ltd.	002271	21-Mar-25	Annual	Management	22	Elect Shi Pingping as Supervisor	For	For	
DB Insurance Co., Ltd.	005830	21-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
DB Insurance Co., Ltd.	005830	21-Mar-25	Annual	Management	2.1	Amend Articles of Incorporation (Authority of the board)	For	For	
DB Insurance Co., Ltd.	005830	21-Mar-25	Annual	Management	2.2	Amend Articles of Incorporation (Board Committee)	For	For	
DB Insurance Co., Ltd.	005830	21-Mar-25	Annual	Management	3.1	Elect Jeon Seon-ae as Outside Director	For	For	
DB Insurance Co., Ltd.	005830	21-Mar-25	Annual	Management	3.2	Elect Yoon Yong-roh as Outside Director	For	For	
DB Insurance Co., Ltd.	005830	21-Mar-25	Annual	Management	3.3	Elect Kim Cheol-ho as Outside Director	For	Against	We are holding this board member accountable for the lack of an independent chair.
DB Insurance Co., Ltd.	005830	21-Mar-25	Annual	Management	3.4	Elect Park Se-min as Outside Director	For	For	
DB Insurance Co., Ltd.	005830	21-Mar-25	Annual	Management	4	Elect Jeong Chae-woong as Outside Director to serve as an Audit Committee Member	For	For	
DB Insurance Co., Ltd.	005830	21-Mar-25	Annual	Management	5.1	Elect Yoon Yong-roh as a Member of Audit Committee	For	For	
DB Insurance Co., Ltd.	005830	21-Mar-25	Annual	Management	5.2	Elect Park Se-min as a Member of Audit Committee	For	For	
DB Insurance Co., Ltd.	005830	21-Mar-25	Annual	Management	6	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	

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HANMI Semiconductor Co., Ltd.	042700	21-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	For	
HANMI Semiconductor Co., Ltd.	042700	21-Mar-25	Annual	Management	2	Approval of Reduction of Capital Reserve	For	For	
HANMI Semiconductor Co., Ltd.	042700	21-Mar-25	Annual	Management	3	Elect Gwak Dong-shin as Inside Director	For	For	
HANMI Semiconductor Co., Ltd.	042700	21-Mar-25	Annual	Management	4	Elect Lee Ga-geun as Outside Director	For	For	
HANMI Semiconductor Co., Ltd.	042700	21-Mar-25	Annual	Management	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	Against	The director remuneration plan does not meet our guidelines.
HANMI Semiconductor Co., Ltd.	042700	21-Mar-25	Annual	Management	6	Authorize Board to Fix Remuneration of Internal Auditor(s)	For	For	
Kao Corp.	4452	21-Mar-25	Annual	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 76	For	For	
Kao Corp.	4452	21-Mar-25	Annual	Management	2.1	Elect Director Hasebe, Yoshihiro	For	For	
Kao Corp.	4452	21-Mar-25	Annual	Management	2.2	Elect Director Negoro, Masakazu	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Kao Corp.	4452	21-Mar-25	Annual	Management	2.3	Elect Director Nishiguchi, Toru	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Kao Corp.	4452	21-Mar-25	Annual	Management	2.4	Elect Director Lisa MacCallum	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Kao Corp.	4452	21-Mar-25	Annual	Management	2.5	Elect Director Shinobe, Osamu	For	For	
Kao Corp.	4452	21-Mar-25	Annual	Management	2.6	Elect Director Sakurai, Eriko	For	For	
Kao Corp.	4452	21-Mar-25	Annual	Management	2.7	Elect Director Nishii, Takaaki	For	For	
Kao Corp.	4452	21-Mar-25	Annual	Management	2.8	Elect Director Takashima, Makoto	For	For	
Kao Corp.	4452	21-Mar-25	Annual	Management	2.9	Elect Director Sarah L. Casanova	For	For	
Kao Corp.	4452	21-Mar-25	Annual	Management	3.1	Appoint Statutory Auditor Murata, Mami	For	Against	We are not supportive of insiders and/or non-independent outside directors on the board of statutory auditors.
Kao Corp.	4452	21-Mar-25	Annual	Management	3.2	Appoint Statutory Auditor Naito, Junya	For	For	
Kao Corp.	4452	21-Mar-25	Annual	Shareholder	4.1	Appoint Shareholder Director Nominee Yannis Skoufalos	Against	For	The dissident proponent has convinced us that their alternative board nominee would be in the best interests of shareholders.
Kao Corp.	4452	21-Mar-25	Annual	Shareholder	4.2	Appoint Shareholder Director Nominee Martha Velando	Against	For	The dissident proponent has convinced us that their alternative board nominee would be in the best interests of shareholders.
Kao Corp.	4452	21-Mar-25	Annual	Shareholder	4.3	Appoint Shareholder Director Nominee Lanchi Venator	Against	For	The dissident proponent has convinced us that their alternative board nominee would be in the best interests of shareholders.
Kao Corp.	4452	21-Mar-25	Annual	Shareholder	4.4	Appoint Shareholder Director Nominee Hugh G. Dineen	Against	Against	The dissident proponent has failed to convince us that their alternative board nominee would be in the best interests of shareholders.
Kao Corp.	4452	21-Mar-25	Annual	Shareholder	4.5	Appoint Shareholder Director Nominee Anja Lagodny	Against	Against	The dissident proponent has failed to convince us that their alternative board nominee would be in the best interests of shareholders.
Kao Corp.	4452	21-Mar-25	Annual	Shareholder	5	Approve Compensation Ceiling for Outside Directors	Against	For	We are supportive of this shareholder proposal as it is in line with best practice.
Kao Corp.	4452	21-Mar-25	Annual	Shareholder	6	Approve Restricted Stock Plan for Outside Directors	Against	For	We are supportive of this shareholder proposal as it is in line with best practice.
Kao Corp.	4452	21-Mar-25	Annual	Shareholder	7	Approve Performance Share Plan and Restricted Stock Plan	Against	For	We are supportive of this shareholder proposal as it is in line with best practice.
Kubota Corp.	6326	21-Mar-25	Annual	Management	1.1	Elect Director Kitao, Yuichi	For	For	

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Kubota Corp.	6326	21-Mar-25	Annual	Management	1.2	Elect Director Hanada, Shingo	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Kubota Corp.	6326	21-Mar-25	Annual	Management	1.3	Elect Director Kimura, Hiroto	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Kubota Corp.	6326	21-Mar-25	Annual	Management	1.4	Elect Director Yoshikawa, Masato	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Kubota Corp.	6326	21-Mar-25	Annual	Management	1.5	Elect Director Watanabe, Dai	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Kubota Corp.	6326	21-Mar-25	Annual	Management	1.6	Elect Director Yoshioka, Eiji	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Kubota Corp.	6326	21-Mar-25	Annual	Management	1.7	Elect Director Shintaku, Yutaro	For	For	
Kubota Corp.	6326	21-Mar-25	Annual	Management	1.8	Elect Director Arakane, Kumi	For	For	
Kubota Corp.	6326	21-Mar-25	Annual	Management	1.9	Elect Director Kawana, Koichi	For	For	
Kubota Corp.	6326	21-Mar-25	Annual	Management	1.10	Elect Director Furusawa, Yuri	For	For	
Kubota Corp.	6326	21-Mar-25	Annual	Management	1.11	Elect Director Yamashita, Yoshinori	For	For	
Kubota Corp.	6326	21-Mar-25	Annual	Management	2	Appoint Statutory Auditor Ino, Setsuko	For	For	
Kubota Corp.	6326	21-Mar-25	Annual	Management	3	Appoint Alternate Statutory Auditor Iwamoto, Hogara	For	For	
Kubota Corp.	6326	21-Mar-25	Annual	Management	4	Approve Trust-Type Equity Compensation Plan	For	Against	We do not support the granting of stock options to non-executive directors (NEDs).
Maruti Suzuki India Limited	532500	21-Mar-25	Special	Management	1	Approve Re-appointment and Remuneration of Hisashi Takeuchi as Managing Director and Chief Executive Officer	For	For	
Maruti Suzuki India Limited	532500	21-Mar-25	Special	Management	2	Reelect Maheswar Sahu as Director	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We are holding members of the Nominating Committee accountable for the lack of an independent chair.
Maruti Suzuki India Limited	532500	21-Mar-25	Special	Management	3	Approve Material Related Party Transactions with Suzuki Motor Corporation for an Aggregate Value not Exceeding INR 7,700 Crores	For	For	
Maruti Suzuki India Limited	532500	21-Mar-25	Special	Management	4	Approve Material Related Party Transactions with Suzuki Motor Corporation for an Aggregate Value not Exceeding INR 40,400 Crores	For	For	
Maruti Suzuki India Limited	532500	21-Mar-25	Special	Management	5	Approve Material Related Party Transactions with FMI Automotive Components Private Limited	For	For	
Maruti Suzuki India Limited	532500	21-Mar-25	Special	Management	6	Approve Material Related Party Transactions with SKH Metals Limited	For	For	
Maruti Suzuki India Limited	532500	21-Mar-25	Special	Management	7	Approve Material Related Party Transactions with Jay Bharat Maruti Limited	For	For	
Maruti Suzuki India Limited	532500	21-Mar-25	Special	Management	8	Approve Material Related Party Transactions with Krishna Maruti Limited	For	For	

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Maruti Suzuki India Limited	532500	21-Mar-25	Special	Management	9	Approve Material Related Party Transactions with Bharat Seats Limited	For	For	
Maruti Suzuki India Limited	532500	21-Mar-25	Special	Management	10	Approve Material Related Party Transactions with TDS Lithium-Ion Battery Gujarat Private Limited	For	For	
Maruti Suzuki India Limited	532500	21-Mar-25	Special	Management	11	Approve Material Related Party Transactions with Suzuki Motorcycle India Private Limited	For	For	
Maruti Suzuki India Limited	532500	21-Mar-25	Special	Management	12	Approve Material Related Party Transactions with Bellsonica Auto Component India Private Limited	For	For	
Maruti Suzuki India Limited	532500	21-Mar-25	Special	Management	13	Approve Material Related Party Transactions with Mark Exhaust Systems Limited	For	For	
Maruti Suzuki India Limited	532500	21-Mar-25	Special	Management	14	Approve Material Related Party Transactions with Marelli Powertrain India Private Limited	For	For	
Maruti Suzuki India Limited	532500	21-Mar-25	Special	Management	15	Approve Material Related Party Transactions between Suzuki Motor Gujarat Private Limited and Suzuki Motor Corporation	For	For	
Maruti Suzuki India Limited	532500	21-Mar-25	Special	Management	16	Approve Material Related Party Transactions between Suzuki Motor Gujarat Private Limited and Krishna Maruti Limited	For	For	
Maruti Suzuki India Limited	532500	21-Mar-25	Special	Management	17	Approve Material Related Party Transactions between Suzuki Motor Gujarat Private Limited and Jay Bharat Maruti Limited	For	For	
Maruti Suzuki India Limited	532500	21-Mar-25	Special	Management	18	Approve Material Related Party Transactions between Suzuki Motor Gujarat Private Limited and TDS Lithium-Ion Battery Gujarat Private Limited	For	For	
TVS Motor Company Limited	532343	21-Mar-25	Special	Management	1	Approve Reappointment and Remuneration of Venu Srinivasan as Chairman Emeritus and Managing Director	For	Against	We do not support insiders on the board other than the CEO.
Ashok Leyland Limited	500477	22-Mar-25	Special	Management	1	Approve Material Related Party Transactions between the Company and AML Motors Private Limited for the FY 2023-2024	For	For	
Ashok Leyland Limited	500477	22-Mar-25	Special	Management	2	Approve Material Related Party Transactions between the Company and AML Motors Private Limited for the FY 2024-2025	For	For	
Bajaj Finance Limited	500034	22-Mar-25	Special	Management	1	Elect Ajay Kumar Choudhary as Director	For	For	

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Tata Consumer Products Limited	500800	22-Mar-25	Special	Management	1	Approve Reappointment and Remuneration of Sunil D'Souza as Managing Director and Chief Executive Officer	For	For	
Commercial International Bank - Egypt (CIB) SAE	COMI	23-Mar-25	Annual	Management	1	Approve Board Report on Company Operations for FY 2024	For	Do Not Vote	
Commercial International Bank - Egypt (CIB) SAE	COMI	23-Mar-25	Annual	Management	2	Approve Corporate Governance Report for FY 2024 and Related Auditor's Report	For	Do Not Vote	
Commercial International Bank - Egypt (CIB) SAE	COMI	23-Mar-25	Annual	Management	3	Approve Auditors' Report on Company Standalone and Consolidated Financial Statements for FY 2024	For	Do Not Vote	
Commercial International Bank - Egypt (CIB) SAE	COMI	23-Mar-25	Annual	Management	4	Accept Standalone and Consolidated Financial Statements and Statutory Reports for FY 2024	For	Do Not Vote	
Commercial International Bank - Egypt (CIB) SAE	COMI	23-Mar-25	Annual	Management	5	Approve Allocation of Income and Dividends for FY 2024 and Authorize the Board to Set the Guidelines on Employees Profit Distribution	For	Do Not Vote	
Commercial International Bank - Egypt (CIB) SAE	COMI	23-Mar-25	Annual	Management	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	For	Do Not Vote	
Commercial International Bank - Egypt (CIB) SAE	COMI	23-Mar-25	Annual	Management	7	Ratify Changes in the Composition of the Board Since 25/03/2024	For	Do Not Vote	
Commercial International Bank - Egypt (CIB) SAE	COMI	23-Mar-25	Annual	Management	8	Approve Discharge of Chairman and Directors for FY 2024	For	Do Not Vote	
Commercial International Bank - Egypt (CIB) SAE	COMI	23-Mar-25	Annual	Management	9	Approve Remuneration of Chairman and Non Executive Directors for the Board and Committees Membership for FY 2025	For	Do Not Vote	
Commercial International Bank - Egypt (CIB) SAE	COMI	23-Mar-25	Annual	Management	10	Ratify Auditors and Fix Their Remuneration for FY 2025	For	Do Not Vote	
Commercial International Bank - Egypt (CIB) SAE	COMI	23-Mar-25	Annual	Management	11	Authorize the Board to Donate Charitable Donations Above EGP 1,000 for FY 2025 and Ratify the Charitable Donations During FY 2024	For	Do Not Vote	
Commercial International Bank - Egypt (CIB) SAE	COMI	23-Mar-25	Annual	Management	12	Allow Non Executive Directors to be Involved with Other Companies	For	Do Not Vote	
Advanced Info Service Public Co. Ltd.	ADVANC	24-Mar-25	Annual	Management	1	Acknowledge Operating Results			
Advanced Info Service Public Co. Ltd.	ADVANC	24-Mar-25	Annual	Management	2	Approve Financial Statements	For	For	
Advanced Info Service Public Co. Ltd.	ADVANC	24-Mar-25	Annual	Management	3	Approve Allocation of Income	For	For	
Advanced Info Service Public Co. Ltd.	ADVANC	24-Mar-25	Annual	Management	4	Approve KPMG Phoomchai Audit Ltd. as Auditors and Authorize Board to Fix Their Remuneration	For	For	

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Advanced Info Service Public Co. Ltd.	ADVANC	24-Mar-25	Annual	Management	5.1	Elect Jeann Low Ngiap Jong as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO. We are not supportive of non-independent directors sitting on key board committees. We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
Advanced Info Service Public Co. Ltd.	ADVANC	24-Mar-25	Annual	Management	5.2	Elect Arthur Lang Tao Yih as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Advanced Info Service Public Co. Ltd.	ADVANC	24-Mar-25	Annual	Management	5.3	Elect Predee Daochai as Director	For	For	
Advanced Info Service Public Co. Ltd.	ADVANC	24-Mar-25	Annual	Management	5.4	Elect Yupapin Wangviwat as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Advanced Info Service Public Co. Ltd.	ADVANC	24-Mar-25	Annual	Management	6	Approve Remuneration of Directors	For	For	
Advanced Info Service Public Co. Ltd.	ADVANC	24-Mar-25	Annual	Management	7	Amend Company's Objectives and Amend Memorandum of Association	For	For	
Advanced Info Service Public Co. Ltd.	ADVANC	24-Mar-25	Annual	Management	8	Other Business	For	Against	We are voting against this proposal to conduct 'other business' at the shareholder meeting as it puts non-attending shareholders voting by proxy at a disadvantage.
Akbank TAS	AKBNK.E	24-Mar-25	Annual	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
Akbank TAS	AKBNK.E	24-Mar-25	Annual	Management	2	Accept Board Report	For	For	
Akbank TAS	AKBNK.E	24-Mar-25	Annual	Management	3	Accept Audit Report	For	For	
Akbank TAS	AKBNK.E	24-Mar-25	Annual	Management	4	Accept Financial Statements	For	For	
Akbank TAS	AKBNK.E	24-Mar-25	Annual	Management	5	Approve Discharge of Board	For	For	
Akbank TAS	AKBNK.E	24-Mar-25	Annual	Management	6	Approve Allocation of Income	For	For	
Akbank TAS	AKBNK.E	24-Mar-25	Annual	Management	7	Elect Directors	For	Against	We are voting against the slate as we believe it is important to be able to vote on the qualifications of individual directors.
Akbank TAS	AKBNK.E	24-Mar-25	Annual	Management	8	Approve Director Remuneration	For	Against	We are not supportive of this proposal as it lacks the disclosure necessary for shareholders to make an informed decision.
Akbank TAS	AKBNK.E	24-Mar-25	Annual	Management	9	Ratify External Auditors	For	For	
Akbank TAS	AKBNK.E	24-Mar-25	Annual	Management	10	Receive Information on Donations Made in 2024			
Akbank TAS	AKBNK.E	24-Mar-25	Annual	Management	11	Approve Upper Limit of Donations for 2025	For	Against	We are not supportive of this proposal as it lacks the disclosure necessary for shareholders to make an informed decision.
Akbank TAS	AKBNK.E	24-Mar-25	Annual	Management	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	For	For	
Akbank TAS	AKBNK.E	24-Mar-25	Annual	Management	13	Receive Information on Bank Charging Policy			
Axiata Group Berhad	6888	24-Mar-25	ordinary Shareho	Management	1	Approve Proposed Merger of PT XL Axiata TBK (XL), PT Smartfren Telecom TBK (SMARTFREN) and PT Smart Telecom (ST)	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
ECOPRO Materials Co Ltd.	450080	24-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
ECOPRO Materials Co Ltd.	450080	24-Mar-25	Annual	Management	2	Amend Articles of Incorporation	For	For	
ECOPRO Materials Co Ltd.	450080	24-Mar-25	Annual	Management	3	Elect Kim Gwan-hu as Inside Director	For	Against	We do not support insiders on the board other than the CEO.
ECOPRO Materials Co Ltd.	450080	24-Mar-25	Annual	Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Kesko Oyj	KESKOB	24-Mar-25	Annual	Management	1	Open Meeting			
Kesko Oyj	KESKOB	24-Mar-25	Annual	Management	2	Call the Meeting to Order			
Kesko Oyj	KESKOB	24-Mar-25	Annual	Management	3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting			
Kesko Oyj	KESKOB	24-Mar-25	Annual	Management	4	Acknowledge Proper Convening of Meeting			
Kesko Oyj	KESKOB	24-Mar-25	Annual	Management	5	Prepare and Approve List of Shareholders			
Kesko Oyj	KESKOB	24-Mar-25	Annual	Management	6	Receive CEO's Review			
Kesko Oyj	KESKOB	24-Mar-25	Annual	Management	7	Receive Financial Statements and Statutory Reports			
Kesko Oyj	KESKOB	24-Mar-25	Annual	Management	8	Accept Financial Statements and Statutory Reports	For	For	
Kesko Oyj	KESKOB	24-Mar-25	Annual	Management	9	Approve Allocation of Income and Dividends of EUR 0.90 Per Share	For	For	
Kesko Oyj	KESKOB	24-Mar-25	Annual	Management	10	Approve Discharge of Board and President	For	For	
Kesko Oyj	KESKOB	24-Mar-25	Annual	Management	11	Approve Remuneration Report (Advisory Vote)	For	Against	We are voting against this advisory vote on executive compensation as the program is structured in a way that does not sufficiently align pay with performance.
Kesko Oyj	KESKOB	24-Mar-25	Annual	Management	12	Approve Remuneration of Directors in the Amount of EUR 120,000 for Chair, EUR 75,000 for Vice Chair and EUR 55,000 for Other Directors; Approve Meeting Fees; Approve Remuneration for Committee Work	For	For	
Kesko Oyj	KESKOB	24-Mar-25	Annual	Management	13	Fix Number of Directors at Seven	For	For	
Kesko Oyj	KESKOB	24-Mar-25	Annual	Management	14	Reelect Esa Kiiskinen, Jannica Fagerholm, Pauli Jaakola, Pii Karhu, Jussi Perala, Timo Ritakallio as Directors; Elect Tiina Alahuhta-Kasko as New Director	For	Against	We are voting against the slate as we believe it is important to be able to vote on the qualifications of individual directors.
Kesko Oyj	KESKOB	24-Mar-25	Annual	Management	15	Approve Remuneration of Auditors	For	For	
Kesko Oyj	KESKOB	24-Mar-25	Annual	Management	16	Ratify Deloitte as Auditors	For	For	
Kesko Oyj	KESKOB	24-Mar-25	Annual	Management	17	Approve Remuneration of Auditor for Sustainability Reporting	For	For	
Kesko Oyj	KESKOB	24-Mar-25	Annual	Management	18	Appoint Deloitte as Auditor for Sustainability Reporting	For	For	
Kesko Oyj	KESKOB	24-Mar-25	Annual	Management	19	Authorize Share Repurchase Program	For	Against	The proposed share repurchase program does not have sufficient limits to protect existing shareholders.

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Kesko Oyj	KESKOB	24-Mar-25	Annual	Management	20	Approve Issuance of up to 33 Million Class B Shares without Preemptive Rights	For	For	
Kesko Oyj	KESKOB	24-Mar-25	Annual	Management	21	Approve Charitable Donations of up to EUR 300,000	For	For	
Kesko Oyj	KESKOB	24-Mar-25	Annual	Management	22	Close Meeting			
LATAM Airlines Group SA	LTM	24-Mar-25	Annual	Management	1	Approve Financial Statements and Statutory Reports	For	For	
LATAM Airlines Group SA	LTM	24-Mar-25	Annual	Management	2	Approve Dividends	For	For	
LATAM Airlines Group SA	LTM	24-Mar-25	Annual	Management	3	Approve Remuneration of Directors	For	For	
LATAM Airlines Group SA	LTM	24-Mar-25	Annual	Management	4	Approve Remuneration and Budget of Directors' Committee	For	For	
LATAM Airlines Group SA	LTM	24-Mar-25	Annual	Management	5	Appoint Auditors	For	Against	We are voting against the appointment of the audit firm as audit fees are not disclosed. The auditor's tenure is not disclosed.
LATAM Airlines Group SA	LTM	24-Mar-25	Annual	Management	6	Designate Risk Assessment Companies	For	For	
LATAM Airlines Group SA	LTM	24-Mar-25	Annual	Management	7	Designate Newspaper to Publish Company Announcements	For	For	
LATAM Airlines Group SA	LTM	24-Mar-25	Annual	Management	8	Receive Report Regarding Related-Party Transactions	For	For	
LATAM Airlines Group SA	LTM	24-Mar-25	Annual	Management	9	Other Business	For	Against	We are voting against this proposal to conduct 'other business' at the shareholder meeting as it puts non-attending shareholders voting by proxy at a disadvantage.
LG Chem Ltd.	051910	24-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	For	
LG Chem Ltd.	051910	24-Mar-25	Annual	Management	2.1	Amend Articles of Incorporation (Record date for Dividends)	For	For	
LG Chem Ltd.	051910	24-Mar-25	Annual	Management	2.2	Amend Articles of Incorporation (Establishment of Branches)	For	For	
LG Chem Ltd.	051910	24-Mar-25	Annual	Management	3.1	Elect Shin Hak-cheol as Inside Director	For	Against	We are voting against the CEO for also being the Board Chair because the separation of roles is in shareholders best interests.
LG Chem Ltd.	051910	24-Mar-25	Annual	Management	3.2	Elect Kwon Bong-seok as Non-Independent Non-Executive Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO. We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We are not supportive of non-independent directors sitting on key board committees.
LG Chem Ltd.	051910	24-Mar-25	Annual	Management	3.3	Elect Cho Hwa-soon as Outside Director	For	For	
LG Chem Ltd.	051910	24-Mar-25	Annual	Management	3.4	Elect Lee Hyeon-ju as Outside Director	For	For	
LG Chem Ltd.	051910	24-Mar-25	Annual	Management	4.1	Elect Cho Hwa-soon as a Member of Audit Committee	For	For	
LG Chem Ltd.	051910	24-Mar-25	Annual	Management	4.2	Elect Lee Hyeon-ju as a Member of Audit Committee	For	For	
LG Chem Ltd.	051910	24-Mar-25	Annual	Management	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
LG Innotek Co., Ltd.	011070	24-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	For	

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LG Innotek Co., Ltd.	011070	24-Mar-25	Annual	Management	2.1	Elect Lee Sang-woo as Non-Independent Non-Executive Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO. We are not supportive of non-independent directors sitting on key board committees. We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
LG Innotek Co., Ltd.	011070	24-Mar-25	Annual	Management	2.2	Elect Lee Hui-jeong as Outside Director	For	For	
LG Innotek Co., Ltd.	011070	24-Mar-25	Annual	Management	2.3	Elect Kim Jeong-hoe as Outside Director	For	For	
LG Innotek Co., Ltd.	011070	24-Mar-25	Annual	Management	3.1	Elect Lee Hui-jeong as a Member of Audit Committee	For	For	
LG Innotek Co., Ltd.	011070	24-Mar-25	Annual	Management	3.2	Elect Kim Jeong-hoe as a Member of Audit Committee	For	For	
LG Innotek Co., Ltd.	011070	24-Mar-25	Annual	Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
NH Investment & Securities Co., Ltd.	005940	24-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	For	
NH Investment & Securities Co., Ltd.	005940	24-Mar-25	Annual	Management	2	Amend Articles of Incorporation	For	For	
NH Investment & Securities Co., Ltd.	005940	24-Mar-25	Annual	Management	3.1	Elect Oh Gwang-su as Outside Director	For	For	
NH Investment & Securities Co., Ltd.	005940	24-Mar-25	Annual	Management	3.2	Elect Moon Yeon-woo as Non-Independent Non-Executive Director	For	Against	We are not supportive of non-independent directors sitting on key board committees. We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
NH Investment & Securities Co., Ltd.	005940	24-Mar-25	Annual	Management	4.1	Elect Seo Eun-suk as Outside Director to serve as an Audit Committee Member	For	For	
NH Investment & Securities Co., Ltd.	005940	24-Mar-25	Annual	Management	4.2	Elect Seo Jeong-won as Outside Director to serve as an Audit Committee Member	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
NH Investment & Securities Co., Ltd.	005940	24-Mar-25	Annual	Management	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
POSCO DX Co., Ltd.	022100	24-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
POSCO DX Co., Ltd.	022100	24-Mar-25	Annual	Management	2	Amend Articles of Incorporation	For	For	
POSCO DX Co., Ltd.	022100	24-Mar-25	Annual	Management	3.1	Elect Sim Min-seok as Inside Director	For	Against	We do not support insiders on the board other than the CEO.
POSCO DX Co., Ltd.	022100	24-Mar-25	Annual	Management	3.2	Elect Choi Tae-hwan as Inside Director	For	Against	We do not support insiders on the board other than the CEO.
POSCO DX Co., Ltd.	022100	24-Mar-25	Annual	Management	3.3	Elect Cho Min-young as Non-Independent Non-Executive Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
POSCO DX Co., Ltd.	022100	24-Mar-25	Annual	Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
POSCO DX Co., Ltd.	022100	24-Mar-25	Annual	Management	5	Authorize Board to Fix Remuneration of Internal Auditor(s)	For	Against	This proposal is not in shareholders best interests.
POSCO Future M Co., Ltd.	003670	24-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditor's opinion or the audit firm has issued a qualified opinion.
POSCO Future M Co., Ltd.	003670	24-Mar-25	Annual	Management	2.1	Elect Eom Gi-cheon as Inside Director	For	Against	We are voting against the CEO for also being the Board Chair because the separation of roles is in shareholders best interests.

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POSCO Future M Co., Ltd.	003670	24-Mar-25	Annual	Management	2.2	Elect Jeong Dae-hyeong as Inside Director	For	For	
POSCO Future M Co., Ltd.	003670	24-Mar-25	Annual	Management	2.3	Elect Cheon Seong-rae as Non-Independent Non-Executive Director	For	For	
POSCO Future M Co., Ltd.	003670	24-Mar-25	Annual	Management	2.4	Elect Heo Gyeong-wook as Outside Director	For	For	
POSCO Future M Co., Ltd.	003670	24-Mar-25	Annual	Management	3	Elect Heo Gyeong-wook as a Member of Audit Committee	For	For	
POSCO Future M Co., Ltd.	003670	24-Mar-25	Annual	Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
POSCO INTERNATIONAL Corp.	047050	24-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
POSCO INTERNATIONAL Corp.	047050	24-Mar-25	Annual	Management	2	Amend Articles of Incorporation	For	For	
POSCO INTERNATIONAL Corp.	047050	24-Mar-25	Annual	Management	3.1.1	Elect Lee Gye-in as Inside Director	For	Against	We are holding the Chair of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We are not supportive of non-independent directors sitting on key board committees. We are voting against the CEO for also being the Board Chair because the separation of roles is in shareholders best interests. We are holding this board member accountable for the lack of an independent chair.
POSCO INTERNATIONAL Corp.	047050	24-Mar-25	Annual	Management	3.1.2	Elect Jeong Gyeong-jin as Inside Director	For	Against	We are not supportive of non-independent directors sitting on key board committees. We do not support insiders on the board other than the CEO and Executive Chair.
POSCO INTERNATIONAL Corp.	047050	24-Mar-25	Annual	Management	3.2	Elect Lee Ju-tae as Non-Independent Non-Executive Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
POSCO INTERNATIONAL Corp.	047050	24-Mar-25	Annual	Management	3.3	Elect Jeon Young-hwan as Outside Director	For	For	
POSCO INTERNATIONAL Corp.	047050	24-Mar-25	Annual	Management	4	Elect Han Jong-su as Outside Director to Serve as an Audit Committee Member	For	For	
POSCO INTERNATIONAL Corp.	047050	24-Mar-25	Annual	Management	5	Elect Jeon Young-hwan as a Member of Audit Committee	For	For	
POSCO INTERNATIONAL Corp.	047050	24-Mar-25	Annual	Management	6	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
PT Bank Rakyat Indonesia (Persero) Tbk	BBRI	24-Mar-25	Annual	Management	1	Approve Annual Report, Consolidated Financial Statements, Statutory Reports, Financial Statements of Micro and Small Enterprise Funding Program and Discharge of Directors and Commissioners	For	For	
PT Bank Rakyat Indonesia (Persero) Tbk	BBRI	24-Mar-25	Annual	Management	2	Approve Allocation of Income	For	For	
PT Bank Rakyat Indonesia (Persero) Tbk	BBRI	24-Mar-25	Annual	Management	3	Approve Remuneration and Tantiem of Directors and Commissioners	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
PT Bank Rakyat Indonesia (Persero) Tbk	BBRI	24-Mar-25	Annual	Management	4	Approve KAP Purwantono, Sungkoro & Surja as Auditors of the Company and the Micro and Small Enterprise Funding Program's Financial Statements and Implementation Report and Authorize Board to Fix Their Remuneration	For	For	
PT Bank Rakyat Indonesia (Persero) Tbk	BBRI	24-Mar-25	Annual	Management	5	Accept Report on the Use of Proceeds from Bank BRI Green Bonds I Phase III Year 2024			
PT Bank Rakyat Indonesia (Persero) Tbk	BBRI	24-Mar-25	Annual	Management	6	Approve Update to the BRI Recovery Action Plan	For	For	
PT Bank Rakyat Indonesia (Persero) Tbk	BBRI	24-Mar-25	Annual	Management	7	Approve Credit Limit (Plafond) for the Cancellation of Bad Loan Receivables which have been Written-Off	For	Against	We are not supportive of this proposal as it lacks the disclosure necessary for shareholders to make an informed decision.
PT Bank Rakyat Indonesia (Persero) Tbk	BBRI	24-Mar-25	Annual	Management	8	Authorize Share Repurchase Program and Transfer of the Repurchased Shares that is Recorded as Treasury Stock	For	Against	We are not supportive of this proposal as it lacks the disclosure necessary for shareholders to make an informed decision.
PT Bank Rakyat Indonesia (Persero) Tbk	BBRI	24-Mar-25	Annual	Management	9	Amend Articles of Association	For	Against	We are not supportive of this proposal as it lacks the disclosure necessary for shareholders to make an informed decision.
PT Bank Rakyat Indonesia (Persero) Tbk	BBRI	24-Mar-25	Annual	Management	10	Approve Changes in the Boards of the Company	For	Against	We are not supportive of this proposal as it lacks the disclosure necessary for shareholders to make an informed decision.
Abu Dhabi National Oil Co. for Distribution PJSC	.DNOCDIS	25-Mar-25	Annual	Management	1	Authorize Chairman of the General Assembly to Appoint the Meeting Secretary and Votes Collector	For	For	
Abu Dhabi National Oil Co. for Distribution PJSC	.DNOCDIS	25-Mar-25	Annual	Management	1	Approve Board Report on Company Operations and Its Financial Position for FY 2024	For	For	
Abu Dhabi National Oil Co. for Distribution PJSC	.DNOCDIS	25-Mar-25	Annual	Management	2	Approve Auditor's Report on Company Financial Statements for FY 2024	For	For	
Abu Dhabi National Oil Co. for Distribution PJSC	.DNOCDIS	25-Mar-25	Annual	Management	3	Accept Financial Statements and Statutory Reports for FY 2024	For	For	
Abu Dhabi National Oil Co. for Distribution PJSC	.DNOCDIS	25-Mar-25	Annual	Management	4	Ratify Distributed Dividends of AED 0.10285 per Share for the First Half of FY 2024	For	For	
Abu Dhabi National Oil Co. for Distribution PJSC	.DNOCDIS	25-Mar-25	Annual	Management	5	Approve Dividends of AED 0.10285 per Share for the Second Half of FY 2024 to be the Total Dividends for FY 2024 AED 0.2057 Per Share	For	For	
Abu Dhabi National Oil Co. for Distribution PJSC	.DNOCDIS	25-Mar-25	Annual	Management	6	Approve Discharge of Directors for FY 2024	For	For	
Abu Dhabi National Oil Co. for Distribution PJSC	.DNOCDIS	25-Mar-25	Annual	Management	7	Approve Discharge of Auditors for FY 2024	For	For	
Abu Dhabi National Oil Co. for Distribution PJSC	.DNOCDIS	25-Mar-25	Annual	Management	8	Approve Remuneration of Directors for FY 2024	For	Against	We are not supportive of this proposal as it lacks the disclosure necessary for shareholders to make an informed decision.
Abu Dhabi National Oil Co. for Distribution PJSC	.DNOCDIS	25-Mar-25	Annual	Management	9	Appoint Auditors and Fix Their Remuneration for FY 2025	For	Against	We are voting against the appointment of the audit firm as audit fees are not disclosed.

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Alfa SAB de CV	ALFAA	25-Mar-25	Annual	Management	1	Approve Financial Statements and Statutory Reports	For	For	
Alfa SAB de CV	ALFAA	25-Mar-25	Annual	Management	2	Approve Allocation of Income and Cash Dividends of USD 0.015 per Share; Approve Maximum Amount for Repurchase of Shares	For	For	
Alfa SAB de CV	ALFAA	25-Mar-25	Annual	Management	3	Elect Directors and Chairs of Audit and Corporate Practices Committees; Fix Their Remuneration	For	Against	We are voting against the slate as we believe it is important to be able to vote on the qualifications of individual directors.
Alfa SAB de CV	ALFAA	25-Mar-25	Annual	Management	4	Appoint Legal Representatives	For	For	
Alfa SAB de CV	ALFAA	25-Mar-25	Annual	Management	5	Approve Minutes of Meeting	For	For	
Amorepacific Corp.	090430	25-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
Amorepacific Corp.	090430	25-Mar-25	Annual	Management	2.1	Elect Ahn Hui-jun as Outside Director	For	For	
Amorepacific Corp.	090430	25-Mar-25	Annual	Management	2.2	Elect Choi In-ah as Outside Director	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We are holding this board member accountable for the lack of an independent chair.
Amorepacific Corp.	090430	25-Mar-25	Annual	Management	2.3	Elect Park Tae-jin as Outside Director	For	For	
Amorepacific Corp.	090430	25-Mar-25	Annual	Management	2.4	Elect Lee Ui-gyeong as Outside Director	For	For	
Amorepacific Corp.	090430	25-Mar-25	Annual	Management	3.1	Elect Ahn Hui-jun as a Member of Audit Committee	For	For	
Amorepacific Corp.	090430	25-Mar-25	Annual	Management	3.2	Elect Park Tae-jin as a Member of Audit Committee	For	For	
Amorepacific Corp.	090430	25-Mar-25	Annual	Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Arca Continental SAB de CV	AC	25-Mar-25	Annual	Management	1	Approve CEO's Report on Results and Operations of Company, Auditor's Report and Board's Opinion; Approve Board's Report on Activities; Approve Report of Audit and Corporate Practices Committee; Receive Report on Adherence to Fiscal Obligations	For	For	
Arca Continental SAB de CV	AC	25-Mar-25	Annual	Management	2	Approve Allocation of Income and Cash Dividends of MXN 4.12 Per Share	For	For	
Arca Continental SAB de CV	AC	25-Mar-25	Annual	Management	3	Set Maximum Amount of Share Repurchase Reserve	For	Against	The proposed share repurchase program does not have sufficient limits to protect existing shareholders.
Arca Continental SAB de CV	AC	25-Mar-25	Annual	Management	4	Elect Directors, Verify their Independence Classification, Approve their Remuneration and Elect Secretaries	For	Against	We are voting against the slate as we believe it is important to be able to vote on the qualifications of individual directors.
Arca Continental SAB de CV	AC	25-Mar-25	Annual	Management	5	Elect Chair of Audit and Corporate Practices Committee; Approve Remuneration of Board Committee Members	For	Against	We are voting against this director due to concerns over tenure
Arca Continental SAB de CV	AC	25-Mar-25	Annual	Management	6	Appoint Legal Representatives	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Arca Continental SAB de CV	AC	25-Mar-25	Annual	Management	7	Approve Minutes of Meeting	For	For	
Bridgestone Corp.	5108	25-Mar-25	Annual	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 105	For	For	
Bridgestone Corp.	5108	25-Mar-25	Annual	Management	2.1	Elect Director Ishibashi, Shuichi	For	For	
Bridgestone Corp.	5108	25-Mar-25	Annual	Management	2.2	Elect Director Banno, Masato	For	Against	We do not support insiders on the board other than the President.
Bridgestone Corp.	5108	25-Mar-25	Annual	Management	2.3	Elect Director Scott Trevor Davis	For	For	
Bridgestone Corp.	5108	25-Mar-25	Annual	Management	2.4	Elect Director Masuda, Kenichi	For	For	
Bridgestone Corp.	5108	25-Mar-25	Annual	Management	2.5	Elect Director Yamamoto, Kenzo	For	For	
Bridgestone Corp.	5108	25-Mar-25	Annual	Management	2.6	Elect Director Suzuki, Yoko	For	For	
Bridgestone Corp.	5108	25-Mar-25	Annual	Management	2.7	Elect Director Kobayashi, Yukari	For	For	
Bridgestone Corp.	5108	25-Mar-25	Annual	Management	2.8	Elect Director Nakajima, Yasuhiro	For	For	
Bridgestone Corp.	5108	25-Mar-25	Annual	Management	2.9	Elect Director Morikawa, Noriko	For	For	
Bridgestone Corp.	5108	25-Mar-25	Annual	Management	2.10	Elect Director Itagaki, Toshiaki	For	For	
Bridgestone Corp.	5108	25-Mar-25	Annual	Management	2.11	Elect Director Matsuda, Akira	For	Against	We do not support insiders on the board other than the President. We are not supportive of insiders and/or non-independent outside directors on the audit committee.
Bridgestone Corp.	5108	25-Mar-25	Annual	Management	2.12	Elect Director Yoshimi, Tsuyoshi	For	Against	We do not support insiders on the board other than the President. We are not supportive of insiders and/or non-independent outside directors on the audit committee.
Celltrion, Inc.	068270	25-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
Celltrion, Inc.	068270	25-Mar-25	Annual	Management	2	Approval of Reduction of Capital Reserve	For	For	
Celltrion, Inc.	068270	25-Mar-25	Annual	Management	3	Elect Seo Jeong-jin as Inside Director	For	Against	We do not believe an Executive Chair role is in shareholders' best interests as we support the separation of board and management with an independent Chair.
Celltrion, Inc.	068270	25-Mar-25	Annual	Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Celltrion, Inc.	068270	25-Mar-25	Annual	Management	5	Approve Terms of Retirement Pay	For	For	
CEMEX SAB de CV	CEMEXCP	25-Mar-25	Annual	Management	1	Approve Financial Statements and Statutory Reports	For	For	
CEMEX SAB de CV	CEMEXCP	25-Mar-25	Annual	Management	2	Approve Allocation of Income and Cash Dividends of USD 130 Million	For	For	
CEMEX SAB de CV	CEMEXCP	25-Mar-25	Annual	Management	3	Set Maximum Amount of Share Repurchase Reserve	For	Against	The proposed share repurchase program does not have sufficient limits to protect existing shareholders.
CEMEX SAB de CV	CEMEXCP	25-Mar-25	Annual	Management	4.a	Elect Rogelio Zambrano Lozano as Board Chair	For	Against	We do not believe an Executive Chair role is in shareholders' best interests as we support the separation of board and management with an independent Chair.
CEMEX SAB de CV	CEMEXCP	25-Mar-25	Annual	Management	4.b	Elect Armando J. Garcia Segovia as Director	For	Against	We are voting against this director due to concerns over tenure.
CEMEX SAB de CV	CEMEXCP	25-Mar-25	Annual	Management	4.c	Elect Rodolfo Garcia Muriel as Director	For	For	
CEMEX SAB de CV	CEMEXCP	25-Mar-25	Annual	Management	4.d	Elect Francisco Javier Fernandez Carbajal as Director	For	For	
CEMEX SAB de CV	CEMEXCP	25-Mar-25	Annual	Management	4.e	Elect David Martinez Guzman as Director	For	For	
CEMEX SAB de CV	CEMEXCP	25-Mar-25	Annual	Management	4.f	Elect Everardo Elizondo Almaguer as Director	For	For	

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CEMEX SAB de CV	EMEXCP	25-Mar-25	Annual	Management	4.g	Elect Marcelo Zambrano Lozano as Director	For	Against	We do not support insiders on the board other than the CEO and Executive Chair.
CEMEX SAB de CV	EMEXCP	25-Mar-25	Annual	Management	4.h	Elect Ramiro Gerardo Villarreal Morales as Director	For	For	
CEMEX SAB de CV	EMEXCP	25-Mar-25	Annual	Management	4.i	Elect Gabriel Jaramillo Sanint as Director	For	For	
CEMEX SAB de CV	EMEXCP	25-Mar-25	Annual	Management	4.j	Elect Isabel Maria Aguilera Navarro as Director	For	For	
CEMEX SAB de CV	EMEXCP	25-Mar-25	Annual	Management	4.k	Elect Maria de Lourdes Melgar Palacios as Director	For	For	
CEMEX SAB de CV	EMEXCP	25-Mar-25	Annual	Management	4.l	Elect Isauro Alfaro Alvarez as Director	For	For	
CEMEX SAB de CV	EMEXCP	25-Mar-25	Annual	Management	4.m	Elect Roger Saldana Madero as Board Secretary	For	For	
CEMEX SAB de CV	EMEXCP	25-Mar-25	Annual	Management	4.n	Elect Guillermo Francisco Hernandez Morales as Deputy Secretary	For	For	
CEMEX SAB de CV	EMEXCP	25-Mar-25	Annual	Management	5.a	Elect Ramiro Gerardo Villarreal Morales as Chair of Audit Committee	For	For	
CEMEX SAB de CV	EMEXCP	25-Mar-25	Annual	Management	5.b	Elect Everardo Elizondo Almaguer as Member of Audit Committee	For	For	
CEMEX SAB de CV	EMEXCP	25-Mar-25	Annual	Management	5.c	Elect Gabriel Jaramillo Sanint as Member of Audit Committee	For	For	
CEMEX SAB de CV	EMEXCP	25-Mar-25	Annual	Management	5.d	Elect Roger Saldana Madero as Secretary of Audit Committee	For	For	
CEMEX SAB de CV	EMEXCP	25-Mar-25	Annual	Management	5.e	Elect Guillermo Francisco Hernandez Morales as Deputy Secretary of Audit Committee	For	For	
CEMEX SAB de CV	EMEXCP	25-Mar-25	Annual	Management	6.a	Elect Francisco Javier Fernandez Carbajal as Chair of Corporate Practices and Finance Committee	For	For	
CEMEX SAB de CV	EMEXCP	25-Mar-25	Annual	Management	6.b	Elect Rodolfo Garcia Muriel as Member of Corporate Practices and Finance Committee	For	For	
CEMEX SAB de CV	EMEXCP	25-Mar-25	Annual	Management	6.c	Elect Isauro Alfaro Alvarez as Member of Corporate Practices and Finance Committee	For	For	
CEMEX SAB de CV	EMEXCP	25-Mar-25	Annual	Management	6.d	Elect Roger Saldana Madero as Secretary of Corporate Practices and Finance Committee	For	For	
CEMEX SAB de CV	EMEXCP	25-Mar-25	Annual	Management	6.e	Elect Guillermo Francisco Hernandez Morales as Deputy Secretary of Corporate Practices and Finance Committee	For	For	
CEMEX SAB de CV	EMEXCP	25-Mar-25	Annual	Management	7.a	Elect Armando J. Garcia Segovia as Chair of Sustainability, Climate Action, Social Impact and Diversity Committee	For	Against	We are voting against this director due to concerns over tenure.

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
CEMEX SAB de CV	CEMEXCP	25-Mar-25	Annual	Management	7.b	Elect Marcelo Zambrano Lozano as Member of Sustainability, Climate Action, Social Impact and Diversity Committee	For	Against	We do not support insiders on the board other than the CEO and Executive Chair.
CEMEX SAB de CV	CEMEXCP	25-Mar-25	Annual	Management	7.c	Elect Isabel Maria Aguilera Navarro as Member of Sustainability, Climate Action, Social Impact and Diversity Committee	For	For	
CEMEX SAB de CV	CEMEXCP	25-Mar-25	Annual	Management	7.d	Elect Maria de Lourdes Melgar Palacios as Member of Sustainability, Climate Action, Social Impact and Diversity Committee	For	For	
CEMEX SAB de CV	CEMEXCP	25-Mar-25	Annual	Management	7.e	Elect Roger Saldana Madero as Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee	For	For	
CEMEX SAB de CV	CEMEXCP	25-Mar-25	Annual	Management	7.f	Elect Guillermo Francisco Hernandez Morales as Deputy Secretary of Sustainability, Climate Action, Social Impact and Diversity Committee	For	For	
CEMEX SAB de CV	CEMEXCP	25-Mar-25	Annual	Management	8	Approve Remuneration of Directors and Members of Audit, Corporate Practices and Finance, Sustainability, Climate Action, Social Impact and Diversity Committees	For	For	
CEMEX SAB de CV	CEMEXCP	25-Mar-25	Annual	Management	9	Authorize Board to Ratify and Execute Approved Resolutions	For	For	
CEMEX SAB de CV	CEMEXCP	25-Mar-25	ordinary Shareho	Management	1	Amend Articles 23 (Board Meetings), 27 (Board Functions), 28 (CEO), 31 (Committees) and 32 (Board Remunerations); Add New Transitory Article 3	For	For	
CEMEX SAB de CV	CEMEXCP	25-Mar-25	ordinary Shareho	Management	2	Approve Certification of Company's Bylaws	For	For	
CEMEX SAB de CV	CEMEXCP	25-Mar-25	ordinary Shareho	Management	3	Authorize Board to Ratify and Execute Approved Resolutions	For	For	
China CITIC Bank Corporation Limited	998	25-Mar-25	ordinary Shareho	Management	1.01	Elect Lu Wei as Director	For	For	
China CITIC Bank Corporation Limited	998	25-Mar-25	ordinary Shareho	Shareholder	2.01	Elect Fu Yamin as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
China CITIC Bank Corporation Limited	998	25-Mar-25	ordinary Shareho	Management	3	Approve Extension of the Authorization Period to the Board of Directors and Its Authorized Person(s) to Deal with Relevant Matters in Relation to the Rights Issue	For	For	
China CITIC Bank Corporation Limited	998	25-Mar-25	Special	Management	1	Approve Extension of the Authorization Period to the Board of Directors and Its Authorized Person(s) to Deal with Relevant Matters in Relation to the Rights Issue	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
CJ CheilJedang Corp.	097950	25-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
CJ CheilJedang Corp.	097950	25-Mar-25	Annual	Management	2	Amend Articles of Incorporation	For	For	
CJ CheilJedang Corp.	097950	25-Mar-25	Annual	Management	3.1	Elect Son Gyeong-sik as Inside Director	For	Against	We are voting against the CEO for also being the Board Chair because the separation of roles is in shareholders best interests.
CJ CheilJedang Corp.	097950	25-Mar-25	Annual	Management	3.2	Elect Lee Hyeong-jun as Inside Director	For	Against	We do not support insiders on the board other than the CEO and Executive Chair.
CJ CheilJedang Corp.	097950	25-Mar-25	Annual	Management	3.3	Elect Jeong Hwang-geun as Outside Director	For	For	
CJ CheilJedang Corp.	097950	25-Mar-25	Annual	Management	3.4	Elect Kim Hye-young as Outside Director	For	For	
CJ CheilJedang Corp.	097950	25-Mar-25	Annual	Management	4.1	Elect Jeong Hwang-geun as a Member of Audit Committee	For	For	
CJ CheilJedang Corp.	097950	25-Mar-25	Annual	Management	4.2	Elect Kim Hye-young as a Member of Audit Committee	For	For	
CJ CheilJedang Corp.	097950	25-Mar-25	Annual	Management	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	Against	The director remuneration plan does not meet our guidelines.
Ecopro BM Co., Ltd.	247540	25-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
Ecopro BM Co., Ltd.	247540	25-Mar-25	Annual	Management	2	Amend Articles of Incorporation	For	For	
Ecopro BM Co., Ltd.	247540	25-Mar-25	Annual	Management	3.1	Elect Choi Moon-ho as Inside Director	For	Against	We are not supportive of non-independent directors sitting on key board committees.
Ecopro BM Co., Ltd.	247540	25-Mar-25	Annual	Management	3.2	Elect Kim Jang-woo as Inside Director	For	For	
Ecopro BM Co., Ltd.	247540	25-Mar-25	Annual	Management	3.3	Elect Bae Moon-soon as Inside Director	For	Against	We do not support insiders on the board other than the CEO.
Ecopro BM Co., Ltd.	247540	25-Mar-25	Annual	Management	3.4	Elect Kang Gi-seok as Outside Director	For	For	
Ecopro BM Co., Ltd.	247540	25-Mar-25	Annual	Management	3.5	Elect Cho Jae-jeong as Outside Director	For	Against	We are holding the Chair of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
Ecopro BM Co., Ltd.	247540	25-Mar-25	Annual	Management	3.6	Elect Ahn Wan-gi as Outside Director	For	For	
Ecopro BM Co., Ltd.	247540	25-Mar-25	Annual	Management	4	Elect Lee Hwa-ryeon as Outside Director to Serve as an Audit Committee Member	For	For	
Ecopro BM Co., Ltd.	247540	25-Mar-25	Annual	Management	5.1	Elect Cho Jae-jeong as a Member of Audit Committee	For	Against	We are holding the Chair of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
Ecopro BM Co., Ltd.	247540	25-Mar-25	Annual	Management	5.2	Elect Lee Gi-hwan as a Member of Audit Committee	For	For	
Ecopro BM Co., Ltd.	247540	25-Mar-25	Annual	Management	6	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Emaar Properties PJSC	EMAAR	25-Mar-25	Annual	Management	1	Approve Board Report on Company Operations and Its Financial Position for FY 2024	For	For	
Emaar Properties PJSC	EMAAR	25-Mar-25	Annual	Management	2	Approve Auditors' Report on Company Financial Statements for FY 2024	For	For	
Emaar Properties PJSC	EMAAR	25-Mar-25	Annual	Management	3	Accept Financial Statements and Statutory Reports for FY 2024	For	For	
Emaar Properties PJSC	EMAAR	25-Mar-25	Annual	Management	4	Approve Dividends of AED 1 per Share	For	For	
Emaar Properties PJSC	EMAAR	25-Mar-25	Annual	Management	5	Approve Remuneration of Directors	For	Against	We are not supportive of this proposal as it lacks the disclosure necessary for shareholders to make an informed decision.

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Emaar Properties PJSC	EMAAR	25-Mar-25	Annual	Management	6	Approve Discharge of Directors for FY 2024	For	For	
Emaar Properties PJSC	EMAAR	25-Mar-25	Annual	Management	7	Approve Discharge of Auditors for FY 2024	For	For	
Emaar Properties PJSC	EMAAR	25-Mar-25	Annual	Management	8	Appoint Auditors and Fix Their Remuneration for FY 2025	For	Against	We are voting against the appointment of the audit firm as audit fees are not disclosed.
Emaar Properties PJSC	EMAAR	25-Mar-25	Annual	Management	9	Allow Directors to Carry on Activities Included in the Objects of the Company	For	For	
Gulf Energy Development Public Company Limited	GULFI	25-Mar-25	Annual	Management	1	Acknowledge Performance Report	For	For	
Gulf Energy Development Public Company Limited	GULFI	25-Mar-25	Annual	Management	2	Approve Financial Statements	For	For	
Gulf Energy Development Public Company Limited	GULFI	25-Mar-25	Annual	Management	3	Acknowledge Interim Dividend Payment and Non-Allocation of Income and Approve Omission of Dividend Payment	For	For	
Gulf Energy Development Public Company Limited	GULFI	25-Mar-25	Annual	Management	4.1	Elect Somprasong Boonyachai as Director	For	For	
Gulf Energy Development Public Company Limited	GULFI	25-Mar-25	Annual	Management	4.2	Elect Predee Daochai as Director	For	For	
Gulf Energy Development Public Company Limited	GULFI	25-Mar-25	Annual	Management	4.3	Elect Boonchai Thirati as Director	For	Against	We do not support insiders on the board other than the CEO.
Gulf Energy Development Public Company Limited	GULFI	25-Mar-25	Annual	Management	4.4	Elect Chotikul Sookpiromkasem as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Gulf Energy Development Public Company Limited	GULFI	25-Mar-25	Annual	Management	5	Approve Remuneration of Directors	For	For	
Gulf Energy Development Public Company Limited	GULFI	25-Mar-25	Annual	Management	6	Approve KPMG Phoomchai Audit Ltd. as Auditors and Authorize Board to Fix Their Remuneration	For	For	
Gulf Energy Development Public Company Limited	GULFI	25-Mar-25	Annual	Management	7	Other Business	For	Against	We are voting against this proposal to conduct 'other business' at the shareholder meeting as it puts non-attending shareholders voting by proxy at a disadvantage.
Gulf Energy Development Public Company Limited	GULFI	25-Mar-25	ordinary Sharehc	Management	1	Approve Name of NewCo	For	For	
Gulf Energy Development Public Company Limited	GULFI	25-Mar-25	ordinary Sharehc	Management	2	Approve Objectives of NewCo	For	For	
Gulf Energy Development Public Company Limited	GULFI	25-Mar-25	ordinary Sharehc	Management	3	Approve Registered Capital, Number of Shares, Par Value and Paid-up Capital of NewCo	For	For	
Gulf Energy Development Public Company Limited	GULFI	25-Mar-25	ordinary Sharehc	Management	4	Approve Allocation of Shares in NewCo	For	For	
Gulf Energy Development Public Company Limited	GULFI	25-Mar-25	ordinary Sharehc	Management	5	Approve Memorandum of Association of NewCo	For	For	
Gulf Energy Development Public Company Limited	GULFI	25-Mar-25	ordinary Sharehc	Management	6	Approve Articles of Association of NewCo	For	For	
Gulf Energy Development Public Company Limited	GULFI	25-Mar-25	ordinary Sharehc	Management	7.1	Elect Viset Choopiban as Director	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Gulf Energy Development Public Company Limited	GULFI	25-Mar-25	ordinary Sharehc	Management	7.2	Elect Predee Daochai as Director	For	For	
Gulf Energy Development Public Company Limited	GULFI	25-Mar-25	ordinary Sharehc	Management	7.3	Elect Krisada Chinavicharana as Director	For	For	
Gulf Energy Development Public Company Limited	GULFI	25-Mar-25	ordinary Sharehc	Management	7.4	Elect Somprasong Boonyachai as Director	For	For	
Gulf Energy Development Public Company Limited	GULFI	25-Mar-25	ordinary Sharehc	Management	7.5	Elect Bundhit Eua-arporn as Director	For	For	
Gulf Energy Development Public Company Limited	GULFI	25-Mar-25	ordinary Sharehc	Management	7.6	Elect Sirivipa Supantanet as Director	For	For	
Gulf Energy Development Public Company Limited	GULFI	25-Mar-25	ordinary Sharehc	Management	7.7	Elect Sarath Ratanavadi as Director	For	Against	We do not support insiders on the board other than the CEO.
Gulf Energy Development Public Company Limited	GULFI	25-Mar-25	ordinary Sharehc	Management	7.8	Elect Porntipa Chinvetkitvanit as Director	For	Against	We do not support insiders on the board other than the CEO.
Gulf Energy Development Public Company Limited	GULFI	25-Mar-25	ordinary Sharehc	Management	7.9	Elect Boonchai Thirati as Director	For	Against	We do not support insiders on the board other than the CEO.
Gulf Energy Development Public Company Limited	GULFI	25-Mar-25	ordinary Sharehc	Management	7.10	Elect Yupapin Wangviwat as Director	For	Against	We do not support insiders on the board other than the CEO.
Gulf Energy Development Public Company Limited	GULFI	25-Mar-25	ordinary Sharehc	Management	7.11	Elect Disathat Panyarachun as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Gulf Energy Development Public Company Limited	GULFI	25-Mar-25	ordinary Sharehc	Management	7.12	Elect Chotikul Sookpiromkasem as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Gulf Energy Development Public Company Limited	GULFI	25-Mar-25	ordinary Sharehc	Management	8	Approve Authorized Directors of NewCo	For	For	
Gulf Energy Development Public Company Limited	GULFI	25-Mar-25	ordinary Sharehc	Management	9	Approve Fixing of Directors' Remuneration of NewCo	For	For	
Gulf Energy Development Public Company Limited	GULFI	25-Mar-25	ordinary Sharehc	Management	10	Approve KPMG Phoomchai Audit Ltd. as Auditors of NewCo and Authorize Board to Fix Their Remuneration	For	For	
Gulf Energy Development Public Company Limited	GULFI	25-Mar-25	ordinary Sharehc	Management	11	Other Business	For	Against	We are voting against this proposal to conduct 'other business' at the shareholder meeting as it puts non-attending shareholders voting by proxy at a disadvantage.
Hana Financial Group, Inc.	086790	25-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	For	
Hana Financial Group, Inc.	086790	25-Mar-25	Annual	Management	2	Amend Articles of Incorporation	For	For	
Hana Financial Group, Inc.	086790	25-Mar-25	Annual	Management	3.1	Elect Park Dong-moon as Outside Director	For	For	
Hana Financial Group, Inc.	086790	25-Mar-25	Annual	Management	3.2	Elect Lee Gang-won as Outside Director	For	For	
Hana Financial Group, Inc.	086790	25-Mar-25	Annual	Management	3.3	Elect Lee Jun-seo as Outside Director	For	For	
Hana Financial Group, Inc.	086790	25-Mar-25	Annual	Management	3.4	Elect Seo Young-suk as Outside Director	For	For	
Hana Financial Group, Inc.	086790	25-Mar-25	Annual	Management	3.5	Elect Hahm Young-ju as Inside Director	For	For	
Hana Financial Group, Inc.	086790	25-Mar-25	Annual	Management	3.6	Elect Lee Seung-yeol as Inside Director	For	Against	We do not support insiders on the board other than the CEO.
Hana Financial Group, Inc.	086790	25-Mar-25	Annual	Management	3.7	Elect Kang Seong-muk as Inside Director	For	Against	We do not support insiders on the board other than the CEO.
Hana Financial Group, Inc.	086790	25-Mar-25	Annual	Management	4	Elect Won Suk-yeon as Outside Director to Serve as an Audit Committee Member	For	For	
Hana Financial Group, Inc.	086790	25-Mar-25	Annual	Management	5.1	Elect Park Dong-moon as a Member of Audit Committee	For	For	

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Hana Financial Group, Inc.	086790	25-Mar-25	Annual	Management	5.2	Elect Lee Jae-min as a Member of Audit Committee	For	For	
Hana Financial Group, Inc.	086790	25-Mar-25	Annual	Management	6	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
HD Hyundai Electric Co., Ltd.	267260	25-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
HD Hyundai Electric Co., Ltd.	267260	25-Mar-25	Annual	Management	2	Elect Kim Young-gi as Inside Director	For	Against	We do not support insiders on the board other than the CEO and Executive Chair.
HD Hyundai Electric Co., Ltd.	267260	25-Mar-25	Annual	Management	3	Elect Jeon Soon-ock as Outside Director	For	For	
HD Hyundai Electric Co., Ltd.	267260	25-Mar-25	Annual	Management	4	Elect Jeon Soon-ock as a Member of Audit Committee	For	For	
HD Hyundai Electric Co., Ltd.	267260	25-Mar-25	Annual	Management	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Hyundai GLOVIS Co., Ltd.	086280	25-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
Hyundai GLOVIS Co., Ltd.	086280	25-Mar-25	Annual	Management	2	Elect Jan Eyvin-wang as Non-Independent Non-Executive Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Hyundai GLOVIS Co., Ltd.	086280	25-Mar-25	Annual	Management	3	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Intouch Holdings Public Co. Ltd.	INTUCH	25-Mar-25	Annual	Management	1	Matters to be Informed	For	For	
Intouch Holdings Public Co. Ltd.	INTUCH	25-Mar-25	Annual	Management	2	Acknowledge Operating Results	For	For	
Intouch Holdings Public Co. Ltd.	INTUCH	25-Mar-25	Annual	Management	3	Approve Financial Statements	For	For	
Intouch Holdings Public Co. Ltd.	INTUCH	25-Mar-25	Annual	Management	4	Approve Omission of Dividend Payment and Acknowledge Interim Dividend Payment	For	For	
Intouch Holdings Public Co. Ltd.	INTUCH	25-Mar-25	Annual	Management	5	Approve KPMG Phoomchai Audit Co., Ltd. as Auditors and Authorize Board to Fix Their Remuneration	For	Against	We are voting against the appointment of the audit firm as the non-audit fees exceed our guidelines.
Intouch Holdings Public Co. Ltd.	INTUCH	25-Mar-25	Annual	Management	6	Approve Remuneration of Directors	For	For	
Intouch Holdings Public Co. Ltd.	INTUCH	25-Mar-25	Annual	Management	7.1	Elect Pareena Srivanit as Director	For	Against	We are voting against the members of the Audit Committee due to excessive non-audit fees.
Intouch Holdings Public Co. Ltd.	INTUCH	25-Mar-25	Annual	Management	7.2	Elect Bung-on Suttipattanakit as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Intouch Holdings Public Co. Ltd.	INTUCH	25-Mar-25	Annual	Management	7.3	Elect Arthur Lang Tao Yih as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Intouch Holdings Public Co. Ltd.	INTUCH	25-Mar-25	Annual	Management	8	Other Business	For	Against	We are voting against this proposal to conduct 'other business' at the shareholder meeting as it puts non-attending shareholders voting by proxy at a disadvantage.
Intouch Holdings Public Co. Ltd.	INTUCH	25-Mar-25	ordinary Shareho	Management	1	Approve Name of NewCo	For	For	

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Intouch Holdings Public Co. Ltd.	INTUCH	25-Mar-25	ordinary Sharehc	Management	2	Approve Objectives of NewCo	For	For	
Intouch Holdings Public Co. Ltd.	INTUCH	25-Mar-25	ordinary Sharehc	Management	3	Approve Registered Capital, Number of Shares, Par Value and Paid-up Capital of NewCo	For	For	
Intouch Holdings Public Co. Ltd.	INTUCH	25-Mar-25	ordinary Sharehc	Management	4	Approve Allocation of Shares in NewCo	For	For	
Intouch Holdings Public Co. Ltd.	INTUCH	25-Mar-25	ordinary Sharehc	Management	5	Approve Memorandum of Association of NewCo	For	For	
Intouch Holdings Public Co. Ltd.	INTUCH	25-Mar-25	ordinary Sharehc	Management	6	Approve Articles of Association of NewCo	For	For	
Intouch Holdings Public Co. Ltd.	INTUCH	25-Mar-25	ordinary Sharehc	Management	7.1	Elect Viset Choopiban as Director	For	For	
Intouch Holdings Public Co. Ltd.	INTUCH	25-Mar-25	ordinary Sharehc	Management	7.2	Elect Predee Daochai as Director	For	For	
Intouch Holdings Public Co. Ltd.	INTUCH	25-Mar-25	ordinary Sharehc	Management	7.3	Elect Krisada Chinavicharana as Director	For	For	
Intouch Holdings Public Co. Ltd.	INTUCH	25-Mar-25	ordinary Sharehc	Management	7.4	Elect Somprasong Boonyachai as Director	For	For	
Intouch Holdings Public Co. Ltd.	INTUCH	25-Mar-25	ordinary Sharehc	Management	7.5	Elect Bundhit Eua-arporn as Director	For	For	
Intouch Holdings Public Co. Ltd.	INTUCH	25-Mar-25	ordinary Sharehc	Management	7.6	Elect Sirivipa Supantanet as Director	For	For	
Intouch Holdings Public Co. Ltd.	INTUCH	25-Mar-25	ordinary Sharehc	Management	7.7	Elect Sarath Ratanavadi as Director	For	Against	We do not support insiders on the board other than the CEO.
Intouch Holdings Public Co. Ltd.	INTUCH	25-Mar-25	ordinary Sharehc	Management	7.8	Elect Porntipa Chinvetkitvanit as Director	For	Against	We do not support insiders on the board other than the CEO.
Intouch Holdings Public Co. Ltd.	INTUCH	25-Mar-25	ordinary Sharehc	Management	7.9	Elect Boonchai Thirati as Director	For	Against	We do not support insiders on the board other than the CEO.
Intouch Holdings Public Co. Ltd.	INTUCH	25-Mar-25	ordinary Sharehc	Management	7.10	Elect Yupapin Wangviwat as Director	For	Against	We do not support insiders on the board other than the CEO.
Intouch Holdings Public Co. Ltd.	INTUCH	25-Mar-25	ordinary Sharehc	Management	7.11	Elect Disathat Panyarachun as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Intouch Holdings Public Co. Ltd.	INTUCH	25-Mar-25	ordinary Sharehc	Management	7.12	Elect Chotikul Sookpiromkasem as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Intouch Holdings Public Co. Ltd.	INTUCH	25-Mar-25	ordinary Sharehc	Management	8	Approve Authorized Directors of NewCo	For	For	
Intouch Holdings Public Co. Ltd.	INTUCH	25-Mar-25	ordinary Sharehc	Management	9	Approve Fixing of Directors' Remuneration of NewCo	For	For	
Intouch Holdings Public Co. Ltd.	INTUCH	25-Mar-25	ordinary Sharehc	Management	10	Approve KPMG Phoomchai Audit Ltd. as Auditors of NewCo and Authorize Board to Fix Their Remuneration	For	For	
Intouch Holdings Public Co. Ltd.	INTUCH	25-Mar-25	ordinary Sharehc	Management	11	Other Business	For	Against	We are voting against this proposal to conduct 'other business' at the shareholder meeting as it puts non-attending shareholders voting by proxy at a disadvantage.

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Kumho Petrochemical Co., Ltd.	011780	25-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
Kumho Petrochemical Co., Ltd.	011780	25-Mar-25	Annual	Management	2	Elect Park Jun-gyeong as Inside Director	For	Against	We do not support insiders on the board other than the CEO.
Kumho Petrochemical Co., Ltd.	011780	25-Mar-25	Annual	Management	3.1	Elect Park Sang-su as Outside Director	For	For	
Kumho Petrochemical Co., Ltd.	011780	25-Mar-25	Annual	Management	3.2	Elect Kwon Tae-gyun as Outside Director	For	For	
Kumho Petrochemical Co., Ltd.	011780	25-Mar-25	Annual	Management	3.3	Elect Lee Ji-yoon as Outside Director	For	For	
Kumho Petrochemical Co., Ltd.	011780	25-Mar-25	Annual	Management	3.4	Elect Min Se-jin as Outside Director	For	For	
Kumho Petrochemical Co., Ltd.	011780	25-Mar-25	Annual	Management	4	Elect Park Sang-su as a Member of Audit Committee	For	For	
Kumho Petrochemical Co., Ltd.	011780	25-Mar-25	Annual	Management	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
LG Electronics, Inc.	066570	25-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
LG Electronics, Inc.	066570	25-Mar-25	Annual	Management	2	Amend Articles of Incorporation	For	For	
LG Electronics, Inc.	066570	25-Mar-25	Annual	Management	3.1	Elect Kwon Bong-seok as Non-Independent Non-Executive Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO. We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We are not supportive of non-independent directors sitting on key board committees. This director is overboarded.
LG Electronics, Inc.	066570	25-Mar-25	Annual	Management	3.2	Elect Cho Ju-wan as Inside Director	For	For	
LG Electronics, Inc.	066570	25-Mar-25	Annual	Management	3.3	Elect Ryu Chung-ryeol as Outside Director	For	For	
LG Electronics, Inc.	066570	25-Mar-25	Annual	Management	3.4	Elect Kang Seong-chun as Outside Director	For	For	
LG Electronics, Inc.	066570	25-Mar-25	Annual	Management	4.1	Elect Ryu Chung-ryeol as a Member of Audit Committee	For	For	
LG Electronics, Inc.	066570	25-Mar-25	Annual	Management	4.2	Elect Kang Seong-chun as a Member of Audit Committee	For	For	
LG Electronics, Inc.	066570	25-Mar-25	Annual	Management	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
LG H&H Co., Ltd.	051900	25-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	For	
LG H&H Co., Ltd.	051900	25-Mar-25	Annual	Management	2	Amend Articles of Incorporation	For	For	
LG H&H Co., Ltd.	051900	25-Mar-25	Annual	Management	3.1	Elect Lee Myeong-seok as Inside Director	For	Against	We do not support insiders on the board other than the CEO.
LG H&H Co., Ltd.	051900	25-Mar-25	Annual	Management	3.2	Elect Lee Sang-cheol as Outside Director	For	For	
LG H&H Co., Ltd.	051900	25-Mar-25	Annual	Management	3.3	Elect Lee Seung-yoon as Outside Director	For	For	
LG H&H Co., Ltd.	051900	25-Mar-25	Annual	Management	4	Elect Lee Woo-young as Outside Director to serve as an Audit Committee Member	For	For	

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LG H&H Co., Ltd.	051900	25-Mar-25	Annual	Management	5.1	Elect Lee Sang-cheol as a Member of Audit Committee	For	For	
LG H&H Co., Ltd.	051900	25-Mar-25	Annual	Management	5.2	Elect Lee Seung-yoon as a Member of Audit Committee	For	For	
LG H&H Co., Ltd.	051900	25-Mar-25	Annual	Management	6	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
LG Uplus Corp.	032640	25-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
LG Uplus Corp.	032640	25-Mar-25	Annual	Management	2.1	Elect Hong Beom-sik as Inside Director	For	Against	We are not supportive of non-independent directors sitting on key board committees. We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
LG Uplus Corp.	032640	25-Mar-25	Annual	Management	2.2	Elect Kwon Bong-seok as Non-Independent Non-Executive Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
LG Uplus Corp.	032640	25-Mar-25	Annual	Management	2.3	Elect Nam Hyeong-du as Outside Director	For	For	
LG Uplus Corp.	032640	25-Mar-25	Annual	Management	3	Elect Nam Hyeong-du as a Member of Audit Committee	For	For	
LG Uplus Corp.	032640	25-Mar-25	Annual	Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Lotte Chemical Corp.	011170	25-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
Lotte Chemical Corp.	011170	25-Mar-25	Annual	Management	2.1	Elect Shin Dong-bin as Inside Director	For	Against	We are holding certain directors accountable for lack of risk oversight that led to material controversies.
Lotte Chemical Corp.	011170	25-Mar-25	Annual	Management	2.2	Elect Hwang Min-jae as Inside Director	For	Against	We do not support insiders on the board other than the CEO.
Lotte Chemical Corp.	011170	25-Mar-25	Annual	Management	2.3	Elect Cho Hye-seong as Outside Director	For	For	
Lotte Chemical Corp.	011170	25-Mar-25	Annual	Management	2.4	Elect Kim Jong-geun as Non-Independent Non-Executive Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Lotte Chemical Corp.	011170	25-Mar-25	Annual	Management	3	Elect Seo Hwi-won as Outside Director to serve as an Audit Committee Member	For	For	
Lotte Chemical Corp.	011170	25-Mar-25	Annual	Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
LS Electric Co., Ltd.	010120	25-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
LS Electric Co., Ltd.	010120	25-Mar-25	Annual	Management	2	Amend Articles of Incorporation	For	For	
LS Electric Co., Ltd.	010120	25-Mar-25	Annual	Management	3.1	Elect Chae Dae-seok as Inside Director	For	Against	We do not support insiders on the board other than the CEO.
LS Electric Co., Ltd.	010120	25-Mar-25	Annual	Management	3.2	Elect Song Won-ja as Outside Director	For	Against	We are holding this board member accountable for the lack of an independent chair.
LS Electric Co., Ltd.	010120	25-Mar-25	Annual	Management	4	Elect Song Won-ja as a Member of Audit Committee	For	Against	We are holding this board member accountable for the lack of an independent chair.
LS Electric Co., Ltd.	010120	25-Mar-25	Annual	Management	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
McDonald's Holdings Co. (Japan) Ltd.	2702	25-Mar-25	Annual	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 49	For	For	

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McDonald's Holdings Co. (Japan) Ltd.	2702	25-Mar-25	Annual	Management	2.1	Elect Director Fusako Znaiden	For	Against	We do not support insiders on the board other than the Chairman and/or President.
McDonald's Holdings Co. (Japan) Ltd.	2702	25-Mar-25	Annual	Management	2.2	Elect Director Saito, Yukiko	For	Against	We do not support insiders on the board other than the Chairman and/or President.
McDonald's Holdings Co. (Japan) Ltd.	2702	25-Mar-25	Annual	Management	2.3	Elect Director Andrew Gregory	For	Against	We do not support insiders on the board other than the Chairman and/or President.
McDonald's Holdings Co. (Japan) Ltd.	2702	25-Mar-25	Annual	Management	2.4	Elect Director Nikolaus Piza	For	Against	We do not support insiders on the board other than the Chairman and/or President.
McDonald's Holdings Co. (Japan) Ltd.	2702	25-Mar-25	Annual	Management	2.5	Elect Director Tashiro, Yuko	For	For	
McDonald's Holdings Co. (Japan) Ltd.	2702	25-Mar-25	Annual	Management	3	Approve Director Retirement Bonus	For	Against	We are not supportive of this proposal as it lacks the disclosure necessary for shareholders to make an informed decision.
MonotaRO Co., Ltd.	3064	25-Mar-25	Annual	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 10	For	For	
MonotaRO Co., Ltd.	3064	25-Mar-25	Annual	Management	2	Amend Articles to Make Technical Changes	For	For	
MonotaRO Co., Ltd.	3064	25-Mar-25	Annual	Management	3.1	Elect Director Suzuki, Masaya	For	For	
MonotaRO Co., Ltd.	3064	25-Mar-25	Annual	Management	3.2	Elect Director Tamura, Sakuya	For	For	
MonotaRO Co., Ltd.	3064	25-Mar-25	Annual	Management	3.3	Elect Director Kishida, Masahiro	For	For	
MonotaRO Co., Ltd.	3064	25-Mar-25	Annual	Management	3.4	Elect Director Ise, Tomoko	For	For	
MonotaRO Co., Ltd.	3064	25-Mar-25	Annual	Management	3.5	Elect Director Sagiya, Mari	For	For	
MonotaRO Co., Ltd.	3064	25-Mar-25	Annual	Management	3.6	Elect Director Miura, Hiroshi	For	For	
MonotaRO Co., Ltd.	3064	25-Mar-25	Annual	Management	3.7	Elect Director Nakashima, Kiyoshi	For	For	
MonotaRO Co., Ltd.	3064	25-Mar-25	Annual	Management	3.8	Elect Director Peter Kenevan	For	For	
MonotaRO Co., Ltd.	3064	25-Mar-25	Annual	Management	3.9	Elect Director Barry Greenhouse	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Neste Corp.	NESTE	25-Mar-25	Annual	Management	1	Open Meeting			
Neste Corp.	NESTE	25-Mar-25	Annual	Management	2	Call the Meeting to Order			
Neste Corp.	NESTE	25-Mar-25	Annual	Management	3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting			
Neste Corp.	NESTE	25-Mar-25	Annual	Management	4	Acknowledge Proper Convening of Meeting			
Neste Corp.	NESTE	25-Mar-25	Annual	Management	5	Prepare and Approve List of Shareholders			
Neste Corp.	NESTE	25-Mar-25	Annual	Management	6	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report			
Neste Corp.	NESTE	25-Mar-25	Annual	Management	7	Accept Financial Statements and Statutory Reports	For	For	
Neste Corp.	NESTE	25-Mar-25	Annual	Management	8	Approve Allocation of Income and Dividends of EUR 0.20 Per Share	For	For	
Neste Corp.	NESTE	25-Mar-25	Annual	Management	9	Approve Discharge of Board and President	For	For	
Neste Corp.	NESTE	25-Mar-25	Annual	Management	10	Approve Remuneration Report (Advisory Vote)	For	For	

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Neste Corp.	NESTE	25-Mar-25	Annual	Management	11	Approve Remuneration of Directors in the Amount of EUR 165,000 for Chair, EUR 90,000 for Vice Chair, and EUR 75,000 for Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	For	For	
Neste Corp.	NESTE	25-Mar-25	Annual	Management	12	Fix Number of Directors at Eight	For	For	
Neste Corp.	NESTE	25-Mar-25	Annual	Management	13	Reelect John Abbott (Vice Chair), Nick Elmslie, Just Jansz, Conrad Keijzer, Pasi Laine (Chair) and Sari Mannonen as Directors; Elect Anna Hyvonen and Essimari Kairisto as New Directors	For	Against	We are voting against the slate as we believe it is important to be able to vote on the qualifications of individual directors.
Neste Corp.	NESTE	25-Mar-25	Annual	Management	14	Approve Remuneration of Auditors	For	Against	We are voting against the appointment of the audit firm as the non-audit fees exceed our guidelines.
Neste Corp.	NESTE	25-Mar-25	Annual	Management	15	Ratify KPMG as Auditor	For	Against	We are voting against the appointment of the audit firm as the non-audit fees exceed our guidelines.
Neste Corp.	NESTE	25-Mar-25	Annual	Management	16	Approve Remuneration of Auditor for Sustainability Reporting	For	Against	We are voting against the appointment of the audit firm as the non-audit fees exceed our guidelines.
Neste Corp.	NESTE	25-Mar-25	Annual	Management	17	Appoint KPMG as Auditor for Sustainability Reporting	For	Against	We are voting against the appointment of the audit firm as the non-audit fees exceed our guidelines.
Neste Corp.	NESTE	25-Mar-25	Annual	Management	18	Authorize Share Repurchase Program	For	Against	The proposed share repurchase program does not have sufficient limits to protect existing shareholders.
Neste Corp.	NESTE	25-Mar-25	Annual	Management	19	Approve Issuance of up to 23 Million Shares without Preemptive Rights	For	For	
Neste Corp.	NESTE	25-Mar-25	Annual	Management	20	Close Meeting			
PT Bank Mandiri (Persero) Tbk	BMRI	25-Mar-25	Annual	Management	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	For	For	
PT Bank Mandiri (Persero) Tbk	BMRI	25-Mar-25	Annual	Management	2	Approve Allocation of Income	For	For	
PT Bank Mandiri (Persero) Tbk	BMRI	25-Mar-25	Annual	Management	3	Approve Remuneration and Tantiem of Directors and Commissioners	For	For	
PT Bank Mandiri (Persero) Tbk	BMRI	25-Mar-25	Annual	Management	4	Appoint Purwantono, Sungkoro & Surja as Auditors of the Company and the Micro and Small Business Funding Program (PUMK)	For	For	
PT Bank Mandiri (Persero) Tbk	BMRI	25-Mar-25	Annual	Management	5	Approve Company's Recovery Plan Update	For	For	
PT Bank Mandiri (Persero) Tbk	BMRI	25-Mar-25	Annual	Management	6	Amend Articles of Association	For	Against	We are not supportive of this proposal as it lacks the disclosure necessary for shareholders to make an informed decision.
PT Bank Mandiri (Persero) Tbk	BMRI	25-Mar-25	Annual	Management	7	Approve Share Repurchase Program and the Transfer of Buyback Shares Held as Treasury Stock	For	Against	The proposed share repurchase program does not have sufficient limits to protect existing shareholders.

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PT Bank Mandiri (Persero) Tbk	BMRI	25-Mar-25	Annual	Management	8	Approve Changes in the Boards of the Company	For	Against	We are not supportive of this proposal as it lacks the disclosure necessary for shareholders to make an informed decision.
Roche Holding AG	ROG	25-Mar-25	Annual	Management	1	Accept Financial Statements and Statutory Reports	For	Do Not Vote	
Roche Holding AG	ROG	25-Mar-25	Annual	Management	2.1	Approve Remuneration Report	For	Do Not Vote	
Roche Holding AG	ROG	25-Mar-25	Annual	Management	2.2	Approve Sustainability Report	For	Do Not Vote	
Roche Holding AG	ROG	25-Mar-25	Annual	Management	3	Approve CHF 10.2 Million in Bonuses to the Corporate Executive Committee for Fiscal Year 2024	For	Do Not Vote	
Roche Holding AG	ROG	25-Mar-25	Annual	Management	4	Approve Discharge of Board and Senior Management	For	Do Not Vote	
Roche Holding AG	ROG	25-Mar-25	Annual	Management	5	Approve Allocation of Income and Dividends of CHF 9.70 per Share	For	Do Not Vote	
Roche Holding AG	ROG	25-Mar-25	Annual	Management	6.1	Reelect Severin Schwan as Director and Board Chair	For	Do Not Vote	
Roche Holding AG	ROG	25-Mar-25	Annual	Management	6.2	Reelect Andre Hoffmann as Director	For	Do Not Vote	
Roche Holding AG	ROG	25-Mar-25	Annual	Management	6.3	Reelect Joerg Duschmale as Director	For	Do Not Vote	
Roche Holding AG	ROG	25-Mar-25	Annual	Management	6.4	Reelect Patrick Frost as Director	For	Do Not Vote	
Roche Holding AG	ROG	25-Mar-25	Annual	Management	6.5	Reelect Anita Hauser as Director	For	Do Not Vote	
Roche Holding AG	ROG	25-Mar-25	Annual	Management	6.6	Reelect Akiko Iwasaki as Director	For	Do Not Vote	
Roche Holding AG	ROG	25-Mar-25	Annual	Management	6.7	Reelect Richard Lifton as Director	For	Do Not Vote	
Roche Holding AG	ROG	25-Mar-25	Annual	Management	6.8	Reelect Jemilah Mahmood as Director	For	Do Not Vote	
Roche Holding AG	ROG	25-Mar-25	Annual	Management	6.9	Reelect Mark Schneider as Director	For	Do Not Vote	
Roche Holding AG	ROG	25-Mar-25	Annual	Management	6.10	Reelect Claudia Dyckerhoff as Director	For	Do Not Vote	
Roche Holding AG	ROG	25-Mar-25	Annual	Management	6.11	Reappoint Joerg Duschmale as Member of the Compensation Committee	For	Do Not Vote	
Roche Holding AG	ROG	25-Mar-25	Annual	Management	6.12	Reappoint Anita Hauser as Member of the Compensation Committee	For	Do Not Vote	
Roche Holding AG	ROG	25-Mar-25	Annual	Management	6.13	Reappoint Richard Lifton as Member of the Compensation Committee	For	Do Not Vote	
Roche Holding AG	ROG	25-Mar-25	Annual	Management	7	Approve Remuneration of Directors in the Amount of CHF 12 Million	For	Do Not Vote	
Roche Holding AG	ROG	25-Mar-25	Annual	Management	8	Approve Remuneration of Executive Committee in the Amount of CHF 38 Million	For	Do Not Vote	
Roche Holding AG	ROG	25-Mar-25	Annual	Management	9	Designate Testaris AG as Independent Proxy	For	Do Not Vote	
Roche Holding AG	ROG	25-Mar-25	Annual	Management	10	Ratify KPMG AG as Auditors	For	Do Not Vote	
Roche Holding AG	ROG	25-Mar-25	Annual	Management	11	Transact Other Business (Voting)	For	Do Not Vote	
Roche Holding AG	ROG	25-Mar-25	Annual	Management	1	Vote For If You Intend On Participating In This Meeting. This Is To Enable The Sub-custodian To Create A Blocking Certificate On Your Behalf.	None	Do Not Vote	
Sartorius Stedim Biotech SA	DIM	25-Mar-25	Annual/Special	Management	1	Amend Article 15.3 of Bylaws Re: Directors Length of Term	For	Against	This proposal is not in shareholders best interests.

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Sartorius Stedim Biotech SA	DIM	25-Mar-25	Annual/Special	Management	2	Amend Article 17.5 of Bylaws Re: Virtual Participation	For	For	
Sartorius Stedim Biotech SA	DIM	25-Mar-25	Annual/Special	Management	3	Approve Financial Statements and Discharge Directors	For	For	
Sartorius Stedim Biotech SA	DIM	25-Mar-25	Annual/Special	Management	4	Approve Consolidated Financial Statements and Statutory Reports	For	For	
Sartorius Stedim Biotech SA	DIM	25-Mar-25	Annual/Special	Management	5	Approve Allocation of Income and Dividends of EUR 0.69 per Share	For	For	
Sartorius Stedim Biotech SA	DIM	25-Mar-25	Annual/Special	Management	6	Approve Remuneration Policy of Directors; Approve Remuneration of Directors in the Aggregate Amount of EUR 640,000	For	For	
Sartorius Stedim Biotech SA	DIM	25-Mar-25	Annual/Special	Management	7	Approve Compensation Report of Corporate Officers	For	Against	This proposal is not in shareholders best interests.
Sartorius Stedim Biotech SA	DIM	25-Mar-25	Annual/Special	Management	8	Approve Compensation of Chairman of the Board	For	For	
Sartorius Stedim Biotech SA	DIM	25-Mar-25	Annual/Special	Management	9	Approve Compensation of CEO	For	For	
Sartorius Stedim Biotech SA	DIM	25-Mar-25	Annual/Special	Management	10	Approve Remuneration Policy of Chairman of the Board	For	For	
Sartorius Stedim Biotech SA	DIM	25-Mar-25	Annual/Special	Management	11	Approve Remuneration Policy of CEO	For	Against	We are voting against this remuneration policy as the program is structured in a way that does not sufficiently align pay with performance.
Sartorius Stedim Biotech SA	DIM	25-Mar-25	Annual/Special	Management	12	Reelect Joachim Kreuzburg as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO. We are voting against the non-independent Chair as we support the separation of board and management with an independent Chair.
Sartorius Stedim Biotech SA	DIM	25-Mar-25	Annual/Special	Management	13	Reelect Rene Faber as Director	For	For	
Sartorius Stedim Biotech SA	DIM	25-Mar-25	Annual/Special	Management	14	Reelect Pascale Boissel as Director	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
Sartorius Stedim Biotech SA	DIM	25-Mar-25	Annual/Special	Management	15	Reelect Lothar Kappich as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO. We are not supportive of non-independent directors sitting on key board committees. We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
Sartorius Stedim Biotech SA	DIM	25-Mar-25	Annual/Special	Management	16	Elect Christopher Nowers as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Sartorius Stedim Biotech SA	DIM	25-Mar-25	Annual/Special	Management	17	Elect Cecile Dussart as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Sartorius Stedim Biotech SA	DIM	25-Mar-25	Annual/Special	Management	18	Authorize Repurchase of Up to 0.10 Percent of Issued Share Capital	For	Against	The proposed share repurchase program does not have sufficient limits to protect existing shareholders.
Sartorius Stedim Biotech SA	DIM	25-Mar-25	Annual/Special	Management	19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights (Rights Issue) up to Aggregate Nominal Amount of EUR 6 Million	For	Against	The proposed share repurchase program does not have sufficient limits to protect existing shareholders.

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Sartorius Stedim Biotech SA	DIM	25-Mar-25	Annual/Special	Management	20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Million	For	Against	We do not support this general purpose share issuance due to dilution and as it lacks pre-emptive rights
Sartorius Stedim Biotech SA	DIM	25-Mar-25	Annual/Special	Management	21	Approve Issuance of Equity or Equity-Linked Securities Reserved for Qualified Investors, up to Aggregate Nominal Amount of EUR 6 Million	For	Against	This proposal is not in shareholders' best interests.
Sartorius Stedim Biotech SA	DIM	25-Mar-25	Annual/Special	Management	22	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 163,464.4	For	For	
Sartorius Stedim Biotech SA	DIM	25-Mar-25	Annual/Special	Management	23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	For	Against	The proposed share repurchase program does not have sufficient limits to protect existing shareholders.
Sartorius Stedim Biotech SA	DIM	25-Mar-25	Annual/Special	Management	24	Authorize Capital Increase of up to 20 Percent of Issued Capital for Contributions in Kind	For	Against	The proposed share repurchase program does not have sufficient limits to protect existing shareholders.
Sartorius Stedim Biotech SA	DIM	25-Mar-25	Annual/Special	Management	25	Authorize Capitalization of Reserves of Up to EUR 6 Million for Bonus Issue or Increase in Par Value	For	For	
Sartorius Stedim Biotech SA	DIM	25-Mar-25	Annual/Special	Management	26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	For	Against	The employee stock purchase plan does not meet our guidelines.
Sartorius Stedim Biotech SA	DIM	25-Mar-25	Annual/Special	Management	27	Authorize up to 10 Percent of Issued Capital for Use in Restricted Stock Plans	For	Against	The restricted stock plan does not meet our guidelines.
Sartorius Stedim Biotech SA	DIM	25-Mar-25	Annual/Special	Management	28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	For	For	
Schindler Holding AG	SCHP	25-Mar-25	Annual	Management	1	Accept Financial Statements and Statutory Reports	For	For	
Schindler Holding AG	SCHP	25-Mar-25	Annual	Management	2	Approve Allocation of Income and Dividends of CHF 6.00 per Share	For	For	
Schindler Holding AG	SCHP	25-Mar-25	Annual	Management	3	Approve Non-Financial Report	For	For	
Schindler Holding AG	SCHP	25-Mar-25	Annual	Management	4	Approve Discharge of Board and Senior Management	For	For	
Schindler Holding AG	SCHP	25-Mar-25	Annual	Management	5.1	Approve Variable Remuneration of Directors in the Amount of CHF 6.7 Million	For	Against	The director remuneration plan does not meet our guidelines.
Schindler Holding AG	SCHP	25-Mar-25	Annual	Management	5.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 8.8 Million	For	Against	The director remuneration plan does not meet our guidelines.
Schindler Holding AG	SCHP	25-Mar-25	Annual	Management	5.3	Approve Fixed Remuneration of Directors in the Amount of CHF 8.3 Million	For	For	
Schindler Holding AG	SCHP	25-Mar-25	Annual	Management	5.4	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.5 Million	For	Against	We are voting against this proposal as we believe the disclosed rationale for substantial increases in director fees is not satisfactory.

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Schindler Holding AG	SCHP	25-Mar-25	Annual	Management	6.1	Elect Josef Ming as Director and Board Chair	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO. We are voting against the non-independent Chair as we support the separation of board and management with an independent Chair.
Schindler Holding AG	SCHP	25-Mar-25	Annual	Management	6.2.1	Reelect Alfred Schindler as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO. We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We are not supportive of non-independent directors sitting on key board committees.
Schindler Holding AG	SCHP	25-Mar-25	Annual	Management	6.2.2	Reelect Patrice Bula as Director	For	For	
Schindler Holding AG	SCHP	25-Mar-25	Annual	Management	6.2.3	Reelect Monika Buetler as Director	For	For	
Schindler Holding AG	SCHP	25-Mar-25	Annual	Management	6.2.4	Reelect Christoph Maeder as Director	For	For	
Schindler Holding AG	SCHP	25-Mar-25	Annual	Management	6.2.5	Reelect Guenter Schaeuble as Director	For	Against	We do not support insiders on the board other than the CEO. We are not supportive of non-independent directors sitting on key board committees.
Schindler Holding AG	SCHP	25-Mar-25	Annual	Management	6.2.6	Reelect Tobias Staehelin as Director	For	Against	We do not support insiders on the board other than the CEO. We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We are not supportive of non-independent directors sitting on key board committees.
Schindler Holding AG	SCHP	25-Mar-25	Annual	Management	6.2.7	Reelect Carole Vischer as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO. We are not supportive of non-independent directors sitting on key board committees.
Schindler Holding AG	SCHP	25-Mar-25	Annual	Management	6.2.8	Reelect Petra Winkler as Director	For	Against	We do not support insiders on the board other than the CEO. We are not supportive of non-independent directors sitting on key board committees.
Schindler Holding AG	SCHP	25-Mar-25	Annual	Management	6.2.9	Reelect Thomas Zurbuchen Director	For	Against	We are voting against this director for missing more than 25 percent of scheduled meetings without disclosing a satisfactory reason.
Schindler Holding AG	SCHP	25-Mar-25	Annual	Management	6.3	Elect Marion Bonnard as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Schindler Holding AG	SCHP	25-Mar-25	Annual	Management	6.4	Elect Cyrill Bucher as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Schindler Holding AG	SCHP	25-Mar-25	Annual	Management	6.5.1	Reappoint Patrice Bula as Member of the Compensation Committee	For	For	
Schindler Holding AG	SCHP	25-Mar-25	Annual	Management	6.5.2	Reappoint Monika Buetler as Member of the Compensation Committee	For	For	
Schindler Holding AG	SCHP	25-Mar-25	Annual	Management	6.5.3	Reappoint Petra Winkler as Member of the Compensation Committee	For	Against	We are not supportive of non-independent directors sitting on key board committees. We do not support insiders on the board other than the CEO.
Schindler Holding AG	SCHP	25-Mar-25	Annual	Management	6.6	Appoint Christoph Maeder as Member of the Compensation Committee	For	For	
Schindler Holding AG	SCHP	25-Mar-25	Annual	Management	6.7	Designate Adrian von Segesser as Independent Proxy	For	For	
Schindler Holding AG	SCHP	25-Mar-25	Annual	Management	6.8	Ratify PricewaterhouseCoopers AG as Auditors	For	For	
Schindler Holding AG	SCHP	25-Mar-25	Annual	Management	7	Transact Other Business (Voting)	For	Against	We are voting against this proposal to conduct 'other business' at the shareholder meeting as it puts non-attending shareholders voting by proxy at a disadvantage.
Sika AG	SIKA	25-Mar-25	Annual	Management	1	Accept Financial Statements and Statutory Reports	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Sika AG	SIKA	25-Mar-25	Annual	Management	2.1	Approve Allocation of Income and Dividends of CHF 1.80 per Share	For	For	
Sika AG	SIKA	25-Mar-25	Annual	Management	2.2	Approve Dividends of CHF 1.80 per Share from Capital Contribution Reserves	For	For	
Sika AG	SIKA	25-Mar-25	Annual	Management	3	Approve Discharge of Board and Senior Management	For	For	
Sika AG	SIKA	25-Mar-25	Annual	Management	4.1.1	Reelect Thierry Vanlancker as Director	For	For	
Sika AG	SIKA	25-Mar-25	Annual	Management	4.1.2	Reelect Viktor Balli as Director	For	For	
Sika AG	SIKA	25-Mar-25	Annual	Management	4.1.3	Reelect Lucrece Foufopoulos-De Ridder as Director	For	For	
Sika AG	SIKA	25-Mar-25	Annual	Management	4.1.4	Reelect Justin Howell as Director	For	Against	We are holding the Chair of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We are holding the Chair of the Nomination Committee accountable for inadequate gender diversity on the board.
Sika AG	SIKA	25-Mar-25	Annual	Management	4.1.5	Reelect Gordana Landen as Director	For	For	
Sika AG	SIKA	25-Mar-25	Annual	Management	4.1.6	Reelect Paul Schuler as Director	For	Against	We are not supportive of non-independent directors sitting on key board committees.
Sika AG	SIKA	25-Mar-25	Annual	Management	4.1.7	Reelect Thomas Aebischer as Director	For	For	
Sika AG	SIKA	25-Mar-25	Annual	Management	4.2	Elect Kwok Wang Ng as Director	For	For	
Sika AG	SIKA	25-Mar-25	Annual	Management	4.3	Elect Thierry Vanlancker as Board Chair	For	For	
Sika AG	SIKA	25-Mar-25	Annual	Management	4.4.1	Reappoint Justin Howell as Member of the Nomination and Compensation Committee	For	Against	We are holding the Chair of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We are holding the Chair of the Nomination Committee accountable for inadequate gender diversity on the board.
Sika AG	SIKA	25-Mar-25	Annual	Management	4.4.2	Reappoint Gordana Landen as Member of the Nomination and Compensation Committee	For	For	
Sika AG	SIKA	25-Mar-25	Annual	Management	4.4.3	Reappoint Paul Schuler as Member of the Nomination and Compensation Committee	For	Against	We are not supportive of non-independent directors sitting on key board committees.
Sika AG	SIKA	25-Mar-25	Annual	Management	4.5	Ratify KPMG AG as Auditors	For	For	
Sika AG	SIKA	25-Mar-25	Annual	Management	4.6	Designate Jost Windlin as Independent Proxy	For	For	
Sika AG	SIKA	25-Mar-25	Annual	Management	5	Approve Sustainability Report	For	For	
Sika AG	SIKA	25-Mar-25	Annual	Management	6.1	Approve Remuneration Report	For	For	
Sika AG	SIKA	25-Mar-25	Annual	Management	6.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	For	For	
Sika AG	SIKA	25-Mar-25	Annual	Management	6.3	Approve Remuneration of Executive Committee in the Amount of CHF 26 Million	For	For	
Sika AG	SIKA	25-Mar-25	Annual	Management	7	Amend Articles Re: Variable Remuneration of Executive Committee	For	For	
Sika AG	SIKA	25-Mar-25	Annual	Management	8	Transact Other Business (Voting)	For	Against	We are voting against this proposal to conduct 'other business' at the shareholder meeting as it puts non-attending shareholders voting by proxy at a disadvantage.

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Sun Pharmaceutical Industries Limited	524715	25-Mar-25	Special	Management	1	Approve Material Related Party Transactions between Taro Pharmaceuticals Inc., Canada and Sun Pharmaceutical Industries Inc., USA	For	For	
Sun Pharmaceutical Industries Limited	524715	25-Mar-25	Special	Management	2	Approve Material Related Party Transactions between Taro Pharmaceutical Industries Ltd., Israel and Sun Pharmaceutical Industries Inc., USA	For	For	
Sun Pharmaceutical Industries Limited	524715	25-Mar-25	Special	Management	3	Approve Material Related Party Transactions between Taro Pharmaceuticals U.S.A., Inc., USA and Sun Pharmaceutical Industries Inc., USA	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	1	Elect Chair of Meeting	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	2	Prepare and Approve List of Shareholders	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	3	Approve Agenda of Meeting	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	4	Acknowledge Proper Convening of Meeting	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	5	Designate Inspector(s) of Minutes of Meeting			
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	6	Receive Financial Statements and Statutory Reports			
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	7	Receive President and CEO Report; Allow Questions			
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	8.1	Accept Financial Statements and Statutory Reports	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	8.2	Approve Remuneration Report	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	8.3.a	Approve Discharge of Board Member Jan Carlson	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	8.3.b	Approve Discharge of Board Member Jacob Wallenberg	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	8.3.c	Approve Discharge of Board Member Jon Fredrik Baksaas	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	8.3.d	Approve Discharge of Board Member Carolina Dybeck Happe	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	8.3.e	Approve Discharge of Board Member Borje Ekholm	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	8.3.f	Approve Discharge of Board Member Eric A. Elzvik	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	8.3.g	Approve Discharge of Board Member Kristin S. Rinne	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	8.3.h	Approve Discharge of Board Member Helena Stjernholm	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	8.3.i	Approve Discharge of Board Member Jonas Synnergren	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	8.3.j	Approve Discharge of Board Member Christy Wyatt	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	8.3.k	Approve Discharge of Board Member Karl Aberg	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	8.3.l	Approve Discharge of Employee Representative Ulf Rosberg	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	8.3.m	Approve Discharge of Employee Representative Annika Salomonsson	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	8.3.n	Approve Discharge of Employee Representative Kjell-Ake Soting	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	8.3.o	Approve Discharge of Deputy Employee Representative Frans Frejdestedt	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	8.3.p	Approve Discharge of Deputy Employee Representative Loredana Roslund	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	8.3.q	Approve Discharge of Deputy Employee Representative Stefan Wanstedt	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	8.3.r	Approve Discharge of President Borje Ekholm	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	8.4	Approve Allocation of Income and Dividends of SEK 2.85 Per Share	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	9	Determine Number Directors (11) and Deputy Directors (0) of Board	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	10	Approve Remuneration of Directors in the Amount of SEK 5 Million for Chair and SEK 1.3 Million for Other Directors, Approve Remuneration for Committee Work	For	Against	The director remuneration plan does not meet our guidelines.
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	11.1	Reelect Jon Fredrik Baksaas as Director	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	11.2	Reelect Jan Carlson as Director	For	Against	We are holding the Nomination Committee members accountable for inadequate gender diversity on the board. We are holding the members of the Nominating Committee accountable for failing to ensure that all key board committees are fully independent
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	11.3	Reelect Borje Ekholm as Director	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	11.4	Reelect Eric A. Elzvik as Director	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	11.5	Reelect Kristin S. Rinne as Director	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	11.6	Reelect Jonas Synnergren as Director	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	11.7	Reelect Jacob Wallenberg as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	11.8	Reelect Christy Wyatt as Director	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	11.9	Reelect Karl Aberg as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	11.10	Elect Christian Cederholm as New Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	11.11	Elect Marachel Knight as New Director	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	12	Reelect Jan Carlson as Board Chair	For	Against	We are holding the Nomination Committee members accountable for inadequate gender diversity on the board. We are holding the members of the Nominating Committee accountable for failing to ensure that all key board committees are fully independent
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	13	Determine Number of Auditors (1)	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	14	Approve Remuneration of Auditors	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	15	Ratify Deloitte AB as Auditor	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	16.1	Approve Long-Term Variable Compensation Program 2025 (LTV 2025)	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	16.2	Approve Equity Plan Financing LTV 2025	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	16.3	Approve Alternative Equity Plan Financing of LTV 2025, if Item 16.2 is Not Approved	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	17	Amend Long-Term Variable Compensation Programs LTV I 2023, LTV II 2023 and LTV 2024	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	18	Approve Equity Plan Financing of LTV 2024	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	19.1	Approve Equity Plan Financing of LTV 2022, LTV I 2023 and LTV II 2023	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Management	19.2	Approve Equity Plan Financing of LTV 2022, LTV I 2023 and LTV II 2023	For	For	
Telefonaktiebolaget LM Ericsson	ERIC.B	25-Mar-25	Annual	Shareholder	20	Approve Policy Ensuring that Executive Bonuses are Disbursed Only After All Employees Have Received Cost-of-living and Performance-based Salary Increases Each Year	Against	Against	We are not supportive of this shareholder proposal as it is written in a prescriptive way and aims at micromanaging the company.
Türkiye Sise ve Cam Fabrikalari AS	SISE.E	25-Mar-25	Annual	Management	1	Open Meeting and Elect Presiding Council of Meeting	For	For	
Türkiye Sise ve Cam Fabrikalari AS	SISE.E	25-Mar-25	Annual	Management	2	Accept Statutory Reports	For	For	
Türkiye Sise ve Cam Fabrikalari AS	SISE.E	25-Mar-25	Annual	Management	3	Accept Financial Statements	For	For	
Türkiye Sise ve Cam Fabrikalari AS	SISE.E	25-Mar-25	Annual	Management	4	Ratify Director Appointments	For	Against	We are voting against the slate as we believe it is important to be able to vote on the qualifications of individual directors.

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Türkiye Sise ve Cam Fabrikalari AS	SISE.E	25-Mar-25	Annual	Management	5	Approve Discharge of Board	For	For	
Türkiye Sise ve Cam Fabrikalari AS	SISE.E	25-Mar-25	Annual	Management	6	Approve Allocation of Income	For	For	
Türkiye Sise ve Cam Fabrikalari AS	SISE.E	25-Mar-25	Annual	Management	7	Authorize Board to Distribute Advance Dividends	For	For	
Türkiye Sise ve Cam Fabrikalari AS	SISE.E	25-Mar-25	Annual	Management	8	Approve Director Remuneration	For	Against	We are not supportive of this proposal as it lacks the disclosure necessary for shareholders to make an informed decision.
Türkiye Sise ve Cam Fabrikalari AS	SISE.E	25-Mar-25	Annual	Management	9	Elect Directors	For	Against	We are voting against the slate as we believe it is important to be able to vote on the qualifications of individual directors.
Türkiye Sise ve Cam Fabrikalari AS	SISE.E	25-Mar-25	Annual	Management	10	Ratify External Auditors	For	For	
Türkiye Sise ve Cam Fabrikalari AS	SISE.E	25-Mar-25	Annual	Management	11	Approve Upper Limit of Donations for 2025 and Receive Information on Donations Made in 2024	For	For	
Türkiye Sise ve Cam Fabrikalari AS	SISE.E	25-Mar-25	Annual	Management	12	Authorize Share Capital Increase with Preemptive Rights	For	Against	This proposal is not in shareholders' best interests.
Türkiye Sise ve Cam Fabrikalari AS	SISE.E	25-Mar-25	Annual	Management	13	Receive Information on Share Repurchase Program			
Türkiye Sise ve Cam Fabrikalari AS	SISE.E	25-Mar-25	Annual	Management	14	Receive Information on Guarantees, Pledges and Mortgages Provided to Third Parties			
Türkiye Sise ve Cam Fabrikalari AS	SISE.E	25-Mar-25	Annual	Management	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	For	For	
Türkiye Sise ve Cam Fabrikalari AS	SISE.E	25-Mar-25	Annual	Management	16	Receive Information in Accordance with Article 1.3.6 of Capital Market Board Corporate Governance Principles			
Türkiye Sise ve Cam Fabrikalari AS	SISE.E	25-Mar-25	Annual	Management	17	Wishes			
Yamaha Motor Co., Ltd.	7272	25-Mar-25	Annual	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 25	For	For	
Yamaha Motor Co., Ltd.	7272	25-Mar-25	Annual	Management	2	Amend Articles to Clarify Director Authority on Shareholder Meetings - Amend Provisions on Number of Directors - Amend Provisions on Director Titles	For	For	
Yamaha Motor Co., Ltd.	7272	25-Mar-25	Annual	Management	3.1	Elect Director Watanabe, Katsuaki	For	For	
Yamaha Motor Co., Ltd.	7272	25-Mar-25	Annual	Management	3.2	Elect Director Shitara, Motofumi	For	For	
Yamaha Motor Co., Ltd.	7272	25-Mar-25	Annual	Management	3.3	Elect Director Maruyama, Heiji	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Yamaha Motor Co., Ltd.	7272	25-Mar-25	Annual	Management	3.4	Elect Director Matsuyama, Satohiko	For	Against	We do not support insiders on the board other than the Chairman and/or President.

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Yamaha Motor Co., Ltd.	7272	25-Mar-25	Annual	Management	3.5	Elect Director Tashiro, Yuko	For	For	
Yamaha Motor Co., Ltd.	7272	25-Mar-25	Annual	Management	3.6	Elect Director Ohashi, Tetsuji	For	For	
Yamaha Motor Co., Ltd.	7272	25-Mar-25	Annual	Management	3.7	Elect Director Jin Song Montesano	For	For	
Yamaha Motor Co., Ltd.	7272	25-Mar-25	Annual	Management	3.8	Elect Director Masui, Keiji	For	For	
Yamaha Motor Co., Ltd.	7272	25-Mar-25	Annual	Management	3.9	Elect Director Sarah L. Casanova	For	For	
Yamaha Motor Co., Ltd.	7272	25-Mar-25	Annual	Management	4.1	Appoint Statutory Auditor Noda, Takeo	For	Against	We are not supportive of insiders and/or non-independent outside directors on the board of statutory auditors.
Yamaha Motor Co., Ltd.	7272	25-Mar-25	Annual	Management	4.2	Appoint Statutory Auditor Kawai, Eriko	For	For	
Asahi Group Holdings Ltd.	2502	26-Mar-25	Annual	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 27	For	For	
Asahi Group Holdings Ltd.	2502	26-Mar-25	Annual	Management	2	Amend Articles to Adopt Board Structure with Three Committees - Clarify Director Authority on Shareholder Meetings - Amend Provisions on Number of Directors - Clarify Director Authority on Board Meetings	For	For	
Asahi Group Holdings Ltd.	2502	26-Mar-25	Annual	Management	3.1	Elect Director Katsuki, Atsushi	For	For	
Asahi Group Holdings Ltd.	2502	26-Mar-25	Annual	Management	3.2	Elect Director Tanimura, Keizo	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Asahi Group Holdings Ltd.	2502	26-Mar-25	Annual	Management	3.3	Elect Director Sakita, Kaoru	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Asahi Group Holdings Ltd.	2502	26-Mar-25	Annual	Management	3.4	Elect Director Sasae, Kenichiro	For	For	
Asahi Group Holdings Ltd.	2502	26-Mar-25	Annual	Management	3.5	Elect Director Ohashi, Tetsuji	For	For	
Asahi Group Holdings Ltd.	2502	26-Mar-25	Annual	Management	3.6	Elect Director Matsunaga, Mari	For	For	
Asahi Group Holdings Ltd.	2502	26-Mar-25	Annual	Management	3.7	Elect Director Sato, Chika	For	For	
Asahi Group Holdings Ltd.	2502	26-Mar-25	Annual	Management	3.8	Elect Director Melanie Brock	For	For	
Asahi Group Holdings Ltd.	2502	26-Mar-25	Annual	Management	3.9	Elect Director Fukuda, Yukitaka	For	Against	We do not support insiders on the board other than the Chairman and/or President. We are not supportive of insiders and/or non-independent outside directors on the audit committee.
Asahi Group Holdings Ltd.	2502	26-Mar-25	Annual	Management	3.10	Elect Director Oshima, Akiko	For	Against	We do not support insiders on the board other than the Chairman and/or President. We are not supportive of insiders and/or non-independent outside directors on the audit committee.
Asahi Group Holdings Ltd.	2502	26-Mar-25	Annual	Management	3.11	Elect Director Oyagi, Shigeo	For	For	
Asahi Group Holdings Ltd.	2502	26-Mar-25	Annual	Management	3.12	Elect Director Tanaka, Sanae	For	For	
Asahi Group Holdings Ltd.	2502	26-Mar-25	Annual	Management	3.13	Elect Director Miyakawa, Akiko	For	For	
China Ruyi Holdings Limited	136	26-Mar-25	Special	Management	1	Approve Equity Transfer Agreement, Grant of Specific Mandate to Issue Consideration Shares to Tencent Hong Kong or Its Designated Parties and Related Transactions	For	For	
Doosan Bobcat, Inc.	241560	26-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
Doosan Bobcat, Inc.	241560	26-Mar-25	Annual	Management	2	Amend Articles of Incorporation	For	For	
Doosan Bobcat, Inc.	241560	26-Mar-25	Annual	Management	3	Elect Kim Mu-gyeom as Outside Director	For	For	

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Doosan Bobcat, Inc.	241560	26-Mar-25	Annual	Management	4	Elect Kim Mu-gyeom as a Member of Audit Committee	For	For	
Doosan Bobcat, Inc.	241560	26-Mar-25	Annual	Management	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
ECOPRO Co., Ltd.	086520	26-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
ECOPRO Co., Ltd.	086520	26-Mar-25	Annual	Management	2.1	Amend Articles of Incorporation (Business Objectives)	For	For	
ECOPRO Co., Ltd.	086520	26-Mar-25	Annual	Management	2.2	Amend Articles of Incorporation (Miscellaneous)	For	For	
ECOPRO Co., Ltd.	086520	26-Mar-25	Annual	Management	3.1	Elect Choi Ik-jun as Inside Director	For	Against	We do not support insiders on the board other than the CEO and Executive Chair.
ECOPRO Co., Ltd.	086520	26-Mar-25	Annual	Management	3.2	Elect Kim Jae-jeong as Outside Director	For	For	
ECOPRO Co., Ltd.	086520	26-Mar-25	Annual	Management	3.3	Elect Noh Sang-seop as Outside Director	For	For	
ECOPRO Co., Ltd.	086520	26-Mar-25	Annual	Management	3.4	Elect Lee Hae-eun as Outside Director	For	For	
ECOPRO Co., Ltd.	086520	26-Mar-25	Annual	Management	4	Elect Ha Jong-hwa as Outside Director to Serve as an Audit Committee Member	For	For	
ECOPRO Co., Ltd.	086520	26-Mar-25	Annual	Management	5.1	Elect Kim Jae-jeong as a Member of Audit Committee	For	For	
ECOPRO Co., Ltd.	086520	26-Mar-25	Annual	Management	5.2	Elect Noh Sang-seop as a Member of Audit Committee	For	For	
ECOPRO Co., Ltd.	086520	26-Mar-25	Annual	Management	6	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Emaar Development PJSC	:MAARDE'	26-Mar-25	Annual	Management	1	Approve Board Report on Company Operations and Its Financial Position for FY 2024	For	For	
Emaar Development PJSC	:MAARDE'	26-Mar-25	Annual	Management	2	Approve Auditors' Report on Company Financial Statements for FY 2024	For	For	
Emaar Development PJSC	:MAARDE'	26-Mar-25	Annual	Management	3	Accept Financial Statements and Statutory Reports for FY 2024	For	For	
Emaar Development PJSC	:MAARDE'	26-Mar-25	Annual	Management	4	Approve Dividends of AED 0.68 per Share	For	For	
Emaar Development PJSC	:MAARDE'	26-Mar-25	Annual	Management	5	Approve Remuneration of Directors	For	Against	We are not supportive of this proposal as it lacks the disclosure necessary for shareholders to make an informed decision.
Emaar Development PJSC	:MAARDE'	26-Mar-25	Annual	Management	6	Approve Discharge of Directors for FY 2024	For	For	
Emaar Development PJSC	:MAARDE'	26-Mar-25	Annual	Management	7	Approve Discharge of Auditors for FY 2024	For	For	
Emaar Development PJSC	:MAARDE'	26-Mar-25	Annual	Management	8	Appoint Auditors and Fix Their Remuneration for FY 2025	For	Against	We are voting against the appointment of the audit firm as audit fees are not disclosed.
Emaar Development PJSC	:MAARDE'	26-Mar-25	Annual	Management	9	Allow Directors to Carry on Activities Included in the Objects of the Company	For	For	
GS Holdings Corp.	078930	26-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
GS Holdings Corp.	078930	26-Mar-25	Annual	Management	2	Approve Terms of Retirement Pay	For	For	
GS Holdings Corp.	078930	26-Mar-25	Annual	Management	3	Elect Moon Hyo-eun as Outside Director	For	For	

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GS Holdings Corp.	078930	26-Mar-25	Annual	Management	4	Elect Moon Hyo-eun as a Member of Audit Committee	For	For	
GS Holdings Corp.	078930	26-Mar-25	Annual	Management	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
HANJIN KAL Corp.	180640	26-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
HANJIN KAL Corp.	180640	26-Mar-25	Annual	Management	2.1	Elect Park Seong-ho as Outside Director	For	For	
HANJIN KAL Corp.	180640	26-Mar-25	Annual	Management	2.2	Elect Cho In-young as Outside Director	For	For	
HANJIN KAL Corp.	180640	26-Mar-25	Annual	Management	3	Elect Ryu Gyeong-pyo as Inside Director	For	For	
HANJIN KAL Corp.	180640	26-Mar-25	Annual	Management	4.1	Amend Articles of Incorporation (Record Date)	For	For	
HANJIN KAL Corp.	180640	26-Mar-25	Annual	Management	4.2	Amend Articles of Incorporation (Equivalent Dividend)	For	For	
HANJIN KAL Corp.	180640	26-Mar-25	Annual	Management	4.3	Amend Articles of Incorporation (Electronic Registration)	For	For	
HANJIN KAL Corp.	180640	26-Mar-25	Annual	Management	4.4	Amend Articles of Incorporation (Addendum)	For	For	
HANJIN KAL Corp.	180640	26-Mar-25	Annual	Management	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
HANKOOK TIRE & TECHNOLOGY Co., Ltd.	161390	26-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
HANKOOK TIRE & TECHNOLOGY Co., Ltd.	161390	26-Mar-25	Annual	Management	2.1	Amend Articles of Incorporation (Board Committee name change)	For	For	
HANKOOK TIRE & TECHNOLOGY Co., Ltd.	161390	26-Mar-25	Annual	Management	2.2	Amend Articles of Incorporation (Interim Dividend)	For	For	
HANKOOK TIRE & TECHNOLOGY Co., Ltd.	161390	26-Mar-25	Annual	Management	2.3	Amend Articles of Incorporation (Addendum)	For	For	
HANKOOK TIRE & TECHNOLOGY Co., Ltd.	161390	26-Mar-25	Annual	Management	3.1	Elect Lee Sang-hun as Inside Director	For	Against	We do not support insiders on the board other than the CEO and Executive Chair.
HANKOOK TIRE & TECHNOLOGY Co., Ltd.	161390	26-Mar-25	Annual	Management	3.2	Elect Ahn Jong-seon as Inside Director	For	Against	We do not support insiders on the board other than the CEO and Executive Chair.
HANKOOK TIRE & TECHNOLOGY Co., Ltd.	161390	26-Mar-25	Annual	Management	3.3	Elect Park Jeong-su as Inside Director	For	Against	We do not support insiders on the board other than the CEO and Executive Chair.
HANKOOK TIRE & TECHNOLOGY Co., Ltd.	161390	26-Mar-25	Annual	Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Hanmi Pharmaceutical Co., Ltd.	128940	26-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
Hanmi Pharmaceutical Co., Ltd.	128940	26-Mar-25	Annual	Management	2	Amend Articles of Incorporation	For	For	
Hanmi Pharmaceutical Co., Ltd.	128940	26-Mar-25	Annual	Management	3.1	Elect Choi In-young as Inside Director	For	Against	We do not support insiders on the board other than the CEO and Executive Chair.
Hanmi Pharmaceutical Co., Ltd.	128940	26-Mar-25	Annual	Management	3.2	Elect Kim Jae-gyo as Non-Independent Non-Executive Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.

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Hanmi Pharmaceutical Co., Ltd.	128940	26-Mar-25	Annual	Management	4	Elect Lee Young-gu as Outside Director to Serve as an Audit Committee Member	For	For	
Hanmi Pharmaceutical Co., Ltd.	128940	26-Mar-25	Annual	Management	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
HD Hyundai Heavy Industries Co., Ltd.	329180	26-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
HD Hyundai Heavy Industries Co., Ltd.	329180	26-Mar-25	Annual	Management	2	Elect Park Hyeon-jeong as Outside Director to serve as a Member of Audit Committee	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.We are holding this board member accountable for the lack of an independent chair.
HD Hyundai Heavy Industries Co., Ltd.	329180	26-Mar-25	Annual	Management	3	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
HD Korea Shipbuilding & Offshore Engineering Co., Ltd.	009540	26-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
HD Korea Shipbuilding & Offshore Engineering Co., Ltd.	009540	26-Mar-25	Annual	Management	2.1	Elect Jeong Gi-seon as Inside Director	For	For	
HD Korea Shipbuilding & Offshore Engineering Co., Ltd.	009540	26-Mar-25	Annual	Management	2.2	Elect Cho Young-hui as Outside Director	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.We are holding this board member accountable for the lack of an independent chair.
HD Korea Shipbuilding & Offshore Engineering Co., Ltd.	009540	26-Mar-25	Annual	Management	3	Elect Cho Young-hui as a Member of Audit Committee	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.We are holding this board member accountable for the lack of an independent chair.
HD Korea Shipbuilding & Offshore Engineering Co., Ltd.	009540	26-Mar-25	Annual	Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
HDFC Bank Ltd.	500180	26-Mar-25	Special	Management	1	Approve Material Related Party Transactions with HDB Financial Services Limited	For	For	
HDFC Bank Ltd.	500180	26-Mar-25	Special	Management	2	Approve Material Related Party Transactions with HDFC Securities Limited	For	For	
HDFC Bank Ltd.	500180	26-Mar-25	Special	Management	3	Approve Material Related Party Transactions with HDFC Life Insurance Company Limited	For	For	
HDFC Bank Ltd.	500180	26-Mar-25	Special	Management	4	Approve Material Related Party Transactions with HDFC ERGO General Insurance Company Limited	For	For	
HDFC Bank Ltd.	500180	26-Mar-25	Special	Management	5	Approve Material Related Party Transactions with PayU Payments Private Limited	For	For	
HDFC Bank Ltd.	500180	26-Mar-25	Special	Management	6	Approve Material Related Party Transactions with HCL Technologies Limited	For	For	
Hengli Petrochemical Co., Ltd.	600346	26-Mar-25	Special	Shareholder	1	Elect Li Xiaoming as Non-independent Director	For	For	

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HMM Co., Ltd.	011200	26-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	For	
HMM Co., Ltd.	011200	26-Mar-25	Annual	Management	2.1	Elect Choi Won-hyeok as Inside Director	For	Against	We do not support insiders on the board other than the CEO.
HMM Co., Ltd.	011200	26-Mar-25	Annual	Management	2.2	Elect Lee Jeong-yeop as Inside Director	For	Against	We do not support insiders on the board other than the CEO.
HMM Co., Ltd.	011200	26-Mar-25	Annual	Management	3	Elect Seo Geun-woo as Outside Director to serve as an Audit Committee Member	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
HMM Co., Ltd.	011200	26-Mar-25	Annual	Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
HMM Co., Ltd.	011200	26-Mar-25	Annual	Management	5	Approve Terms of Retirement Pay	For	For	
HOSHIZAKI Corp.	6465	26-Mar-25	Annual	Management	1.1	Elect Director Sakamoto, Seishi	For	Against	We are holding the Top Executive accountable for inadequate gender diversity on the board.
HOSHIZAKI Corp.	6465	26-Mar-25	Annual	Management	1.2	Elect Director Kobayashi, Yasuhiro	For	Against	We are holding the Top Executive accountable for inadequate gender diversity on the board.
HOSHIZAKI Corp.	6465	26-Mar-25	Annual	Management	1.3	Elect Director Tomozoe, Masanao	For	For	
HOSHIZAKI Corp.	6465	26-Mar-25	Annual	Management	1.4	Elect Director Goto, Masahiko	For	For	
HOSHIZAKI Corp.	6465	26-Mar-25	Annual	Management	1.5	Elect Director Ieta, Yasushi	For	Against	We do not support insiders on the board other than the Chairman and/or President.
HOSHIZAKI Corp.	6465	26-Mar-25	Annual	Management	1.6	Elect Director Nishiguchi, Shiro	For	Against	We do not support insiders on the board other than the Chairman and/or President.
HOSHIZAKI Corp.	6465	26-Mar-25	Annual	Management	1.7	Elect Director Seki, Ryuichiro	For	Against	We do not support insiders on the board other than the Chairman and/or President.
HOSHIZAKI Corp.	6465	26-Mar-25	Annual	Management	1.8	Elect Director Tanjima, Toshikazu	For	Against	We do not support insiders on the board other than the Chairman and/or President.
HOSHIZAKI Corp.	6465	26-Mar-25	Annual	Management	2	Elect Director and Audit Committee Member Tsuge, Satoe	For	For	
Hulic Co., Ltd.	3003	26-Mar-25	Annual	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 28	For	For	
HYUNDAI ROTEM Co.	064350	26-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
HYUNDAI ROTEM Co.	064350	26-Mar-25	Annual	Management	2.1	Elect Kim Du-hong as Inside Director	For	Against	We do not support insiders on the board other than the CEO and Executive Chair.
HYUNDAI ROTEM Co.	064350	26-Mar-25	Annual	Management	2.2	Elect Yoon Ji-won as Outside Director	For	For	
HYUNDAI ROTEM Co.	064350	26-Mar-25	Annual	Management	2.3	Elect Baek Seung-geun as Outside Director	For	For	
HYUNDAI ROTEM Co.	064350	26-Mar-25	Annual	Management	3	Elect Kim Tae-yeon as Outside Director to serve as a Member of Audit Committee	For	For	
HYUNDAI ROTEM Co.	064350	26-Mar-25	Annual	Management	4	Elect Baek Seung-geun as a Member of Audit Committee	For	For	
HYUNDAI ROTEM Co.	064350	26-Mar-25	Annual	Management	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Industrial Bank of Korea	024110	26-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	For	
Industrial Bank of Korea	024110	26-Mar-25	Annual	Management	2	Amend Articles of Incorporation	For	For	
Industrial Bank of Korea	024110	26-Mar-25	Annual	Management	3	Approve Total Remuneration of Inside Directors and Outside Directors	For	Against	The director remuneration plan does not meet our guidelines.

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Industrial Bank of Korea	024110	26-Mar-25	Annual	Management	4	Authorize Board to Fix Remuneration of Internal Auditor(s)	For	Against	This proposal is not in shareholders best interests.
Interconexion Electrica SA ESP	ISA	26-Mar-25	Annual	Management	1	Verify Quorum			
Interconexion Electrica SA ESP	ISA	26-Mar-25	Annual	Management	2	Approve Meeting Agenda	For	For	
Interconexion Electrica SA ESP	ISA	26-Mar-25	Annual	Management	3	Elect Chairman of Meeting	For	For	
Interconexion Electrica SA ESP	ISA	26-Mar-25	Annual	Management	4	Present Meeting Secretary's Report Re: Minutes of Meeting Held on March 21, 2024			
Interconexion Electrica SA ESP	ISA	26-Mar-25	Annual	Management	5	Elect Meeting Approval Committee	For	For	
Interconexion Electrica SA ESP	ISA	26-Mar-25	Annual	Management	6	Welcome Message from Chairman and Presentation of Board Report			
Interconexion Electrica SA ESP	ISA	26-Mar-25	Annual	Management	7	Approve Management Report	For	For	
Interconexion Electrica SA ESP	ISA	26-Mar-25	Annual	Management	8	Present Individual and Consolidated Financial Statements			
Interconexion Electrica SA ESP	ISA	26-Mar-25	Annual	Management	9	Present Auditor's Report			
Interconexion Electrica SA ESP	ISA	26-Mar-25	Annual	Management	10	Approve Individual and Consolidated Financial Statements	For	For	
Interconexion Electrica SA ESP	ISA	26-Mar-25	Annual	Management	11	Approve Allocation of Income and Constitution of Reserves	For	For	
Interconexion Electrica SA ESP	ISA	26-Mar-25	Annual	Management	12	Approve Auditors and Authorize Board to Fix Their Remuneration	For	Against	We are voting against the appointment of the audit firm as audit fees are not disclosed.
Interconexion Electrica SA ESP	ISA	26-Mar-25	Annual	Management	13	Elect Directors	For	Against	We are voting against the slate as we believe it is important to be able to vote on the qualifications of individual directors. We are holding the slate accountable for insufficient climate-related disclosure.
Interconexion Electrica SA ESP	ISA	26-Mar-25	Annual	Management	14	Approve Remuneration Policy	For	For	
Interconexion Electrica SA ESP	ISA	26-Mar-25	Annual	Management	15	Transact Other Business (Non-Voting)			
ITC Hotels Ltd.	544325	26-Mar-25	Special	Management	1	Approve Material Related Party Transactions of the Company	For	Against	We are not supportive of this proposal as it lacks the disclosure necessary for shareholders to make an informed decision.
ITC Hotels Ltd.	544325	26-Mar-25	Special	Management	2	Approve Material Related Party Transactions of the Subsidiaries	For	For	
Japan Tobacco, Inc.	2914	26-Mar-25	Annual	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 97	For	For	
Japan Tobacco, Inc.	2914	26-Mar-25	Annual	Management	2.1	Elect Director Iwai, Mutsuo	For	Against	We are holding the Top Executive accountable for inadequate gender diversity on the board.
Japan Tobacco, Inc.	2914	26-Mar-25	Annual	Management	2.2	Elect Director Okamoto, Shigeaki	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Japan Tobacco, Inc.	2914	26-Mar-25	Annual	Management	2.3	Elect Director Terabatake, Masamichi	For	Against	We are holding the Top Executive accountable for inadequate gender diversity on the board.

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Japan Tobacco, Inc.	2914	26-Mar-25	Annual	Management	2.4	Elect Director Shimayoshi, Koji	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Japan Tobacco, Inc.	2914	26-Mar-25	Annual	Management	2.5	Elect Director Nakano, Kei	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Japan Tobacco, Inc.	2914	26-Mar-25	Annual	Management	2.6	Elect Director Nagashima, Yukiko	For	For	
Japan Tobacco, Inc.	2914	26-Mar-25	Annual	Management	2.7	Elect Director Kitera, Masato	For	For	
Japan Tobacco, Inc.	2914	26-Mar-25	Annual	Management	2.8	Elect Director Shoji, Tetsuya	For	For	
Japan Tobacco, Inc.	2914	26-Mar-25	Annual	Management	2.9	Elect Director Yamashina, Hiroko	For	For	
Japan Tobacco, Inc.	2914	26-Mar-25	Annual	Management	2.10	Elect Director Asakura, Kenji	For	For	
Kakao Corp.	035720	26-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
Kakao Corp.	035720	26-Mar-25	Annual	Management	2.1	Amend Articles of Incorporation (Business Objectives)	For	For	
Kakao Corp.	035720	26-Mar-25	Annual	Management	2.2	Amend Articles of Incorporation (Convocation of Shareholder Meeting)	For	For	
Kakao Corp.	035720	26-Mar-25	Annual	Management	2.3	Amend Articles of Incorporation (Issuance of Convertible Bonds)	For	Against	We are not supportive of the proposed bylaws amendments as they are not in shareholders' best interests.
Kakao Corp.	035720	26-Mar-25	Annual	Management	3.1	Elect Choi Se-jeong as Outside Director	For	For	
Kakao Corp.	035720	26-Mar-25	Annual	Management	3.2	Elect Park Sae-rom as Outside Director	For	For	
Kakao Corp.	035720	26-Mar-25	Annual	Management	3.3	Elect Shin Jong-hwan as Inside Director	For	Against	We do not support insiders on the board other than the CEO.
Kakao Corp.	035720	26-Mar-25	Annual	Management	4	Elect Kim Seon-wook as Outside Director to Serve as an Audit Committee Member	For	For	
Kakao Corp.	035720	26-Mar-25	Annual	Management	5	Elect Cha Gyeong-jin as a Member of Audit Committee	For	Against	We are holding the Chair of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
Kakao Corp.	035720	26-Mar-25	Annual	Management	6	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Kakao Corp.	035720	26-Mar-25	Annual	Management	7	Approve Cancellation of Treasury Shares	For	For	
KakaoBank Corp.	323410	26-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	For	
KakaoBank Corp.	323410	26-Mar-25	Annual	Management	2	Amend Articles of Incorporation	For	For	
KakaoBank Corp.	323410	26-Mar-25	Annual	Management	3.1	Elect Yoon Ho-young as Inside Director	For	For	
KakaoBank Corp.	323410	26-Mar-25	Annual	Management	3.2	Elect Jin Woong-seop as Outside Director	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
KakaoBank Corp.	323410	26-Mar-25	Annual	Management	3.3	Elect Yoo Ho-seok as Outside Director	For	For	
KakaoBank Corp.	323410	26-Mar-25	Annual	Management	4	Elect Yoon Ho-young as CEO	For	For	
KakaoBank Corp.	323410	26-Mar-25	Annual	Management	5.1	Elect Kim Jeong-gi as Outside Director to serve as an Audit Committee Member	For	For	
KakaoBank Corp.	323410	26-Mar-25	Annual	Management	5.2	Elect Eom Sang-seop as Outside Director to serve as an Audit Committee Member	For	For	
KakaoBank Corp.	323410	26-Mar-25	Annual	Management	6	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
KB Financial Group, Inc.	105560	26-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	For	
KB Financial Group, Inc.	105560	26-Mar-25	Annual	Management	2	Amend Articles of Incorporation	For	For	

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KB Financial Group, Inc.	105560	26-Mar-25	Annual	Management	3.1	Elect Lee Hwan-ju as Non-Independent Non-Executive Director	For	For	
KB Financial Group, Inc.	105560	26-Mar-25	Annual	Management	3.2	Elect Yeo Jeong-seong as Outside Director	For	For	
KB Financial Group, Inc.	105560	26-Mar-25	Annual	Management	3.3	Elect Choi Jae-hong as Outside Director	For	For	
KB Financial Group, Inc.	105560	26-Mar-25	Annual	Management	3.4	Elect Kim Seong-yong as Outside Director	For	For	
KB Financial Group, Inc.	105560	26-Mar-25	Annual	Management	3.5	Elect Cha Eun-young as Outside Director	For	For	
KB Financial Group, Inc.	105560	26-Mar-25	Annual	Management	4	Elect Cho Hwa-jun as Outside Director to Serve as an Audit Committee Member	For	For	
KB Financial Group, Inc.	105560	26-Mar-25	Annual	Management	5	Elect Kim Seon-yeop as Outside Director to Serve as an Audit Committee Member	For	For	
KB Financial Group, Inc.	105560	26-Mar-25	Annual	Management	6.1	Elect Kim Seong-yong as a Member of Audit Committee	For	For	
KB Financial Group, Inc.	105560	26-Mar-25	Annual	Management	6.2	Elect Cha Eun-young as a Member of Audit Committee	For	For	
KB Financial Group, Inc.	105560	26-Mar-25	Annual	Management	7	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
KOREA AEROSPACE INDUSTRIES Ltd.	047810	26-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
KOREA AEROSPACE INDUSTRIES Ltd.	047810	26-Mar-25	Annual	Management	2.1	Elect Cha Jae-byeong as Inside Director	For	Against	We do not support insiders on the board other than the CEO and Executive Chair.
KOREA AEROSPACE INDUSTRIES Ltd.	047810	26-Mar-25	Annual	Management	2.2	Elect Lee Sang-won as Outside Director	For	For	
KOREA AEROSPACE INDUSTRIES Ltd.	047810	26-Mar-25	Annual	Management	2.3	Elect Cho Jin-su as Outside Director	For	Against	We are holding the Chair of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.We are holding this board member accountable for the lack of an independent chair.
KOREA AEROSPACE INDUSTRIES Ltd.	047810	26-Mar-25	Annual	Management	3	Elect Hong Cheol-gyu as Outside Director to serve as an Audit Committee Member	For	For	
KOREA AEROSPACE INDUSTRIES Ltd.	047810	26-Mar-25	Annual	Management	4.1	Elect Lee Sang-won as a Member of Audit Committee	For	For	
KOREA AEROSPACE INDUSTRIES Ltd.	047810	26-Mar-25	Annual	Management	4.2	Elect Cho Jin-su as a Member of Audit Committee	For	Against	We are holding the Chair of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.We are holding this board member accountable for the lack of an independent chair.
KOREA AEROSPACE INDUSTRIES Ltd.	047810	26-Mar-25	Annual	Management	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Korea Electric Power Corp.	015760	26-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	For	
Korea Electric Power Corp.	015760	26-Mar-25	Annual	Management	2	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Korean Air Lines Co., Ltd.	003490	26-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
Korean Air Lines Co., Ltd.	003490	26-Mar-25	Annual	Management	2	Amend Articles of Incorporation	For	For	
Korean Air Lines Co., Ltd.	003490	26-Mar-25	Annual	Management	3	Elect Song Jae-yong as Outside Director	For	For	
Korean Air Lines Co., Ltd.	003490	26-Mar-25	Annual	Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	Against	We are voting against this proposal as we believe the disclosed rationale for substantial increases in director fees is not satisfactory.

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
KRAFTON, Inc	259960	26-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
KRAFTON, Inc	259960	26-Mar-25	Annual	Management	2	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
KRAFTON, Inc	259960	26-Mar-25	Annual	Management	3	Amend Articles of Incorporation	For	For	
KRAFTON, Inc	259960	26-Mar-25	Annual	Management	4	Elect Yoon Gu as a Member of Audit Committee	For	For	
KT&G Corp.	033780	26-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	For	
KT&G Corp.	033780	26-Mar-25	Annual	Management	2.1	Amend Articles of Incorporation (Number of Directors)	For	For	
KT&G Corp.	033780	26-Mar-25	Annual	Management	2.2	Amend Articles of Incorporation (Amendments related to Audit Committee)	For	Against	We are not supportive of the proposed bylaws amendments as they are not in shareholders' best interests.
KT&G Corp.	033780	26-Mar-25	Annual	Management	2.3	Amend Articles of Incorporation (Cumulative Voting)	For	Against	We are not supportive of the proposed bylaws amendments as they are not in shareholders' best interests.
KT&G Corp.	033780	26-Mar-25	Annual	Management	2.4	Amend Articles of Incorporation (Record date for Dividends)	For	For	
KT&G Corp.	033780	26-Mar-25	Annual	Management	3	Elect Lee Sang-hak as Inside Director	For	Against	We do not support insiders on the board other than the CEO.
KT&G Corp.	033780	26-Mar-25	Annual	Management	4.1	Elect Son Gwan-su as Outside Director	For	For	
KT&G Corp.	033780	26-Mar-25	Annual	Management	4.2	Elect Lee Ji-hui as Outside Director	For	For	
KT&G Corp.	033780	26-Mar-25	Annual	Management	5	Elect Son Gwan-su as a Member of Audit Committee	For	For	
KT&G Corp.	033780	26-Mar-25	Annual	Management	6	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
LG Corp.	003550	26-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	For	
LG Corp.	003550	26-Mar-25	Annual	Management	2	Amend Articles of Incorporation	For	For	
LG Corp.	003550	26-Mar-25	Annual	Management	3	Approve Reduction in Capital	For	For	
LG Corp.	003550	26-Mar-25	Annual	Management	4.1	Elect Kwon Bong-seok as Inside Director	For	Against	We are not supportive of non-independent directors sitting on key board committees. We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We are holding this board member accountable for the lack of an independent chair. This director is overboarded.
LG Corp.	003550	26-Mar-25	Annual	Management	4.2	Elect Ha Beom-jong as Inside Director	For	Against	We do not support insiders on the board other than the CEO and Executive Chair.
LG Corp.	003550	26-Mar-25	Annual	Management	4.3	Elect Jeong Doh-jin as Outside Director	For	For	
LG Corp.	003550	26-Mar-25	Annual	Management	5	Elect Jeong Doh-jin as a Member of Audit Committee	For	For	
LG Corp.	003550	26-Mar-25	Annual	Management	6	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
MERITZ Financial Group, Inc.	138040	26-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
MERITZ Financial Group, Inc.	138040	26-Mar-25	Annual	Management	2	Amend Articles of Incorporation	For	For	

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MERITZ Financial Group, Inc.	138040	26-Mar-25	Annual	Management	3	Elect Kim Myeong-ae as Outside Director	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We are holding this board member accountable for the lack of an independent chair.
MERITZ Financial Group, Inc.	138040	26-Mar-25	Annual	Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
NAVER Corp.	035420	26-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
NAVER Corp.	035420	26-Mar-25	Annual	Management	2.1	Elect Lee Hae-jin as Inside Director	For	Against	We do not support insiders on the board other than the CEO.
NAVER Corp.	035420	26-Mar-25	Annual	Management	2.2	Elect Choi Su-yeon as Inside Director	For	For	
NAVER Corp.	035420	26-Mar-25	Annual	Management	3.1	Elect Noh Hyeok-jun as Outside Director	For	For	
NAVER Corp.	035420	26-Mar-25	Annual	Management	3.2	Elect Kim I-bae as Outside Director	For	For	
NAVER Corp.	035420	26-Mar-25	Annual	Management	4.1	Elect Noh Hyeok-jun as a Member of Audit Committee	For	For	
NAVER Corp.	035420	26-Mar-25	Annual	Management	4.2	Elect Kim I-bae as a Member of Audit Committee	For	For	
NAVER Corp.	035420	26-Mar-25	Annual	Management	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
NCsoft Corp.	036570	26-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
NCsoft Corp.	036570	26-Mar-25	Annual	Management	2.1	Elect Jeong Gyo-hwa as Outside Director	For	For	
NCsoft Corp.	036570	26-Mar-25	Annual	Management	2.2	Elect Lee Eun-hwa as Outside Director	For	For	
NCsoft Corp.	036570	26-Mar-25	Annual	Management	3.1	Elect Jeong Gyo-hwa as a Member of Audit Committee	For	For	
NCsoft Corp.	036570	26-Mar-25	Annual	Management	3.2	Elect Lee Eun-hwa as a Member of Audit Committee	For	For	
NCsoft Corp.	036570	26-Mar-25	Annual	Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
NEXON Co., Ltd.	3659	26-Mar-25	Annual	Management	1.1	Elect Director Junghun Lee	For	Against	We are holding the Top Executive accountable for inadequate gender diversity on the board.
NEXON Co., Ltd.	3659	26-Mar-25	Annual	Management	1.2	Elect Director Uemura, Shiro	For	Against	We do not support insiders on the board other than the Chairman and/or President.
NEXON Co., Ltd.	3659	26-Mar-25	Annual	Management	1.3	Elect Director Patrick Soderlund	For	Against	We do not support insiders on the board other than the Chairman and/or President.
NEXON Co., Ltd.	3659	26-Mar-25	Annual	Management	1.4	Elect Director Daehyun Kang	For	Against	We do not support insiders on the board other than the Chairman and/or President.
NEXON Co., Ltd.	3659	26-Mar-25	Annual	Management	1.5	Elect Director Turumi, Naoya	For	For	
NEXON Co., Ltd.	3659	26-Mar-25	Annual	Management	2	Approve Deep Discount Stock Option Plan	For	Against	The deep discount stock option plan does not meet our guidelines.
ORION Corp. (Korea)	271560	26-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
ORION Corp. (Korea)	271560	26-Mar-25	Annual	Management	2	Elect Lee Seung-jun as Inside Director	For	Against	We are not supportive of non-independent directors sitting on key board committees. We are voting against the CEO for also being the Board Chair because the separation of roles is in shareholders' best interests. We are holding the incumbent members of the Environmental and Sustainability Committee accountable for insufficient climate-related disclosure.
ORION Corp. (Korea)	271560	26-Mar-25	Annual	Management	3	Elect Noh Seung-gwon as Outside Director to serve as a Member of Audit Committee	For	Against	We are holding the Chair of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We are voting against this director for missing more than 25 percent of scheduled meetings without a satisfactory reason. We are holding this board member accountable for the lack of an independent chair We are holding the incumbent members of the Environmental and Sustainability Committee accountable for insufficient climate-related disclosure.
ORION Corp. (Korea)	271560	26-Mar-25	Annual	Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	Against	We are voting against this proposal as we believe the disclosed rationale for substantial increases in director fees is not satisfactory.
PT Bank Negara Indonesia (Persero) Tbk	BBNI	26-Mar-25	Annual	Management	1	Approve Financial Statements, Statutory Reports, Annual Report, Report of the Micro and Small Business Funding Program (PUMK), and Discharge of Directors and Commissioners	For	For	
PT Bank Negara Indonesia (Persero) Tbk	BBNI	26-Mar-25	Annual	Management	2	Approve Allocation of Income and Dividends	For	For	
PT Bank Negara Indonesia (Persero) Tbk	BBNI	26-Mar-25	Annual	Management	3	Approve Remuneration and Tantiem of Directors and Commissioners	For	For	
PT Bank Negara Indonesia (Persero) Tbk	BBNI	26-Mar-25	Annual	Management	4	Approve Auditors of the Company and the Micro and Small Business Funding Program (PUMK)	For	Against	We are voting against the appointment of the audit firm as the non-audit fees exceed our guidelines.
PT Bank Negara Indonesia (Persero) Tbk	BBNI	26-Mar-25	Annual	Management	5	Approve Share Repurchase Program and the Transfer of Buyback Shares Held as Treasury Stock	For	For	
PT Bank Negara Indonesia (Persero) Tbk	BBNI	26-Mar-25	Annual	Shareholder	6	Amend Articles of Association	None	Against	We are not supportive of this proposal as it lacks the disclosure necessary for shareholders to make an informed decision.
PT Bank Negara Indonesia (Persero) Tbk	BBNI	26-Mar-25	Annual	Shareholder	7	Approve Changes in the Boards of the Company	None	Against	We are not supportive of this proposal as it lacks the disclosure necessary for shareholders to make an informed decision.
Randstad NV	RAND	26-Mar-25	Annual	Management	1	Open Meeting			
Randstad NV	RAND	26-Mar-25	Annual	Management	2a	Receive Reports of Executive Board and Supervisory Board (Non-Voting)			
Randstad NV	RAND	26-Mar-25	Annual	Management	2b	Approve Remuneration Report	For	For	
Randstad NV	RAND	26-Mar-25	Annual	Management	2c	Adopt Financial Statements and Statutory Reports	For	For	
Randstad NV	RAND	26-Mar-25	Annual	Management	2d	Receive Explanation on Company's Reserves and Dividend Policy			
Randstad NV	RAND	26-Mar-25	Annual	Management	2e	Approve Dividend	For	For	
Randstad NV	RAND	26-Mar-25	Annual	Management	3a	Approve Discharge of Executive Board	For	For	
Randstad NV	RAND	26-Mar-25	Annual	Management	3b	Approve Discharge of Supervisory Board	For	For	
Randstad NV	RAND	26-Mar-25	Annual	Management	4a	Amend Remuneration Policy of Executive Board	For	For	

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Randstad NV	RAND	26-Mar-25	Annual	Management	4b	Approve Remuneration Policy of Supervisory Board	For	For	
Randstad NV	RAND	26-Mar-25	Annual	Management	5	Elect Jesus Echevarria to Executive Board	For	For	
Randstad NV	RAND	26-Mar-25	Annual	Management	6a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Preemptive Rights	For	For	
Randstad NV	RAND	26-Mar-25	Annual	Management	6b	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	For	For	
Randstad NV	RAND	26-Mar-25	Annual	Management	6c	Approve Cancellation of Repurchased Shares	For	For	
Randstad NV	RAND	26-Mar-25	Annual	Management	7a	Appoint Jos Beerepoot as Board Member of Stichting Administratiekantoor Preferente Aandelen Randstad	For	For	
Randstad NV	RAND	26-Mar-25	Annual	Management	7b	Proposal to Reappoint PricewaterhouseCoopers Accountants NV as External Auditor to Audit the Financial Statements 2026	For	For	
Randstad NV	RAND	26-Mar-25	Annual	Management	7c	Proposal to Appoint PricewaterhouseCoopers Accountants NV as External Auditor to Perform a Limited Assurance Engagement on the Sustainability Statements 2025 and 2026	For	For	
Randstad NV	RAND	26-Mar-25	Annual	Management	8	Other Business (Non-Voting)			
Randstad NV	RAND	26-Mar-25	Annual	Management	9	Close Meeting			
Renesas Electronics Corp.	6723	26-Mar-25	Annual	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 28	For	For	
Renesas Electronics Corp.	6723	26-Mar-25	Annual	Management	2.1	Elect Director Shibata, Hidetoshi	For	For	
Renesas Electronics Corp.	6723	26-Mar-25	Annual	Management	2.2	Elect Director Iwasaki, Jiro	For	For	
Renesas Electronics Corp.	6723	26-Mar-25	Annual	Management	2.3	Elect Director Selena Loh Lacroix	For	For	
Renesas Electronics Corp.	6723	26-Mar-25	Annual	Management	2.4	Elect Director Yamamoto, Noboru	For	For	
Renesas Electronics Corp.	6723	26-Mar-25	Annual	Management	2.5	Elect Director Hirano, Takuya	For	For	
Renesas Electronics Corp.	6723	26-Mar-25	Annual	Management	2.6	Elect Director Mizuno, Tomoko	For	For	
SGS SA	SGSN	26-Mar-25	Annual	Management	1.1	Accept Financial Statements and Statutory Reports	For	For	
SGS SA	SGSN	26-Mar-25	Annual	Management	1.2	Approve Non-Financial Report	For	For	
SGS SA	SGSN	26-Mar-25	Annual	Management	1.3	Approve Remuneration Report (Non-Binding)	For	For	
SGS SA	SGSN	26-Mar-25	Annual	Management	2	Approve Discharge of Board and Senior Management	For	For	
SGS SA	SGSN	26-Mar-25	Annual	Management	3.1	Approve Allocation of Income and Dividends of CHF 3.20 per Share, if Item 3.2 is Approved	For	For	
SGS SA	SGSN	26-Mar-25	Annual	Management	3.2	Approve CHF 360,000 Ordinary Share Capital Increase without Preemptive Rights, if Item 3.1 is Approved	For	For	

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SGS SA	SGSN	26-Mar-25	Annual	Management	4.1.1	Reelect Calvin Grieder as Director	For	Against	We are holding the Chair of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
SGS SA	SGSN	26-Mar-25	Annual	Management	4.1.2	Reelect Sami Atiya as Director	For	For	
SGS SA	SGSN	26-Mar-25	Annual	Management	4.1.3	Reelect Phyllis Cheung as Director	For	For	
SGS SA	SGSN	26-Mar-25	Annual	Management	4.1.4	Reelect Ian Gallienne as Director	For	Against	We are not supportive of non-independent directors sitting on key board committees. This director is overboarded.
SGS SA	SGSN	26-Mar-25	Annual	Management	4.1.5	Reelect Tobias Hartmann as Director	For	For	
SGS SA	SGSN	26-Mar-25	Annual	Management	4.1.6	Reelect Kory Sorenson as Director	For	For	
SGS SA	SGSN	26-Mar-25	Annual	Management	4.1.7	Reelect Janet Vergis as Director	For	For	
SGS SA	SGSN	26-Mar-25	Annual	Management	4.1.8	Elect Patrick Kron as Director	For	Against	We are not supportive of non-independent directors sitting on key board committees.
SGS SA	SGSN	26-Mar-25	Annual	Management	4.1.9	Elect Geraldine Picaud as Director	For	For	
SGS SA	SGSN	26-Mar-25	Annual	Management	4.2.1	Reelect Calvin Grieder as Board Chair	For	Against	We are holding the Chair of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
SGS SA	SGSN	26-Mar-25	Annual	Management	4.3.1	Reappoint Sami Atiya as Member of the Compensation Committee	For	For	
SGS SA	SGSN	26-Mar-25	Annual	Management	4.3.2	Reappoint Kory Sorenson as Member of the Compensation Committee	For	For	
SGS SA	SGSN	26-Mar-25	Annual	Management	4.3.3	Appoint Patrick Kron as Member of the Compensation Committee	For	Against	We are not supportive of non-independent directors sitting on key board committees.
SGS SA	SGSN	26-Mar-25	Annual	Management	4.4	Ratify PricewaterhouseCoopers SA as Auditors	For	For	
SGS SA	SGSN	26-Mar-25	Annual	Management	4.5	Designate Notaires Carouge as Independent Proxy	For	For	
SGS SA	SGSN	26-Mar-25	Annual	Management	5.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	For	For	
SGS SA	SGSN	26-Mar-25	Annual	Management	5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 10.5 Million	For	For	
SGS SA	SGSN	26-Mar-25	Annual	Management	5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 10.9 Million	For	For	
SGS SA	SGSN	26-Mar-25	Annual	Management	5.4	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13 Million for Fiscal Year 2026	For	For	
SGS SA	SGSN	26-Mar-25	Annual	Management	6	Change Location of Registered Office/Headquarters to Baar (Canton of Zug, Switzerland)	For	For	
SGS SA	SGSN	26-Mar-25	Annual	Management	7	Transact Other Business (Voting)	For	Against	We are voting against this proposal to conduct 'other business' at the shareholder meeting as it puts non-attending shareholders voting by proxy at a disadvantage.
Shinhan Financial Group Co., Ltd.	055550	26-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	For	
Shinhan Financial Group Co., Ltd.	055550	26-Mar-25	Annual	Management	2.1	Amend Articles of Incorporation (Establishment of Internal Control Committee)	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Shinhan Financial Group Co., Ltd.	055550	26-Mar-25	Annual	Management	2.2	Amend Articles of Incorporation (Record date for Dividends)	For	For	
Shinhan Financial Group Co., Ltd.	055550	26-Mar-25	Annual	Management	3.1	Elect Jeong Sang-hyeok as Non-Independent Non-Executive Director	For	For	
Shinhan Financial Group Co., Ltd.	055550	26-Mar-25	Annual	Management	3.2	Elect Kim Jo-seol as Outside Director	For	For	
Shinhan Financial Group Co., Ltd.	055550	26-Mar-25	Annual	Management	3.3	Elect Bae Hun as Outside Director	For	For	
Shinhan Financial Group Co., Ltd.	055550	26-Mar-25	Annual	Management	3.4	Elect Yoon Jae-won as Outside Director	For	For	
Shinhan Financial Group Co., Ltd.	055550	26-Mar-25	Annual	Management	3.5	Elect Lee Yong-guk as Outside Director	For	For	
Shinhan Financial Group Co., Ltd.	055550	26-Mar-25	Annual	Management	3.6	Elect Yang In-jip as Outside Director	For	For	
Shinhan Financial Group Co., Ltd.	055550	26-Mar-25	Annual	Management	3.7	Elect Jeon Myo-sang as Outside Director	For	For	
Shinhan Financial Group Co., Ltd.	055550	26-Mar-25	Annual	Management	4	Elect Gwak Su-geun as Outside Director to Serve as an Audit Committee Member	For	For	
Shinhan Financial Group Co., Ltd.	055550	26-Mar-25	Annual	Management	5.1	Elect Bae Hun as a Member of Audit Committee	For	For	
Shinhan Financial Group Co., Ltd.	055550	26-Mar-25	Annual	Management	5.2	Elect Yoon Jae-won as a Member of Audit Committee	For	For	
Shinhan Financial Group Co., Ltd.	055550	26-Mar-25	Annual	Management	5.3	Elect Lee Yong-guk as a Member of Audit Committee	For	For	
Shinhan Financial Group Co., Ltd.	055550	26-Mar-25	Annual	Management	6	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Shiseido Co., Ltd.	4911	26-Mar-25	Annual	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 10	For	For	
Shiseido Co., Ltd.	4911	26-Mar-25	Annual	Management	2.1	Elect Director Fujiwara, Kentaro	For	Against	We are holding this director accountable for sustained unsatisfactory financial performance
Shiseido Co., Ltd.	4911	26-Mar-25	Annual	Management	2.2	Elect Director Hirofuji, Ayako	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Shiseido Co., Ltd.	4911	26-Mar-25	Annual	Management	2.3	Elect Director Anno, Hiromi	For	Against	We do not support insiders on the board other than the Chairman and/or President. We are not supportive of insiders and/or non-independent outside directors on the audit committee.
Shiseido Co., Ltd.	4911	26-Mar-25	Annual	Management	2.4	Elect Director Yoshida, Takeshi	For	Against	We do not support insiders on the board other than the Chairman and/or President. We are not supportive of insiders and/or non-independent outside directors on the audit committee.
Shiseido Co., Ltd.	4911	26-Mar-25	Annual	Management	2.5	Elect Director Oishi, Kanoko	For	For	
Shiseido Co., Ltd.	4911	26-Mar-25	Annual	Management	2.6	Elect Director Iwahara, Shinsaku	For	For	
Shiseido Co., Ltd.	4911	26-Mar-25	Annual	Management	2.7	Elect Director Tokuno, Mariko	For	For	
Shiseido Co., Ltd.	4911	26-Mar-25	Annual	Management	2.8	Elect Director Hatanaka, Yoshihiko	For	For	
Shiseido Co., Ltd.	4911	26-Mar-25	Annual	Management	2.9	Elect Director Goto, Yasuko	For	For	
Shiseido Co., Ltd.	4911	26-Mar-25	Annual	Management	2.10	Elect Director Nonomiya, Ritsuko	For	For	
Shiseido Co., Ltd.	4911	26-Mar-25	Annual	Management	2.11	Elect Director Nakajima, Yasuhiro	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
SK Biopharmaceuticals Co., Ltd.	326030	26-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	For	
SK Biopharmaceuticals Co., Ltd.	326030	26-Mar-25	Annual	Management	2	Elect Kim Yong-jin as Outside Director	For	For	
SK Biopharmaceuticals Co., Ltd.	326030	26-Mar-25	Annual	Management	3	Elect Kim Yong-jin as a Member of Audit Committee	For	For	
SK Biopharmaceuticals Co., Ltd.	326030	26-Mar-25	Annual	Management	4	Elect Cho Gyeong-seon as Outside Director to serve as an Audit Committee Member	For	For	
SK Biopharmaceuticals Co., Ltd.	326030	26-Mar-25	Annual	Management	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
SK bioscience Co., Ltd.	302440	26-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
SK bioscience Co., Ltd.	302440	26-Mar-25	Annual	Management	2	Elect Lee Ui-gyeong as Outside Director	For	For	
SK bioscience Co., Ltd.	302440	26-Mar-25	Annual	Management	3	Elect Park Seon-hyeon as a Member of Audit Committee	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
SK bioscience Co., Ltd.	302440	26-Mar-25	Annual	Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
SK Telecom Co., Ltd.	017670	26-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
SK Telecom Co., Ltd.	017670	26-Mar-25	Annual	Management	2	Amend Articles of Incorporation	For	For	
SK Telecom Co., Ltd.	017670	26-Mar-25	Annual	Management	3	Elect Kang Dong-su as Non-Independent Non-Executive Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
SK Telecom Co., Ltd.	017670	26-Mar-25	Annual	Management	4	Elect Kim Chang-bo as Outside Director to Serve as an Audit Committee Member	For	For	
SK Telecom Co., Ltd.	017670	26-Mar-25	Annual	Management	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
SK, Inc.	034730	26-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
SK, Inc.	034730	26-Mar-25	Annual	Management	2.1	Elect Choi Tae-won as Inside Director	For	Against	We are not supportive of non-independent directors sitting on key board committees.
SK, Inc.	034730	26-Mar-25	Annual	Management	2.2	Elect Kang Dong-su as Inside Director	For	Against	We do not support insiders on the board other than the CEO.
SK, Inc.	034730	26-Mar-25	Annual	Management	2.3	Elect Lee Gwan-young as Outside Director	For	For	
SK, Inc.	034730	26-Mar-25	Annual	Management	2.4	Elect Jeong Jong-ho as Outside Director	For	For	
SK, Inc.	034730	26-Mar-25	Annual	Management	3	Elect Kim Seon-hui as a Member of Audit Committee	For	Against	We are holding the Chair of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
SK, Inc.	034730	26-Mar-25	Annual	Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	Against	The director remuneration plan does not meet our guidelines.
SK, Inc.	034730	26-Mar-25	Annual	Management	5	Approve Terms of Retirement Pay	For	For	
SKC Co., Ltd.	011790	26-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
SKC Co., Ltd.	011790	26-Mar-25	Annual	Management	2.1	Elect Park Won-cheol as Inside Director	For	For	

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SKC Co., Ltd.	011790	26-Mar-25	Annual	Management	2.2	Elect Kim Gi-dong as Non-Independent Non-Executive Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
SKC Co., Ltd.	011790	26-Mar-25	Annual	Management	3	Elect Jeong Hyeon-wook as Outside Director to Serve as an Audit Committee Member	For	For	
SKC Co., Ltd.	011790	26-Mar-25	Annual	Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Suntory Beverage & Food Ltd.	2587	26-Mar-25	Annual	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 65	For	For	
Suntory Beverage & Food Ltd.	2587	26-Mar-25	Annual	Management	2.1	Elect Director Ono, Makiko	For	For	
Suntory Beverage & Food Ltd.	2587	26-Mar-25	Annual	Management	2.2	Elect Director Naiki, Hachiro	For	Against	We do not support insiders on the board other than the President.
Suntory Beverage & Food Ltd.	2587	26-Mar-25	Annual	Management	2.3	Elect Director Peter Harding	For	Against	We do not support insiders on the board other than the President.
Suntory Beverage & Food Ltd.	2587	26-Mar-25	Annual	Management	2.4	Elect Director Miyanaga, Toru	For	Against	We do not support insiders on the board other than the President.
Suntory Beverage & Food Ltd.	2587	26-Mar-25	Annual	Management	2.5	Elect Director Nakamura, Maki	For	For	
Suntory Beverage & Food Ltd.	2587	26-Mar-25	Annual	Management	3.1	Elect Director and Audit Committee Member Masuyama, Mika	For	For	
Suntory Beverage & Food Ltd.	2587	26-Mar-25	Annual	Management	3.2	Elect Director and Audit Committee Member Mimura, Mariko	For	For	
Suntory Beverage & Food Ltd.	2587	26-Mar-25	Annual	Management	4	Elect Alternate Director and Audit Committee Member Amitani, Mitsuhiro	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	1	Open Meeting			
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	2	Elect Chair of Meeting	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	3	Prepare and Approve List of Shareholders	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	4	Approve Agenda of Meeting	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	5	Designate Inspector(s) of Minutes of Meeting			
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	6	Acknowledge Proper Convening of Meeting	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	7	Receive Financial Statements and Statutory Reports			
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	8	Accept Financial Statements and Statutory Reports	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	9	Approve Allocation of Income and Dividends of SEK 15 Per Share	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	10	Approve Remuneration Report	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	11.1	Approve Discharge of Par Boman	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	11.2	Approve Discharge of Fredrik Lundberg	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	11.3	Approve Discharge of Mikael Almvret	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	11.4	Approve Discharge of Jon Fredrik Baksaas	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	11.5	Approve Discharge of Helene Barnekow	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	11.6	Approve Discharge of Stina Bergfors	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	11.7	Approve Discharge of Hans Biorck	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	11.8	Approve Discharge of Stefan Henricson	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	11.9	Approve Discharge of Kerstin Hessius	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	11.10	Approve Discharge of Anna Hjelmberg	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	11.11	Approve Discharge of Louise Lindh	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	11.12	Approve Discharge of Lena Renstrom	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	11.13	Approve Discharge of Ulf Riese	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	11.14	Approve Discharge of Arja Taaveniku	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	11.15	Approve Discharge of CEO Michael Green	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	12	Authorize Repurchase of up to 120 Million Class A and/or B Shares and Reissuance of Repurchased Shares	For	Against	The proposed share repurchase program does not have sufficient limits to protect existing shareholders.
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	13	Authorize Share Repurchase Program	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	14	Approve Issuance of Convertible Capital Instruments Corresponding to a Maximum of 198 Million Shares without Preemptive Rights	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	15	Determine Number of Directors (9)	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	16	Determine Number of Auditors (2)	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	17	Approve Remuneration of Directors in the Amount of SEK 4.05 Million for Chair, SEK 1.15 Million for Vice Chair and SEK 825,000 for Other Directors; Approve Remuneration for Committee Work	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	18.1	Reelect Helene Barnekow as Director	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	18.2	Reelect Stina Bergfors as Director	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	18.3	Reelect Hans Biorck as Director	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	18.4	Reelect Par Boman as Director	For	Against	We are not supportive of non-independent directors sitting on key board committees. We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We are voting against the non-independent Chair as we support the separation of board and management with an independent Chair.
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	18.5	Reelect Kerstin Hessius as Director	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	18.6	Elect Anders Jernhall as New Director	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	18.7	Reelect Louise Lindh as Director	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	18.8	Reelect Fredrik Lundberg as Director	For	Against	This director is overboarded.
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	18.9	Reelect Ulf Riese as Director	For	Against	We are not supportive of non-independent directors sitting on key board committees.
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	19	Elect Par Borman as Board Chair	For	Against	We are not supportive of non-independent directors sitting on key board committees. We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We are voting against the non-independent Chair as we support the separation of board and management with an independent Chair. We are voting against the election of the Executive Chair as we advocate for the appointment of an independent Chair.
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	20	Ratify PricewaterhouseCoopers and Deloitte as Auditors	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	21	Ratify KPMG AB as Auditors In Foundations with Associated Management	For	For	
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Shareholder	22	Approve Proposal Regarding Improving Procedures for Issuing BankID	Against	Against	We are not supportive of this shareholder proposal as it is written in a prescriptive way and aims at micromanaging the company.
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Shareholder	23	Approve Proposal Regarding Improving the BankID Security	Against	Against	We are not supportive of this shareholder proposal as it is written in a prescriptive way and aims at micromanaging the company.
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Shareholder	24	Change Dividend Policy	Against	Against	We are not supportive of this shareholder proposal as it is written in a prescriptive way and aims at micromanaging the company.
Svenska Handelsbanken AB	SHB.A	26-Mar-25	Annual	Management	25	Close Meeting			

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Swedbank AB	SWED.A	26-Mar-25	Annual	Management	1	Open Meeting			
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	2	Elect Chair of Meeting	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	3	Prepare and Approve List of Shareholders			
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	4	Approve Agenda of Meeting	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	5	Designate Inspectors of Minutes of Meeting			
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	6	Acknowledge Proper Convening of Meeting	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	7.a	Receive Financial Statements and Statutory Reports			
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	7.b	Receive Auditor's Reports			
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	8	Accept Financial Statements and Statutory Reports	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	9	Approve Allocation of Income and Dividends of SEK 21.70 Per Share	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	10.a	Approve Discharge of Goran Bengtson	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	10.b	Approve Discharge of Annika Creutzer	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	10.c	Approve Discharge of Hans Eckerstrom	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	10.d	Approve Discharge of Kerstin Hermansson	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	10.e	Approve Discharge of Helena Liljedahl	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	10.f	Approve Discharge of Bengt Erik Lindgren	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	10.g	Approve Discharge of Anna Mossberg	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	10.h	Approve Discharge of Per Olof Nyman	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	10.i	Approve Discharge of Biljana Pehrsson	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	10.j	Approve Discharge of Goran Persson	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	10.k	Approve Discharge of Biorn Riese	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	10.l	Approve Discharge of Jens Henriksson	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	10.m	Approve Discharge of Roger Ljung	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	10.n	Approve Discharge of Ake Skoglund	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	10.o	Approve Discharge of Henrik Joelsson	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	10.p	Approve Discharge of Camilla Linder	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	11	Determine Number of Members (11) and Deputy Members of Board (0)	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	12	Approve Remuneration of Directors in the Amount of SEK 3.5 Million for Chair, SEK 1.2 Million for Vice Chair and SEK 800,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration of Auditors	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	13.a	Reelect Goran Bengtsson as Director	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	13.b	Reelect Annika Creutzer as Director	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	13.c	Reelect Hans Eckerstrom as Director	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	13.d	Reelect Kerstin Hermansson as Director	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	13.e	Reelect Helena Liljedahl as Director	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	13.f	Reelect Anna Mossberg as Director	For	For	

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Swedbank AB	SWED.A	26-Mar-25	Annual	Management	13.g	Reelect Per Olof Nyman as Director	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	13.h	Reelect Biljana Pehrsson as Director	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	13.i	Reelect Goran Persson as Director	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	13.j	Reelect Biorn Riese as Director	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	13.k	Elect Rasmus Roos as New Director	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	14	Elect Goran Persson as Board Chair	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	15	Ratify PricewaterhouseCoopers as Auditors	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	16	Approve Nomination Committee Procedures	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	17	Authorize Repurchase Authorization for Trading in Own Shares	For	Against	The proposed share repurchase program does not have sufficient limits to protect existing shareholders.
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	18	Authorize Share Repurchase Program	For	Against	The proposed share repurchase program does not have sufficient limits to protect existing shareholders.
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	19	Approve Issuance of Convertibles without Preemptive Rights	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	20.a	Approve Common Deferred Share Bonus Plan (Eken 2025)	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	20.b	Approve Deferred Share Bonus Plan for Key Employees (IP 2025)	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	20.c	Approve Equity Plan Financing	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	21	Approve Remuneration Report	For	For	
Swedbank AB	SWED.A	26-Mar-25	Annual	Shareholder	22	Approve Proposal Regarding Improving Finance Sweden's Procedures for Issuing New BankID	None	Against	We are not supportive of this shareholder proposal as it is written in a prescriptive way and aims at micromanaging the company.
Swedbank AB	SWED.A	26-Mar-25	Annual	Shareholder	23	Approve Proposal Regarding Improving the Security of BankID Usage	None	Against	We are not supportive of this shareholder proposal as it is written in a prescriptive way and aims at micromanaging the company.
Swedbank AB	SWED.A	26-Mar-25	Annual	Management	24	Close Meeting			
Swisscom AG	SCMN	26-Mar-25	Annual	Management	1.1	Accept Financial Statements and Statutory Reports	For	For	
Swisscom AG	SCMN	26-Mar-25	Annual	Management	1.2	Approve Remuneration Report (Non-Binding)	For	For	
Swisscom AG	SCMN	26-Mar-25	Annual	Management	1.3	Approve Non-Financial Report	For	For	
Swisscom AG	SCMN	26-Mar-25	Annual	Management	2	Approve Allocation of Income and Dividends of CHF 22 per Share	For	For	
Swisscom AG	SCMN	26-Mar-25	Annual	Management	3	Approve Discharge of Board and Senior Management	For	For	
Swisscom AG	SCMN	26-Mar-25	Annual	Management	4	Reelect Michael Rechsteiner as Director and Board Chair	For	Against	We are holding the Chair of the Nominating Committee accountable for failing to ensure that all key board committees are fully independent.
Swisscom AG	SCMN	26-Mar-25	Annual	Management	4.2	Reelect Roland Abt as Director	For	For	
Swisscom AG	SCMN	26-Mar-25	Annual	Management	4.3	Reelect Monique Bourquin as Director	For	For	
Swisscom AG	SCMN	26-Mar-25	Annual	Management	4.4	Elect Laura Cioli as Director	For	For	
Swisscom AG	SCMN	26-Mar-25	Annual	Management	4.5	Reelect Guus Dekkers as Director	For	For	
Swisscom AG	SCMN	26-Mar-25	Annual	Management	4.6	Reelect Frank Esser as Director	For	For	
Swisscom AG	SCMN	26-Mar-25	Annual	Management	4.7	Reelect Sandra Lathion-Zweifel as Director	For	Against	We are not supportive of non-independent directors sitting on key board committees.

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Swisscom AG	SCMN	26-Mar-25	Annual	Management	4.8	Reelect Anna Mossberg as Director	For	For	
Swisscom AG	SCMN	26-Mar-25	Annual	Management	4.9	Reelect Daniel Muenger as Director	For	For	
Swisscom AG	SCMN	26-Mar-25	Annual	Management	5.1	Reappoint Roland Abt as Member of the Compensation Committee	For	For	
Swisscom AG	SCMN	26-Mar-25	Annual	Management	5.2	Reappoint Monique Bourquin as Member of the Compensation Committee	For	For	
Swisscom AG	SCMN	26-Mar-25	Annual	Management	5.3	Reappoint Frank Esser as Member of the Compensation Committee	For	For	
Swisscom AG	SCMN	26-Mar-25	Annual	Management	5.4	Reappoint Michael Rechsteiner as Member of the Compensation Committee	For	Against	We are holding the Chair of the Nominating Committee accountable for failing to ensure that all key board committees are fully independent.
Swisscom AG	SCMN	26-Mar-25	Annual	Management	5.5	Reappoint Fritz Zurbueger as Member of the Compensation Committee	For	Against	We are not supportive of non-independent directors sitting on key board committees.
Swisscom AG	SCMN	26-Mar-25	Annual	Management	6.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million for Fiscal Year 2025	For	For	
Swisscom AG	SCMN	26-Mar-25	Annual	Management	6.2	Approve Remuneration of Directors in the Amount of CHF 2.8 Million for Fiscal Year 2026	For	For	
Swisscom AG	SCMN	26-Mar-25	Annual	Management	6.3	Approve Remuneration of Executive Committee in the Amount of CHF 7.2 Million	For	For	
Swisscom AG	SCMN	26-Mar-25	Annual	Management	6.4	Approve Remuneration of Executive Committee in the Amount of CHF 5.9 Million for Fiscal Year 2026	For	For	
Swisscom AG	SCMN	26-Mar-25	Annual	Management	7	Reelect Reber Rechtsanwaelte as Independent Proxy	For	For	
Swisscom AG	SCMN	26-Mar-25	Annual	Management	8	Ratify PricewaterhouseCoopers AG as Auditors	For	For	
Swisscom AG	SCMN	26-Mar-25	Annual	Management	9	Transact Other Business (Voting)	For	Against	We are voting against this proposal to conduct 'other business' at the shareholder meeting as it puts non-attending shareholders voting by proxy at a disadvantage.
Talaat Moustafa Group Holding	TMGH	26-Mar-25	ordinary Sharehc	Management	1	Approve Reduction in Issued Share Capital through Cancellation of Treasury Shares	For	Do Not Vote	
Talaat Moustafa Group Holding	TMGH	26-Mar-25	ordinary Sharehc	Management	2	Amend Articles 6, 7, 24, 25, and 30 of Company's Bylaws	For	Do Not Vote	
Talaat Moustafa Group Holding	TMGH	26-Mar-25	Annual	Management	1	Approve Board Report on Company Operations for FY 2024	For	Do Not Vote	
Talaat Moustafa Group Holding	TMGH	26-Mar-25	Annual	Management	2	Approve Annual Corporate Governance Report for FY 2024	For	Do Not Vote	
Talaat Moustafa Group Holding	TMGH	26-Mar-25	Annual	Management	3	Approve Auditors' Report on Company Operations, Financial Statements, and Annual Corporate Governance Report for FY 2024	For	Do Not Vote	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Talaat Moustafa Group Holding	TMGH	26-Mar-25	Annual	Management	4	Approve Financial Statements and Allocation of Income for FY 2024	For	Do Not Vote	
Talaat Moustafa Group Holding	TMGH	26-Mar-25	Annual	Management	5	Approve Discharge of Directors for FY 2024	For	Do Not Vote	
Talaat Moustafa Group Holding	TMGH	26-Mar-25	Annual	Management	6	Elect Board of Directors for the New Period of Three Fiscal Years	For	Do Not Vote	
Talaat Moustafa Group Holding	TMGH	26-Mar-25	Annual	Management	7	Reappoint Auditors and Fix Their Remuneration for FY 2025	For	Do Not Vote	
Talaat Moustafa Group Holding	TMGH	26-Mar-25	Annual	Management	8	Approve Directors Sitting Fees and Transportation Allowances for FY 2025	For	Do Not Vote	
Talaat Moustafa Group Holding	TMGH	26-Mar-25	Annual	Management	9	Authorize Board or Any Authorized Person by the Board to Make Charitable Donations Above EGP 1000 for FY 2025	For	Do Not Vote	
Tryg A/S	TRYG	26-Mar-25	Annual	Management	1	Receive Report of Board			
Tryg A/S	TRYG	26-Mar-25	Annual	Management	2.a	Accept Financial Statements and Statutory Reports	For	For	
Tryg A/S	TRYG	26-Mar-25	Annual	Management	2.b	Approve Discharge of Management and Board	For	For	
Tryg A/S	TRYG	26-Mar-25	Annual	Management	3	Approve Allocation of Income and Omission of Dividends	For	For	
Tryg A/S	TRYG	26-Mar-25	Annual	Management	4	Approve Remuneration Report (Advisory Vote)	For	For	
Tryg A/S	TRYG	26-Mar-25	Annual	Management	5	Approve Remuneration of Directors in the Amount of DKK 1.5 Million for Chair, DKK 990,000 for Vice Chair, and DKK 495,000 for Other Directors; Approve Remuneration for Committee Work	For	For	
Tryg A/S	TRYG	26-Mar-25	Annual	Management	6.a	Approve DKK 25.1 Million Reduction in Share Capital via Share Cancellation	For	For	
Tryg A/S	TRYG	26-Mar-25	Annual	Management	6.b	Approve Creation of DKK 300 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 300 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 300 Million	For	For	
Tryg A/S	TRYG	26-Mar-25	Annual	Management	6.c	Authorize Share Repurchase Program	For	For	
Tryg A/S	TRYG	26-Mar-25	Annual	Management	6.d	Approve Director Indemnification Scheme	For	Against	We are not supportive of this proposal as it diminishes shareholders rights.
Tryg A/S	TRYG	26-Mar-25	Annual	Management	6.e	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	For	Against	We are voting against this advisory vote on executive compensation as the program is structured in a way that does not sufficiently align pay with performance. The executive compensation program lacks disclosure.
Tryg A/S	TRYG	26-Mar-25	Annual	Management	6.f	Amend Articles Re: Number of Members of the Supervisory Board	For	For	
Tryg A/S	TRYG	26-Mar-25	Annual	Management	7.a	Reelect Jukka Pertola as Member of Board	For	Abstain	We are holding the Chair of the Nominating Committee accountable for failing to ensure that all key board committees are fully independent.

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Tryg A/S	TRYG	26-Mar-25	Annual	Management	7.b	Reelect Carl-Viggo Ostlund as Member of Board	For	For	
Tryg A/S	TRYG	26-Mar-25	Annual	Management	7.c	Reelect Mengmeng Du as Member of Board	For	For	
Tryg A/S	TRYG	26-Mar-25	Annual	Management	7.d	Reelect Thomas Hofman-Bang as Director	For	For	
Tryg A/S	TRYG	26-Mar-25	Annual	Management	7.e	Reelect Steffen Kragh as Director	For	For	
Tryg A/S	TRYG	26-Mar-25	Annual	Management	7.f	Reelect Benedicte Bakke Agerup as Director	For	For	
Tryg A/S	TRYG	26-Mar-25	Annual	Management	8.a	Ratify PricewaterhouseCoopers as Auditors	For	For	
Tryg A/S	TRYG	26-Mar-25	Annual	Management	8.b	Appoint PricewaterhouseCoopers as Auditor for Sustainability Reporting	For	For	
Tryg A/S	TRYG	26-Mar-25	Annual	Management	9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	For	For	
Tryg A/S	TRYG	26-Mar-25	Annual	Management	10	Other Business			
WONIK IPS CO., LTD.	240810	26-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
WONIK IPS CO., LTD.	240810	26-Mar-25	Annual	Management	2.1.1	Elect Kang Bong-yong as Outside Director	For	For	
WONIK IPS CO., LTD.	240810	26-Mar-25	Annual	Management	2.1.2	Elect Park Dong-geon as Outside Director	For	For	
WONIK IPS CO., LTD.	240810	26-Mar-25	Annual	Management	2.2	Elect Ahn Tae-hyeok as Inside Director	For	For	
WONIK IPS CO., LTD.	240810	26-Mar-25	Annual	Management	3	Elect Hong Seong-ju as Outside Director to Serve as an Audit Committee Member	For	For	
WONIK IPS CO., LTD.	240810	26-Mar-25	Annual	Management	4.1	Elect Kang Bong-yong as a Member of Audit Committee	For	For	
WONIK IPS CO., LTD.	240810	26-Mar-25	Annual	Management	4.2	Elect Park Dong-geon as a Member of Audit Committee	For	For	
WONIK IPS CO., LTD.	240810	26-Mar-25	Annual	Management	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	Against	The director remuneration plan does not meet our guidelines.
Woori Financial Group, Inc.	316140	26-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	For	
Woori Financial Group, Inc.	316140	26-Mar-25	Annual	Management	2	Amend Articles of Incorporation	For	For	
Woori Financial Group, Inc.	316140	26-Mar-25	Annual	Management	3	Approval of Reduction of Capital Reserve	For	For	
Woori Financial Group, Inc.	316140	26-Mar-25	Annual	Management	4.1	Elect Kim Chun-su as Outside Director	For	For	
Woori Financial Group, Inc.	316140	26-Mar-25	Annual	Management	4.2	Elect Kim Young-hun as Outside Director	For	For	
Woori Financial Group, Inc.	316140	26-Mar-25	Annual	Management	4.3	Elect Lee Gang-haeng as Outside Director	For	For	
Woori Financial Group, Inc.	316140	26-Mar-25	Annual	Management	4.4	Elect Yoon In-seop as Outside Director	For	For	
Woori Financial Group, Inc.	316140	26-Mar-25	Annual	Management	5	Elect Lee Young-seop as Outside Director to serve as an Audit Committee Member	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Woori Financial Group, Inc.	316140	26-Mar-25	Annual	Management	6.1	Elect Kim Chun-su as a Member of Audit Committee	For	For	
Woori Financial Group, Inc.	316140	26-Mar-25	Annual	Management	6.2	Elect Kim Young-hun as a Member of Audit Committee	For	For	
Woori Financial Group, Inc.	316140	26-Mar-25	Annual	Management	6.3	Elect Lee Gang-haeng as a Member of Audit Committee	For	For	
Woori Financial Group, Inc.	316140	26-Mar-25	Annual	Management	7	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
ABB Ltd.	ABBN	27-Mar-25	Annual	Management	1	Accept Financial Statements and Statutory Reports	For	For	
ABB Ltd.	ABBN	27-Mar-25	Annual	Management	2	Approve Remuneration Report (Non-Binding)	For	For	
ABB Ltd.	ABBN	27-Mar-25	Annual	Management	3	Approve Sustainability Report (Non-Binding)	For	For	
ABB Ltd.	ABBN	27-Mar-25	Annual	Management	4	Approve Discharge of Board and Senior Management	For	For	
ABB Ltd.	ABBN	27-Mar-25	Annual	Management	5	Approve Allocation of Income and Dividends of CHF 0.90 per Share	For	For	
ABB Ltd.	ABBN	27-Mar-25	Annual	Management	6.1	Approve Remuneration of Directors in the Amount of CHF 4.3 Million	For	For	
ABB Ltd.	ABBN	27-Mar-25	Annual	Management	6.2	Approve Remuneration of Executive Committee in the Amount of CHF 44.5 Million	For	For	
ABB Ltd.	ABBN	27-Mar-25	Annual	Management	7.1	Reelect David Constable as Director	For	For	
ABB Ltd.	ABBN	27-Mar-25	Annual	Management	7.2	Reelect Frederico Curado as Director	For	For	
ABB Ltd.	ABBN	27-Mar-25	Annual	Management	7.3	Reelect Johan Forssell as Director	For	For	
ABB Ltd.	ABBN	27-Mar-25	Annual	Management	7.4	Reelect Denise Johnson as Director	For	For	
ABB Ltd.	ABBN	27-Mar-25	Annual	Management	7.5	Reelect Jennifer Xin-Zhe Li as Director	For	For	
ABB Ltd.	ABBN	27-Mar-25	Annual	Management	7.6	Reelect Geraldine Matchett as Director	For	For	
ABB Ltd.	ABBN	27-Mar-25	Annual	Management	7.7	Reelect David Meline as Director	For	For	
ABB Ltd.	ABBN	27-Mar-25	Annual	Management	7.8	Elect Claudia Nemat as Director	For	For	
ABB Ltd.	ABBN	27-Mar-25	Annual	Management	7.9	Reelect Mats Rahmstrom as Director	For	For	
ABB Ltd.	ABBN	27-Mar-25	Annual	Management	7.10	Reelect Peter Voser as Director and Board Chair	For	For	
ABB Ltd.	ABBN	27-Mar-25	Annual	Management	8.1	Reappoint David Constable as Member of the Compensation Committee	For	For	
ABB Ltd.	ABBN	27-Mar-25	Annual	Management	8.2	Reappoint Frederico Curado as Member of the Compensation Committee	For	For	
ABB Ltd.	ABBN	27-Mar-25	Annual	Management	8.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	For	For	
ABB Ltd.	ABBN	27-Mar-25	Annual	Management	9	Designate Zehnder Bolliger & Partner as Independent Proxy	For	For	
ABB Ltd.	ABBN	27-Mar-25	Annual	Management	10	Ratify KPMG AG as Auditors	For	For	
ABB Ltd.	ABBN	27-Mar-25	Annual	Management	11	Transact Other Business (Voting)	For	Against	We are voting against this proposal to conduct 'other business' at the shareholder meeting as it puts non-attending shareholders voting by proxy at a disadvantage.

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Banco de Chile SA	CHILE	27-Mar-25	Annual	Management	a	Approve Financial Statements and Statutory Reports	For	For	
Banco de Chile SA	CHILE	27-Mar-25	Annual	Management	b	Approve Allocation of Income and Dividends of CLP 9.85 Per Share	For	For	
Banco de Chile SA	CHILE	27-Mar-25	Annual	Management	c	Approve Remuneration of Directors	For	For	
Banco de Chile SA	CHILE	27-Mar-25	Annual	Management	d	Approve Remuneration and Budget of Directors and Audit Committee	For	For	
Banco de Chile SA	CHILE	27-Mar-25	Annual	Management	e	Appoint Auditors	For	For	
Banco de Chile SA	CHILE	27-Mar-25	Annual	Management	f	Designate Risk Assessment Companies	For	For	
Banco de Chile SA	CHILE	27-Mar-25	Annual	Management	g	Present Directors and Audit Committee's Report			
Banco de Chile SA	CHILE	27-Mar-25	Annual	Management	h	Receive Report Regarding Related-Party Transactions			
Banco de Chile SA	CHILE	27-Mar-25	Annual	Management	i	Other Business			
Bosideng International Holdings Limited	3998	27-Mar-25	ordinary Shareholder	Management	1	Approve Proposed Annual Caps and Renewal of Transactions	For	For	
Chugai Pharmaceutical Co., Ltd.	4519	27-Mar-25	Annual	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 57	For	For	
Chugai Pharmaceutical Co., Ltd.	4519	27-Mar-25	Annual	Management	2.1	Elect Director Okuda, Osamu	For	For	
Chugai Pharmaceutical Co., Ltd.	4519	27-Mar-25	Annual	Management	2.2	Elect Director Taniguchi, Iwaaki	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Chugai Pharmaceutical Co., Ltd.	4519	27-Mar-25	Annual	Management	2.3	Elect Director Iikura, Hitoshi	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Chugai Pharmaceutical Co., Ltd.	4519	27-Mar-25	Annual	Management	2.4	Elect Director Momoi, Mariko	For	For	
Chugai Pharmaceutical Co., Ltd.	4519	27-Mar-25	Annual	Management	2.5	Elect Director Tateishi, Fumio	For	For	
Chugai Pharmaceutical Co., Ltd.	4519	27-Mar-25	Annual	Management	2.6	Elect Director Teramoto, Hideo	For	For	
Chugai Pharmaceutical Co., Ltd.	4519	27-Mar-25	Annual	Management	2.7	Elect Director Thomas Schinecker	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Chugai Pharmaceutical Co., Ltd.	4519	27-Mar-25	Annual	Management	2.8	Elect Director Teresa A. Graham	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Chugai Pharmaceutical Co., Ltd.	4519	27-Mar-25	Annual	Management	2.9	Elect Director Boris L. Zaitra	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Chugai Pharmaceutical Co., Ltd.	4519	27-Mar-25	Annual	Management	3	Appoint Statutory Auditor Higuchi, Masayoshi	For	Against	We are not supportive of insiders and/or non-independent outside directors on the board of statutory auditors.
Credicorp Ltd.	BAP	27-Mar-25	Annual	Management	1	Present Board Chairman Report of the Annual and Sustainability Report			
Credicorp Ltd.	BAP	27-Mar-25	Annual	Management	2	Present Audited Individual and Consolidated Financial Statements of Credicorp and its Subsidiaries for FY 2024, Including External Auditors' Report			

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Credicorp Ltd.	BAP	27-Mar-25	Annual	Management	3	Approve Tanaka, Valdivia & Asociados, Member Firm of Ernst & Young, as Auditor and Authorize Board to Fix Their Remuneration	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	1	Elect Chair of Meeting	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	2	Prepare and Approve List of Shareholders	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	3	Designate Inspector(s) of Minutes of Meeting			
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	4	Acknowledge Proper Convening of Meeting	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	5	Approve Agenda of Meeting	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	6	Receive Financial Statements and Statutory Reports			
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	7	Receive President, Chair and Auditor Review			
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	8.a	Accept Financial Statements and Statutory Reports	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	8.b	Approve Allocation of Income and Dividends of SEK 8.25 Per Share	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	8.c1	Approve Discharge of Ewa Bjorling	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	8.c2	Approve Discharge of Par Boman	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	8.c3	Approve Discharge of Maria Carell	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	8.c4	Approve Discharge of Annemarie Gardshol	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	8.c5	Approve Discharge of Magnus Groth	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	8.c6	Approve Discharge of Jan Gurander	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	8.c7	Approve Discharge of Torbjorn Loof	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	8.c8	Approve Discharge of Bert Nordberg	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	8.c9	Approve Discharge of Barbara M. Thoralfsson	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	8.c10	Approve Discharge of Karl Aberg	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	8.c11	Approve Discharge of Sofia Lafqvist	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	8.c12	Approve Discharge of Andeas Larsson	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	8.c13	Approve Discharge of Suasanna Lind	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	8.c14	Approve Discharge of Orjan Svensson	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	8.c15	Approve Discharge of Niclas Thulin	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	8.c16	Approve Discharge of Magnus Groth (President)	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	9	Determine Number of Directors (10) and Deputy Members (0) of Board	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	10	Determine Number of Auditors (1) and Deputy Auditors (0)	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	11.a	Approve Remuneration of Directors in the Amount of SEK 2.9 Million for Chair and SEK 960,000 for Other Directors; Approve Remuneration for Committee Work	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	11.b	Approve Remuneration of Auditors	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	12.a	Reelect Maria Carell as Director	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	12.b	Reelect Annemarie Gardshol as Director	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	12.c	Reelect Magnus Groth as Director	For	Against	This director is overboarded.
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	12.d	Reelect Jan Gurander as Director	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	12.e	Reelect Torbjorn Loof as Director	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	12.f	Reelect Bert Nordberg as Director	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	12.g	Reelect Barbara M. Thoralfsson as Director	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	12.h	Reelect Karl Aberg as Director	For	Against	We are not supportive of non-independent directors sitting on key board committees.
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	12.i	Elect Alexander Lacik as New Director	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	12.j	Elect Katarina Martinson as New Director	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	13	Reelect Jan Gurander as Board Chair	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	14	Ratify Ernst & Young as Auditor	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	15	Approve Remuneration Report	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	16	Approve Cash-Based Incentive Program (Program 2025-2027) for Key Employees	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	17	Approve SEK 31 Million Reduction in Share Capital via Share Cancellation; Approve Share Capital Increase Through Bonus Issue; Amend Articles	For	For	
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	18.a	Authorize Share Repurchase Program	For	Against	The proposed share repurchase program does not have sufficient limits to protect existing shareholders.
Essity AB	ESSITY.B	27-Mar-25	Annual	Management	18.b	Authorize Reissuance of Repurchased Shares	For	Against	The proposed share repurchase program does not have sufficient limits to protect existing shareholders.
HD HYUNDAI Co., Ltd.	267250	27-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
HD HYUNDAI Co., Ltd.	267250	27-Mar-25	Annual	Management	2	Elect Lee Ji-su as Outside Director	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We are holding this board member accountable for the lack of an independent chair.
HD HYUNDAI Co., Ltd.	267250	27-Mar-25	Annual	Management	3	Elect Lee Ji-su as a Member of Audit Committee	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We are holding this board member accountable for the lack of an independent chair.
HD HYUNDAI Co., Ltd.	267250	27-Mar-25	Annual	Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	Against	We are voting against this proposal as we believe the disclosed rationale for substantial increases in director fees is not satisfactory.
mBank SA	MBK	27-Mar-25	Annual	Management	1	Open Meeting			
mBank SA	MBK	27-Mar-25	Annual	Management	2	Elect Meeting Chairman	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
mBank SA	MBK	27-Mar-25	Annual	Management	3	Receive Presentation by CEO, Management Board Report on Company's and Group's Operations, and Standalone and Consolidated Financial Statements			
mBank SA	MBK	27-Mar-25	Annual	Management	4	Receive Presentation by Supervisory Board Chairwoman and Report of Supervisory Board on Board's Work and Company's Standing			
mBank SA	MBK	27-Mar-25	Annual	Management	5	Receive Management Reports on Company's and Group's Operations, Financial Statements, and Supervisory Board Report			
mBank SA	MBK	27-Mar-25	Annual	Management	6	Receive Consolidated Financial Statements			
mBank SA	MBK	27-Mar-25	Annual	Management	7.1	Approve Management Board Report on Company's and Group's Operations	For	For	
mBank SA	MBK	27-Mar-25	Annual	Management	7.2	Approve Financial Statements	For	For	
mBank SA	MBK	27-Mar-25	Annual	Management	7.3	Approve Allocation of Income	For	For	
mBank SA	MBK	27-Mar-25	Annual	Management	7.4	Approve Allocation of Income from Previous Years	For	For	
mBank SA	MBK	27-Mar-25	Annual	Management	7.5	Approve Discharge of Cezary Kocik (CEO)	For	For	
mBank SA	MBK	27-Mar-25	Annual	Management	7.6	Approve Discharge of Krzysztof Bratos (Deputy CEO)	For	For	
mBank SA	MBK	27-Mar-25	Annual	Management	7.7	Approve Discharge of Adam Pers (Deputy CEO)	For	For	
mBank SA	MBK	27-Mar-25	Annual	Management	7.8	Approve Discharge of Krzysztof Dabrowski (Deputy CEO)	For	For	
mBank SA	MBK	27-Mar-25	Annual	Management	7.9	Approve Discharge of Marek Lusztyn (Deputy CEO)	For	For	
mBank SA	MBK	27-Mar-25	Annual	Management	7.10	Approve Discharge of Julia Nusser (Deputy CEO)	For	For	
mBank SA	MBK	27-Mar-25	Annual	Management	7.11	Approve Discharge of Pascal Ruhland (Deputy CEO)	For	For	
mBank SA	MBK	27-Mar-25	Annual	Management	7.12	Approve Discharge of Cezary Stypulkowski (CEO)	For	For	
mBank SA	MBK	27-Mar-25	Annual	Management	7.13	Approve Co-Option of Carsten Schmitt as Supervisory Board Member	For	For	
mBank SA	MBK	27-Mar-25	Annual	Management	7.14	Approve Discharge of Agnieszka Slomka-Golebiowska (Supervisory Board Chairwoman)	For	For	
mBank SA	MBK	27-Mar-25	Annual	Management	7.15	Approve Discharge of Bettina Orlopp (Supervisory Board Member)	For	For	
mBank SA	MBK	27-Mar-25	Annual	Management	7.16	Approve Discharge of Bernhard Spalt (Supervisory Board Deputy Chairman)	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
mBank SA	MBK	27-Mar-25	Annual	Management	7.17	Approve Discharge of Tomasz Bieske (Supervisory Board Member)	For	For	
mBank SA	MBK	27-Mar-25	Annual	Management	7.18	Approve Discharge of Miroslaw Godlewski (Supervisory Board Member)	For	For	
mBank SA	MBK	27-Mar-25	Annual	Management	7.19	Approve Discharge of Aleksandra Gren (Supervisory Board Member)	For	For	
mBank SA	MBK	27-Mar-25	Annual	Management	7.20	Approve Discharge of Thomas Schaufler (Supervisory Board Member)	For	For	
mBank SA	MBK	27-Mar-25	Annual	Management	7.21	Approve Discharge of Hans-George Beyer (Supervisory Board Member)	For	For	
mBank SA	MBK	27-Mar-25	Annual	Management	7.22	Approve Consolidated Financial Statements	For	For	
mBank SA	MBK	27-Mar-25	Annual	Management	7.23	Amend Statute	For	Against	We are not supportive of this proposal as it lacks the disclosure necessary for shareholders to make an informed decision.
mBank SA	MBK	27-Mar-25	Annual	Management	7.24	Approve Supervisory Board Report on Remuneration Policy	For	For	
mBank SA	MBK	27-Mar-25	Annual	Management	7.25	Approve Policy on Suitability, Appointment and Dismissal of Board Members	For	For	
mBank SA	MBK	27-Mar-25	Annual	Management	7.26	Approve Assessment of Supervisory Board Suitability	For	For	
mBank SA	MBK	27-Mar-25	Annual	Management	7.27	Approve Remuneration Report	For	Against	We are voting against this advisory vote on executive compensation as the program is structured in a way that does not sufficiently align pay with performance.
mBank SA	MBK	27-Mar-25	Annual	Management	8	Close Meeting			
Mirae Asset Securities Co., Ltd.	006800	27-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
Mirae Asset Securities Co., Ltd.	006800	27-Mar-25	Annual	Management	2.1	Elect Kim Mi-seop as Inside Director	For	For	
Mirae Asset Securities Co., Ltd.	006800	27-Mar-25	Annual	Management	2.2	Elect Heo Seon-ho as Inside Director	For	For	
Mirae Asset Securities Co., Ltd.	006800	27-Mar-25	Annual	Management	2.3	Elect Jeon Gyeong-nam as Inside Director	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We are not supportive of non-independent directors sitting on key board committees. We do not support insiders on the board other than the CEO.
Mirae Asset Securities Co., Ltd.	006800	27-Mar-25	Annual	Management	2.4	Elect Moon Hong-seong as Outside Director	For	For	
Mirae Asset Securities Co., Ltd.	006800	27-Mar-25	Annual	Management	2.5	Elect Seok Jun-hui as Outside Director	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
Mirae Asset Securities Co., Ltd.	006800	27-Mar-25	Annual	Management	3	Elect Lee Jem-ma as Outside Director to Serve as an Audit Committee Member	For	For	
Mirae Asset Securities Co., Ltd.	006800	27-Mar-25	Annual	Management	4.1	Elect Song Jae-yong as a Member of Audit Committee	For	For	
Mirae Asset Securities Co., Ltd.	006800	27-Mar-25	Annual	Management	4.2	Elect Moon Hong-seong as a Member of Audit Committee	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Mirae Asset Securities Co., Ltd.	006800	27-Mar-25	Annual	Management	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Mirae Asset Securities Co., Ltd.	006800	27-Mar-25	Annual	Management	6	Amend Articles of Incorporation	For	For	
Nippon Paint Holdings Co., Ltd.	4612	27-Mar-25	Annual	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 8	For	For	
Nippon Paint Holdings Co., Ltd.	4612	27-Mar-25	Annual	Management	2.1	Elect Director Goh Hup Jin	For	Against	We are holding the Top Executive accountable for inadequate gender diversity on the board.
Nippon Paint Holdings Co., Ltd.	4612	27-Mar-25	Annual	Management	2.2	Elect Director Hara, Hisashi	For	For	
Nippon Paint Holdings Co., Ltd.	4612	27-Mar-25	Annual	Management	2.3	Elect Director Andrew Larke	For	For	
Nippon Paint Holdings Co., Ltd.	4612	27-Mar-25	Annual	Management	2.4	Elect Director Lim Hwee Hua	For	For	
Nippon Paint Holdings Co., Ltd.	4612	27-Mar-25	Annual	Management	2.5	Elect Director Mitsuhashi, Masataka	For	For	
Nippon Paint Holdings Co., Ltd.	4612	27-Mar-25	Annual	Management	2.6	Elect Director Morohoshi, Toshio	For	For	
Nippon Paint Holdings Co., Ltd.	4612	27-Mar-25	Annual	Management	2.7	Elect Director Nakamura, Masayoshi	For	For	
Nippon Paint Holdings Co., Ltd.	4612	27-Mar-25	Annual	Management	2.8	Elect Director Wakatsuki, Yuichiro	For	For	
Nippon Paint Holdings Co., Ltd.	4612	27-Mar-25	Annual	Management	2.9	Elect Director Wee Siew Kim	For	For	
Novo Nordisk A/S	NOVO.B	27-Mar-25	Annual	Management	1	Receive Report of Board			
Novo Nordisk A/S	NOVO.B	27-Mar-25	Annual	Management	2	Accept Financial Statements and Statutory Reports	For	For	
Novo Nordisk A/S	NOVO.B	27-Mar-25	Annual	Management	3	Approve Allocation of Income and Dividends of DKK 7.9 Per Share	For	For	
Novo Nordisk A/S	NOVO.B	27-Mar-25	Annual	Management	4	Approve Remuneration Report (Advisory Vote)	For	For	
Novo Nordisk A/S	NOVO.B	27-Mar-25	Annual	Management	5.1	Approve Remuneration of Directors for 2024	For	For	
Novo Nordisk A/S	NOVO.B	27-Mar-25	Annual	Management	5.2	Approve Remuneration Level of Directors for 2025	For	For	
Novo Nordisk A/S	NOVO.B	27-Mar-25	Annual	Management	6.1	Reelect Helge Lund (Chair) as Director	For	Abstain	We are holding the Chair of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
Novo Nordisk A/S	NOVO.B	27-Mar-25	Annual	Management	6.2	Reelect Henrik Poulsen (Vice Chair) as Director	For	Abstain	We are not supportive of non-independent directors sitting on key board committees.
Novo Nordisk A/S	NOVO.B	27-Mar-25	Annual	Management	6.3a	Reelect Laurence Debroux as Director	For	For	
Novo Nordisk A/S	NOVO.B	27-Mar-25	Annual	Management	6.3b	Reelect Andreas Fibig as Director	For	For	
Novo Nordisk A/S	NOVO.B	27-Mar-25	Annual	Management	6.3c	Reelect Sylvie Gregoire as Director	For	For	
Novo Nordisk A/S	NOVO.B	27-Mar-25	Annual	Management	6.3d	Reelect Kasim Kutay as Director	For	Abstain	We are not supportive of non-independent directors sitting on key board committees.
Novo Nordisk A/S	NOVO.B	27-Mar-25	Annual	Management	6.3e	Reelect Christina Law as Director	For	For	
Novo Nordisk A/S	NOVO.B	27-Mar-25	Annual	Management	6.3f	Reelect Martin Mackay as Director	For	For	

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Novo Nordisk A/S	NOVO.B	27-Mar-25	Annual	Management	7	Ratify Deloitte as Auditors; Ratify Deloitte as Auditors for Sustainability Reporting	For	Abstain	We are voting against the appointment of the audit firm as the non-audit fees exceed our guidelines.
Novo Nordisk A/S	NOVO.B	27-Mar-25	Annual	Management	8.1	Authorize Share Repurchase Program	For	Against	We are not supportive of this proposal as it lacks the disclosure necessary for shareholders to make an informed decision.
Novo Nordisk A/S	NOVO.B	27-Mar-25	Annual	Management	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	For	For	
Novo Nordisk A/S	NOVO.B	27-Mar-25	Annual	Shareholder	8.3	Approve Proposal Regarding Regulated Working Conditions at Construction Sites	Against	Against	We are not supportive of this proposal as it lacks the disclosure necessary for shareholders to make an informed decision
Novo Nordisk A/S	NOVO.B	27-Mar-25	Annual	Management	9	Other Business			
OTSUKA CORP.	4768	27-Mar-25	Annual	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 80	For	For	
OTSUKA CORP.	4768	27-Mar-25	Annual	Management	2.1	Elect Director Otsuka, Yuji	For	Against	We are holding the Top Executive accountable for inadequate gender diversity on the board.
OTSUKA CORP.	4768	27-Mar-25	Annual	Management	2.2	Elect Director Katakura, Kazuyuki	For	Against	We do not support insiders on the board other than the President.
OTSUKA CORP.	4768	27-Mar-25	Annual	Management	2.3	Elect Director Tsurumi, Hironobu	For	Against	We do not support insiders on the board other than the President.
OTSUKA CORP.	4768	27-Mar-25	Annual	Management	2.4	Elect Director Saito, Hironobu	For	Against	We do not support insiders on the board other than the President.
OTSUKA CORP.	4768	27-Mar-25	Annual	Management	2.5	Elect Director Sakurai, Minoru	For	Against	We do not support insiders on the board other than the President.
OTSUKA CORP.	4768	27-Mar-25	Annual	Management	2.6	Elect Director Yamada, Koichiro	For	Against	We do not support insiders on the board other than the President.
OTSUKA CORP.	4768	27-Mar-25	Annual	Management	2.7	Elect Director Uneno, Kazuo	For	Against	We do not support insiders on the board other than the President.
OTSUKA CORP.	4768	27-Mar-25	Annual	Management	2.8	Elect Director Makino, Jiro	For	For	
OTSUKA CORP.	4768	27-Mar-25	Annual	Management	2.9	Elect Director Saito, Tetsuo	For	For	
OTSUKA CORP.	4768	27-Mar-25	Annual	Management	2.10	Elect Director Hamabe, Makiko	For	For	
OTSUKA CORP.	4768	27-Mar-25	Annual	Management	2.11	Elect Director Suzumura, Fuminori	For	For	
Shimano, Inc.	7309	27-Mar-25	Annual	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 154.5	For	For	
Shimano, Inc.	7309	27-Mar-25	Annual	Management	2.1	Elect Director Chia Chin Seng	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Shimano, Inc.	7309	27-Mar-25	Annual	Management	2.2	Elect Director Ichijo, Kazuo	For	For	
Shimano, Inc.	7309	27-Mar-25	Annual	Management	2.3	Elect Director Katsumaru, Mitsuhiro	For	For	
Shimano, Inc.	7309	27-Mar-25	Annual	Management	2.4	Elect Director Sakakibara, Sadayuki	For	For	
Shimano, Inc.	7309	27-Mar-25	Annual	Management	2.5	Elect Director Wada, Hiromi	For	For	
Shimano, Inc.	7309	27-Mar-25	Annual	Management	2.6	Elect Director Eguchi, Atsumi	For	For	
Shimano, Inc.	7309	27-Mar-25	Annual	Management	3	Approve Compensation Ceiling for Directors	For	For	
SK hynix, Inc.	000660	27-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	For	
SK hynix, Inc.	000660	27-Mar-25	Annual	Management	2	Elect Gwak Noh-jeong as Inside Director	For	For	
SK hynix, Inc.	000660	27-Mar-25	Annual	Management	3	Elect Han Myeong-jin as Outside Director to Serve as an Audit Committee Member	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
SK hynix, Inc.	000660	27-Mar-25	Annual	Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	

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SK Square Co. Ltd.	402340	27-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
SK Square Co. Ltd.	402340	27-Mar-25	Annual	Management	2.1	Elect Hong Ji-hun as Outside Director	For	For	
SK Square Co. Ltd.	402340	27-Mar-25	Annual	Management	2.2	Elect Jeong Jae-heon as Non-Independent Non-Executive Director	For	For	
SK Square Co. Ltd.	402340	27-Mar-25	Annual	Management	3	Elect Hong Ji-hun as a Member of Audit Committee	For	For	
SK Square Co. Ltd.	402340	27-Mar-25	Annual	Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
S-Oil Corp.	010950	27-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
S-Oil Corp.	010950	27-Mar-25	Annual	Management	2	Elect Kang Jin-ah as Outside Director	For	For	
S-Oil Corp.	010950	27-Mar-25	Annual	Management	3	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
TIM SA	TIMS3	27-Mar-25	ordinary Sharehc	Management	1	Approve Prolonging of Cooperation and Support Agreement between Telecom Italia S.p.A and TIM S.A.	For	For	
TIM SA	TIMS3	27-Mar-25	ordinary Sharehc	Management	2	Approve 100-for-1 Reverse Stock Split, Followed by 100-for-1 Stock Split	For	For	
TIM SA	TIMS3	27-Mar-25	ordinary Sharehc	Management	3	Authorize Executives to Define Start Date and Execute Proposed Operation	For	For	
TIM SA	TIMS3	27-Mar-25	ordinary Sharehc	Management	4	Amend Article 3 Re: Corporate Purpose	For	For	
TIM SA	TIMS3	27-Mar-25	Annual	Management	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	For	For	
TIM SA	TIMS3	27-Mar-25	Annual	Management	2	Approve Allocation of Income and Dividends	For	For	
TIM SA	TIMS3	27-Mar-25	Annual	Management	3	Fix Number of Directors at 10	For	For	
TIM SA	TIMS3	27-Mar-25	Annual	Management	4	Approve Classification of Flavia Maria Bittencourt, Gesner Jose de Oliveira Filho, Herculano Anibal Alves, and Nicandro Durante as Independent Directors	For	For	
TIM SA	TIMS3	27-Mar-25	Annual	Management	5	Elect Directors	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO. We are voting against the slate as we believe it is important to be able to vote on the qualifications of individual directors
TIM SA	TIMS3	27-Mar-25	Annual	Management	6	In Case There is Any Change to the Board Slate Composition, May Your Votes Still be Counted for the Proposed Slate?	None	Against	
TIM SA	TIMS3	27-Mar-25	Annual	Management	7	In Case Cumulative Voting Is Adopted, Do You Wish to Equally Distribute Your Votes Amongst the Nominees below?	None	Abstain	
TIM SA	TIMS3	27-Mar-25	Annual	Management	8.1	Percentage of Votes to Be Assigned - Elect Adrian Calaza as Director	None	Abstain	

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TIM SA	TIMS3	27-Mar-25	Annual	Management	8.2	Percentage of Votes to Be Assigned - Elect Alberto Mario Griselli as Director	None	Abstain	
TIM SA	TIMS3	27-Mar-25	Annual	Management	8.3	Percentage of Votes to Be Assigned - Elect Alessandra Michelini as Director	None	Abstain	
TIM SA	TIMS3	27-Mar-25	Annual	Management	8.4	Percentage of Votes to Be Assigned - Elect Claudio Giovanni Ezio Ongaro as Director	None	Abstain	
TIM SA	TIMS3	27-Mar-25	Annual	Management	8.5	Percentage of Votes to Be Assigned - Elect Flavia Maria Bittencourt as Independent Director	None	Abstain	
TIM SA	TIMS3	27-Mar-25	Annual	Management	8.6	Percentage of Votes to Be Assigned - Elect Gesner Jose de Oliveira Filho as Independent Director	None	Abstain	
TIM SA	TIMS3	27-Mar-25	Annual	Management	8.7	Percentage of Votes to Be Assigned - Elect Gigliola Bonino as Director	None	Abstain	
TIM SA	TIMS3	27-Mar-25	Annual	Management	8.8	Percentage of Votes to Be Assigned - Elect Herculano Anibal Alves as Independent Director	None	Abstain	
TIM SA	TIMS3	27-Mar-25	Annual	Management	8.9	Percentage of Votes to Be Assigned - Elect Leonardo de Carvalho Capdeville as Director	None	Abstain	
TIM SA	TIMS3	27-Mar-25	Annual	Management	8.10	Percentage of Votes to Be Assigned - Elect Nicandro Durante as Independent Director	None	Abstain	
TIM SA	TIMS3	27-Mar-25	Annual	Management	9	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?	None	Abstain	
TIM SA	TIMS3	27-Mar-25	Annual	Management	10	Fix Number of Fiscal Council Members at Three	For	For	
TIM SA	TIMS3	27-Mar-25	Annual	Management	11	Elect Fiscal Council Members	For	For	
TIM SA	TIMS3	27-Mar-25	Annual	Management	12	In Case One of the Nominees Leaves the Fiscal Council Slate Due to a Separate Minority Election, as Allowed Under Articles 161 and 240 of the Brazilian Corporate Law, May Your Votes Still Be Counted for the Proposed Slate?	None	Against	
TIM SA	TIMS3	27-Mar-25	Annual	Management	13	As an Ordinary Shareholder, Would You Like to Request a Separate Election of a Member of the Fiscal Council, Under the Terms of Article 161 of the Brazilian Corporate Law?	None	Abstain	
TIM SA	TIMS3	27-Mar-25	Annual	Management	14	Approve Remuneration of Company's Management, Committee Members, and Fiscal Council	For	Against	The director remuneration plan does not meet our guidelines.

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Trend Micro, Inc.	4704	27-Mar-25	Annual	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 184	For	For	
Trend Micro, Inc.	4704	27-Mar-25	Annual	Management	2.1	Elect Director Chang Ming-Jang	For	For	
Trend Micro, Inc.	4704	27-Mar-25	Annual	Management	2.2	Elect Director Eva Chen	For	For	
Trend Micro, Inc.	4704	27-Mar-25	Annual	Management	2.3	Elect Director Mahendra Negi	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Trend Micro, Inc.	4704	27-Mar-25	Annual	Management	2.4	Elect Director Omikawa, Akihiko	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Trend Micro, Inc.	4704	27-Mar-25	Annual	Management	2.5	Elect Director Tokuoka, Koichiro	For	For	
Trend Micro, Inc.	4704	27-Mar-25	Annual	Management	2.6	Elect Director Inoue, Fukuzo	For	For	
Trend Micro, Inc.	4704	27-Mar-25	Annual	Management	3.1	Appoint Statutory Auditor Hirata, Takashi	For	Against	We are not supportive of insiders and/or non-independent outside directors on the board of statutory auditors.
Trend Micro, Inc.	4704	27-Mar-25	Annual	Management	3.2	Appoint Statutory Auditor Izumi, Taeko	For	For	
Trend Micro, Inc.	4704	27-Mar-25	Annual	Management	4	Amend Articles to Indemnify Statutory Auditors	For	For	
Trend Micro, Inc.	4704	27-Mar-25	Annual	Management	5	Approve Compensation Ceiling for Directors	For	For	
UniCredit SpA	UCG	27-Mar-25	Annual/Special	Management	1	Accept Financial Statements and Statutory Reports	For	For	
UniCredit SpA	UCG	27-Mar-25	Annual/Special	Management	2	Approve Allocation of Income	For	For	
UniCredit SpA	UCG	27-Mar-25	Annual/Special	Management	3	Approve Elimination of Negative Reserves	For	For	
UniCredit SpA	UCG	27-Mar-25	Annual/Special	Management	4	Authorize Share Repurchase Program	For	For	
UniCredit SpA	UCG	27-Mar-25	Annual/Special	Management	5	Elect Doris Honold as Director	For	For	
UniCredit SpA	UCG	27-Mar-25	Annual/Special	Management	6	Approve Remuneration Policy	For	Against	We are voting against this remuneration policy as the program is structured in a way that does not sufficiently align pay with performance.
UniCredit SpA	UCG	27-Mar-25	Annual/Special	Management	7	Approve Second Section of the Remuneration Report	For	Against	We are voting against this advisory vote on executive compensation as the program is structured in a way that does not sufficiently align pay with performance.
UniCredit SpA	UCG	27-Mar-25	Annual/Special	Management	8	Approve 2025 Group Incentive System	For	Against	This proposal is not in shareholders best interests.
UniCredit SpA	UCG	27-Mar-25	Annual/Special	Management	1	Authorize Issuance of Shares to Be Subscribed Through a Contribution in Kind of Shares of Banco BPM SpA	For	For	
UniCredit SpA	UCG	27-Mar-25	Annual/Special	Management	2	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	For	For	
UniCredit SpA	UCG	27-Mar-25	Annual/Special	Management	3	Authorize Board to Increase Capital to Service the 2019 Group Incentive System	For	For	
UniCredit SpA	UCG	27-Mar-25	Annual/Special	Management	4	Authorize Board to Increase Capital to Service the 2020 Group Incentive System	For	For	
UniCredit SpA	UCG	27-Mar-25	Annual/Special	Management	5	Authorize Board to Increase Capital to Service the 2022 Group Incentive System	For	For	
UniCredit SpA	UCG	27-Mar-25	Annual/Special	Management	6	Authorize Board to Increase Capital to Service the 2023 Group Incentive System	For	For	
UniCredit SpA	UCG	27-Mar-25	Annual/Special	Management	7	Authorize Board to Increase Capital to Service the 2024 Group Incentive System	For	Against	This proposal is not in shareholders best interests.

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UniCredit SpA	UCG	27-Mar-25	Annual/Special	Management	8	Authorize Board to Increase Capital to Service the Long Term Incentive Plan 2020-2023	For	For	
UPM-Kymmene Oyj	UPM	27-Mar-25	Annual	Management	1	Open Meeting			
UPM-Kymmene Oyj	UPM	27-Mar-25	Annual	Management	2	Call the Meeting to Order			
UPM-Kymmene Oyj	UPM	27-Mar-25	Annual	Management	3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting			
UPM-Kymmene Oyj	UPM	27-Mar-25	Annual	Management	4	Acknowledge Proper Convening of Meeting			
UPM-Kymmene Oyj	UPM	27-Mar-25	Annual	Management	5	Prepare and Approve List of Shareholders			
UPM-Kymmene Oyj	UPM	27-Mar-25	Annual	Management	6	Receive Financial Statements and Statutory Reports			
UPM-Kymmene Oyj	UPM	27-Mar-25	Annual	Management	7	Accept Financial Statements and Statutory Reports	For	For	
UPM-Kymmene Oyj	UPM	27-Mar-25	Annual	Management	8	Approve Allocation of Income and Dividends of EUR 1.50 Per Share	For	For	
UPM-Kymmene Oyj	UPM	27-Mar-25	Annual	Management	9	Approve Discharge of Board and President	For	For	
UPM-Kymmene Oyj	UPM	27-Mar-25	Annual	Management	10	Approve Remuneration Report	For	For	
UPM-Kymmene Oyj	UPM	27-Mar-25	Annual	Management	11	Remuneration of Directors in the Amount of EUR 240,000 for Chair, EUR 150,000 for Deputy Chair and EUR 120,000 for Other Directors; Approve Compensation for Committee Work	For	For	
UPM-Kymmene Oyj	UPM	27-Mar-25	Annual	Management	12	Fix Number of Directors at Nine	For	For	
UPM-Kymmene Oyj	UPM	27-Mar-25	Annual	Management	13	Reelect Pia Aaltonen-Forsell, Henrik Ehrnrooth, Jari Gustafsson, Piia-Noora Kauppi, Melanie Maas-Brunner, Topi Manner, Marjan Oudeman, Martin a Porta and Kim Wahl as Directors	For	Against	We are voting against the slate as we believe it is important to be able to vote on the qualifications of individual directors.
UPM-Kymmene Oyj	UPM	27-Mar-25	Annual	Management	14	Approve Remuneration of Auditors	For	For	
UPM-Kymmene Oyj	UPM	27-Mar-25	Annual	Management	15	Approve Remuneration of Auditor for Sustainability Reporting	For	For	
UPM-Kymmene Oyj	UPM	27-Mar-25	Annual	Management	16	Ratify Ernst & Young as Auditors	For	For	
UPM-Kymmene Oyj	UPM	27-Mar-25	Annual	Management	17	Appoint Ernst & Young as Auditor for Sustainability Reporting	For	For	
UPM-Kymmene Oyj	UPM	27-Mar-25	Annual	Management	18	Approve Issuance of up to 25 Million Shares without Preemptive Rights	For	For	
UPM-Kymmene Oyj	UPM	27-Mar-25	Annual	Management	19	Authorize Share Repurchase Program	For	For	
UPM-Kymmene Oyj	UPM	27-Mar-25	Annual	Management	20A	Amend Articles Re: Auditor; General Meeting	For	For	
UPM-Kymmene Oyj	UPM	27-Mar-25	Annual	Management	20B	Allow Shareholder Meetings to be Held by Electronic Means Only	For	Against	This proposal is not in shareholders best interests.
UPM-Kymmene Oyj	UPM	27-Mar-25	Annual	Management	21	Authorize Charitable Donations	For	For	
UPM-Kymmene Oyj	UPM	27-Mar-25	Annual	Management	22	Close Meeting			
Zealand Pharma A/S	ZEAL	27-Mar-25	Annual	Management	1	Receive Report of Board			

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Zealand Pharma A/S	ZEAL	27-Mar-25	Annual	Management	2	Accept Financial Statements and Statutory Reports	For	For	
Zealand Pharma A/S	ZEAL	27-Mar-25	Annual	Management	3	Approve Treatment of Net Loss	For	For	
Zealand Pharma A/S	ZEAL	27-Mar-25	Annual	Management	4.1	Reelect Alf Gunnar Martin Nicklasson as Director	For	For	
Zealand Pharma A/S	ZEAL	27-Mar-25	Annual	Management	4.2	Reelect Kirsten Aarup Drejer as Director	For	For	
Zealand Pharma A/S	ZEAL	27-Mar-25	Annual	Management	4.3	Reelect Jeffrey Berkowitz as Director	For	For	
Zealand Pharma A/S	ZEAL	27-Mar-25	Annual	Management	4.4	Reelect Leonard Kruimer as Director	For	For	
Zealand Pharma A/S	ZEAL	27-Mar-25	Annual	Management	4.5	Reelect Bernadette Mary Connaughton as Director	For	For	
Zealand Pharma A/S	ZEAL	27-Mar-25	Annual	Management	4.6	Reelect Elaine Sullivan as Director	For	For	
Zealand Pharma A/S	ZEAL	27-Mar-25	Annual	Management	4.7	Reelect Enrique Conterno as Director	For	For	
Zealand Pharma A/S	ZEAL	27-Mar-25	Annual	Management	5	Ratify Pricewaterhouse Coopers as Auditors; Ratify Pricewaterhouse Coopers as Auditors for Sustainability Reporting	For	Abstain	We are voting against the appointment of the audit firm as the non-audit fees exceed our guidelines.
Zealand Pharma A/S	ZEAL	27-Mar-25	Annual	Management	6	Authorize Share Repurchase Program	For	For	
Zealand Pharma A/S	ZEAL	27-Mar-25	Annual	Management	7	Approve Remuneration Report (Advisory Vote)	For	Against	We are voting against this advisory vote on executive compensation as the program is structured in a way that does not sufficiently align pay with performance.
Zealand Pharma A/S	ZEAL	27-Mar-25	Annual	Management	8	Approve Remuneration of Directors in the Amount of DKK 100,000 for Each Director, and 5,000 RSU for Chair, 1,000 RSU for Vice Chair and 1,500 RSU for Other Directors; Approve Remuneration for Committee Work in RSUs	For	Against	The director remuneration plan does not meet our guidelines.
Zealand Pharma A/S	ZEAL	27-Mar-25	Annual	Management	9	Approve Creation of DKK 7.1 Million Pool of Capital without Preemptive Rights	For	For	
Zealand Pharma A/S	ZEAL	27-Mar-25	Annual	Management	10	Approve Creation of DKK 14.2 Million Pool of Capital with Preemptive Rights	For	For	
Zealand Pharma A/S	ZEAL	27-Mar-25	Annual	Management	11	Approve Issuance of Warrants without Preemptive Rights up to Aggregate Nominal Amount of DKK 220,000	For	For	
Zealand Pharma A/S	ZEAL	27-Mar-25	Annual	Management	12	Other Business (non-voting)			
AGC, Inc. (Japan)	5201	28-Mar-25	Annual	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 105	For	For	
AGC, Inc. (Japan)	5201	28-Mar-25	Annual	Management	2.1	Elect Director Shimamura, Takuya	For	Against	We are holding this director accountable for sustained unsatisfactory financial performance
AGC, Inc. (Japan)	5201	28-Mar-25	Annual	Management	2.2	Elect Director Hirai, Yoshinori	For	Against	We are holding this director accountable for sustained unsatisfactory financial performance
AGC, Inc. (Japan)	5201	28-Mar-25	Annual	Management	2.3	Elect Director Miyaji, Shinji	For	Against	We do not support insiders on the board other than the Chairman and/or President.
AGC, Inc. (Japan)	5201	28-Mar-25	Annual	Management	2.4	Elect Director Kurata, Hideyuki	For	Against	We do not support insiders on the board other than the Chairman and/or President.
AGC, Inc. (Japan)	5201	28-Mar-25	Annual	Management	2.5	Elect Director Yanagi, Hiroyuki	For	For	
AGC, Inc. (Japan)	5201	28-Mar-25	Annual	Management	2.6	Elect Director Honda, Keiko	For	For	
AGC, Inc. (Japan)	5201	28-Mar-25	Annual	Management	2.7	Elect Director Teshirogi, Isao	For	For	

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AGC, Inc. (Japan)	5201	28-Mar-25	Annual	Management	2.8	Elect Director Arima, Koji	For	For	
AGC, Inc. (Japan)	5201	28-Mar-25	Annual	Management	3	Appoint Statutory Auditor Araki, Naoko	For	Against	We are not supportive of insiders and/or non-independent outside directors on the board of statutory auditors.
ASICS Corp.	7936	28-Mar-25	Annual	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 10	For	For	
ASICS Corp.	7936	28-Mar-25	Annual	Management	2	Amend Articles to Amend Business Lines	For	For	
ASICS Corp.	7936	28-Mar-25	Annual	Management	3.1	Elect Director Hirota, Yasuhito	For	For	
ASICS Corp.	7936	28-Mar-25	Annual	Management	3.2	Elect Director Tominaga, Mitsuyuki	For	For	
ASICS Corp.	7936	28-Mar-25	Annual	Management	3.3	Elect Director Murai, Mitsuru	For	For	
ASICS Corp.	7936	28-Mar-25	Annual	Management	3.4	Elect Director Suto, Miwa	For	For	
ASICS Corp.	7936	28-Mar-25	Annual	Management	3.5	Elect Director Kumanomido, Tomoko	For	For	
ASICS Corp.	7936	28-Mar-25	Annual	Management	4	Approve Compensation Ceiling for Directors Who Are Not Audit Committee Members	For	For	
ASICS Corp.	7936	28-Mar-25	Annual	Management	5	Approve Compensation Ceiling for Directors Who Are Audit Committee Members	For	For	
ASICS Corp.	7936	28-Mar-25	Annual	Management	6	Approve Restricted Stock Plan	For	For	
ASICS Corp.	7936	28-Mar-25	Annual	Management	7	Approve Donation of Treasury Shares to ASICS Foundation	For	Against	This proposal is not in shareholders' best interests.
Canon, Inc.	7751	28-Mar-25	Annual	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 80	For	For	
Canon, Inc.	7751	28-Mar-25	Annual	Management	2.1	Elect Director Mitarai, Fujio	For	For	
Canon, Inc.	7751	28-Mar-25	Annual	Management	2.2	Elect Director Tanaka, Toshizo	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Canon, Inc.	7751	28-Mar-25	Annual	Management	2.3	Elect Director Homma, Toshio	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Canon, Inc.	7751	28-Mar-25	Annual	Management	2.4	Elect Director Ogawa, Kazuto	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Canon, Inc.	7751	28-Mar-25	Annual	Management	2.5	Elect Director Takeishi, Hiroaki	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Canon, Inc.	7751	28-Mar-25	Annual	Management	2.6	Elect Director Asada, Minoru	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Canon, Inc.	7751	28-Mar-25	Annual	Management	2.7	Elect Director Kawamura, Yusuke	For	For	
Canon, Inc.	7751	28-Mar-25	Annual	Management	2.8	Elect Director Ikegami, Masayuki	For	For	
Canon, Inc.	7751	28-Mar-25	Annual	Management	2.9	Elect Director Suzuki, Masaki	For	For	
Canon, Inc.	7751	28-Mar-25	Annual	Management	2.10	Elect Director Ito, Akiko	For	For	
Canon, Inc.	7751	28-Mar-25	Annual	Management	3.1	Appoint Statutory Auditor Morikawa, Takeshi	For	Against	We are not supportive of insiders and/or non-independent outside directors on the board of statutory auditors.
Canon, Inc.	7751	28-Mar-25	Annual	Management	3.2	Appoint Statutory Auditor Shigetomi, Yuka	For	For	
Canon, Inc.	7751	28-Mar-25	Annual	Management	4	Approve Annual Bonus	For	Against	We are voting against this proposal as we do not have the information necessary to evaluate and assess the reasonableness of the directors' remuneration package.
Compania de Minas Buenaventura SAA	3UENAVC:	28-Mar-25	Annual	Management	1	Approve Annual Report	For	For	

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Compania de Minas Buenaventura SAA	3UENAVC:	28-Mar-25	Annual	Management	2	Approve Financial Statements	For	For	
Compania de Minas Buenaventura SAA	3UENAVC:	28-Mar-25	Annual	Management	3	Approve Remuneration of Directors	For	For	
Compania de Minas Buenaventura SAA	3UENAVC:	28-Mar-25	Annual	Management	4	Appoint Auditors	For	Against	We are voting against the appointment of the audit firm as audit fees are not disclosed. The auditor's tenure exceeds our guidelines.
Compania de Minas Buenaventura SAA	3UENAVC:	28-Mar-25	Annual	Management	5	Approve Distribution of Dividends	For	For	
Daifuku Co., Ltd.	6383	28-Mar-25	Annual	Management	1.1	Elect Director Geshiro, Hiroshi	For	Against	We are holding the Top Executive accountable for inadequate gender diversity on the board.
Daifuku Co., Ltd.	6383	28-Mar-25	Annual	Management	1.2	Elect Director Terai, Tomoaki	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Daifuku Co., Ltd.	6383	28-Mar-25	Annual	Management	1.3	Elect Director Sato, Seiji	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Daifuku Co., Ltd.	6383	28-Mar-25	Annual	Management	1.4	Elect Director Takubo, Hideaki	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Daifuku Co., Ltd.	6383	28-Mar-25	Annual	Management	1.5	Elect Director Hibi, Tetsuya	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Daifuku Co., Ltd.	6383	28-Mar-25	Annual	Management	1.6	Elect Director Ozawa, Yoshiaki	For	For	
Daifuku Co., Ltd.	6383	28-Mar-25	Annual	Management	1.7	Elect Director Kato, Kaku	For	For	
Daifuku Co., Ltd.	6383	28-Mar-25	Annual	Management	1.8	Elect Director Kaneko, Keiko	For	For	
Daifuku Co., Ltd.	6383	28-Mar-25	Annual	Management	1.9	Elect Director Gideon Franklin	For	For	
Daifuku Co., Ltd.	6383	28-Mar-25	Annual	Management	1.10	Elect Director Yoshida, Haruyuki	For	For	
Daifuku Co., Ltd.	6383	28-Mar-25	Annual	Management	1.11	Elect Director Kanzaki, Yuki	For	For	
Daifuku Co., Ltd.	6383	28-Mar-25	Annual	Management	2	Approve Trust-Type Equity Compensation Plan	For	For	
DBS Group Holdings Ltd.	D05	28-Mar-25	Annual	Management	1	Adopt Financial Statements and Directors' and Auditors' Reports	For	For	
DBS Group Holdings Ltd.	D05	28-Mar-25	Annual	Management	2	Approve Final Dividend	For	For	
DBS Group Holdings Ltd.	D05	28-Mar-25	Annual	Management	3	Approve Directors' Remuneration	For	For	
DBS Group Holdings Ltd.	D05	28-Mar-25	Annual	Management	4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	For	For	
DBS Group Holdings Ltd.	D05	28-Mar-25	Annual	Management	5	Elect Olivier Lim Tse Ghow as Director	For	For	
DBS Group Holdings Ltd.	D05	28-Mar-25	Annual	Management	6	Elect Bonghan Cho as Director	For	For	
DBS Group Holdings Ltd.	D05	28-Mar-25	Annual	Management	7	Elect Tham Sai Choy as Director	For	Against	We are holding the Chair of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We are holding this board member accountable for the lack of an independent chair.
DBS Group Holdings Ltd.	D05	28-Mar-25	Annual	Management	8	Elect Tan Su Shan as Director	For	For	
DBS Group Holdings Ltd.	D05	28-Mar-25	Annual	Management	9	Approve Issuance of Equity or Equity-Linked Securities with or without Preemptive Rights	For	For	
DBS Group Holdings Ltd.	D05	28-Mar-25	Annual	Management	10	Approve Issuance of Shares Pursuant to the DBSH Scrip Dividend Scheme	For	For	
DBS Group Holdings Ltd.	D05	28-Mar-25	Annual	Management	11	Authorize Share Repurchase Program	For	For	
Dentsu Group, Inc.	4324	28-Mar-25	Annual	Management	1.1	Elect Director Matsui, Gan	For	For	

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Dentsu Group, Inc.	4324	28-Mar-25	Annual	Management	1.2	Elect Director Igarashi, Hiroshi	For	Against	We are holding this executive accountable for the board not being one-third independent. We are holding this director accountable for sustained unsatisfactory financial performance.
Dentsu Group, Inc.	4324	28-Mar-25	Annual	Management	1.3	Elect Director Soga, Arinobu	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Dentsu Group, Inc.	4324	28-Mar-25	Annual	Management	1.4	Elect Director Paul Candland	For	For	
Dentsu Group, Inc.	4324	28-Mar-25	Annual	Management	1.5	Elect Director Andrew House	For	For	
Dentsu Group, Inc.	4324	28-Mar-25	Annual	Management	1.6	Elect Director Sagawa, Keiichi	For	Against	We are not supportive of insiders and/or non-independent outside directors on the audit committee.
Dentsu Group, Inc.	4324	28-Mar-25	Annual	Management	1.7	Elect Director Sogabe, Mihoko	For	Against	We are not supportive of insiders and/or non-independent outside directors on the audit committee.
Dentsu Group, Inc.	4324	28-Mar-25	Annual	Management	1.8	Elect Director Matsuda, Yuka	For	For	
Dentsu Group, Inc.	4324	28-Mar-25	Annual	Management	1.9	Elect Director Kawamura, Yoshihiko	For	For	
Dentsu Group, Inc.	4324	28-Mar-25	Annual	Management	1.10	Elect Director Takashima, Norimitsu	For	For	
Dentsu Group, Inc.	4324	28-Mar-25	Annual	Management	1.11	Elect Director Ichikawa, Naoko	For	For	
INPEX Corp.	1605	28-Mar-25	Annual	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 17,200 for Class Ko Shares, and JPY 43 for Ordinary Shares	For	For	
INPEX Corp.	1605	28-Mar-25	Annual	Management	2.1	Elect Director Ueda, Takayuki	For	Against	We are holding the Top Executive accountable for inadequate gender diversity on the board.
INPEX Corp.	1605	28-Mar-25	Annual	Management	2.2	Elect Director Fujii, Hiroshi	For	Against	We do not support insiders on the board other than the Chairman and/or President.
INPEX Corp.	1605	28-Mar-25	Annual	Management	2.3	Elect Director Okawa, Hitoshi	For	Against	We do not support insiders on the board other than the Chairman and/or President.
INPEX Corp.	1605	28-Mar-25	Annual	Management	2.4	Elect Director Yamada, Daisuke	For	Against	We do not support insiders on the board other than the Chairman and/or President.
INPEX Corp.	1605	28-Mar-25	Annual	Management	2.5	Elect Director Takimoto, Toshiaki	For	Against	We do not support insiders on the board other than the Chairman and/or President.
INPEX Corp.	1605	28-Mar-25	Annual	Management	2.6	Elect Director Yanai, Jun	For	For	
INPEX Corp.	1605	28-Mar-25	Annual	Management	2.7	Elect Director Iio, Norinao	For	For	
INPEX Corp.	1605	28-Mar-25	Annual	Management	2.8	Elect Director Nishimura, Atsuko	For	For	
INPEX Corp.	1605	28-Mar-25	Annual	Management	2.9	Elect Director Morimoto, Hideka	For	For	
INPEX Corp.	1605	28-Mar-25	Annual	Management	2.10	Elect Director Bruce Miller	For	For	
INPEX Corp.	1605	28-Mar-25	Annual	Management	3	Approve Compensation Ceiling for Directors	For	For	
INPEX Corp.	1605	28-Mar-25	Annual	Management	4	Approve Trust-Type Equity Compensation Plan	For	For	
Kawasaki Kisen Kaisha, Ltd.	9107	28-Mar-25	Special	Management	1	Amend Articles to Adopt Board Structure with Three Committees - Limit Rights of Odd-Lot Holders - Clarify Director Authority on Shareholder Meetings - Authorize Board to Determine Income Allocation	For	For	
Kawasaki Kisen Kaisha, Ltd.	9107	28-Mar-25	Special	Management	2.1	Elect Director Myochin, Yukikazu	For	For	

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Kawasaki Kisen Kaisha, Ltd.	9107	28-Mar-25	Special	Management	2.2	Elect Director Arai, Kunihiro	For	Against	We do not support insiders on the board other than the Chairman and/or President. We are not supportive of insiders and/or non-independent outside directors on the audit committee.
Kawasaki Kisen Kaisha, Ltd.	9107	28-Mar-25	Special	Management	2.3	Elect Director Igarashi, Takenori	For	For	
Kawasaki Kisen Kaisha, Ltd.	9107	28-Mar-25	Special	Management	2.4	Elect Director Yamada, Keiji	For	For	
Kawasaki Kisen Kaisha, Ltd.	9107	28-Mar-25	Special	Management	2.5	Elect Director Uchida, Ryuhei	For	For	
Kawasaki Kisen Kaisha, Ltd.	9107	28-Mar-25	Special	Management	2.6	Elect Director Kotaka, Koji	For	For	
Kawasaki Kisen Kaisha, Ltd.	9107	28-Mar-25	Special	Management	2.7	Elect Director Maki, Hiroyuki	For	For	
Kawasaki Kisen Kaisha, Ltd.	9107	28-Mar-25	Special	Management	2.8	Elect Director Masai, Takako	For	For	
Kawasaki Kisen Kaisha, Ltd.	9107	28-Mar-25	Special	Management	2.9	Elect Director Harasawa, Atsumi	For	For	
Kawasaki Kisen Kaisha, Ltd.	9107	28-Mar-25	Special	Management	2.10	Elect Director Kubo, Shinsuke	For	For	
Kirin Holdings Co., Ltd.	2503	28-Mar-25	Annual	Management	1	Approve Allocation of Income, with a Final Dividend of JPY 35.5	For	For	
Kirin Holdings Co., Ltd.	2503	28-Mar-25	Annual	Management	2.1	Elect Director Isozaki, Yoshinori	For	For	
Kirin Holdings Co., Ltd.	2503	28-Mar-25	Annual	Management	2.2	Elect Director Minakata, Takeshi	For	For	
Kirin Holdings Co., Ltd.	2503	28-Mar-25	Annual	Management	2.3	Elect Director Tsuboi, Junko	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Kirin Holdings Co., Ltd.	2503	28-Mar-25	Annual	Management	2.4	Elect Director Yoshimura, Toru	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Kirin Holdings Co., Ltd.	2503	28-Mar-25	Annual	Management	2.5	Elect Director Akieda, Shinjiro	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Kirin Holdings Co., Ltd.	2503	28-Mar-25	Annual	Management	2.6	Elect Director Yanagi, Hiroyuki	For	For	
Kirin Holdings Co., Ltd.	2503	28-Mar-25	Annual	Management	2.7	Elect Director Shiono, Noriko	For	For	
Kirin Holdings Co., Ltd.	2503	28-Mar-25	Annual	Management	2.8	Elect Director Rod Eddington	For	For	
Kirin Holdings Co., Ltd.	2503	28-Mar-25	Annual	Management	2.9	Elect Director Katanozaka, Shinya	For	For	
Kirin Holdings Co., Ltd.	2503	28-Mar-25	Annual	Management	2.10	Elect Director Ando, Yoshiko	For	For	
Kirin Holdings Co., Ltd.	2503	28-Mar-25	Annual	Management	2.11	Elect Director Konomoto, Shingo	For	For	
Kirin Holdings Co., Ltd.	2503	28-Mar-25	Annual	Management	2.12	Elect Director Mikami, Naoko	For	For	
Kirin Holdings Co., Ltd.	2503	28-Mar-25	Annual	Management	3	Approve Trust-Type Equity Compensation Plan and Phantom Stock Plan	For	For	
Korea Investment Holdings Co., Ltd.	071050	28-Mar-25	Annual	Management	1	Amend Articles of Incorporation	For	For	
Korea Investment Holdings Co., Ltd.	071050	28-Mar-25	Annual	Management	2	Approval of Reduction of Capital Reserve	For	For	
Korea Investment Holdings Co., Ltd.	071050	28-Mar-25	Annual	Management	3.1	Elect Kim Hui-jae as Outside Director	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We are holding this board member accountable for the lack of an independent chair.
Korea Investment Holdings Co., Ltd.	071050	28-Mar-25	Annual	Management	3.2	Elect Ji Young-jo as Outside Director	For	For	
Korea Investment Holdings Co., Ltd.	071050	28-Mar-25	Annual	Management	3.3	Elect Lee Seong-gyu as Outside Director	For	For	
Korea Investment Holdings Co., Ltd.	071050	28-Mar-25	Annual	Management	3.4	Elect Baek Young-jae as Outside Director	For	For	

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Korea Investment Holdings Co., Ltd.	071050	28-Mar-25	Annual	Management	4	Elect Choi Su-mi as Outside Director to Serve as an Audit Committee Member	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We are holding this board member accountable for the lack of an independent chair.
Korea Investment Holdings Co., Ltd.	071050	28-Mar-25	Annual	Management	5.1	Elect Ji Young-jo as a Member of Audit Committee	For	For	
Korea Investment Holdings Co., Ltd.	071050	28-Mar-25	Annual	Management	5.2	Elect Lee Seong-gyu as a Member of Audit Committee	For	For	
Korea Investment Holdings Co., Ltd.	071050	28-Mar-25	Annual	Management	6	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	1.1	Approve Financial Statements	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	1.2.1	Approve Appropriation of Income (KRW 7,500 of Common Shares, Conversion of Provision to Retained Earnings KRW 1,668,923,543,430)	For	Against	This proposal is not in shareholders' best interests.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	1.2.2	Approve Appropriation of Income (KRW 7,500 of Common Shares, Conversion of Provision to Retained Earnings KRW 2,077,718,717,500) (Shareholder Proposal)	None	For	We believe this shareholder proposal is in the interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	2.1	Amend Articles of Incorporation (Number of Directors)	For	For	
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	2.2	Amend Articles of Incorporation (Appointment of Chairman of the Board)	For	For	
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	2.3	Amend Articles of Incorporation (Record Date for Dividends)	For	For	
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	2.4	Amend Articles of Incorporation (Interim Dividend)	For	For	
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	2.5	Amend Articles of Incorporation (Separate Election of Audit Committee Members)	For	For	
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	3.1	Elect Park Gi-deok as Inside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	3.2	Elect Kwon Soon-beom as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	3.3	Elect Kim Bo-young as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	3.4	Elect James Andrew Murphy as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	3.5	Elect Jeong Da-mi as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	3.6	Elect Kang Seong-du as Non-Independent Non-Executive Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.

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Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	3.7	Elect Kim Gwang-il as Non-Independent Non-Executive Director (Shareholder Proposal)	Against	For	The proponent has convinced us that the alternative board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	3.8	Elect Kim Jeong-hwan as Non-Independent Non-Executive Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	3.9	Elect Cho Young-ho as Non-Independent Non-Executive Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	3.10	Elect Kwon Gwang-seok as Outside Director (Shareholder Proposal)	Against	For	The proponent has convinced us that the alternative board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	3.11	Elect Kim Myeong-jun as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	3.12	Elect Kim Su-jin as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	3.13	Elect Kim Yong-jin as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	3.14	Elect Kim Jae-seop as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	3.15	Elect Byeon Hyeon-cheol as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	3.16	Elect Son Ho-sang as Outside Director (Shareholder Proposal)	Against	For	The proponent has convinced us that the alternative board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	3.17	Elect Yoon Seok-heon as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	3.18	Elect Lee Deuk-hong as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	3.19	Elect Jeong Chang-hwa as Outside Director (Shareholder Proposal)	Against	For	The proponent has convinced us that the alternative board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	3.20	Elect Cheon Jun-beom as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	3.21	Elect Hong Ik-tae as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	3.22	Elect Kim Tae-seong as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	4.1.1	Elect 12 Directors by Cumulative Voting	For	Against	This proposal is not in shareholders' best interests.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.1.2	Elect 17 Directors by Cumulative Voting (Shareholder Proposal)	Against	Against	This proposal is not in shareholders' best interests.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	4.2.a	Elect Park Gi-deok as Inside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	4.2.b	Elect Choi Nae-hyeon as Non-Independent Non-Executive Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	4.2.c	Elect Kwon Soon-beom as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	4.2.d	Elect Kim Bo-young as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.

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Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	4.2.e	Elect James Andrew Murphy as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	4.2.f	Elect Jeong Da-mi as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	4.2.g	Elect Choi Jae-sik as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	4.2.h	Elect Kwon Jae-yeol as Outside Director			
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.2.i	Elect Kang Seong-du as Non-Independent Non-Executive Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.2.j	Elect Kim Gwang-il as Non-Independent Non-Executive Director (Shareholder Proposal)	Against	For	The proponent has convinced us that the alternative board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.2.k	Elect Kim Jeong-hwan as Non-Independent Non-Executive Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.2.l	Elect Cho Young-ho Non-Independent Non-Executive Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.2.m	Elect Kwon Gwang-seok as Outside Director (Shareholder Proposal)	Against	For	The proponent has convinced us that the alternative board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.2.n	Elect Kim Myeong-jun as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.2.o	Elect Kim Su-jin as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.2.p	Elect Kim Yong-jin as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.2.q	Elect Kim Jae-seop as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.2.r	Elect Byeon Hyeon-cheol as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.2.s	Elect Son Ho-sang as Outside Director (Shareholder Proposal)	Against	For	The proponent has convinced us that the alternative board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.2.t	Elect Yoon Seok-heon as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.2.u	Elect Lee Deuk-hong as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.2.v	Elect Jeong Chang-hwa as Outside Director (Shareholder Proposal)	Against	For	The proponent has convinced us that the alternative board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.2.w	Elect Cheon Jun-beom as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.2.x	Elect Hong Ik-tae as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.2.y	Elect Kim Tae-seong as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.

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Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	4.3.a	Elect Park Gi-deok as Inside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	4.3.b	Elect Choi Nae-hyeon as Non-Independent Non-Executive Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	4.3.c	Elect Kwon Soon-beom as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	4.3.d	Elect Kim Bo-young as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	4.3.e	Elect James Andrew Murphy as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	4.3.f	Elect Jeong Da-mi as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	4.3.g	Elect Choi Jae-sik as Outside Director	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	4.3.h	Elect Kwon Jae-yeol as Outside Director			
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.3.i	Elect Kang Seong-du as Non-Independent Non-Executive Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.3.j	Elect Kim Gwang-il as Non-Independent Non-Executive Director (Shareholder Proposal)	Against	For	The proponent has convinced us that the alternative board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.3.k	Elect Kim Jeong-hwan as Non-Independent Non-Executive Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.3.l	Elect Cho Young-ho Non-Independent Non-Executive Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.3.m	Elect Kwon Gwang-seok as Outside Director (Shareholder Proposal)	Against	For	The proponent has convinced us that the alternative board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.3.n	Elect Kim Myeong-jun as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.3.o	Elect Kim Su-jin as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.3.p	Elect Kim Yong-jin as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.3.q	Elect Kim Jae-seop as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.3.r	Elect Byeon Hyeon-cheol as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.3.s	Elect Son Ho-sang as Outside Director (Shareholder Proposal)	Against	For	The proponent has convinced us that the alternative board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.3.t	Elect Yoon Seok-heon as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.3.u	Elect Lee Deuk-hong as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.

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Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.3.v	Elect Jeong Chang-hwa as Outside Director (Shareholder Proposal)	Against	For	The proponent has convinced us that the alternative board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.3.w	Elect Cheon Jun-beom as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.3.x	Elect Hong Ik-tae as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Shareholder	4.3.y	Elect Kim Tae-seong as Outside Director (Shareholder Proposal)	Against	Against	We are concentrating our votes on the election of some of the proponent's nominees.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	5.1	Elect Kwon Soon-beom as a Member of Audit Committee	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	5.2	Elect Lee Min-ho as a Member of Audit Committee	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	6	Elect Seo Dae-won as Outside Director to Serve as an Audit Committee Member	For	Against	The company has failed to convince us that their board nominee would be in the best interests of shareholders.
Korea Zinc Co., Ltd.	010130	28-Mar-25	Annual	Management	7	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Otsuka Holdings Co., Ltd.	4578	28-Mar-25	Annual	Management	1.1	Elect Director Otsuka, Ichiro	For	Against	We are holding this executive accountable for the board not being one-third independent.
Otsuka Holdings Co., Ltd.	4578	28-Mar-25	Annual	Management	1.2	Elect Director Inoue, Makoto	For	Against	We are holding this executive accountable for the board not being one-third independent.
Otsuka Holdings Co., Ltd.	4578	28-Mar-25	Annual	Management	1.3	Elect Director Matsuo, Yoshiro	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Otsuka Holdings Co., Ltd.	4578	28-Mar-25	Annual	Management	1.4	Elect Director Makino, Yuko	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Otsuka Holdings Co., Ltd.	4578	28-Mar-25	Annual	Management	1.5	Elect Director Takagi, Shuichi	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Otsuka Holdings Co., Ltd.	4578	28-Mar-25	Annual	Management	1.6	Elect Director Kobayashi, Masayuki	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Otsuka Holdings Co., Ltd.	4578	28-Mar-25	Annual	Management	1.7	Elect Director Tojo, Noriko	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Otsuka Holdings Co., Ltd.	4578	28-Mar-25	Annual	Management	1.8	Elect Director Higuchi, Tatsuo	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Otsuka Holdings Co., Ltd.	4578	28-Mar-25	Annual	Management	1.9	Elect Director Matsutani, Yukio	For	For	
Otsuka Holdings Co., Ltd.	4578	28-Mar-25	Annual	Management	1.10	Elect Director Aoki, Yoshihisa	For	For	
Otsuka Holdings Co., Ltd.	4578	28-Mar-25	Annual	Management	1.11	Elect Director Mita, Mayo	For	For	
Otsuka Holdings Co., Ltd.	4578	28-Mar-25	Annual	Management	1.12	Elect Director Kitachi, Tatsuaki	For	For	
Otsuka Holdings Co., Ltd.	4578	28-Mar-25	Annual	Management	1.13	Elect Director Seguchi, Jiro	For	For	
Rakuten Group, Inc.	4755	28-Mar-25	Annual	Management	1	Amend Articles to Amend Business Lines	For	For	
Rakuten Group, Inc.	4755	28-Mar-25	Annual	Management	2.1	Elect Director Mikitani, Hiroshi	For	Against	We are holding the Top Executive accountable for inadequate gender diversity on the board. We are holding this director accountable for sustained unsatisfactory financial performance
Rakuten Group, Inc.	4755	28-Mar-25	Annual	Management	2.2	Elect Director Hyakuno, Kentaro	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Rakuten Group, Inc.	4755	28-Mar-25	Annual	Management	2.3	Elect Director Hirose, Kenji	For	Against	We do not support insiders on the board other than the Chairman and/or President.
Rakuten Group, Inc.	4755	28-Mar-25	Annual	Management	2.4	Elect Director Ando, Takaharu	For	For	

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Rakuten Group, Inc.	4755	28-Mar-25	Annual	Management	2.5	Elect Director Sarah J. M. Whitley	For	For	
Rakuten Group, Inc.	4755	28-Mar-25	Annual	Management	2.6	Elect Director Tsedal Neeley	For	For	
Rakuten Group, Inc.	4755	28-Mar-25	Annual	Management	2.7	Elect Director Charles B. Baxter	For	For	
Rakuten Group, Inc.	4755	28-Mar-25	Annual	Management	2.8	Elect Director Habuka, Shigeki	For	For	
Rakuten Group, Inc.	4755	28-Mar-25	Annual	Management	2.9	Elect Director Mitachi, Takashi	For	For	
Rakuten Group, Inc.	4755	28-Mar-25	Annual	Management	3	Approve Deep Discount Stock Option Plan	For	For	
SK Innovation Co., Ltd.	096770	28-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
SK Innovation Co., Ltd.	096770	28-Mar-25	Annual	Management	2.1	Elect Kang Dong-su as Non-Independent Non-Executive Director	For	For	
SK Innovation Co., Ltd.	096770	28-Mar-25	Annual	Management	2.2	Elect Park Jin-hoe as Outside Director	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
SK Innovation Co., Ltd.	096770	28-Mar-25	Annual	Management	2.3	Elect Gong Seong-doh as Outside Director	For	For	
SK Innovation Co., Ltd.	096770	28-Mar-25	Annual	Management	3.1	Elect Park Jin-hoe as a Member of Audit Committee	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
SK Innovation Co., Ltd.	096770	28-Mar-25	Annual	Management	3.2	Elect Gong Seong-doh as a Member of Audit Committee	For	For	
SK Innovation Co., Ltd.	096770	28-Mar-25	Annual	Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
ZTE Corporation	763	28-Mar-25	Annual	Management	1.00	Approve Annual Report (Including Financial Report of the Company Audited by the Auditor)	For	For	
ZTE Corporation	763	28-Mar-25	Annual	Management	2.00	Approve Working Report of the Board of Directors	For	For	
ZTE Corporation	763	28-Mar-25	Annual	Management	3.00	Approve Working Report of the Supervisory Committee	For	For	
ZTE Corporation	763	28-Mar-25	Annual	Management	4.00	Approve Working Report of the President	For	For	
ZTE Corporation	763	28-Mar-25	Annual	Management	5.00	Approve Final Financial Accounts	For	For	
ZTE Corporation	763	28-Mar-25	Annual	Management	6.00	Approve Profit Distribution	For	For	
ZTE Corporation	763	28-Mar-25	Annual	Management	7.00	Approve Feasibility Analysis of Hedging Derivatives Trading and Application for Trading Limits	For	For	
ZTE Corporation	763	28-Mar-25	Annual	Management	8.00	Approve Application of Internal Funds in Entrusted Financial Management	For	For	
ZTE Corporation	763	28-Mar-25	Annual	Management	9.00	Approve Provision of Guarantee Limits for Subsidiaries	For	Against	We do not believe that support for this proposal is in the best interests of shareholders.
ZTE Corporation	763	28-Mar-25	Annual	Management	10.00	Approve Ernst & Young Hua Ming LLP as Auditors and Authorize Board to Fix Their Remuneration	For	Against	The auditor's tenure exceeds our guidelines.
ZTE Corporation	763	28-Mar-25	Annual	Management	11.00	Approve Application for Consolidated Registration for Issuance of Multiple Types of Debt Financing Instruments	For	Against	We are not supportive of this proposal as it lacks the disclosure necessary for shareholders to make an informed decision.
ZTE Corporation	763	28-Mar-25	Annual	Management	12.00	Authorize to Purchase Directors' and Senior Management's Liability Insurance	For	Against	We are not supportive of this proposal as it diminishes shareholders rights.

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ZTE Corporation	763	28-Mar-25	Annual	Management	13.00	Approve Application for General Mandate of the Issuance of Shares	For	Against	We do not support this general purpose share issuance due to dilution and as it lacks pre-emptive rights.
ZTE Corporation	763	28-Mar-25	Annual	Management	14.00	Approve Application for Mandate of the Repurchase of A Shares	For	Against	The proposed share repurchase program does not have sufficient limits to protect existing shareholders.
ZTE Corporation	763	28-Mar-25	Annual	Shareholder	15.01	Elect Li Zixue as Director	For	Against	We do not believe an Executive Chair role is in shareholders' best interests as we support the separation of board and management with an independent Chair. Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO. We are not supportive of non-independent directors sitting on key board committees. We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
ZTE Corporation	763	28-Mar-25	Annual	Shareholder	15.02	Elect Xu Ziyang as Director	For	For	
ZTE Corporation	763	28-Mar-25	Annual	Shareholder	15.03	Elect Yan Junwu as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
ZTE Corporation	763	28-Mar-25	Annual	Shareholder	15.04	Elect Fang Rong as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO. We are not supportive of non-independent directors sitting on key board committees. We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
ZTE Corporation	763	28-Mar-25	Annual	Shareholder	15.05	Elect Zhu Weimin as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO. We are not supportive of non-independent directors sitting on key board committees.
ZTE Corporation	763	28-Mar-25	Annual	Shareholder	15.06	Elect Zhang Hong as Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO. We are not supportive of non-independent directors sitting on key board committees.
ZTE Corporation	763	28-Mar-25	Annual	Shareholder	16.01	Elect Zhuang Jiansheng as Director	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
ZTE Corporation	763	28-Mar-25	Annual	Shareholder	16.02	Elect Wang Qinggang as Director	For	For	
ZTE Corporation	763	28-Mar-25	Annual	Shareholder	16.03	Elect Tsui Kei Pang as Director	For	Against	We are holding the Chair of the Nominating Committee accountable for the lack of an independent chair.
Bharat Petroleum Corporation Limited	500547	29-Mar-25	Special	Management	1	Approve Material Related Party Transactions with Falcon Oil & Gas B.V.	For	For	
Bharat Petroleum Corporation Limited	500547	29-Mar-25	Special	Management	2	Approve Material Related Party Transactions with Indraprastha Gas Limited for a Value of Upto Rs.2,320 Crore	For	For	
Bharat Petroleum Corporation Limited	500547	29-Mar-25	Special	Management	3	Approve Material Related Party Transactions with Indraprastha Gas Limited for a Value of Upto Rs.1,100 Crore	For	For	
Bharat Petroleum Corporation Limited	500547	29-Mar-25	Special	Management	4	Approve Material Related Party Transactions with Petronet LNG Limited	For	For	
Bharat Petroleum Corporation Limited	500547	29-Mar-25	Special	Management	5	Approve Material Related Party Transactions with Sabarmati Gas Limited	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
Bharat Petroleum Corporation Limited	500547	29-Mar-25	Special	Management	6	Approve Material Related Party Transaction to be Entered into for Conversion of Loan Given by BPRL Ventures BV to IBV Brazil Petroleo Limitada into Quotas (Equity) of IBV Brazil Petroleo Limitada	For	For	
Ambuja Cements Limited	500425	30-Mar-25	Special	Management	1	Approve Material Related Party Transactions with ACC Limited for Financial Year 2025-26	For	For	
Wipro Limited	507685	30-Mar-25	Special	Management	1	Reelect Deepak M. Satwalekar as Director	For	Against	We do not believe an Executive Chair role is in shareholders' best interests as we support the separation of board and management with an independent Chair.
Wipro Limited	507685	30-Mar-25	Special	Management	2	Approve Migration of Shares Allocated for the Restricted stock Units under the Wipro Employee Restricted Stock Unit Plan 2005 and Wipro Employee Restricted Stock Unit Plan 2007 to the ADS Restricted Stock Unit Plan 2004	For	Against	This proposal is not in shareholders best interests.
Wipro Limited	507685	30-Mar-25	Special	Management	3	Approve Extension of Benefits under the ADS Restricted Stock Unit Plan 2004 to the Eligible Employees of Wipro Limited Group Companies, Including its Subsidiaries and Associate Companies	For	Against	The restricted stock plan does not meet our guidelines.
Air Canada	AC	31-Mar-25	Annual	Management	1.1	Elect Director Ameer Chande	For	For	
Air Canada	AC	31-Mar-25	Annual	Management	1.2	Elect Director Christie J.B. Clark	For	Against	We are voting against the Chair of the Audit Committee due to excessive non-audit fees.
Air Canada	AC	31-Mar-25	Annual	Management	1.3	Elect Director Gary A. Doer	For	For	
Air Canada	AC	31-Mar-25	Annual	Management	1.4	Elect Director Rob Fyfe	For	For	
Air Canada	AC	31-Mar-25	Annual	Management	1.5	Elect Director Michael M. Green	For	For	
Air Canada	AC	31-Mar-25	Annual	Management	1.6	Elect Director Jean Marc Huot	For	For	
Air Canada	AC	31-Mar-25	Annual	Management	1.7	Elect Director Claudette McGowan	For	For	
Air Canada	AC	31-Mar-25	Annual	Management	1.8	Elect Director Madeleine Paquin	For	For	
Air Canada	AC	31-Mar-25	Annual	Management	1.9	Elect Director Michael Rousseau	For	For	
Air Canada	AC	31-Mar-25	Annual	Management	1.10	Elect Director Vagn Sorensen	For	For	
Air Canada	AC	31-Mar-25	Annual	Management	1.11	Elect Director Kathleen Taylor	For	For	
Air Canada	AC	31-Mar-25	Annual	Management	1.12	Elect Director Annette Verschuren	For	For	
Air Canada	AC	31-Mar-25	Annual	Management	2	Ratify PricewaterhouseCoopers LLP as Auditors	For	Withhold	We are voting against the appointment of the audit firm as the non-audit fees exceed our guidelines. The auditor's tenure exceeds our guidelines.
Air Canada	AC	31-Mar-25	Annual	Management	3	Advisory Vote on Executive Compensation Approach	For	For	
Air Canada	AC	31-Mar-25	Annual	Management	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.	None	For	

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Air Canada	AC	31-Mar-25	Annual	Management	B	Vote FOR if Undersigned Certifies that Shares Owned and Controlled by Undersigned, Including Shares Held by Persons in Affiliation with the Undersigned Represent 10% or More of Company's IOS. Vote AGAINST if Shares Owned and Controlled is Less Than 10%.	None	Against	
Alteogen, Inc.	196170	31-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
Alteogen, Inc.	196170	31-Mar-25	Annual	Management	2.1	Elect Park Soon-jae as Inside Director	For	Against	We are voting against the CEO for also being the Board Chair because the separation of roles is in shareholders best interests.
Alteogen, Inc.	196170	31-Mar-25	Annual	Management	2.2	Elect Choi Sang-rak as Inside Director	For	Against	We do not support insiders on the board other than the CEO and Executive Chair.
Alteogen, Inc.	196170	31-Mar-25	Annual	Management	3	Appoint Lee Jeong-min as Internal Auditor	For	For	
Alteogen, Inc.	196170	31-Mar-25	Annual	Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	Against	The director remuneration plan does not meet our guidelines.
Alteogen, Inc.	196170	31-Mar-25	Annual	Management	5	Authorize Board to Fix Remuneration of Internal Auditor(s)	For	For	
Alteogen, Inc.	196170	31-Mar-25	Annual	Management	6	Approve Stock Option Grants	For	For	
BRF SA	BRFS3	31-Mar-25	Annual	Management	1	Accept Financial Statements and Statutory Reports for Fiscal Year Ended Dec. 31, 2024	For	For	
BRF SA	BRFS3	31-Mar-25	Annual	Management	2	Approve Allocation of Income and Dividends	For	For	
BRF SA	BRFS3	31-Mar-25	Annual	Management	3	Approve Remuneration of Company's Management	For	Against	The director remuneration plan does not meet our guidelines.
BRF SA	BRFS3	31-Mar-25	Annual	Management	4.1	Elect Antonio Mathias Nogueira Moreira as Fiscal Council Member and Attilio Guaspari as Alternate	For	For	
BRF SA	BRFS3	31-Mar-25	Annual	Management	4.2	Elect Ricardo Florence dos Santos as Fiscal Council Member and Marco Antonio Peixoto Simoes Velozo as Alternate	For	For	
BRF SA	BRFS3	31-Mar-25	Annual	Management	4.3	Elect Alexandre Eduardo De Melo as Fiscal Council Member and Jose Luiz de Souza Gurgel as Alternate	For	For	
BRF SA	BRFS3	31-Mar-25	Annual	Management	5	Approve Remuneration of Fiscal Council Members	For	For	
COWAY Co., Ltd.	021240	31-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	For	
COWAY Co., Ltd.	021240	31-Mar-25	Annual	Shareholder	2.1	Amend Articles of Incorporation (Introduction of Cumulative Voting) (Shareholder Proposal)	Against	For	We are voting in favour of this proposal as it enhances shareholders' rights.

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COWAY Co., Ltd.	021240	31-Mar-25	Annual	Management	2.2	Amend Articles of Incorporation (Differentiated Cumulative Voting for Directors)	For	Against	We are not supportive of the proposed bylaws amendments as they are not in shareholders' best interests.
COWAY Co., Ltd.	021240	31-Mar-25	Annual	Management	2.3	Amend Articles of Incorporation (Business Objectives)	For	For	
COWAY Co., Ltd.	021240	31-Mar-25	Annual	Management	2.4	Amend Articles of Incorporation (Record date for Dividends)	For	For	
COWAY Co., Ltd.	021240	31-Mar-25	Annual	Management	3.1	Elect Kim Jeong-ho as Outside Director	For	For	
COWAY Co., Ltd.	021240	31-Mar-25	Annual	Management	3.2	Elect Kim Tae-hong as Outside Director	For	For	
COWAY Co., Ltd.	021240	31-Mar-25	Annual	Management	3.3	Elect Lee Gil-yeon as Outside Director	For	For	
COWAY Co., Ltd.	021240	31-Mar-25	Annual	Management	4.1	Elect Kim Tae-hong as a Member of Audit Committee	For	For	
COWAY Co., Ltd.	021240	31-Mar-25	Annual	Management	4.2	Elect Lee Gil-yeon as a Member of Audit Committee	For	For	
COWAY Co., Ltd.	021240	31-Mar-25	Annual	Management	5	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
COWAY Co., Ltd.	021240	31-Mar-25	Annual	Management	6	Approve Reduction in Capital	For	For	
Doosan Enerbility Co., Ltd.	034020	31-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	For	
Doosan Enerbility Co., Ltd.	034020	31-Mar-25	Annual	Management	2.1	Elect Jeong Yeon-in as Inside Director	For	For	
Doosan Enerbility Co., Ltd.	034020	31-Mar-25	Annual	Management	2.2	Elect Jeong Jin-taek as Outside Director	For	For	
Doosan Enerbility Co., Ltd.	034020	31-Mar-25	Annual	Management	3	Elect Jeong Jin-taek as a Member of Audit Committee	For	For	
Doosan Enerbility Co., Ltd.	034020	31-Mar-25	Annual	Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
Enchem Co. Ltd.	348370	31-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
Enchem Co. Ltd.	348370	31-Mar-25	Annual	Management	2	Elect Three Inside Directors (Bundled)	For	Against	We are voting against the slate as we believe it is important to be able to vote on the qualifications of individual directors. We are voting against the slate as we believe it is important to be able to vote on the qualifications of individual directors and because we are holding the slate accountable for insufficient climate-related disclosure.
Enchem Co. Ltd.	348370	31-Mar-25	Annual	Management	3	Elect Lee Seung-ho as Outside Director to serve as an Audit Committee Member	For	For	
Enchem Co. Ltd.	348370	31-Mar-25	Annual	Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	Against	The director remuneration plan does not meet our guidelines.
HLB Co., Ltd.	028300	31-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
HLB Co., Ltd.	028300	31-Mar-25	Annual	Management	2.1	Elect Han Yong-hae as Inside Director	For	Against	We do not support insiders on the board other than the CEO and Executive Chair.
HLB Co., Ltd.	028300	31-Mar-25	Annual	Management	2.2	Elect Yang Chung-mo as Outside Director	For	For	
HLB Co., Ltd.	028300	31-Mar-25	Annual	Management	3	Elect Yang Chung-mo as a Member of Audit Committee	For	For	
HLB Co., Ltd.	028300	31-Mar-25	Annual	Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	

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HLB Co., Ltd.	028300	31-Mar-25	Annual	Management	5	Approve Terms of Retirement Pay	For	Against	This proposal is not in shareholders best interests.
Holmen AB	HOLM.B	31-Mar-25	Annual	Management	1	Open Meeting			
Holmen AB	HOLM.B	31-Mar-25	Annual	Management	2	Elect Chair of Meeting	For	For	
Holmen AB	HOLM.B	31-Mar-25	Annual	Management	3	Prepare and Approve List of Shareholders	For	For	
Holmen AB	HOLM.B	31-Mar-25	Annual	Management	4	Designate Inspectors of Minutes of Meeting	For	For	
Holmen AB	HOLM.B	31-Mar-25	Annual	Management	5	Approve Agenda of Meeting	For	For	
Holmen AB	HOLM.B	31-Mar-25	Annual	Management	6	Acknowledge Proper Convening of Meeting	For	For	
Holmen AB	HOLM.B	31-Mar-25	Annual	Management	7	Receive Financial Statements and Statutory Reports			
Holmen AB	HOLM.B	31-Mar-25	Annual	Management	8	Allow Questions			
Holmen AB	HOLM.B	31-Mar-25	Annual	Management	9	Accept Financial Statements and Statutory Reports	For	For	
Holmen AB	HOLM.B	31-Mar-25	Annual	Management	10	Approve Allocation of Income and Dividends of SEK 12.00 Per Share; Approve Record Date for Dividend Payment	For	For	
Holmen AB	HOLM.B	31-Mar-25	Annual	Management	11	Approve Discharge of Board and President	For	For	
Holmen AB	HOLM.B	31-Mar-25	Annual	Management	12	Determine Number of Members (9) and Deputy Members (0) of Board; Determine Number of Auditors (1) and Deputy Auditors (0)	For	For	
Holmen AB	HOLM.B	31-Mar-25	Annual	Management	13	Approve Remuneration of Directors in the Amount of SEK 910,000 for Chair and SEK 455,000 for Other Directors; Approve Remuneration of Auditor	For	For	
Holmen AB	HOLM.B	31-Mar-25	Annual	Management	14	Reelect Fredrik Lundberg (Chair), Alice Kempe, Louise Lindh, Ulf Lundahl, Fredrik Persson, Henrik Sjolund, Henriette Zeuchner and Carina Akerstrom as Directors; Elect Stefan Widing as New Director	For	Against	We are voting against the slate as we believe it is important to be able to vote on the qualifications of individual directors.
Holmen AB	HOLM.B	31-Mar-25	Annual	Management	15	Ratify PricewaterhouseCoopers AB as Auditor	For	For	
Holmen AB	HOLM.B	31-Mar-25	Annual	Management	16	Approve Remuneration Report	For	For	
Holmen AB	HOLM.B	31-Mar-25	Annual	Management	17.a	Approve Performance Share Matching Plan LTIP 2025 for Key Employees	For	For	
Holmen AB	HOLM.B	31-Mar-25	Annual	Management	17.b1	Approve Equity Plan Financing	For	For	
Holmen AB	HOLM.B	31-Mar-25	Annual	Management	17.b2	Approve Alternative Equity Plan Financing - if Item 17.b1 is Not Approved	For	For	
Holmen AB	HOLM.B	31-Mar-25	Annual	Management	18	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	For	Against	The proposed share repurchase program does not have sufficient limits to protect existing shareholders.
Holmen AB	HOLM.B	31-Mar-25	Annual	Management	19	Close Meeting			

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HYBE Co., Ltd.	352820	31-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	For	
HYBE Co., Ltd.	352820	31-Mar-25	Annual	Management	2.1	Elect Lee Mi-gyeong as Outside Director	For	Against	We are holding members of the Nominating Committee accountable for the lack of an independent chair.
HYBE Co., Ltd.	352820	31-Mar-25	Annual	Management	2.2	Elect Lee Sang-seung as Outside Director	For	For	
HYBE Co., Ltd.	352820	31-Mar-25	Annual	Management	2.3	Elect Baek Seung-ju as Outside Director	For	For	
HYBE Co., Ltd.	352820	31-Mar-25	Annual	Management	2.4	Elect Cho Won-gyeong as Outside Director	For	For	
HYBE Co., Ltd.	352820	31-Mar-25	Annual	Management	3.1	Elect Baek Seung-ju as a Member of Audit Committee	For	For	
HYBE Co., Ltd.	352820	31-Mar-25	Annual	Management	3.2	Elect Cho Won-gyeong as a Member of Audit Committee	For	For	
HYBE Co., Ltd.	352820	31-Mar-25	Annual	Management	4	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
HYBE Co., Ltd.	352820	31-Mar-25	Annual	Management	5	Approve Stock Option Grants	For	For	
Netmarble Corp.	251270	31-Mar-25	Annual	Management	1	Approve Financial Statements and Allocation of Income	For	Against	We are voting against this resolution as we are concerned with having to vote on unaudited financial statements with no auditors opinion or the audit firm has issued a qualified opinion.
Netmarble Corp.	251270	31-Mar-25	Annual	Management	2	Amend Articles of Incorporation	For	For	
Netmarble Corp.	251270	31-Mar-25	Annual	Management	3.1	Elect Doh Gi-wook as Inside Director	For	Against	We do not support insiders on the board other than the CEO and Executive Chair.
Netmarble Corp.	251270	31-Mar-25	Annual	Management	3.2	Elect Rina Chuan as Non-Independent Non-Executive Director	For	Against	Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO.
Netmarble Corp.	251270	31-Mar-25	Annual	Management	3.3	Elect Lee Chan-hui as Outside Director	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We are holding members of the Nominating Committee accountable for the lack of an independent chair.
Netmarble Corp.	251270	31-Mar-25	Annual	Management	4	Elect Kang I as Outside Director to serve as Audit Committee Member	For	For	
Netmarble Corp.	251270	31-Mar-25	Annual	Management	5	Elect Lee Chan-hui as a Member of Audit Committee	For	Against	We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent. We are holding members of the Nominating Committee accountable for the lack of an independent chair.
Netmarble Corp.	251270	31-Mar-25	Annual	Management	6	Approve Total Remuneration of Inside Directors and Outside Directors	For	For	
New China Life Insurance Company Ltd.	1336	31-Mar-25	ordinary Shareho	Management	1	Approve Issuance of Domestic Undated Capital Bonds	For	For	
PTT Exploration and Production Public Company Limited	PTTEP	31-Mar-25	Annual	Management	1	Acknowledge 2024 Performance Results and 2025 Work Plan			
PTT Exploration and Production Public Company Limited	PTTEP	31-Mar-25	Annual	Management	2	Approve Financial Statements	For	For	
PTT Exploration and Production Public Company Limited	PTTEP	31-Mar-25	Annual	Management	3	Approve Dividend Payment	For	For	

Issuer	Ticker	Meeting Date	Meeting Type	Proponent	Proposal No.	Proposal Text	Mgmt. Rec.	BCI's Vote	Voter Rationale
PTT Exploration and Production Public Company Limited	PTTEP	31-Mar-25	Annual	Management	4	Approve PricewaterhouseCoopers ABAS Ltd. as Auditors and Authorize Board to Fix Their Remuneration	For	Against	We are voting against the appointment of the audit firm as the non-audit fees exceed our guidelines.
PTT Exploration and Production Public Company Limited	PTTEP	31-Mar-25	Annual	Management	5	Approve Remuneration of Directors and Sub-Committees	For	For	
PTT Exploration and Production Public Company Limited	PTTEP	31-Mar-25	Annual	Management	6.1	Elect Teerapong Wongsiwawilas as Director	For	For	
PTT Exploration and Production Public Company Limited	PTTEP	31-Mar-25	Annual	Management	6.2	Elect Danucha Pichayanan as Director	For	For	
PTT Exploration and Production Public Company Limited	PTTEP	31-Mar-25	Annual	Management	6.3	Elect Wuttikorn Stithit as Director	For	For	
PTT Exploration and Production Public Company Limited	PTTEP	31-Mar-25	Annual	Management	6.4	Elect Kittharath Punpetch as Director	For	For	
PTT Exploration and Production Public Company Limited	PTTEP	31-Mar-25	Annual	Management	6.5	Elect Sirivipa Supantanet as Director	For	For	
PTT Exploration and Production Public Company Limited	PTTEP	31-Mar-25	Annual	Management	7	Other Business	For	Against	We are voting against this proposal to conduct 'other business' at the shareholder meeting as it puts non-attending shareholders voting by proxy at a disadvantage.
SBI Life Insurance Company Limited	540719	31-Mar-25	Special	Management	1	Elect Venugopal Bhaskaran Nayar as Director	For	For	
SBI Life Insurance Company Limited	540719	31-Mar-25	Special	Management	2	Approve Material Related Party Transactions for Purchase and/or Sale of Investments	For	For	
SBI Life Insurance Company Limited	540719	31-Mar-25	Special	Management	3	Approve Material Related Party Transactions with State Bank of India	For	For	
UPL Limited	512070	31-Mar-25	ordinary Sharehc	Management	1	Elect Hardeep Singh as Director	For	Against	We are holding the Lead Director accountable for the lack of an independent chair. Since the board's overall independence level does not meet our guidelines, we are voting against all non-independent directors on the ballot, except the CEO. We are not supportive of non-independent directors sitting on key board committees. We are holding the members of the Nomination Committee accountable for failing to ensure that all key board committees are fully independent.
UPL Limited	512070	31-Mar-25	ordinary Sharehc	Management	2	Elect M V Bhanumathi as Director	For	For	
UPL Limited	512070	31-Mar-25	ordinary Sharehc	Management	3	Elect Santosh Kumar Mohanty as Director	For	For	
UPL Limited	512070	31-Mar-25	ordinary Sharehc	Management	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	For	For	

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UPL Limited	512070	31-Mar-25	ordinary Sharehc	Management	5	Approve Material Related Party Transactions Pertaining to Sale of Materials and Functional Support Services by UPL Limited to its Subsidiaries	For	For	
UPL Limited	512070	31-Mar-25	ordinary Sharehc	Management	6	Approve Material Related Party Transactions Pertaining to Sale of Materials by UPL Mauritius Limited to its Subsidiaries	For	For	
UPL Limited	512070	31-Mar-25	ordinary Sharehc	Management	7	Approve Material Related Party Transactions Pertaining to Sale of Materials by UPL Corporation Limited, Mauritius to UPL Crop Protection Holdings Limited	For	For	
UPL Limited	512070	31-Mar-25	ordinary Sharehc	Management	8	Approve Material Related Party Transactions Pertaining to Sale of Materials by United Phosphorus (India) LLP to Fellow Subsidiaries	For	For	
UPL Limited	512070	31-Mar-25	ordinary Sharehc	Management	9	Approve Material Related Party Transactions Pertaining to Sale of Materials by United Phosphorus Cayman Limited to Fellow Subsidiaries	For	For	
UPL Limited	512070	31-Mar-25	ordinary Sharehc	Management	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	For	For	
UPL Limited	512070	31-Mar-25	ordinary Sharehc	Management	11	Approve Material Related Party Transactions Pertaining to Sale of Materials by UPL Europe Supply Chain GMBH to UPL France	For	For	
UPL Limited	512070	31-Mar-25	ordinary Sharehc	Management	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.	For	For	
UPL Limited	512070	31-Mar-25	ordinary Sharehc	Management	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.	For	For	
UPL Limited	512070	31-Mar-25	ordinary Sharehc	Management	14	Approve Material Related Party Transactions Pertaining to Sale of Materials by Superform Chemistries Limited to Fellow Subsidiaries	For	For	

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UPL Limited	512070	31-Mar-25	ordinary Sharehc	Management	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	For	For	
UPL Limited	512070	31-Mar-25	ordinary Sharehc	Management	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	For	For	
UPL Limited	512070	31-Mar-25	ordinary Sharehc	Management	17	Approve Material Related Party Transactions Pertaining to Issuance of Corporate Guarantee by UPL Corporation Limited, Cayman on behalf of UPL Corporation Limited, Mauritius	For	For	
UPL Limited	512070	31-Mar-25	ordinary Sharehc	Management	18	Approve Material Related Party Transactions for Providing Financial Support by Subsidiaries of the Company to Fellow Subsidiaries (Centralised Treasury Operations)	For	For	
UPL Limited	512070	31-Mar-25	ordinary Sharehc	Management	19	Approve Material Related Party Transactions in Connection with the Investments by Subsidiaries of the Company in Fellow Subsidiaries (Centralised Treasury Operations)	For	For	
Will Semiconductor Co., Ltd. Shanghai	603501	31-Mar-25	Special	Management	1	Approve Completion of Raised Funds Investment Projects and Use of Excess Raised Funds to Replenish Working Capital	For	For	
Will Semiconductor Co., Ltd. Shanghai	603501	31-Mar-25	Special	Management	2	Approve Draft and Summary of Stock Option Incentive Plan	For	Against	The stock option incentive plan does not meet our guidelines.
Will Semiconductor Co., Ltd. Shanghai	603501	31-Mar-25	Special	Management	3	Approve Methods to Assess the Performance of Plan Participants	For	Against	The stock option incentive plan does not meet our guidelines.
Will Semiconductor Co., Ltd. Shanghai	603501	31-Mar-25	Special	Management	4	Approve Authorization of the Board to Handle All Related Matters	For	Against	The stock option incentive plan does not meet our guidelines.