

VOTE SUMMARY REPORT

REPORTING PERIOD: 01/01/2022 to 12/31/2022

LOCATION(S): ALL LOCATIONS

INSTITUTION ACCOUNT(S): ALL INSTITUTION ACCOUNTS

Voting Statistics

	Total	Percent
Votable Meetings	620	
Meetings Voted	591	95.32%
Meetings with One or More Votes Against Management	217	35.00%
Votable Ballots	3412	
Ballots Voted	3235	94.81%

Note: A meeting is votable when one or more ballots are eligible to vote at the meeting, and differences in votable meetings and ballots occurs when multiple ballots are available to vote for the same meeting.

	Management Proposals		Shareholder Proposals		All Proposals	
	Total	Percent	Total	Percent	Total	Percent
Votable Proposals	9939		394		10333	
Proposals Voted	9131	91.87%	368	93.40%	9499	91.93%
FOR Votes	8800	88.54%	216	54.82%	9016	87.25%
AGAINST Votes	284	2.86%	152	38.58%	436	4.22%
ABSTAIN Votes	4	0.04%	0	0.00%	4	0.04%
WITHHOLD Votes	37	0.37%	0	0.00%	37	0.36%
Votes WITH Management	8820	88.74%	164	41.62%	8984	86.94%
Votes AGAINST Management	311	3.13%	204	51.78%	515	4.98%

Note: Instructions of Do Not Vote are not considered voted; Frequency on Pay votes of 1, 2 or 3 Years are only reflected statistically, where applicable, but present in the underlying detail; and in cases of different votes submitted across ballots for a given meeting, votes cast are distinctly counted by type per proposal where total votes submitted may be higher than unique proposals voted.

Proposal Statistics

	Votable Proposals		Proposals Voted		Management Proposals		Shareholder Proposals		Votes Against Management	
	Total	Percent	Total	Percent	Total	Percent	Total	Percent	Total	Percent
Audit Related	785	7.60%	743	7.19%	781	7.56%	4	0.04%	2	0.02%
Capitalization	1283	12.42%	1246	12.06%	1283	12.42%	0	0.00%	13	0.13%
Company Articles	113	1.09%	103	1.00%	111	1.07%	2	0.02%	4	0.04%
Compensation	1220	11.81%	1127	10.91%	1202	11.63%	18	0.17%	123	1.19%
Corporate Governance	46	0.45%	45	0.44%	0	0.00%	46	0.45%	41	0.40%
Director Election	4428	42.85%	4222	40.86%	4409	42.67%	19	0.18%	141	1.36%
Director Related	775	7.50%	517	5.00%	729	7.06%	46	0.45%	41	0.40%
E&S Blended	34	0.33%	33	0.32%	9	0.09%	25	0.24%	0	0.00%
Environmental	79	0.76%	78	0.75%	23	0.22%	56	0.54%	32	0.31%
Miscellaneous	30	0.29%	17	0.16%	14	0.14%	16	0.15%	2	0.02%
Mutual Funds	6	0.06%	5	0.05%	6	0.06%	0	0.00%	0	0.00%
No Research	30	0.29%	0	0.00%	30	0.29%	0	0.00%	0	0.00%
Non-Routine Business	51	0.49%	51	0.49%	46	0.45%	5	0.05%	6	0.06%
Routine Business	947	9.16%	813	7.87%	947	9.16%	0	0.00%	20	0.19%
Social	252	2.44%	247	2.39%	95	0.92%	157	1.52%	85	0.82%
Strategic Transactions	59	0.57%	57	0.55%	59	0.57%	0	0.00%	4	0.04%
Takeover Related	195	1.89%	195	1.89%	195	1.89%	0	0.00%	1	0.01%
Total	10333	100.00%	9499	91.93%	9939	96.19%	394	3.81%	515	4.98%

Centrica Plc

Meeting Date: 01/13/2022

Country: United Kingdom

Ticker: CNA

Record Date: 01/11/2022

Meeting Type: Special

Primary Security ID: G2018Z143

Centrica Plc

Shares Voted: 17,150,933

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Transaction, Purchase Agreements and Amended SHA	Mgmt	For	For	For

Micron Technology, Inc.

Meeting Date: 01/13/2022Country: USATicker: MU
Record Date: 11/19/2021Meeting Type: Annual
Primary Security ID: 595112103

Shares Voted: 73,673

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard M. Beyer	Mgmt	For	For	For
1b	Elect Director Lynn A. Dugle	Mgmt	For	For	For
1c	Elect Director Steven J. Gomo	Mgmt	For	For	For
1d	Elect Director Linnie Haynesworth	Mgmt	For	For	For
1e	Elect Director Mary Pat McCarthy	Mgmt	For	For	For
1f	Elect Director Sanjay Mehrotra	Mgmt	For	For	For
1g	Elect Director Robert E. Switz	Mgmt	For	For	For
1h	Elect Director MaryAnn Wright	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Tracsis Plc

Meeting Date: 01/18/2022Country: United KingdomTicker: TRCS
Record Date: 01/14/2022Meeting Type: Annual
Primary Security ID: G90029102

Shares Voted: 684,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Reappoint Grant Thornton UK LLP as Auditors	Mgmt	For	For	For

Tracsis Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Re-elect Elizabeth Anne Richards as Director	Mgmt	For	For	For
6	Elect Andrew Kelly as Director	Mgmt	For	For	For
7	Elect Dr James Routh as Director	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

BHP Group Plc

Meeting Date: 01/20/2022Country: United KingdomTicker: BHP

Record Date: 01/18/2022Meeting Type: Court

Primary Security ID: G10877127

Shares Voted: 1,166,399

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Court Meeting	Mgmt			
1	Approve Scheme of Arrangement	Mgmt	For	For	For

BHP Group Plc

Meeting Date: 01/20/2022Country: United KingdomTicker: BHP

Record Date: 01/18/2022Meeting Type: Special

Primary Security ID: G10877127

Shares Voted: 1,166,399

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve the Scheme of Arrangement and Unification	Mgmt	For	For	For
2	Approve Special Voting Share Buy-Back Agreement	Mgmt	For	For	For
3	Approve Special Voting Share Buy-Back Agreement (Class Rights Action)	Mgmt	For	For	For
4	Adopt New Articles of Association	Mgmt	For	For	For
5	Approve Re-registration of the Company as a Private Limited Company (Class Rights Action)	Mgmt	For	For	For

Costco Wholesale Corporation

Meeting Date: 01/20/2022

Country: USA

Ticker: COST

Record Date: 11/11/2021

Meeting Type: Annual

Primary Security ID: 22160K105

Shares Voted: 26,533

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan L. Decker	Mgmt	For	For	For
1b	Elect Director Kenneth D. Denman	Mgmt	For	For	For
1c	Elect Director Richard A. Galanti	Mgmt	For	For	For
1d	Elect Director Hamilton E. James	Mgmt	For	For	For
1e	Elect Director W. Craig Jelinek	Mgmt	For	For	For
1f	Elect Director Sally Jewell	Mgmt	For	For	For
1g	Elect Director Charles T. Munger	Mgmt	For	For	For
1h	Elect Director Jeffrey S. Raikes	Mgmt	For	For	For
1i	Elect Director John W. Stanton	Mgmt	For	For	For
1j	Elect Director Mary Agnes (Maggie) Wilderotter	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Charitable Contributions	SH	Against	Against	Against
5	Report on GHG Emissions Reduction Targets	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's GHG emissions reduction efforts would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks					
6	Report on Racial Justice and Food Equity	SH	Against	Against	Against

Intuit Inc.

Meeting Date: 01/20/2022

Country: USA

Ticker: INTU

Record Date: 11/22/2021

Meeting Type: Annual

Primary Security ID: 461202103

Shares Voted: 10,420

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Eve Burton	Mgmt	For	For	For
1b	Elect Director Scott D. Cook	Mgmt	For	For	For
1c	Elect Director Richard L. Dalzell	Mgmt	For	For	For
1d	Elect Director Sasan K. Goodarzi	Mgmt	For	For	For

Intuit Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Deborah Liu	Mgmt	For	For	For
1f	Elect Director Tekedra Mawakana	Mgmt	For	For	For
1g	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
1h	Elect Director Dennis D. Powell	Mgmt	For	For	For
1i	Elect Director Brad D. Smith	Mgmt	For	For	For
1j	Elect Director Thomas Szkutak	Mgmt	For	For	For
1k	Elect Director Raul Vazquez	Mgmt	For	For	For
1l	Elect Director Jeff Weiner	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Becton, Dickinson and Company

Meeting Date: 01/25/2022Country: USATicker: BDX

Record Date: 12/06/2021Meeting Type: Annual

Primary Security ID: 075887109

Shares Voted: 60,646

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Catherine M. Burzik	Mgmt	For	For	For
1.2	Elect Director Carrie L. Byington	Mgmt	For	For	For
1.3	Elect Director R. Andrew Eckert	Mgmt	For	For	For
1.4	Elect Director Claire M. Fraser	Mgmt	For	For	For
1.5	Elect Director Jeffrey W. Henderson	Mgmt	For	For	For
1.6	Elect Director Christopher Jones	Mgmt	For	For	For
1.7	Elect Director Marshall O. Larsen	Mgmt	For	For	For
1.8	Elect Director David F. Melcher	Mgmt	For	For	For
1.9	Elect Director Thomas E. Polen	Mgmt	For	For	For
1.10	Elect Director Claire Pomeroy	Mgmt	For	For	For
1.11	Elect Director Timothy M. Ring	Mgmt	For	For	For
1.12	Elect Director Bertram L. Scott	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Becton, Dickinson and Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as a lower threshold would enhance the current shareholder right to call special meetings.					

Marston's Plc

Meeting Date: 01/25/2022	Country: United Kingdom	Ticker: MARS
Record Date: 01/21/2022	Meeting Type: Annual	
Primary Security ID: G5852L104		

Shares Voted: 13,360,030					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Hayleigh Lupino as Director	Mgmt	For	For	For
4	Re-elect Andrew Andrea as Director	Mgmt	For	For	For
5	Re-elect Bridget Lea as Director	Mgmt	For	For	For
6	Re-elect Octavia Morley as Director	Mgmt	For	For	For
7	Re-elect Matthew Roberts as Director	Mgmt	For	For	For
8	Re-elect William Rucker as Director	Mgmt	For	For	For
9	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
10	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
11	Authorise Issue of Equity	Mgmt	For	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
15	Adopt New Articles of Association	Mgmt	For	For	For

Sika AG

Meeting Date: 01/25/2022	Country: Switzerland	Ticker: SIKA
Record Date:	Meeting Type: Extraordinary Shareholders	
Primary Security ID: H7631K273		

Sika AG

Shares Voted: 500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Creation of CHF 187,893 Pool of Conditional Capital without Preemptive Rights	Mgmt	For	For	For
2	Transact Other Business (Voting)	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST is warranted because: This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

Visa Inc.

Meeting Date: 01/25/2022Country: USATicker: V
Record Date: 11/26/2021Meeting Type: Annual
Primary Security ID: 92826C839

Shares Voted: 25,403

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lloyd A. Carney	Mgmt	For	For	For
1b	Elect Director Mary B. Cranston	Mgmt	For	For	For
1c	Elect Director Francisco Javier Fernandez-Carbajal	Mgmt	For	For	For
1d	Elect Director Alfred F. Kelly, Jr.	Mgmt	For	For	For
1e	Elect Director Ramon Laguarta	Mgmt	For	For	For
1f	Elect Director John F. Lundgren	Mgmt	For	For	For
1g	Elect Director Robert W. Matschullat	Mgmt	For	For	For
1h	Elect Director Denise M. Morrison	Mgmt	For	For	For
1i	Elect Director Linda J. Rendle	Mgmt	For	For	For
1j	Elect Director Maynard G. Webb, Jr.	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Accenture plc

Meeting Date: 01/26/2022Country: IrelandTicker: ACN
Record Date: 11/29/2021Meeting Type: Annual
Primary Security ID: G1151C101

Shares Voted: 50,260

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jaime Ardila	Mgmt	For	For	For
1b	Elect Director Nancy McKinstry	Mgmt	For	For	For
1c	Elect Director Beth E. Mooney	Mgmt	For	For	For
1d	Elect Director Gilles C. Pelisson	Mgmt	For	For	For
1e	Elect Director Paula A. Price	Mgmt	For	For	For
1f	Elect Director Venkata (Murthy) Renduchintala	Mgmt	For	For	For
1g	Elect Director Arun Sarin	Mgmt	For	For	For
1h	Elect Director Julie Sweet	Mgmt	For	For	For
1i	Elect Director Frank K. Tang	Mgmt	For	For	For
1j	Elect Director Tracey T. Travis	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	For	For
4	Approve KPMG LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
5	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
6	Authorize Board to Opt-Out of Statutory Pre-Emption Rights	Mgmt	For	For	For
7	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For

Meeting Date: 01/27/2022Country: United KingdomTicker: BVIC

Record Date: 01/25/2022Meeting Type: Annual

Primary Security ID: G17387104

Shares Voted: 3,297,072

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For

Britvic Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Remuneration Report	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is considered warranted because: * Given the impact of COVID-19, the Remuneration Committee has exercised its discretion to amend the performance targets applicable to a portion of the in-flight awards made under the 2018 LTIP, which were not scheduled to vest. The original EPS targets have been replaced by an assessment of the initial EPS growth trajectory and achievement against a subjective performance framework consisting of seven gateway conditions. This has resulted in 33% of awards vesting against the EPS metric (as against 0%) valued at GBP 392,021 for the CEO.					
5	Re-elect John Daly as Director	Mgmt	For	For	For
6	Re-elect Sue Clark as Director	Mgmt	For	For	For
7	Re-elect William Eccleshare as Director	Mgmt	For	For	For
8	Re-elect Simon Litherland as Director	Mgmt	For	For	For
9	Re-elect Ian McHoul as Director	Mgmt	For	For	For
10	Re-elect Euan Sutherland as Director	Mgmt	For	For	For
11	Re-elect Joanne Wilson as Director	Mgmt	For	For	For
12	Elect Emer Finnan as Director	Mgmt	For	For	For
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Walgreens Boots Alliance, Inc.

Meeting Date: 01/27/2022	Country: USA	Ticker: WBA
Record Date: 11/29/2021	Meeting Type: Annual	
Primary Security ID: 931427108		

Shares Voted: 59,764					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janice M. Babiak	Mgmt	For	For	For
1b	Elect Director David J. Brailer	Mgmt	For	For	For
1c	Elect Director Rosalind G. Brewer	Mgmt	For	For	For

Walgreens Boots Alliance, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director William C. Foote	Mgmt	For	For	For
1e	Elect Director Ginger L. Graham	Mgmt	For	Against	Against
Voting Policy Rationale: Votes AGAINST compensation committee members Ginger Graham, Valerie Jarrett, John Lederer, and Nancy Schlichting are warranted for inadequate responsiveness to a failed say-on-pay vote result.A vote FOR all other director nominees is warranted.					
1f	Elect Director Valerie B. Jarrett	Mgmt	For	Against	Against
Voting Policy Rationale: Votes AGAINST compensation committee members Ginger Graham, Valerie Jarrett, John Lederer, and Nancy Schlichting are warranted for inadequate responsiveness to a failed say-on-pay vote result.A vote FOR all other director nominees is warranted.					
1g	Elect Director John A. Lederer	Mgmt	For	Against	Against
Voting Policy Rationale: Votes AGAINST compensation committee members Ginger Graham, Valerie Jarrett, John Lederer, and Nancy Schlichting are warranted for inadequate responsiveness to a failed say-on-pay vote result.A vote FOR all other director nominees is warranted.					
1h	Elect Director Dominic P. Murphy	Mgmt	For	For	For
1i	Elect Director Stefano Pessina	Mgmt	For	For	For
1j	Elect Director Nancy M. Schlichting	Mgmt	For	Against	Against
Voting Policy Rationale: Votes AGAINST compensation committee members Ginger Graham, Valerie Jarrett, John Lederer, and Nancy Schlichting are warranted for inadequate responsiveness to a failed say-on-pay vote result.A vote FOR all other director nominees is warranted.					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the proposal is warranted. In response to last year's failed say-on-pay vote, the proxy included disclosure regarding feedback received from shareholders. However, disclosure of engagement efforts was incomplete and, more concerning, the pay program changes did not fully address the most prominent shareholder concern regarding the use of positive discretion to increase 2020 closing cycle LTI earnouts.In addition, a mitigated pay-for-performance misalignment exists for the year in review. The annual bonus was based on pre-set objective metrics with clear disclosure regarding the payout structure, targets, and actual performance, though a concern is noted regarding the use of an individual performance modifier, particularly given shareholder feedback regarding the use of positive discretion. The long-term incentive program is half performance-conditioned equity, which utilizes a multi-year performance period. Though forward-looking targets were not disclosed, these goals are disclosed retroactively at the end of the performance period.					
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Certificate of Incorporation to Become a Public Benefit Corporation	SH	Against	Against	Against
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed 10 percent ownership threshold would make the special meeting right more easily exercisable by institutional investors, while still providing protection against abuse.					
6	Report on Public Health Costs Due to Tobacco Product Sales and the Impact on Overall Market	SH	Against	Against	Against

Avon Protection Plc

Meeting Date: 01/28/2022	Country: United Kingdom	Ticker: AVON
Record Date: 01/26/2022	Meeting Type: Annual	
Primary Security ID: G06860103		

Avon Protection Plc

Shares Voted: 632,233

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Paul McDonald as Director	Mgmt	For	For	For
5	Re-elect Nick Keveth as Director	Mgmt	For	For	For
6	Re-elect Bruce Thompson as Director	Mgmt	For	For	For
7	Re-elect Chloe Ponsonby as Director	Mgmt	For	For	For
8	Re-elect Bindi Foyle as Director	Mgmt	For	For	For
9	Re-elect Victor Chavez as Director	Mgmt	For	For	For
10	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Hollywood Bowl Group Plc

Meeting Date: 01/28/2022Country: United KingdomTicker: BOWL

Record Date: 01/26/2022Meeting Type: Annual

Primary Security ID: G45655100

Shares Voted: 7,115,990

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Elect Melanie Dickinson as Director	Mgmt	For	For	For

Hollywood Bowl Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Re-elect Nick Backhouse as Director	Mgmt	For	For	For
6	Re-elect Peter Boddy as Director	Mgmt	For	For	For
7	Re-elect Stephen Burns as Director	Mgmt	For	For	For
8	Re-elect Laurence Keen as Director	Mgmt	For	For	For
9	Re-elect Ivan Schofield as Director	Mgmt	For	For	For
10	Re-elect Claire Tiney as Director	Mgmt	For	For	For
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Emerson Electric Co.

Meeting Date: 02/01/2022

Country: USA

Ticker: EMR

Record Date: 11/23/2021

Meeting Type: Annual

Primary Security ID: 291011104

Shares Voted: 56,971

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Joshua B. Bolten	Mgmt	For	For	For
1.2	Elect Director William H. Easter, III	Mgmt	For	For	For
1.3	Elect Director Surendralal (Lal) L. Karsanbhai	Mgmt	For	For	For
1.4	Elect Director Lori M. Lee	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Rockwell Automation, Inc.

Meeting Date: 02/01/2022

Country: USA

Ticker: ROK

Record Date: 12/06/2021

Meeting Type: Annual

Primary Security ID: 773903109

Rockwell Automation, Inc.

Shares Voted: 9,248

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A1	Elect Director James P. Keane	Mgmt	For	For	For
A2	Elect Director Blake D. Moret	Mgmt	For	For	For
A3	Elect Director Thomas W. Rosamilia	Mgmt	For	For	For
A4	Elect Director Patricia A. Watson	Mgmt	For	For	For
B	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
C	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Cerence Inc.

Meeting Date: 02/02/2022Country: USATicker: CRNC
Record Date: 12/14/2021Meeting Type: Annual
Primary Security ID: 156727109

Shares Voted: 6,583

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Arun Sarin	Mgmt	For	For	For
1.2	Elect Director Kristi Ann Matus	Mgmt	For	For	For
1.3	Elect Director Stefan Ortmanns	Mgmt	For	For	For
2	Ratify BDO USA, LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year

Imperial Brands Plc

Meeting Date: 02/02/2022Country: United KingdomTicker: IMB
Record Date: 01/31/2022Meeting Type: Annual
Primary Security ID: G4720C107

Shares Voted: 1,657,480

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For

Imperial Brands Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Re-elect Stefan Bomhard as Director	Mgmt	For	For	For
5	Re-elect Susan Clark as Director	Mgmt	For	For	For
6	Elect Ngozi Edozien as Director	Mgmt	For	For	For
7	Re-elect Therese Esperdy as Director	Mgmt	For	For	For
8	Re-elect Alan Johnson as Director	Mgmt	For	For	For
9	Re-elect Robert Kunze-Concewitz as Director	Mgmt	For	For	For
10	Re-elect Simon Langelier as Director	Mgmt	For	For	For
11	Elect Lukas Paravicini as Director	Mgmt	For	For	For
12	Elect Diane de Saint Victor as Director	Mgmt	For	For	For
13	Re-elect Jonathan Stanton as Director	Mgmt	For	For	For
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Compass Group Plc

Meeting Date: 02/03/2022	Country: United Kingdom	Ticker: CPG
Record Date: 02/01/2022	Meeting Type: Annual	
Primary Security ID: G23296208		

Shares Voted: 4,760,931

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the remuneration policy is warranted:* The maximum opportunity under the LTIP will be increased from 300% to 400% of salary for the CEO, and from 250% to 350% of salary for the other EDs. The Company's rationale is not considered sufficiently compelling to justify the significant increases in award levels.					
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Palmer Brown as Director	Mgmt	For	For	For

Compass Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Elect Arlene Isaacs-Lowe as Director	Mgmt	For	For	For
7	Elect Sundar Raman as Director	Mgmt	For	For	For
8	Re-elect Ian Meakins as Director	Mgmt	For	For	For
9	Re-elect Dominic Blakemore as Director	Mgmt	For	For	For
10	Re-elect Gary Green as Director	Mgmt	For	For	For
11	Re-elect Carol Arrowsmith as Director	Mgmt	For	For	For
12	Re-elect Stefan Bomhard as Director	Mgmt	For	For	For
13	Re-elect John Bryant as Director	Mgmt	For	For	For
14	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	For	For
15	Re-elect Nelson Silva as Director	Mgmt	For	For	For
16	Re-elect Ireena Vittal as Director	Mgmt	For	For	For
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with 14 Clear Days' Notice	Mgmt	For	For	For

The Sage Group Plc

Meeting Date: 02/03/2022	Country: United Kingdom	Ticker: SGE
Record Date: 02/01/2022	Meeting Type: Annual	
Primary Security ID: G7771K142		

Shares Voted: 4,273,015

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For

The Sage Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Andrew Duff as Director	Mgmt	For	For	For
6	Elect Derek Harding as Director	Mgmt	For	For	For
7	Re-elect Sangeeta Anand as Director	Mgmt	For	For	For
8	Re-elect Dr John Bates as Director	Mgmt	For	For	For
9	Re-elect Jonathan Bewes as Director	Mgmt	For	For	For
10	Re-elect Annette Court as Director	Mgmt	For	For	For
11	Re-elect Drummond Hall as Director	Mgmt	For	For	For
12	Re-elect Steve Hare as Director	Mgmt	For	For	For
13	Re-elect Jonathan Howell as Director	Mgmt	For	For	For
14	Re-elect Irana Wasti as Director	Mgmt	For	For	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Brewin Dolphin Holdings Plc

Meeting Date: 02/04/2022	Country: United Kingdom	Ticker: BRW
Record Date: 02/02/2022	Meeting Type: Annual	
Primary Security ID: G1338M113		

Shares Voted: 3,130,451

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For

Brewin Dolphin Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Re-elect Toby Strauss as Director	Mgmt	For	For	For
6	Re-elect Robin Beer as Director	Mgmt	For	For	For
7	Re-elect Siobhan Boylan as Director	Mgmt	For	For	For
8	Re-elect Charles Ferry as Director	Mgmt	For	For	For
9	Re-elect Ian Dewar as Director	Mgmt	For	For	For
10	Re-elect Phillip Monks as Director	Mgmt	For	For	For
11	Re-elect Caroline Taylor as Director	Mgmt	For	For	For
12	Re-elect Michael Kellard as Director	Mgmt	For	For	For
13	Elect Pars Purewal as Director	Mgmt	For	For	For
14	Elect Joanna Hall as Director	Mgmt	For	For	For
15	Approve Final Dividend	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Shaftesbury Plc

Meeting Date: 02/04/2022

Record Date: 02/02/2022

Primary Security ID: G80603106

Country: United Kingdom

Meeting Type: Annual

Ticker: SHB

Shares Voted: 313,183

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Amend 2016 Long-Term Incentive Plan	Mgmt	For	For	For

Shaftesbury Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Final Dividend	Mgmt	For	For	For
6	Elect Helena Coles as Director	Mgmt	For	For	For
7	Re-elect Jonathan Nicholls as Director	Mgmt	For	For	For
8	Re-elect Brian Bickell as Director	Mgmt	For	For	For
9	Re-elect Simon Quayle as Director	Mgmt	For	For	For
10	Re-elect Christopher Ward as Director	Mgmt	For	For	For
11	Re-elect Thomas Welton as Director	Mgmt	For	For	For
12	Re-elect Richard Akers as Director	Mgmt	For	For	For
13	Re-elect Ruth Anderson as Director	Mgmt	For	For	For
14	Re-elect Jennelle Tilling as Director	Mgmt	For	For	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

SSP Group Plc

Meeting Date: 02/04/2022

Record Date: 02/02/2022

Primary Security ID: G8402N125

Country: United Kingdom

Meeting Type: Annual

Ticker: SSPG

Shares Voted: 9,093,024

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is considered warranted:* Whilst the Remuneration Committee applied downward discretion to, and entirely deferred, the bonus payable in respect of FY2021 performance, the award of any bonus in a year of negative shareholder experience and without any guarantee of repaying CJRS support is not considered appropriate.					
3	Re-elect Mike Clasper as Director	Mgmt	For	For	For
4	Re-elect Jonathan Davies as Director	Mgmt	For	For	For
5	Re-elect Carolyn Bradley as Director	Mgmt	For	For	For

SSP Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Re-elect Tim Lodge as Director	Mgmt	For	For	For
7	Re-elect Judy Vezmar as Director	Mgmt	For	For	For
8	Elect Apurvi Sheth as Director	Mgmt	For	For	For
9	Elect Kelly Kuhn as Director	Mgmt	For	For	For
10	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Clinigen Group Plc

Meeting Date: 02/08/2022

Country: United Kingdom

Ticker: CLIN

Record Date: 02/04/2022

Meeting Type: Special

Primary Security ID: G2R22L107

Shares Voted: 3,698,455

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	This is a Second Call Meeting Originally Held on 18 January 2022	Mgmt			
	Approve Matters Relating to the Recommended Cash Acquisition of Clinigen Group plc by Triley Bidco Limited	Mgmt	For	For	For

Clinigen Group Plc

Meeting Date: 02/08/2022

Country: United Kingdom

Ticker: CLIN

Record Date: 02/04/2022

Meeting Type: Court

Primary Security ID: G2R22L107

Clinigen Group Plc

Shares Voted: 3,698,455

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	This is a Second Call Meeting Originally Held on 18 January 2022	Mgmt			
	Court Meeting	Mgmt			
	Approve Scheme of Arrangement	Mgmt	For	For	For

Euromoney Institutional Investor Plc

Meeting Date: 02/09/2022Country: United KingdomTicker: ERM

Record Date: 02/07/2022Meeting Type: Annual

Primary Security ID: G31556122

Shares Voted: 1,100,129

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect India Gary-Martin as Director	Mgmt	For	For	For
5	Re-elect Jan Babiak as Director	Mgmt	For	For	For
6	Re-elect Colin Day as Director	Mgmt	For	For	For
7	Re-elect Imogen Joss as Director	Mgmt	For	For	For
8	Re-elect Wendy Pallot as Director	Mgmt	For	For	For
9	Re-elect Tim Pennington as Director	Mgmt	For	For	For
10	Re-elect Andrew Rashbass as Director	Mgmt	For	For	For
11	Re-elect Leslie Van de Walle as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Amend Articles of Association	Mgmt	For	For	For

Euromoney Institutional Investor Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Grainger Plc

Meeting Date: 02/09/2022	Country: United Kingdom	Ticker: GRI
Record Date: 02/07/2022	Meeting Type: Annual	
Primary Security ID: G40432117		

Shares Voted: 1,869,336

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Mark Clare as Director	Mgmt	For	For	For
5	Re-elect Helen Gordon as Director	Mgmt	For	For	For
6	Elect Robert Hudson as Director	Mgmt	For	For	For
7	Re-elect Rob Wilkinson as Director	Mgmt	For	For	For
8	Re-elect Justin Read as Director	Mgmt	For	For	For
9	Re-elect Janette Bell as Director	Mgmt	For	For	For
10	Elect Carol Hui as Director	Mgmt	For	For	For
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Meeting Date: 02/10/2022	Country: United Kingdom	Ticker: EZJ
Record Date: 02/08/2022	Meeting Type: Annual	
Primary Security ID: G3030S109		

Shares Voted: 3,143,236

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Re-elect Johan Lundgren as Director	Mgmt	For	For	For
5	Elect Kenton Jarvis as Director	Mgmt	For	For	For
6	Elect Stephen Hester as Director	Mgmt	For	For	For
7	Re-elect Dr Andreas Bierwirth as Director	Mgmt	For	For	For
8	Re-elect Catherine Bradley as Director	Mgmt	For	For	For
9	Re-elect Nick Leeder as Director	Mgmt	For	For	For
10	Re-elect Julie Southern as Director	Mgmt	For	For	For
11	Re-elect Sheikh Mansurah Tal-At Mannings as Director	Mgmt	For	For	For
12	Re-elect David Robbie as Director	Mgmt	For	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Approve Restricted Share Plan	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Meeting Date: 02/10/2022	Country: Germany	Ticker: SIE
Record Date:	Meeting Type: Annual	
Primary Security ID: D69671218		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020/21 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 4.00 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Roland Busch for Fiscal Year 2020/21	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Klaus Helmrich (until March 31, 2021) for Fiscal Year 2020/21	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Joe Kaeser (until Feb. 3, 2021) for Fiscal Year 2020/21	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Cedrik Neike for Fiscal Year 2020/21	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Matthias Rebellius for Fiscal Year 2020/21	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Ralf Thomas for Fiscal Year 2020/21	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Judith Wiese for Fiscal Year 2020/21	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Jim Snabe for Fiscal Year 2020/21	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Birgit Steinborn for Fiscal Year 2020/21	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2020/21	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Tobias Baeumler (from Oct. 16, 2020) for Fiscal Year 2020/21	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Michael Diekmann for Fiscal Year 2020/21	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2020/21	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Bettina Haller for Fiscal Year 2020/21	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Harald Kern for Fiscal Year 2020/21	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.9	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2020/21	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Nicola Leibinger-Kammüller (until Feb. 3, 2021) for Fiscal Year 2020/21	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Benoit Potier for Fiscal Year 2020/21	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2020/21	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Norbert Reithofer for Fiscal Year 2020/21	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Kasper Roersted for Fiscal Year 2020/21	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Nemat Shafik for Fiscal Year 2020/21	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Nathalie von Siemens for Fiscal Year 2020/21	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Michael Sigmund for Fiscal Year 2020/21	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Dorothea Simon for Fiscal Year 2020/21	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Grazia Vittadini (from Feb. 3, 2021) for Fiscal Year 2020/21	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Werner Wenning (until Feb. 3, 2021) for Fiscal Year 2020/21	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Matthias Zachert for Fiscal Year 2020/21	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member Gunnar Zukunft for Fiscal Year 2020/21	Mgmt	For	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021/22	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For

Tritax Eurobox Plc

Meeting Date: 02/10/2022

Country: United Kingdom

Ticker: EBOX

Record Date: 02/08/2022

Meeting Type: Annual

Primary Security ID: G9101X109

Tritax Eurobox Plc

Shares Voted: 1,333,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Robert Orr as Director	Mgmt	For	For	For
4	Re-elect Taco De Groot as Director	Mgmt	For	For	For
5	Re-elect Keith Mansfield as Director	Mgmt	For	For	For
6	Re-elect Eva-Lotta Sjostedt as Director	Mgmt	For	For	For
7	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
8	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
9	Authorise Directors to Declare and Pay All Dividends of the Company as Interim Dividends	Mgmt	For	For	For
10	Authorise Issue of Equity	Mgmt	For	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Tyson Foods, Inc.

Meeting Date: 02/10/2022Country: USATicker: TSN

Record Date: 12/13/2021Meeting Type: Annual

Primary Security ID: 902494103

Shares Voted: 52,817

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John H. Tyson	Mgmt	For	For	For
1b	Elect Director Les R. Baledge	Mgmt	For	For	For
1c	Elect Director Mike Beebe	Mgmt	For	For	For
1d	Elect Director Maria Claudia Borrás	Mgmt	For	For	For
1e	Elect Director David J. Bronczek	Mgmt	For	For	For
1f	Elect Director Mikel A. Durham	Mgmt	For	For	For
1g	Elect Director Donnie King	Mgmt	For	For	For

Tyson Foods, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Jonathan D. Mariner	Mgmt	For	For	For
1i	Elect Director Kevin M. McNamara	Mgmt	For	For	For
1j	Elect Director Cheryl S. Miller	Mgmt	For	For	For
1k	Elect Director Jeffrey K. Schomburger	Mgmt	For	For	For
1l	Elect Director Barbara A. Tyson	Mgmt	For	For	For
1m	Elect Director Noel White	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Report on Sustainable Packaging Efforts	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on the company's metrics and targets related to the use of plastic packaging would allow shareholders to better assess its management of associated financial, environmental, and reputational risks.

Siemens Healthineers AG

Meeting Date: 02/15/2022Country: GermanyTicker: SHL

Record Date:Meeting Type: Annual

Primary Security ID: D6T479107

Shares Voted: 28,205					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.85 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Bernhard Montag for Fiscal Year 2021	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Jochen Schmitz for Fiscal Year 2021	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Christoph Zindel for Fiscal Year 2021	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Darleen Caron (from Feb. 1, 2021) for Fiscal Year 2021	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2021	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Norbert Gaus for Fiscal Year 2021	Mgmt	For	For	For

Siemens Healthineers AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3	Approve Discharge of Supervisory Board Member Roland Busch for Fiscal Year 2021	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Marion Helmes for Fiscal Year 2021	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Andreas Hoffmann for Fiscal Year 2021	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Philipp Roesler for Fiscal Year 2021	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Peer Schatz (from March 23, 2021) for Fiscal Year 2021	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Nathalie Von Siemens for Fiscal Year 2021	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Gregory Sorensen for Fiscal Year 2021	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Karl-Heinz Streibich for Fiscal Year 2021	Mgmt	For	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022	Mgmt	For	For	For
6	Approve Creation of EUR 564 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Item 6 (Authorized Capital)A vote AGAINST the proposed authorization is warranted because the issuance request would allow for a capital increase without preemptive rights for up to 50 percent of the issued share capital.Item 7 (Conditional Capital)A vote FOR the proposed authorization is warranted.</i>					
7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 6 Billion; Approve Creation of EUR 112.8 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	For	For

Infineon Technologies AG

Meeting Date: 02/17/2022

Country: Germany

Ticker: IFX

Record Date:

Meeting Type: Annual

Primary Security ID: D35415104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.27 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Reinhard Ploss for Fiscal Year 2021	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Helmut Gassel for Fiscal Year 2021	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Jochen Hanebeck for Fiscal Year 2021	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Constanze Hufenbecher (from April 15, 2021) for Fiscal Year 2021	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Sven Schneider for Fiscal Year 2021	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Wolfgang Eder for Fiscal Year 2021	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Xiaoqun Clever for Fiscal Year 2021	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Johann Dechant for Fiscal Year 2021	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Friedrich Eichiner for Fiscal Year 2021	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Annette Engelfried for Fiscal Year 2021	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Peter Gruber for Fiscal Year 2021	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Hans-Ulrich Holdenried for Fiscal Year 2021	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Susanne Lachenmann for Fiscal Year 2021	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Geraldine Picaud for Fiscal Year 2021	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Manfred Puffer for Fiscal Year 2021	Mgmt	For	For	For

Infineon Technologies AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.11	Approve Discharge of Supervisory Board Member Melanie Riedl for Fiscal Year 2021	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Juergen Scholz for Fiscal Year 2021	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Kerstin Schulzendorf for Fiscal Year 2021	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Ulrich Spiesshofer for Fiscal Year 2021	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Margret Suckale for Fiscal Year 2021	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Diana Vitale for Fiscal Year 2021	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2022	Mgmt	For	For	For
6	Elect Geraldine Picaud to the Supervisory Board	Mgmt	For	For	For

Helical Plc

Meeting Date: 02/18/2022

Record Date: 02/16/2022

Primary Security ID: G43904195

Country: United Kingdom

Meeting Type: Special

Ticker: HLCL

Shares Voted: 898,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Acquisition of FPM 100 New Bridge Street Limited	Mgmt	For	For	For

Deere & Company

Meeting Date: 02/23/2022

Record Date: 12/31/2021

Primary Security ID: 244199105

Country: USA

Meeting Type: Annual

Ticker: DE

Shares Voted: 9,041

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Leanne G. Caret	Mgmt	For	For	For
1b	Elect Director Tamra A. Erwin	Mgmt	For	For	For
1c	Elect Director Alan C. Heuberger	Mgmt	For	For	For

Deere & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Charles O. Holliday, Jr.	Mgmt	For	For	For
1e	Elect Director Michael O. Johanns	Mgmt	For	For	For
1f	Elect Director Clayton M. Jones	Mgmt	For	For	For
1g	Elect Director John C. May	Mgmt	For	For	For
1h	Elect Director Gregory R. Page	Mgmt	For	For	For
1i	Elect Director Sherry M. Smith	Mgmt	For	For	For
1j	Elect Director Dmitri L. Stockton	Mgmt	For	For	For
1k	Elect Director Sheila G. Talton	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Approve Non-Employee Director Restricted Stock Plan	Mgmt	For	For	For
5	Amend Governing Documents Regarding Requirements to Call for a Special Meeting	SH	Against	Against	Against

RWS Holdings Plc

Meeting Date: 02/23/2022Country: United KingdomTicker: RWS

Record Date: 02/21/2022Meeting Type: Annual

Primary Security ID: G7734E126

Shares Voted: 4,438,020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Andrew Brode as Director	Mgmt	For	Abstain	Abstain
Voting Policy Rationale: Item 4An ABSTENTION on the re-election of Andrew Brode is warranted because:* Apart from his role as Executive Chair of the Company, he also serves as Non-executive Chair at two other publicly listed companies, which could compromise his ability to commit sufficient time to his role in the Company.A vote AGAINST this resolution is warranted for those shareholders in markets who have a fiduciary responsibility to vote either in favour or against and who do not recognise an abstention as a valid option.Items 5 to 10A vote FOR the re-election/election of Des Glass, Lara Boro, Frances Earl, David Clayton, Gordon Stuart and Ian El-Mokadem is warranted because no significant concerns have been identified.					
5	Re-elect Desmond Glass as Director	Mgmt	For	For	For
6	Re-elect Lara Boro as Director	Mgmt	For	For	For
7	Re-elect Frances Earl as Director	Mgmt	For	For	For
8	Re-elect David Clayton as Director	Mgmt	For	For	For
9	Re-elect Gordon Stuart as Director	Mgmt	For	For	For

RWS Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Elect Ian El-Mokadem as Director	Mgmt	For	For	For
11	Appoint Ernst &Young LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Integrafin Holdings Plc

Meeting Date: 02/24/2022

Record Date: 02/22/2022

Primary Security ID: G4796T109

Country: United Kingdom

Meeting Type: Annual

Ticker: IHP

Shares Voted: 4,711,013

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Re-elect Richard Cranfield as Director	Mgmt	For	For	For
5	Re-elect Alexander Scott as Director	Mgmt	For	For	For
6	Re-elect Jonathan Gunby as Director	Mgmt	For	For	For
7	Re-elect Michael Howard as Director	Mgmt	For	For	For
8	Re-elect Caroline Banzsky as Director	Mgmt	For	For	For
9	Re-elect Victoria Cochrane as Director	Mgmt	For	For	For
10	Elect Rita Dhut as Director	Mgmt	For	For	For
11	Re-elect Charles Robert Lister as Director	Mgmt	For	For	For
12	Re-elect Christopher Munro as Director	Mgmt	For	For	For
13	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Integrafin Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Siemens Energy AG

Meeting Date: 02/24/2022

Country: Germany

Ticker: ENR

Record Date:

Meeting Type: Annual

Primary Security ID: D6T47E106

Shares Voted: 37,120

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2020/21 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.10 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Christian Bruch for Fiscal Year 2020/21	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Maria Ferraro for Fiscal Year 2020/21	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Jochen Eickholt for Fiscal Year 2020/21	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Tim Holt for Fiscal Year 2020/21	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Joe Kaeser for Fiscal Year 2020/21	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Robert Kensbock for Fiscal Year 2020/21	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Hubert Lienhard for Fiscal Year 2020/21	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Guenter Augustat for Fiscal Year 2020/21	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.5	Approve Discharge of Supervisory Board Member Manfred Baereis for Fiscal Year 2020/21	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Christine Bortenlaenger for Fiscal Year 2020/21	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Andrea Fehrmann for Fiscal Year 2020/21	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Andreas Feldmueller for Fiscal Year 2020/21	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Nadine Florian for Fiscal Year 2020/21	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2020/21	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Ruediger Gross for Fiscal Year 2020/21	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Horst Hakelberg for Fiscal Year 2020/21	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Juergen Kerner for Fiscal Year 2020/21	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Hildegard Mueller for Fiscal Year 2020/21	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Laurence Mulliez for Fiscal Year 2020/21	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Matthias Rebellius for Fiscal Year 2020/21	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Hagen Reimer for Fiscal Year 2020/21	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Ralf Thomas for Fiscal Year 2020/21	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Geisha Williams for Fiscal Year 2020/21	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Randy Zwirn for Fiscal Year 2020/21	Mgmt	For	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2021/22	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For

Victorian Plumbing Group Plc

Meeting Date: 02/24/2022

Record Date: 02/22/2022

Primary Security ID: G9345Z100

Country: United Kingdom

Meeting Type: Annual

Ticker: VIC

Shares Voted: 2,351,650

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Approve Remuneration Policy	Mgmt	For	For	For
6	Elect Philip Bowcock as Director	Mgmt	For	For	For
7	Elect Mark Radcliffe as Director	Mgmt	For	For	For
8	Elect Paul Meehan as Director	Mgmt	For	For	For
9	Elect Damian Sanders as Director	Mgmt	For	For	For
10	Elect Kath Smith as Director	Mgmt	For	For	For
11	Authorise Issue of Equity	Mgmt	For	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

On The Beach Group Plc

Meeting Date: 02/25/2022

Record Date: 02/23/2022

Primary Security ID: G6754C101

Country: United Kingdom

Meeting Type: Annual

Ticker: OTB

Shares Voted: 4,227,869

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Re-elect Richard Pennycook as Director	Mgmt	For	For	For
5	Re-elect Simon Cooper as Director	Mgmt	For	For	For

On The Beach Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Re-elect Shaun Morton as Director	Mgmt	For	For	For
7	Re-elect David Kelly as Director	Mgmt	For	For	For
8	Re-elect Elaine O'Donnell as Director	Mgmt	For	For	For
9	Elect Justine Greening as Director	Mgmt	For	For	For
10	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Kone Oyj

Meeting Date: 03/01/2022	Country: Finland	Ticker: KNEBV
Record Date: 02/17/2022	Meeting Type: Annual	
Primary Security ID: X4551T105		

Shares Voted: 22,182

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt	For	For	For
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	For
5	Prepare and Approve List of Shareholders	Mgmt	For	For	For
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Allocation of Income and Dividends of EUR 1.7475 per Class A Share and EUR 1.75 per Class B Share; Approve Extra Dividends of EUR 0.3475 per Class A Share and EUR 0.35 per Class B Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted because the remuneration report reveals several practices that are considered below market standard, such as* The remuneration paid from the annual bonus (STIP) in 2021 lacks information on performance criteria.* The awards granted in 2021 from the 2020 LTIP lacks sufficient disclosure with regards to ex-post targets* The newly constructed LTIP is subject to annual changes in applicable criteria, impeding long-term thinking and consistency.					
11	Approve Remuneration of Directors in the Amount of EUR 220,000 for Chairman, EUR 125,000 for Vice Chairman, and EUR 110,000 for Other Directors	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted, as the proposed director fees can be considered excessive in relation to comparable domestic peers.					
12	Fix Number of Directors at Nine	Mgmt	For	For	For
13	Reelect Matti Alahuhta, Susan Duinhoven, Antti Herlin, Iiris Herlin, Jussi Herlin, Ravi Kant and Jennifer Xin-Zhe Li as Directors; Elect Krishna Mikkilineni and Andreas Opfermann as New Directors	Mgmt	For	Against	Against
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Elect One Auditor for the Term Ending on the Conclusion of AGM 2022	Mgmt	For	For	For
16	Ratify Ernst & Young as Auditors	Mgmt	For	For	For
17	Authorize Share Repurchase Program	Mgmt	For	For	For
18	Approve Issuance of Shares and Options without Preemptive Rights	Mgmt	For	For	For
19	Close Meeting	Mgmt			

Paragon Banking Group Plc

Meeting Date: 03/02/2022	Country: United Kingdom	Ticker: PAG
Record Date: 02/28/2022	Meeting Type: Annual	
Primary Security ID: G6376N154		

Shares Voted: 208,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For

Paragon Banking Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Fiona Clutterbuck as Director	Mgmt	For	For	For
5	Re-elect Nigel Terrington as Director	Mgmt	For	For	For
6	Re-elect Richard Woodman as Director	Mgmt	For	For	For
7	Re-elect Peter Hill as Director	Mgmt	For	For	For
8	Re-elect Alison Morris as Director	Mgmt	For	For	For
9	Re-elect Barbara Ridpath as Director	Mgmt	For	For	For
10	Re-elect Hugo Tudor as Director	Mgmt	For	For	For
11	Re-elect Graeme Yorston as Director	Mgmt	For	For	For
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise Issue of Equity in Relation to Additional Tier 1 Securities	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Relation to Additional Tier 1 Securities	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Aberforth Smaller Companies Trust PLC

Meeting Date: 03/03/2022	Country: United Kingdom	Ticker: ASL
Record Date: 02/28/2022	Meeting Type: Annual	
Primary Security ID: G8198E107		

Shares Voted: 448,676

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For

Aberforth Smaller Companies Trust PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Re-elect Richard Davidson as Director	Mgmt	For	For	For
5	Re-elect Julia Le Blan as Director	Mgmt	For	For	For
6	Re-elect Victoria Stewart as Director	Mgmt	For	For	For
7	Re-elect Martin Warner as Director	Mgmt	For	For	For
8	Appoint Johnston Carmichael LLP as Auditors	Mgmt	For	For	For
9	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Apple Inc.

Meeting Date: 03/04/2022

Country: USA

Ticker: AAPL

Record Date: 01/03/2022

Meeting Type: Annual

Primary Security ID: 037833100

Shares Voted: 1,001,342

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James Bell	Mgmt	For	For	For
1b	Elect Director Tim Cook	Mgmt	For	For	For
1c	Elect Director Al Gore	Mgmt	For	For	For
1d	Elect Director Alex Gorsky	Mgmt	For	For	For
1e	Elect Director Andrea Jung	Mgmt	For	For	For
1f	Elect Director Art Levinson	Mgmt	For	For	For
1g	Elect Director Monica Lozano	Mgmt	For	For	For
1h	Elect Director Ron Sugar	Mgmt	For	For	For
1i	Elect Director Sue Wagner	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<div>Voting Policy Rationale: A vote AGAINST this proposal is warranted, due to concerns around equity award design and pay magnitude. While the CEO's FY21 equity award marks his first LTI award since his mega award 10 years ago, half of the \$75 million award is purely time-based, and the award would continue to vest in full in the event of his retirement. Further, the company does not disclose that the award is intended to cover multiple years of future awards, despite its large size, and CEO Cook received another sizable grant of equity after the end of the fiscal year. In addition, notwithstanding that Apple is the largest company in its peer group, other NEOs consistently receive equity awards with values that approach the median total CEO pay of peers, and CEO Cook's relatively high base salary contributes to significant STI payout opportunities.</div>					
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Articles of Incorporation to become a Social Purpose Corporation	SH	Against	Against	Against

Apple Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Revision of Transparency Reports	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information regarding the company's policies and processes regarding freedom of expression and access to information would help shareholders gauge the company's management of related reputational risk.</i>					
7	Report on Forced Labor	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as increased transparency on Apple's supply chain policies and processes could help alleviate growing risks related to manufacturing in certain regions.</i>					
8	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from the median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.</i>					
9	Report on Civil Rights Audit	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent civil rights audit would help shareholders better assess the effectiveness of Apple's efforts to address the issue of any inequality in its workforce and its management of related risks.</i>					
10	Report on Concealment Clauses	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because more information on the impact that the company's standard arbitration provision has on Apple's employees may bring information to light that could result in improved recruitment, development and retention and could help the company prepare for pending federal legislation on the matter.</i>					

Novartis AG

Meeting Date: 03/04/2022	Country: Switzerland	Ticker: NOVN
Record Date:	Meeting Type: Annual	
Primary Security ID: H5820Q150		

Shares Voted: 140,304

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 3.10 per Share	Mgmt	For	For	For
4	Approve CHF 15.3 Million Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
5	Authorize Repurchase of up to CHF 10 Billion in Issued Share Capital	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 8.6 Million	Mgmt	For	For	For
6.2	Approve Maximum Remuneration of Executive Committee in the Amount of CHF 91 Million	Mgmt	For	For	For
6.3	Approve Remuneration Report	Mgmt	For	For	For
7.1	Reelect Joerg Reinhardt as Director and Board Chairman	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.2	Reelect Nancy Andrews as Director	Mgmt	For	For	For
7.3	Reelect Ton Buechner as Director	Mgmt	For	For	For
7.4	Reelect Patrice Bula as Director	Mgmt	For	For	For
7.5	Reelect Elizabeth Doherty as Director	Mgmt	For	For	For
7.6	Reelect Bridgette Heller as Director	Mgmt	For	For	For
7.7	Reelect Frans van Houten as Director	Mgmt	For	For	For
7.8	Reelect Simon Moroney as Director	Mgmt	For	For	For
7.9	Reelect Andreas von Planta as Director	Mgmt	For	For	For
7.10	Reelect Charles Sawyers as Director	Mgmt	For	For	For
7.11	Reelect William Winters as Director	Mgmt	For	For	For
7.12	Elect Ana de Pro Gonzalo as Director	Mgmt	For	For	For
7.13	Elect Daniel Hochstrasser as Director	Mgmt	For	For	For
8.1	Reappoint Patrice Bula as Member of the Compensation Committee	Mgmt	For	For	For
8.2	Reappoint Bridgette Heller as Member of the Compensation Committee	Mgmt	For	For	For
8.3	Reappoint Simon Moroney as Member of the Compensation Committee	Mgmt	For	For	For
8.4	Reappoint William Winters as Member of the Compensation Committee	Mgmt	For	For	For
9	Ratify KPMG AG as Auditors	Mgmt	For	For	For
10	Designate Peter Zahn as Independent Proxy	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

Aberdeen Standard SICAV I - Asia Pacific Equity Fund

Meeting Date: 03/07/2022 **Country:** Luxembourg **Ticker:** N/A
Record Date: **Meeting Type:** Annual
Primary Security ID: L0020Y330

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Audited Annual Report for the Fund	Mgmt	For	For	
2	Approve Allocation of Income	Mgmt	For	For	
3	Approve Discharge of Directors	Mgmt	For	For	

Aberdeen Standard SICAV I - Asia Pacific Equity Fund

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Remuneration of Directors	Mgmt	For	For	
5	Approve Resignation of Gary Marshall as Director	Mgmt	For	For	
6	Re-Elect Christopher Little as Director	Mgmt	For	For	
7	Re-Elect Ian Boyland as Director	Mgmt	For	For	
8	Re-Elect Martin Gilbert as Director	Mgmt	For	For	
9	Re-Elect Hugh Young as Director	Mgmt	For	For	
10	Re-Elect Andrey Berzins as Director	Mgmt	For	For	
11	Re-Elect Nadya Wells as Director	Mgmt	For	For	
12	Elect Stephen Bird as Director	Mgmt	For	For	
13	Elect Susanne van Dootinhg as Director	Mgmt	For	For	
14	Renew Appointment of KPMG as Auditor	Mgmt	For	For	

Toll Brothers, Inc.

Meeting Date: 03/08/2022Country: USATicker: TOL

Record Date: 01/13/2022Meeting Type: Annual

Primary Security ID: 889478103

Shares Voted: 75,182

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Douglas C. Yearley, Jr.	Mgmt	For	For	For
1.2	Elect Director Stephen F. East	Mgmt	For	For	For
1.3	Elect Director Christine N. Garvey	Mgmt	For	For	For
1.4	Elect Director Karen H. Grimes	Mgmt	For	For	For
1.5	Elect Director Derek T. Kan	Mgmt	For	For	For
1.6	Elect Director Carl B. Marbach	Mgmt	For	For	For
1.7	Elect Director John A. McLean	Mgmt	For	For	For
1.8	Elect Director Wendell E. Pritchett	Mgmt	For	For	For
1.9	Elect Director Paul E. Shapiro	Mgmt	For	For	For
1.10	Elect Director Scott D. Stowell	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

QUALCOMM Incorporated

Meeting Date: 03/09/2022

Country: USA

Ticker: QCOM

Record Date: 01/10/2022

Meeting Type: Annual

Primary Security ID: 747525103

Shares Voted: 147,170

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sylvia Acevedo	Mgmt	For	For	For
1b	Elect Director Cristiano R. Amon	Mgmt	For	For	For
1c	Elect Director Mark Fields	Mgmt	For	For	For
1d	Elect Director Jeffrey W. Henderson	Mgmt	For	For	For
1e	Elect Director Gregory N. Johnson	Mgmt	For	For	For
1f	Elect Director Ann M. Livermore	Mgmt	For	For	For
1g	Elect Director Mark D. McLaughlin	Mgmt	For	For	For
1h	Elect Director Jamie S. Miller	Mgmt	For	For	For
1i	Elect Director Irene B. Rosenfeld	Mgmt	For	For	For
1j	Elect Director Kornelis (Neil) Smit	Mgmt	For	For	For
1k	Elect Director Jean-Pascal Tricoire	Mgmt	For	For	For
1l	Elect Director Anthony J. Vinciguerra	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

The Walt Disney Company

Meeting Date: 03/09/2022

Country: USA

Ticker: DIS

Record Date: 01/10/2022

Meeting Type: Annual

Primary Security ID: 254687106

Shares Voted: 175,921

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Susan E. Arnold	Mgmt	For	For	For
1b	Elect Director Mary T. Barra	Mgmt	For	For	For
1c	Elect Director Safra A. Catz	Mgmt	For	For	For
1d	Elect Director Amy L. Chang	Mgmt	For	For	For
1e	Elect Director Robert A. Chapek	Mgmt	For	For	For
1f	Elect Director Francis A. deSouza	Mgmt	For	For	For
1g	Elect Director Michael B.G. Froman	Mgmt	For	For	For
1h	Elect Director Maria Elena Lagomasino	Mgmt	For	For	For

The Walt Disney Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Calvin R. McDonald	Mgmt	For	For	For
1j	Elect Director Mark G. Parker	Mgmt	For	For	For
1k	Elect Director Derica W. Rice	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's indirect lobbying-related oversight mechanisms, along with its trade association payments, would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.					
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as lowering the threshold to call special meetings would enhance the rights of shareholders.					
6	Report on Human Rights Due Diligence	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as increased transparency on Disney's supply chain policies and processes could help alleviate growing risks related to manufacturing and operations in certain regions.					
7	Report on Gender/Racial Pay Gap	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from the median pay gap statistics that would allow them to compare and measure the progress of the company's diversity and inclusion initiatives.					
8	Report on Workplace Non-Discrimination Audit	SH	Against	Against	Against

Applied Materials, Inc.

Meeting Date: 03/10/2022	Country: USA	Ticker: AMAT
Record Date: 01/12/2022	Meeting Type: Annual	
Primary Security ID: 038222105		

Shares Voted: 99,018

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rani Borkar	Mgmt	For	For	For
1b	Elect Director Judy Bruner	Mgmt	For	For	For
1c	Elect Director Xun (Eric) Chen	Mgmt	For	For	For
1d	Elect Director Aart J. de Geus	Mgmt	For	For	For
1e	Elect Director Gary E. Dickerson	Mgmt	For	For	For
1f	Elect Director Thomas J. Iannotti	Mgmt	For	For	For
1g	Elect Director Alexander A. Karsner	Mgmt	For	For	For
1h	Elect Director Adrianna C. Ma	Mgmt	For	For	For
1i	Elect Director Yvonne McGill	Mgmt	For	For	For

Applied Materials, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1j	Elect Director Scott A. McGregor	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.					
5	Improve Executive Compensation Program and Policy	SH	Against	Against	Against

Ferguson Plc

Meeting Date: 03/10/2022Country: JerseyTicker: FERG
Record Date: 03/08/2022Meeting Type: Special
Primary Security ID: G3421J106

Shares Voted: 443,661

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Transfer of the Company's Category of Listing from a Premium Listing to a Standard Listing	Mgmt	For	For	For

Tritax Eurobox Plc

Meeting Date: 03/11/2022Country: United KingdomTicker: EBOX
Record Date: 03/09/2022Meeting Type: Special
Primary Security ID: G9101X109

Shares Voted: 1,530,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve the Related Party Transaction Relating to the Roosendaal Proposal	Mgmt	For	For	For

Carlsberg A/S

Meeting Date: 03/14/2022Country: DenmarkTicker: CARL.B
Record Date: 03/07/2022Meeting Type: Annual
Primary Security ID: K36628137

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports; Approve Discharge of Management and Board	Mgmt	For	For	Do Not Vote
3	Approve Allocation of Income and Dividends of DKK 24 Per Share	Mgmt	For	For	Do Not Vote
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	Do Not Vote
5.A	Approve Remuneration of Directors in the Amount of DKK 1.99 Million for Chairman, DKK 660,000 for Vice Chair and DKK 440,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
5.B	Approve DKK 68 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	Do Not Vote
5.C	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
5.D	Authorize Board to Decide on the Distribution of Extraordinary Dividends	Mgmt	For	For	Do Not Vote
6.a	Reelect Henrik Poulsen as Director	Mgmt	For	For	Do Not Vote
6.b	Reelect Carl Bache as Director	Mgmt	For	For	Do Not Vote
6.c	Reelect Magdi Batato as Director	Mgmt	For	For	Do Not Vote
6.d	Reelect Lilian Fossum Biner as Director	Mgmt	For	For	Do Not Vote
6.e	Reelect Richard Burrows as Director	Mgmt	For	For	Do Not Vote
6.f	Reelect Soren-Peter Fuchs Olesen as Director	Mgmt	For	For	Do Not Vote
6.g	Reelect Majken Schultz as Director	Mgmt	For	For	Do Not Vote
6.h	Elect Punita Lal as New Director	Mgmt	For	For	Do Not Vote
6.i	Elect Mikael Aro as New Director	Mgmt	For	For	Do Not Vote
7	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	Do Not Vote

Shares Voted: 1,536,858

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Acquisition of Interactive Investor Group	Mgmt	For	For	For

Novozymes A/S

Meeting Date: 03/16/2022 Country: Denmark Ticker: NZYM.B
Record Date: 03/09/2022 Meeting Type: Annual
Primary Security ID: K7317J133

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
3	Approve Allocation of Income and Dividends of DKK 5.50 Per Share	Mgmt	For	For	Do Not Vote
4	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
5	Approve Remuneration of Directors in the Amount of DKK 1.56 Million for Chairman, DKK1.04 Million for Vice Chairman and DKK 522,000 for Other Directors; ApproveRemuneration for Committee Work	Mgmt	For	For	Do Not Vote
6	Reelect Jorgen Buhl Rasmussen (Chair) as Director	Mgmt	For	Abstain	Do Not Vote
7	Reelect Cornelis de Jong (Vice Chair) as Director	Mgmt	For	For	Do Not Vote
8a	Reelect Heine Dalsgaard as Director	Mgmt	For	Abstain	Do Not Vote
8b	Elect Sharon James as Director	Mgmt	For	For	Do Not Vote
8c	Reelect Kasim Kutay as Director	Mgmt	For	For	Do Not Vote
8d	Reelect Kim Stratton as Director	Mgmt	For	Abstain	Do Not Vote
8e	Elect Morten Otto Alexander Sommer as New Director	Mgmt	For	For	Do Not Vote
9	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	Do Not Vote
10a	Approve Creation of DKK 56.2 Million Pool of Capital in B Shares without Preemptive Rights; DKK 56.2 Million Pool of Capital with Preemptive Rights; and Pool of Capital in Warrants without Preemptive Rights	Mgmt	For	For	Do Not Vote

Novozymes A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10b	Approve DKK 6 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	Do Not Vote
10c	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
10d	Authorize Board to Decide on the Distribution of Extraordinary Dividends	Mgmt	For	For	Do Not Vote
10e	Amend Articles Re: Board-Related	Mgmt	For	For	Do Not Vote
10f	Amend Articles	Mgmt	For	For	Do Not Vote
10g	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	Do Not Vote
11	Other Business	Mgmt			

Safestore Holdings Plc

Meeting Date: 03/16/2022

Record Date: 03/14/2022

Primary Security ID: G77733106

Country: United Kingdom

Meeting Type: Annual

Ticker: SAFE

Shares Voted: 289,503

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Approve Final Dividend	Mgmt	For	For	For
6	Elect Laure Duhot as Director	Mgmt	For	For	For
7	Elect Delphine Mousseau as Director	Mgmt	For	For	For
8	Re-elect David Hearn as Director	Mgmt	For	For	For
9	Re-elect Frederic Vecchioli as Director	Mgmt	For	For	For
10	Re-elect Andy Jones as Director	Mgmt	For	For	For
11	Re-elect Gert van de Weerdhof as Director	Mgmt	For	For	For
12	Re-elect Ian Krieger as Director	Mgmt	For	For	For
13	Re-elect Claire Balmforth as Director	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For

Safestore Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Adopt New Articles of Association	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Starbucks Corporation

Meeting Date: 03/16/2022

Country: USA

Ticker: SBUX

Record Date: 01/06/2022

Meeting Type: Annual

Primary Security ID: 855244109

Shares Voted: 74,127

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard E. Allison, Jr.	Mgmt	For	For	For
1b	Elect Director Andrew Campion	Mgmt	For	For	For
1c	Elect Director Mary N. Dillon	Mgmt	For	For	For
1d	Elect Director Isabel Ge Mahe	Mgmt	For	For	For
1e	Elect Director Mellody Hobson	Mgmt	For	For	For
1f	Elect Director Kevin R. Johnson	Mgmt	For	For	For
1g	Elect Director Jorgen Vig Knudstorp	Mgmt	For	For	For
1h	Elect Director Satya Nadella	Mgmt	For	For	For
1i	Elect Director Joshua Cooper Ramo	Mgmt	For	For	For
1j	Elect Director Clara Shih	Mgmt	For	For	For
1k	Elect Director Javier G. Teruel	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Report on Prevention of Harassment and Discrimination in the Workplace	SH	Against	Against	Against

Banco Bilbao Vizcaya Argentaria SA

Meeting Date: 03/17/2022

Country: Spain

Ticker: BBVA

Record Date: 03/13/2022

Meeting Type: Annual

Primary Security ID: E11805103

Shares Voted: 605,684

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.3	Approve Allocation of Income and Dividends	Mgmt	For	For	For
1.4	Approve Discharge of Board	Mgmt	For	For	For
2	Approve Dividends	Mgmt	For	For	For
3.1	Reelect Carlos Torres Vila as Director	Mgmt	For	For	For
3.2	Reelect Onur Genc as Director	Mgmt	For	For	For
3.3	Elect Connie Hedegaard Koksbang as Director	Mgmt	For	For	For
4	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For	For
5	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities up to EUR 6 Billion with Exclusion of Preemptive Rights up to 10 Percent of Capital	Mgmt	For	For	For
6	Authorize Share Repurchase Program	Mgmt	For	For	For
7	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
8	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
9	Appoint Ernst & Young as Auditor	Mgmt	For	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
11	Advisory Vote on Remuneration Report	Mgmt	For	For	For

DSV A/S

Meeting Date: 03/17/2022Country: DenmarkTicker: DSV

Record Date: 03/10/2022Meeting Type: Annual

Primary Security ID: K31864117

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of DKK 5.50 Per Share	Mgmt	For	For	Do Not Vote
4	Approve Remuneration of Directors	Mgmt	For	For	Do Not Vote
5	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
6.1	Reelect Thomas Plenborg as Director	Mgmt	For	For	Do Not Vote
6.2	Reelect Jorgen Moller as Director	Mgmt	For	For	Do Not Vote
6.3	Reelect Birgit Norgaard as Director	Mgmt	For	For	Do Not Vote
6.4	Reelect Malou Aamund as Director	Mgmt	For	For	Do Not Vote
6.5	Reelect Beat Walti as Director	Mgmt	For	For	Do Not Vote
6.6	Reelect Niels Smedegaard as Director	Mgmt	For	For	Do Not Vote
6.7	Reelect Tarek Sultan Al-Essa as Director	Mgmt	For	For	Do Not Vote
6.8	Elect Benedikte Leroy as New Director	Mgmt	For	For	Do Not Vote
7	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	Do Not Vote
8.1	Approve DKK 6 Million Reduction in Share Capital via Share Cancellation	Mgmt	For	For	Do Not Vote
8.2	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
8.3	Approve Indemnification of Members of the Board of Directors and Executive Management	Mgmt	For	For	Do Not Vote
9	Other Business	Mgmt			

Helical Plc

Meeting Date: 03/21/2022

Record Date: 03/17/2022

Primary Security ID: G43904195

Country: United Kingdom

Meeting Type: Special

Ticker: HLCL

Shares Voted: 1,175,900

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorise Buy Back and Cancellation of Deferred Shares	Mgmt	For	For	For
2	Adopt New Articles of Association	Mgmt	For	For	For

Crest Nicholson Holdings Plc

Meeting Date: 03/22/2022

Record Date: 03/18/2022

Primary Security ID: G25425102

Country: United Kingdom

Meeting Type: Annual

Ticker: CRST

Shares Voted: 433,800

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect David Arnold as Director	Mgmt	For	For	For
4	Re-elect Iain Ferguson as Director	Mgmt	For	For	For
5	Re-elect Peter Truscott as Director	Mgmt	For	For	For
6	Re-elect Duncan Cooper as Director	Mgmt	For	For	For
7	Re-elect Tom Nicholson as Director	Mgmt	For	For	For
8	Re-elect Lucinda Bell as Director	Mgmt	For	For	For
9	Re-elect Louise Hardy as Director	Mgmt	For	For	For
10	Re-elect Octavia Morley as Director	Mgmt	For	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Skandinaviska Enskilda Banken AB

Meeting Date: 03/22/2022

Record Date: 03/14/2022

Primary Security ID: W25381141

Country: Sweden

Meeting Type: Annual

Ticker: SEB.A

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote
3	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote
4	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
5.1	Designate Ossian Ekdahl as Inspector of Minutes of Meeting	Mgmt	For	For	Do Not Vote
5.2	Designate Jannis Kitsakis as Inspector of Minutes of Meeting	Mgmt	For	For	Do Not Vote
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Receive President's Report	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
10	Approve Allocation of Income and Dividends of SEK 6 Per Share	Mgmt	For	For	Do Not Vote
11.1	Approve Discharge of Signhild Arnegard Hansen	Mgmt	For	For	Do Not Vote
11.2	Approve Discharge of Anne-Catherine Berner	Mgmt	For	For	Do Not Vote
11.3	Approve Discharge of Winnie Fok	Mgmt	For	For	Do Not Vote
11.4	Approve Discharge of Anna-Karin Glimstrom	Mgmt	For	For	Do Not Vote
11.5	Approve Discharge of Annika Dahlberg	Mgmt	For	For	Do Not Vote
11.6	Approve Discharge of Charlotta Lindholm	Mgmt	For	For	Do Not Vote
11.7	Approve Discharge of Sven Nyman	Mgmt	For	For	Do Not Vote
11.8	Approve Discharge of Magnus Olsson	Mgmt	For	For	Do Not Vote
11.9	Approve Discharge of Lars Ottersgard	Mgmt	For	For	Do Not Vote
11.10	Approve Discharge of Jesper Ovesen	Mgmt	For	For	Do Not Vote
11.11	Approve Discharge of Helena Saxon	Mgmt	For	For	Do Not Vote
11.12	Approve Discharge of Johan Torgeby (as Board Member)	Mgmt	For	For	Do Not Vote
11.13	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	Do Not Vote

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.14	Approve Discharge of Johan Torgeby (as President)	Mgmt	For	For	Do Not Vote
12.1	Determine Number of Members (10) and Deputy Members (0) of Board	Mgmt	For	For	Do Not Vote
12.2	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	Do Not Vote
13.1	Approve Remuneration of Directors in the Amount of SEK 3.5 Million for Chairman, SEK 1.1 Million for Vice Chairman, and SEK 850,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
13.2	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
14.a1	Reelect Signhild Arnegard Hansen as Director	Mgmt	For	Against	Do Not Vote
14.a2	Reelect Anne-Catherine Berner as Director	Mgmt	For	For	Do Not Vote
14.a3	Reelect Winnie Fok as Director	Mgmt	For	For	Do Not Vote
14.a4	Reelect Sven Nyman as Director	Mgmt	For	Against	Do Not Vote
14.a5	Reelect Lars Ottersgard as Director	Mgmt	For	For	Do Not Vote
14.a6	Reelect Jesper Ovesen as Director	Mgmt	For	Against	Do Not Vote
14.a7	Reelect Helena Saxon as Director	Mgmt	For	Against	Do Not Vote
14.a8	Reelect Johan Torgeby as Director	Mgmt	For	For	Do Not Vote
14.a9	Reelect Marcus Wallenberg as Director	Mgmt	For	Against	Do Not Vote
14a10	Elect Jacob Aarup-Andersen as New Director	Mgmt	For	For	Do Not Vote
14a11	Elect John Flint as New Director	Mgmt	For	For	Do Not Vote
14.b	Reelect Marcus Wallenberg as Board Chair	Mgmt	For	Against	Do Not Vote
15	Ratify Ernst & Young as Auditors	Mgmt	For	For	Do Not Vote
16	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
17.a	Approve SEB All Employee Program 2022 for All Employees in Most of the Countries where SEB Operates	Mgmt	For	For	Do Not Vote
17.b	Approve SEB Share Deferral Program 2022 for Group Executive Committee, Senior Managers and Key Employees	Mgmt	For	For	Do Not Vote
17.c	Approve SEB Restricted Share Program 2022 for Some Employees in Certain Business Units	Mgmt	For	For	Do Not Vote

Skandinaviska Enskilda Banken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18.a	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
18.b	Authorize Repurchase of Class A and/or Class C Shares and Reissuance of Repurchased Shares Inter Alia in for Capital Purposes and Long-Term Incentive Plans	Mgmt	For	For	Do Not Vote
18.c	Approve Transfer of Class A Shares to Participants in 2022 Long-Term Equity Programs	Mgmt	For	For	Do Not Vote
19	Approve Issuance of Convertibles without Preemptive Rights	Mgmt	For	For	Do Not Vote
20	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For	Do Not Vote
21.a	Approve SEK 154.5 Million Reduction in Share Capital via Reduction of Par Value for Transfer to Unrestricted Equity	Mgmt	For	For	Do Not Vote
21.b	Approve Capitalization of Reserves of SEK 154.5 Million for a Bonus Issue	Mgmt	For	For	Do Not Vote
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
22	Change Bank Software	SH	None	Against	Do Not Vote
	Shareholder Proposals Submitted by Tommy Jonasson	Mgmt			
23	Formation of an Integration Institute with Operations in the Oresund Region	SH	None	Against	Do Not Vote
24	Close Meeting	Mgmt			

Svenska Handelsbanken AB

Meeting Date: 03/23/2022	Country: Sweden	Ticker: SHB.A
Record Date: 03/15/2022	Meeting Type: Annual	
Primary Security ID: W9112U104		

Shares Voted: 0					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote
3.1	Designate Maria Sjostedt as Inspector of Minutes of Meeting	Mgmt	For	For	Do Not Vote
3.2	Designate Carina Silberg as Inspector of Minutes of Meeting	Mgmt	For	For	Do Not Vote
4	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
7	Receive Financial Statements and Statutory Reports	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
9	Approve Allocation of Income and Dividends of SEK 5.00 Per Share	Mgmt	For	For	Do Not Vote
10	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
11.1	Approve Discharge of Board Member Jon Fredrik Baksaas	Mgmt	For	For	Do Not Vote
11.2	Approve Discharge of Board Member Stina Bergfors	Mgmt	For	For	Do Not Vote
11.3	Approve Discharge of Board Member Hans Biorck	Mgmt	For	For	Do Not Vote
11.4	Approve Discharge of Board Chairman Par Boman	Mgmt	For	For	Do Not Vote
11.5	Approve Discharge of Board Member Kerstin Hessius	Mgmt	For	For	Do Not Vote
11.6	Approve Discharge of Board Member Fredrik Lundberg	Mgmt	For	For	Do Not Vote
11.7	Approve Discharge of Board Member Ulf Riese	Mgmt	For	For	Do Not Vote
11.8	Approve Discharge of Board Member Arja Taaveniku	Mgmt	For	For	Do Not Vote
11.9	Approve Discharge of Board Member Carina Akerstrom	Mgmt	For	For	Do Not Vote
11.10	Approve Discharge of Employee Representative Anna Hjelmberg	Mgmt	For	For	Do Not Vote
11.11	Approve Discharge of Employee Representative Lena Renstrom	Mgmt	For	For	Do Not Vote
11.12	Approve Discharge of Employee Representative, Deputy Stefan Henricson	Mgmt	For	For	Do Not Vote
11.13	Approve Discharge of Employee Representative, Deputy Charlotte Uriz	Mgmt	For	For	Do Not Vote
11.14	Approve Discharge of CEO Carina Akerstrom	Mgmt	For	For	Do Not Vote
12	Authorize Repurchase of up to 120 Million Class A and/or B Shares and Reissuance of Repurchased Shares	Mgmt	For	For	Do Not Vote
13	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
14	Approve Issuance of Convertible Capital Instruments Corresponding to a Maximum of 198 Million Shares without Preemptive Rights	Mgmt	For	For	Do Not Vote

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Determine Number of Directors (10)	Mgmt	For	For	Do Not Vote
16	Determine Number of Auditors (2)	Mgmt	For	For	Do Not Vote
17.1	Approve Remuneration of Directors in the Amount of SEK 3.6 Million for Chairman, SEK 1 Million for Vice Chairman, and SEK 745,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
17.2	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
18.1	Reelect Jon-Fredrik Baksaas as Director	Mgmt	For	Against	Do Not Vote
18.2	Elect Helene Barnekow as New Director	Mgmt	For	For	Do Not Vote
18.3	Reelect Stina Bergfors as Director	Mgmt	For	For	Do Not Vote
18.4	Reelect Hans Biorck as Director	Mgmt	For	For	Do Not Vote
18.5	Reelect Par Boman as Director	Mgmt	For	Against	Do Not Vote
18.6	Reelect Kerstin Hessius as Director	Mgmt	For	For	Do Not Vote
18.7	Reelect Fredrik Lundberg as Director	Mgmt	For	Against	Do Not Vote
18.8	Reelect Ulf Riese as Director	Mgmt	For	Against	Do Not Vote
18.9	Reelect Arja Taaveniku as Director	Mgmt	For	For	Do Not Vote
18.10	Reelect Carina Akerstrom as Director	Mgmt	For	For	Do Not Vote
19	Reelect Par Boman as Board Chair	Mgmt	For	Against	Do Not Vote
20.1	Ratify Ernst & Young as Auditors	Mgmt	For	For	Do Not Vote
20.2	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	Do Not Vote
21	Approve Nomination Committee Procedures	Mgmt	For	For	Do Not Vote
22	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	Do Not Vote
23	Approve Proposal Concerning the Appointment of Auditors in Foundations Without Own Management	Mgmt	For	For	Do Not Vote
24	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
	Amend Bank's Mainframe Computers Software	SH	None	Against	Do Not Vote

Svenska Handelsbanken AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Shareholder Proposals Submitted by Tommy Jonasson	Mgmt			
25	Approve Formation of Integration Institute	SH	None	Against	Do Not Vote
26	Close Meeting	Mgmt			

ABB Ltd.

Meeting Date: 03/24/2022	Country: Switzerland	Ticker: ABBN
Record Date:	Meeting Type: Annual	
Primary Security ID: H0010V101		

Shares Voted: 123,678

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 0.82 per Share	Mgmt	For	For	For
5	Approve CHF 10.6 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 4.4 Million	Mgmt	For	For	For
6.2	Approve Remuneration of Executive Committee in the Amount of CHF 45.9 Million	Mgmt	For	For	For
7.1	Reelect Gunnar Brock as Director	Mgmt	For	For	For
7.2	Reelect David Constable as Director	Mgmt	For	For	For
7.3	Reelect Frederico Curado as Director	Mgmt	For	For	For
7.4	Reelect Lars Foerberg as Director	Mgmt	For	For	For
7.5	Reelect Jennifer Xin-Zhe Li as Director	Mgmt	For	For	For
7.6	Reelect Geraldine Matchett as Director	Mgmt	For	For	For
7.7	Reelect David Meline as Director	Mgmt	For	For	For
7.8	Reelect Satish Pai as Director	Mgmt	For	For	For
7.9	Reelect Jacob Wallenberg as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.10	Reelect Peter Voser as Director and Board Chairman	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the chair of the nomination committee, Peter Voser, is warranted because the board is insufficiently gender diverse. Nevertheless, shareholders may wish to note that the company has announced that it will propose one or more new female directors for election at the 2023 AGM.Votes FOR all the remaining board and compensation committee nominees are warranted due to a lack of concerns.					
8.1	Reappoint David Constable as Member of the Compensation Committee	Mgmt	For	For	For
8.2	Reappoint Frederico Curado as Member of the Compensation Committee	Mgmt	For	For	For
8.3	Reappoint Jennifer Xin-Zhe Li as Member of the Compensation Committee	Mgmt	For	For	For
9	Designate Zehnder Bolliger & Partner as Independent Proxy	Mgmt	For	For	For
10	Ratify KPMG AG as Auditors	Mgmt	For	For	For
11	Transact Other Business (Voting)	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted because:* This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.					

Essity AB

Meeting Date: 03/24/2022Country: SwedenTicker: ESSITY.B

Record Date: 03/16/2022Meeting Type: Annual

Primary Security ID: W3R06F100

Shares Voted: 0					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Eva Hagg as Chairman of Meeting	Mgmt	For	For	Do Not Vote
2.a	Designate Madeleine Wallmark as Inspector of Minutes of Meeting	Mgmt	For	For	Do Not Vote
2.b	Designate Anders Oscarsson as Inspector of Minutes of Meeting	Mgmt	For	For	Do Not Vote
3	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote
4	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
5	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
6	Receive Financial Statements and Statutory Reports	Mgmt			
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
7.b	Approve Allocation of Income and Dividends of SEK 7.00 Per Share	Mgmt	For	For	Do Not Vote

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.c1	Approve Discharge of Ewa Bjorling	Mgmt	For	For	Do Not Vote
7.c2	Approve Discharge of Par Boman	Mgmt	For	For	Do Not Vote
7.c3	Approve Discharge of Majja-Liisa Friman	Mgmt	For	For	Do Not Vote
7.c4	Approve Discharge of Annemarie Gardshol	Mgmt	For	For	Do Not Vote
7.c5	Approve Discharge of Magnus Groth	Mgmt	For	For	Do Not Vote
7.c6	Approve Discharge of Susanna Lind	Mgmt	For	For	Do Not Vote
7.c7	Approve Discharge of Torbjorn Loof	Mgmt	For	For	Do Not Vote
7.c8	Approve Discharge of Bert Nordberg	Mgmt	For	For	Do Not Vote
7.c9	Approve Discharge of Louise Svanberg	Mgmt	For	For	Do Not Vote
7.c10	Approve Discharge of Orjan Svensson	Mgmt	For	For	Do Not Vote
7.c11	Approve Discharge of Lars Rebien Sorensen	Mgmt	For	For	Do Not Vote
7.c12	Approve Discharge of Barbara Milian Thoralfsson	Mgmt	For	For	Do Not Vote
7.c13	Approve Discharge of Niclas Thulin	Mgmt	For	For	Do Not Vote
7.c14	Approve Discharge of Magnus Groth	Mgmt	For	For	Do Not Vote
8	Determine Number of Members (10) and Deputy Members (0) of Board	Mgmt	For	For	Do Not Vote
9	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	Do Not Vote
10.a	Approve Remuneration of Directors in the Amount of SEK 2.55 Million for Chairman and SEK 850,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
10.b	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
11.a	Reelect Ewa Bjorling as Director	Mgmt	For	For	Do Not Vote
11.b	Reelect Par Boman as Director	Mgmt	For	Against	Do Not Vote
11.c	Reelect Annemarie Gardshol as Director	Mgmt	For	For	Do Not Vote
11.d	Reelect Magnus Groth as Director	Mgmt	For	For	Do Not Vote
11.e	Reelect Torbjorn Loof as Director	Mgmt	For	For	Do Not Vote
11.f	Reelect Bert Nordberg as Director	Mgmt	For	For	Do Not Vote

Essity AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.g	Reelect Louise Svanberg as Director	Mgmt	For	For	Do Not Vote
11.h	Reelect Lars Rebien Sorensen as Director	Mgmt	For	For	Do Not Vote
11.i	Reelect Barbara M. Thoralfsson as Director	Mgmt	For	For	Do Not Vote
11.j	Elect Bjorn Gulden as New Director	Mgmt	For	For	Do Not Vote
12	Reelect Par Boman as Board Chair	Mgmt	For	Against	Do Not Vote
13	Ratify Ernst & Young as Auditors	Mgmt	For	For	Do Not Vote
14	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	Do Not Vote
15	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
16	Approve Long Term Incentive Program 2022-2024 for Key Employees	Mgmt	For	For	Do Not Vote
17.a	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
17.b	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	Do Not Vote

Givaudan SA

Meeting Date: 03/24/2022

Country: Switzerland

Ticker: GIVN

Record Date:

Meeting Type: Annual

Primary Security ID: H3238Q102

Shares Voted: 468

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 66 per Share	Mgmt	For	For	For
4	Approve Discharge of Board of Directors	Mgmt	For	For	For
5.1.1	Reelect Victor Balli as Director	Mgmt	For	For	For
5.1.2	Reelect Werner Bauer as Director	Mgmt	For	For	For
5.1.3	Reelect Lilian Biner as Director	Mgmt	For	For	For
5.1.4	Reelect Michael Carlos as Director	Mgmt	For	For	For
5.1.5	Reelect Ingrid Deltenre as Director	Mgmt	For	For	For
5.1.6	Reelect Olivier Filliol as Director	Mgmt	For	For	For

Givaudan SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1.7	Reelect Sophie Gasperment as Director	Mgmt	For	For	For
5.1.8	Reelect Calvin Grieder as Director and Board Chairman	Mgmt	For	For	For
5.2	Elect Tom Knutzen as Director	Mgmt	For	For	For
5.3.1	Reappoint Werner Bauer as Member of the Compensation Committee	Mgmt	For	For	For
5.3.2	Reappoint Ingrid Deltenre as Member of the Compensation Committee	Mgmt	For	For	For
5.3.3	Reappoint Victor Balli as Member of the Compensation Committee	Mgmt	For	For	For
5.4	Designate Manuel Isler as Independent Proxy	Mgmt	For	For	For
5.5	Ratify Deloitte SA as Auditors	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 3.5 Million	Mgmt	For	For	For
6.2.1	Approve Short Term Variable Remuneration of Executive Committee in the Amount of CHF 5.5 Million	Mgmt	For	For	For
6.2.2	Approve Fixed and Long Term Variable Remuneration of Executive Committee in the Amount of CHF 15.4 Million	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

Nordea Bank Abp

Meeting Date: 03/24/2022Country: FinlandTicker: NDA.SE

Record Date: 03/14/2022Meeting Type: Annual

Primary Security ID: X5S8VL105

Shares Voted: 202,111

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			

Nordea Bank Abp

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 340,000 for Chairman, EUR 160,000 for Vice Chairman, and EUR 102,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
12	Determine Number of Members (10) and Deputy Members (1) of Board	Mgmt	For	For	For
13	Reelect Torbjorn Magnusson (Chair), Petra van Hoeken, Robin Lawther, John Maltby, Birger Steen and Jonas Synnergren as Directors; Elect Stephen Hester (Vice Chair), Lene Skole, Arja Talma and Kjersti Wiklund as New Director	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Approve the Revised Charter of the Shareholders Nomination Board	Mgmt	For	For	For
17	Approve Issuance of Convertible Instruments without Preemptive Rights	Mgmt	For	For	For
18	Authorize Share Repurchase Program in the Securities Trading Business	Mgmt	For	For	For
19	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For
20	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
21	Approve Issuance of up to 30 Million Shares without Preemptive Rights	Mgmt	For	For	For
22	Close Meeting	Mgmt			

Novo Nordisk A/S

Meeting Date: 03/24/2022

Record Date: 03/17/2022

Primary Security ID: K72807132

Country: Denmark

Meeting Type: Annual

Ticker: NOVO.B

Shares Voted: 0					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			

Novo Nordisk A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
3	Approve Allocation of Income and Dividends of DKK 6.90 Per Share	Mgmt	For	For	Do Not Vote
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	Do Not Vote
5.1	Approve Remuneration of Directors for 2021 in the Aggregate Amount of DKK 17.1 Million	Mgmt	For	For	Do Not Vote
5.2	Approve Remuneration of Directors for 2022 in the Amount of DKK 2.26 Million for the Chairman, DKK 1.51 Million for the Vice Chairman, and DKK 755,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
6.1	Reelect Helge Lund as Director and Board Chair	Mgmt	For	For	Do Not Vote
6.2	Reelect Henrik Poulsen as Director and Vice Chair	Mgmt	For	For	Do Not Vote
6.3a	Reelect Jeppe Christiansen as Director	Mgmt	For	For	Do Not Vote
6.3b	Reelect Laurence Debroux as Director	Mgmt	For	For	Do Not Vote
6.3c	Reelect Andreas Fibig as Director	Mgmt	For	For	Do Not Vote
6.3d	Reelect Sylvie Gregoire as Director	Mgmt	For	For	Do Not Vote
6.3e	Reelect Kasim Kutay as Director	Mgmt	For	For	Do Not Vote
6.3f	Reelect Martin Mackay as Director	Mgmt	For	Abstain	Do Not Vote
6.3g	Elect Choi La Christina Law as New Director	Mgmt	For	For	Do Not Vote
7	Ratify Deloitte as Auditors	Mgmt	For	For	Do Not Vote
8.1	Approve DKK 6 Million Reduction in Share Capital via B Share Cancellation	Mgmt	For	For	Do Not Vote
8.2	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
8.3	Approve Creation of DKK 45.6 Million Pool of Capital with Preemptive Rights; Approve Creation of DKK 45.6 Million Pool of Capital without Preemptive Rights; Maximum Increase in Share Capital under Both Authorizations up to DKK 45.6 Million	Mgmt	For	For	Do Not Vote
8.4	Amendment to Remuneration Policy for Board of Directors and Executive Management	Mgmt	For	For	Do Not Vote
8.5	Amend Articles Re: Board-Related	Mgmt	For	For	Do Not Vote
9	Other Business	Mgmt			

Capricorn Energy Plc

Meeting Date: 03/25/2022

Country: United Kingdom

Ticker: CNE

Record Date: 03/23/2022

Meeting Type: Special

Primary Security ID: G1856T128

Shares Voted: 181,757

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorise Market Purchase of Ordinary Shares in Connection with a Tender Offer	Mgmt	For	For	For
2	Approve Share Consolidation and Share Sub-Division	Mgmt	For	For	For

SGS SA

Meeting Date: 03/29/2022

Country: Switzerland

Ticker: SGSN

Record Date:

Meeting Type: Annual

Primary Security ID: H7485A108

Shares Voted: 348

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 80.00 per Share	Mgmt	For	For	For
4.1.1	Reelect Calvin Grieder as Director	Mgmt	For	For	For
4.1.2	Reelect Sami Atiya as Director	Mgmt	For	For	For
4.1.3	Reelect Paul Desmarais as Director	Mgmt	For	For	For
4.1.4	Reelect Ian Gallienne as Director	Mgmt	For	For	For
4.1.5	Reelect Tobias Hartmann as Director	Mgmt	For	For	For
4.1.6	Reelect Shelby du Pasquier as Director	Mgmt	For	For	For
4.1.7	Reelect Kory Sorenson as Director	Mgmt	For	For	For
4.1.8	Reelect Janet Vergis as Director	Mgmt	For	For	For
4.1.9	Elect Phyllis Cheung as Director	Mgmt	For	For	For
4.2	Reelect Calvin Grieder as Board Chairman	Mgmt	For	For	For
4.3.1	Appoint Sami Atiya as Member of the Compensation Committee	Mgmt	For	For	For
4.3.2	Reappoint Ian Gallienne as Member of the Compensation Committee	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.3.3	Reappoint Kory Sorenson as Member of the Compensation Committee	Mgmt	For	For	For
4.4	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For
4.5	Designate Jeandin & Defacqz as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 2.7 Million	Mgmt	For	For	For
5.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 12.5 Million	Mgmt	For	For	For
5.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 7.2 Million	Mgmt	For	For	For
5.4	Approve Long Term Incentive Plan for Executive Committee in the Amount of CHF 13.5 Million	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

Telefonaktiebolaget LM Ericsson

Meeting Date: 03/29/2022Country: SwedenTicker: ERIC.B

Record Date: 03/21/2022Meeting Type: Annual

Primary Security ID: W26049119

Shares Voted: 0					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote
2.1	Designate Bengt Kileus as Inspector of Minutes of Meeting	Mgmt	For	For	Do Not Vote
2.2	Designate Anders Oscarsson as Inspector of Minutes of Meeting	Mgmt	For	For	Do Not Vote
3	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote
4	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Speech by the CEO	Mgmt			
8.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.2	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
8.3.a	Approve Discharge of Board Chairman Ronnie Leten	Mgmt	For	For	Do Not Vote
8.3.b	Approve Discharge of Board Member Helena Stjernholm	Mgmt	For	For	Do Not Vote
8.3.c	Approve Discharge of Board Member Jacob Wallenberg	Mgmt	For	For	Do Not Vote
8.3.d	Approve Discharge of Board Member Jon Fredrik Baksaas	Mgmt	For	For	Do Not Vote
8.3.e	Approve Discharge of Board Member Jan Carlson	Mgmt	For	Against	Do Not Vote
8.3.f	Approve Discharge of Board Member Nora Denzel	Mgmt	For	For	Do Not Vote
8.3.g	Approve Discharge of Board Member Borje Ekholm	Mgmt	For	Against	Do Not Vote
8.3.h	Approve Discharge of Board Member Eric A. Elzvik	Mgmt	For	Against	Do Not Vote
8.3.i	Approve Discharge of Board Member Kurt Jofs	Mgmt	For	Against	Do Not Vote
8.3.j	Approve Discharge of Board Member Kristin S. Rinne	Mgmt	For	For	Do Not Vote
8.3.k	Approve Discharge of Employee Representative Torbjorn Nyman	Mgmt	For	Against	Do Not Vote
8.3.l	Approve Discharge of Employee Representative Kjell-Ake Soting	Mgmt	For	For	Do Not Vote
8.3.m	Approve Discharge of Deputy Employee Representative Anders Ripa	Mgmt	For	For	Do Not Vote
8.3.n	Approve Discharge of Employee Representative Roger Svensson	Mgmt	For	For	Do Not Vote
8.3.o	Approve Discharge of Deputy Employee Representative Per Holmberg	Mgmt	For	For	Do Not Vote
8.3.p	Approve Discharge of Deputy Employee Representative Loredana Roslund	Mgmt	For	For	Do Not Vote
8.3.q	Approve Discharge of Deputy Employee Representative Ulf Rosberg	Mgmt	For	For	Do Not Vote
8.3.r	Approve Discharge of President Borje Ekholm	Mgmt	For	Against	Do Not Vote
8.4	Approve Allocation of Income and Dividends of SEK 2.5 per Share	Mgmt	For	For	Do Not Vote
9	Determine Number of Directors (11) and Deputy Directors (0) of Board	Mgmt	For	For	Do Not Vote
10	Approve Remuneration of Directors in the Amount of SEK 4.37 Million for Chairman and SEK 1.1 Million for Other Directors, Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
11.1	Reelect Jon Fredrik Baksaas as Director	Mgmt	For	For	Do Not Vote

Telefonaktiebolaget LM Ericsson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.2	Reelect Jan Carlson as Director	Mgmt	For	Against	Do Not Vote
11.3	Reelect Nora Denzel as Director	Mgmt	For	For	Do Not Vote
11.4	Elect Carolina Dybeck Happe as New Director	Mgmt	For	For	Do Not Vote
11.5	Reelect Borje Ekholm as Director	Mgmt	For	For	Do Not Vote
11.6	Reelect Eric A. Elzvik as Director	Mgmt	For	For	Do Not Vote
11.7	Reelect Kurt Jofs as Director	Mgmt	For	For	Do Not Vote
11.8	Reelect Ronnie Leten as Director	Mgmt	For	For	Do Not Vote
11.9	Reelect Kristin S. Rinne as Director	Mgmt	For	For	Do Not Vote
11.10	Reelect Helena Stjernholm as Director	Mgmt	For	For	Do Not Vote
11.11	Reelect Jacob Wallenberg as Director	Mgmt	For	For	Do Not Vote
12	Reelect Ronnie Leten as Board Chair	Mgmt	For	For	Do Not Vote
13	Determine Number of Auditors (1)	Mgmt	For	For	Do Not Vote
14	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
15	Ratify Deloitte AB as Auditors	Mgmt	For	For	Do Not Vote
16.1	Approve Long-Term Variable Compensation Program 2022 (LTV 2022)	Mgmt	For	For	Do Not Vote
16.2	Approve Equity Plan Financing of LTV 2022	Mgmt	For	For	Do Not Vote
16.3	Approve Alternative Equity Plan Financing of LTV 2022, if Item 16.2 is Not Approved	Mgmt	For	Against	Do Not Vote
17	Approve Equity Plan Financing of LTV 2021	Mgmt	For	For	Do Not Vote
18	Approve Equity Plan Financing of LTV 2019 and 2020	Mgmt	For	For	Do Not Vote
	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
19	Increase the Production of Semiconductors that was Conducted by Ericsson During the 1980's	SH	None	Against	Do Not Vote
20	Close Meeting	Mgmt			

Meeting Date: 03/29/2022

Record Date: 03/17/2022

Primary Security ID: X9518S108

Country: Finland

Meeting Type: Annual

Ticker: UPM

Shares Voted: 49,695

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 1.30 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11	Remuneration of Directors in the Amount of EUR 200,000 for Chairman, EUR 140,000 for Deputy Chairman and EUR 115,000 for Other Directors; Approve Compensation for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For	For
13	Reelect Henrik Ehrnrooth, Emma FitzGerald, Jari Gustafsson, Piia-Noora Kauppi, Marjan Oudeman, Martin a Porta, Kim Wahl and Bjorn Wahlroos as Directors; Elect Topi Manner as New Director	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Approve Issuance of up to 25 Million Shares without Preemptive Rights	Mgmt	For	For	For
17	Authorize Share Repurchase Program	Mgmt	For	For	For
18.1	Amend Articles Re: Auditor	Mgmt	For	For	For
18.2	Amend Articles Re: Annual General Meeting	Mgmt	For	For	For
19	Authorize Charitable Donations	Mgmt	For	For	For
20	Close Meeting	Mgmt			

Avanza Bank Holding AB

Meeting Date: 03/31/2022

Country: Sweden

Ticker: AZA

Record Date: 03/23/2022

Meeting Type: Annual

Primary Security ID: W1R78Z269

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote
3	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote
4	Resolution Regarding Video Recording of the General Meeting	Mgmt	For	For	Do Not Vote
5	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
6	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote
7	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
8	Receive Financial Statements and Statutory Reports	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
9.b	Approve Allocation of Income and Dividends of SEK 9.20 Per Share	Mgmt	For	For	Do Not Vote
9.c1	Approve Discharge of Board Member Magnus Dybeck	Mgmt	For	For	Do Not Vote
9.c2	Approve Discharge of Board Member Catharina Eklof	Mgmt	For	For	Do Not Vote
9.c3	Approve Discharge of Board Member Viktor Fritzen	Mgmt	For	For	Do Not Vote
9.c4	Approve Discharge of Board Member Jonas Hagstromer	Mgmt	For	For	Do Not Vote
9.c5	Approve Discharge of Board Member Sven Hagstromer	Mgmt	For	For	Do Not Vote
9.c6	Approve Discharge of Board Member Mattias Miksche	Mgmt	For	For	Do Not Vote
9.c7	Approve Discharge of Board Member Johan Roos	Mgmt	For	For	Do Not Vote
9.c8	Approve Discharge of Board Member Hans Toll	Mgmt	For	For	Do Not Vote
9.c9	Approve Discharge of Board Member Leemon Wu	Mgmt	For	For	Do Not Vote
9.c10	Approve Discharge of Board Member Birgitta Klasen	Mgmt	For	For	Do Not Vote
9.c11	Approve Discharge of Rikard Josefson	Mgmt	For	For	Do Not Vote
10	Amend Articles Re: Board-Related; Editorial Changes	Mgmt	For	For	Do Not Vote

Avanza Bank Holding AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Determine Number of Members of Board to ten (10)	Mgmt	For	For	Do Not Vote
12.1	Approve Remuneration of Directors in the Amount of SEK 478,000 For Each Director Except Sven Hagstroer (Chair), Jonas Hagstromer and Magnus Dybeck	Mgmt	For	For	Do Not Vote
12.2	Approve Remuneration of Directors in the Amount of SEK 383,000 For Each Director Sven Hagstroer (Chair), Jonas Hagstromer and Magnus Dybeck	Mgmt	For	For	Do Not Vote
12.3	Approve Remuneration for Chairman of the Audit, Risk and Capital Committee	Mgmt	For	For	Do Not Vote
12.4	Approve Remuneration for the Audit, Risk and Capital Committee	Mgmt	For	For	Do Not Vote
12.5	Approve Remuneration for the Credit Committee	Mgmt	For	For	Do Not Vote
12.6	Approve Remuneration for the Remuneration Committee	Mgmt	For	For	Do Not Vote
12.7	Approve Remuneration for the IT Committee	Mgmt	For	For	Do Not Vote
13	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
14.1	Reelect Magnus Dybeck as Director	Mgmt	For	For	Do Not Vote
14.2	Reelect Catharina Eklof as Director	Mgmt	For	For	Do Not Vote
14.3	Reelect Jonas Hagstromer as Director	Mgmt	For	For	Do Not Vote
14.4	Reelect Sven Hagstromer as Director	Mgmt	For	For	Do Not Vote
14.5	Reelect Mattias Miksche as Director	Mgmt	For	For	Do Not Vote
14.6	Reelect Johan Roos as Director	Mgmt	For	For	Do Not Vote
14.7	Reelect Hans Toll as Director	Mgmt	For	For	Do Not Vote
14.8	Reelect Leemon Wu as Director	Mgmt	For	For	Do Not Vote
14.9	Elect Linda Hellstromas New Director	Mgmt	For	For	Do Not Vote
14.10	Elect Sofia Sundstrom as New Director	Mgmt	For	For	Do Not Vote
15	Reelect Sven Hagstromer as Board Chair	Mgmt	For	For	Do Not Vote
16	Ratify KPMG as Auditors	Mgmt	For	For	Do Not Vote
17	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
18	Approve Remuneration Report	Mgmt	For	For	Do Not Vote

Avanza Bank Holding AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Close Meeting	Mgmt			

Banco Santander SA

Meeting Date: 03/31/2022	Country: Spain	Ticker: SAN
Record Date: 03/25/2022	Meeting Type: Annual	
Primary Security ID: E19790109		

Shares Voted: 1,388,839

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.A	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.B	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.C	Approve Discharge of Board	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3.A	Fix Number of Directors at 15	Mgmt	For	For	For
3.B	Elect German de la Fuente as Director	Mgmt	For	For	For
3.C	Reelect Henrique de Castro as Director	Mgmt	For	For	For
3.D	Reelect Jose Antonio Alvarez as Director	Mgmt	For	For	For
3.E	Reelect Belen Romana as Director	Mgmt	For	For	For
3.F	Reelect Luis Isasi as Director	Mgmt	For	For	For
3.G	Reelect Sergio Rial as Director	Mgmt	For	For	For
4	Ratify Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
5.A	Amend Articles Re: Form of Shares and Transfer of Shares	Mgmt	For	For	For
5.B	Amend Article 16 Re: Capital Reduction	Mgmt	For	For	For
5.C	Amend Article 19 Re: Issuance of Other Securities	Mgmt	For	For	For
5.D	Amend Article 26 Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	For	For
5.E	Amend Articles Re: Board Secretary and Presiding Committee of the General Shareholders' Meeting	Mgmt	For	For	For
5.F	Amend Article 48 Re: Executive Chair	Mgmt	For	For	For
5.G	Amend Article 52 Re: Audit Committee	Mgmt	For	For	For
5.H	Amend Articles Re: Director Remuneration	Mgmt	For	For	For

Banco Santander SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.I	Add Article 64 bis Re: Prior Authorization for the Payment of Dividends	Mgmt	For	For	For
6.A	Amend Article 6 of General Meeting Regulations Re: Information Available as of the Date of the Call to Meeting	Mgmt	For	For	For
6.B	Amend Article 13 of General Meeting Regulations Re: Presiding Committee of the General Shareholders' Meeting	Mgmt	For	For	For
6.C	Add New Article 15 bis and Amend Article 19 of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	For	For
6.D	Amend Article 17 of General Meeting Regulations Re: Presentations	Mgmt	For	For	For
7.A	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For	For
7.B	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
7.C	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
7.D	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
8.A	Approve Remuneration Policy	Mgmt	For	For	For
8.B	Approve Remuneration of Directors	Mgmt	For	For	For
8.C	Fix Maximum Variable Compensation Ratio	Mgmt	For	For	For
8.D	Approve Deferred Multiyear Objectives Variable Remuneration Plan	Mgmt	For	For	For
8.E	Approve Buy-out Policy	Mgmt	For	For	For
8.F	Advisory Vote on Remuneration Report	Mgmt	For	For	For
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Broadcom Inc.

Meeting Date: 04/04/2022

Record Date: 02/07/2022

Primary Security ID: 11135F101

Country: USA

Meeting Type: Annual

Ticker: AVGO

Shares Voted: 17,982

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Diane M. Bryant	Mgmt	For	For	For
1b	Elect Director Gayla J. Delly	Mgmt	For	For	For

Broadcom Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Raul J. Fernandez	Mgmt	For	For	For
1d	Elect Director Eddy W. Hartenstein	Mgmt	For	For	For
1e	Elect Director Check Kian Low	Mgmt	For	For	For
1f	Elect Director Justine F. Page	Mgmt	For	For	For
1g	Elect Director Henry Samueli	Mgmt	For	For	For
1h	Elect Director Hock E. Tan	Mgmt	For	For	For
1i	Elect Director Harry L. You	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST Harry You is warranted for serving as a director on more than five public company boards.A vote FOR the remaining director nominees is warranted.					
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Nokia Oyj

Meeting Date: 04/05/2022	Country: Finland	Ticker: NOKIA
Record Date: 03/24/2022	Meeting Type: Annual	
Primary Security ID: X61873133		

Shares Voted: 647,866

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 0.08 Per Share	Mgmt	For	For	For
8A	Demand Minority Dividend	Mgmt	Abstain	Abstain	Abstain
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For

Nokia Oyj

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Remuneration of Directors in the Amount of EUR 440,000 to Chair, EUR 195,000 to Vice Chair and EUR 170,000 to Other Directors; Approve Remuneration for Committee Work; Approve Meeting Fees	Mgmt	For	For	For
12	Fix Number of Directors at Ten	Mgmt	For	For	For
13	Reelect Sari Baldauf, Bruce Brown, Thomas Dannenfeldt, Jeanette Horan, Edward Kozel, Soren Skou and Carla Smits-Nusteling as Directors; Elect Lisa Hook, Thomas Saueressig and Kai Oistamo as New Directors	Mgmt	For	For	For
14	Approve Remuneration of Auditor	Mgmt	For	For	For
15	Ratify Deloitte as Auditor	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
17	Approve Issuance of up to 550 Million Shares without Preemptive Rights	Mgmt	For	For	For
18	Close Meeting	Mgmt			

Vestas Wind Systems A/S

Meeting Date: 04/05/2022Country: DenmarkTicker: VWS

Record Date: 03/29/2022Meeting Type: Annual

Primary Security ID: K9773J201

Shares Voted: 0					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
3	Approve Allocation of Income and Dividends of DKK 0.37 Per Share	Mgmt	For	For	Do Not Vote
4	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	Do Not Vote
5	Approve Remuneration of Directors in the Amount of DKK 1.365 Million for Chairman, DKK 910,350 for Vice Chairman and DKK 455,175 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
6.a	Reelect Anders Runevad as Director	Mgmt	For	For	Do Not Vote
6.b	Reelect Bert Nordberg as Director	Mgmt	For	For	Do Not Vote
6.c	Reelect Bruce Grant as Director	Mgmt	For	For	Do Not Vote

Vestas Wind Systems A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.d	Reelect Eva Merete Sofelde Berneke as Director	Mgmt	For	For	Do Not Vote
6.e	Reelect Helle Thorning-Schmidt as Director	Mgmt	For	For	Do Not Vote
6.f	Reelect Karl-Henrik Sundstrom as Director	Mgmt	For	For	Do Not Vote
6.g	Reelect Kentaro Hosomi as Director	Mgmt	For	For	Do Not Vote
6.h	Elect Lena Olving as New Director	Mgmt	For	For	Do Not Vote
7	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	Do Not Vote
8	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
9	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	Do Not Vote
10	Other Business	Mgmt			

Ferrovial SA

Meeting Date: 04/06/2022Country: SpainTicker: FER

Record Date: 04/01/2022Meeting Type: Annual

Primary Security ID: E49512119

Shares Voted: 42,542

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Non-Financial Information Statement	Mgmt	For	For	For
2	Approve Treatment of Net Loss	Mgmt	For	For	For
3	Approve Discharge of Board	Mgmt	For	For	For
4.1	Reelect Rafael del Pino y Calvo-Sotelo as Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the reelection of chair/CEO Rafael del Pino y Calvo-Sotelo under Item 4.1 is warranted because he is not proposed for interim term only and the company has failed to disclose any plans to separate CEO and chairman positions in the near term. A vote FOR Items 4.2 and 4.5-4.7 is warranted due to a lack of concerns about the independent director nominees. A vote FOR the reelections of NI-NEDs Maria del Pino and Jose Sanchez-Junco under Items 4.3 and 4.4 is warranted, as the board meets the 50 percent independence guideline for Spain-incorporated, non-controlled companies, and the composition of the board committees does not raise concerns.					
4.2	Reelect Oscar Fanjul Martin as Director	Mgmt	For	For	For
4.3	Reelect Maria del Pino y Calvo-Sotelo as Director	Mgmt	For	For	For
4.4	Reelect Jose Fernando Sanchez-Junco Mans as Director	Mgmt	For	For	For

Ferrovial SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.5	Reelect Bruno Di Leo as Director	Mgmt	For	For	For
4.6	Ratify Appointment of and Elect Hildegard Wortmann as Director	Mgmt	For	For	For
4.7	Ratify Appointment of and Elect Alicia Reyes Revuelta as Director	Mgmt	For	For	For
5	Approve Scrip Dividends	Mgmt	For	For	For
6	Approve Scrip Dividends	Mgmt	For	For	For
7	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
8.1	Amend Articles Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	For	For
8.2	Amend Articles Re: Changes in the Corporate Enterprises Law	Mgmt	For	For	For
8.3	Amend Articles Re: Technical Improvements	Mgmt	For	For	For
9.1	Amend Articles of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	For	For
9.2	Amend Articles of General Meeting Regulations Re: Changes in the Corporate Enterprises Law	Mgmt	For	For	For
9.3	Amend Articles of General Meeting Regulations Re: Technical Improvements	Mgmt	For	For	For
10	Advisory Vote on Company's Greenhouse Gas Emissions Reduction Plan	Mgmt	For	For	For
11	Approve Remuneration Policy	Mgmt	For	For	For
12	Advisory Vote on Remuneration Report	Mgmt	For	For	For
13	Authorize Share Repurchase Program	Mgmt	For	For	For
14	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
15	Receive Amendments to Board of Directors Regulations	Mgmt			

Schlumberger N.V.

Meeting Date: 04/06/2022

Record Date: 02/09/2022

Primary Security ID: 806857108

Country: Curacao

Meeting Type: Annual

Ticker: SLB

Shares Voted: 224,198

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peter Coleman	Mgmt	For	For	For

Schlumberger N.V.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.2	Elect Director Patrick de La Chevardiere	Mgmt	For	For	For
1.3	Elect Director Miguel Galuccio	Mgmt	For	For	For
1.4	Elect Director Olivier Le Peuch	Mgmt	For	For	For
1.5	Elect Director Samuel Leupold	Mgmt	For	For	For
1.6	Elect Director Tatiana Mitrova	Mgmt	For	For	For
1.7	Elect Director Maria Moraeus Hanssen	Mgmt	For	For	For
1.8	Elect Director Vanitha Narayanan	Mgmt	For	For	For
1.9	Elect Director Mark Papa	Mgmt	For	For	For
1.10	Elect Director Jeff Sheets	Mgmt	For	For	For
1.11	Elect Director Ulrich Spiesshofer	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Adopt and Approve Financials and Dividends	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Sulzer AG

Meeting Date: 04/06/2022

Country: Switzerland

Ticker: SUN

Record Date:

Meeting Type: Annual

Primary Security ID: H83580284

Shares Voted: 1,381

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 3.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Approve Remuneration of Directors in the Amount of CHF 3 Million	Mgmt	For	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 17.5 Million	Mgmt	For	For	For
5.1	Elect Suzanne Thoma as Director and Board Chair	Mgmt	For	For	For
5.2.1	Reelect Hanne Soerensen as Director	Mgmt	For	For	For
5.2.2	Reelect Matthias Bichsel as Director	Mgmt	For	For	For

Sulzer AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2.3	Reelect Mikhail Lifshitz as Director	Mgmt	For	For	For
5.2.4	Reelect David Metzger as Director	Mgmt	For	For	For
5.2.5	Reelect Alexey Moskov as Director	Mgmt	For	For	For
5.3.1	Elect Heike van de Kerkhof as Director	Mgmt	For	For	For
5.3.2	Elect Markus Kammüller as Director	Mgmt	For	For	For
6.1.1	Reappoint Hanne Soerensen as Member of the Compensation Committee	Mgmt	For	For	For
6.1.2	Reappoint Suzanne Thoma as Member of the Compensation Committee	Mgmt	For	For	For
6.2.1	Appoint Heike van de Kerkhof as Member of the Compensation Committee	Mgmt	For	For	For
6.2.2	Appoint Alexey Moskov as Member of the Compensation Committee	Mgmt	For	For	For
7	Ratify KPMG AG as Auditors	Mgmt	For	For	For
8	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

UBS Group AG

Meeting Date: 04/06/2022 **Country:** Switzerland **Ticker:** UBSG
Record Date: **Meeting Type:** Annual
Primary Security ID: H42097107

Shares Voted: 261,563

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Climate Action Plan	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of USD 0.50 per Share	Mgmt	For	For	For
5	Approve Discharge of Board and Senior Management for Fiscal Year 2021, excluding French Cross-Border Matter	Mgmt	For	For	For
6.1	Reelect Jeremy Anderson as Director	Mgmt	For	For	For
6.2	Reelect Claudia Boeckstiegel as Director	Mgmt	For	For	For

UBS Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.3	Reelect William Dudley as Director	Mgmt	For	For	For
6.4	Reelect Patrick Firmenich as Director	Mgmt	For	For	For
6.5	Reelect Fred Hu as Director	Mgmt	For	For	For
6.6	Reelect Mark Hughes as Director	Mgmt	For	For	For
6.7	Reelect Nathalie Rachou as Director	Mgmt	For	For	For
6.8	Reelect Julie Richardson as Director	Mgmt	For	For	For
6.9	Reelect Dieter Wemmer as Director	Mgmt	For	For	For
6.10	Reelect Jeanette Wong as Director	Mgmt	For	For	For
7.1	Elect Lukas Gaehwiler as Director	Mgmt	For	For	For
7.2	Elect Colm Kelleher as Director and Board Chairman	Mgmt	For	For	For
8.1	Reappoint Julie Richardson as Member of the Compensation Committee	Mgmt	For	For	For
8.2	Reappoint Dieter Wemmer as Member of the Compensation Committee	Mgmt	For	For	For
8.3	Reappoint Jeanette Wong as Member of the Compensation Committee	Mgmt	For	For	For
9.1	Approve Remuneration of Directors in the Amount of CHF 13 Million	Mgmt	For	For	For
9.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 79.8 Million	Mgmt	For	For	For
9.3	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 33 Million	Mgmt	For	For	For
10.1	Designate ADB Altorfer Duss & Beilstein AG as Independent Proxy	Mgmt	For	For	For
10.2	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
11	Approve CHF 17.8 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
12	Authorize Repurchase of up to USD 6 Billion in Issued Share Capital	Mgmt	For	For	For
13	Transact Other Business (Voting)	Mgmt	None	Against	Against

Volvo AB

Meeting Date: 04/06/2022	Country: Sweden	Ticker: VOLV.B
Record Date: 03/29/2022	Meeting Type: Annual	
Primary Security ID: 928856301		

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote
2.1	Designate Erik Sjoman as Inspector of Minutes of Meeting	Mgmt	For	For	Do Not Vote
2.2	Designate Martin Jonasson as Inspector of Minutes of Meeting	Mgmt	For	For	Do Not Vote
3	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote
4	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
6	Receive Financial Statements and Statutory Reports; Receive President's Report	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
8	Approve Allocation of Income and Dividends of SEK 6.50 Per Share and an Extra Dividend of SEK 6.50 Per Share	Mgmt	For	For	Do Not Vote
9.1	Approve Discharge of Matti Alahuhta	Mgmt	For	For	Do Not Vote
9.2	Approve Discharge of Eckhard Cordes	Mgmt	For	For	Do Not Vote
9.3	Approve Discharge of Eric Elzvik	Mgmt	For	For	Do Not Vote
9.4	Approve Discharge of Martha Finn Brooks	Mgmt	For	For	Do Not Vote
9.5	Approve Discharge of Kurt Jofs	Mgmt	For	For	Do Not Vote
9.6	Approve Discharge of James W. Griffith	Mgmt	For	For	Do Not Vote
9.7	Approve Discharge of Martin Lundstedt	Mgmt	For	For	Do Not Vote
9.8	Approve Discharge of Kathryn V. Marinello	Mgmt	For	For	Do Not Vote
9.9	Approve Discharge of Martina Merz	Mgmt	For	For	Do Not Vote
9.10	Approve Discharge of Hanne de Mora	Mgmt	For	For	Do Not Vote
9.11	Approve Discharge of Helena Stjernholm	Mgmt	For	For	Do Not Vote
9.12	Approve Discharge of Carl-Henric Svanberg	Mgmt	For	For	Do Not Vote
9.13	Approve Discharge of Lars Ask (Employee Representative)	Mgmt	For	For	Do Not Vote

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.14	Approve Discharge of Mats Henning (Employee Representative)	Mgmt	For	For	Do Not Vote
9.15	Approve Discharge of Mikael Sallstrom (Employee Representative)	Mgmt	For	For	Do Not Vote
9.16	Approve Discharge of Camilla Johansson (Deputy Employee Representative)	Mgmt	For	For	Do Not Vote
9.17	Approve Discharge of Mari Larsson (Deputy Employee Representative)	Mgmt	For	For	Do Not Vote
9.18	Approve Discharge of Martin Lundstedt (as CEO)	Mgmt	For	For	Do Not Vote
10.1	Determine Number of Members (11) of Board	Mgmt	For	For	Do Not Vote
10.2	Determine Number of Deputy Members (0) of Board	Mgmt	For	For	Do Not Vote
11	Approve Remuneration of Directors in the Amount of SEK 3.85 Million for Chairman and SEK 1.15 Million for Other Directors except CEO; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
12.1	Reelect Matti Alahuhta as Director	Mgmt	For	For	Do Not Vote
12.2	Elect Jan Carlson as New Director	Mgmt	For	For	Do Not Vote
12.3	Reelect Eric Elzvik as Director	Mgmt	For	For	Do Not Vote
12.4	Reelect Martha Finn Brooks as Director	Mgmt	For	For	Do Not Vote
12.5	Reelect Kurt Jofs as Director	Mgmt	For	For	Do Not Vote
12.6	Reelect Martin Lundstedt as Director	Mgmt	For	For	Do Not Vote
12.7	Reelect Kathryn V. Marinello as Director	Mgmt	For	For	Do Not Vote
12.8	Reelect Martina Merz as Director	Mgmt	For	For	Do Not Vote
12.9	Reelect Hanne de Mora as Director	Mgmt	For	For	Do Not Vote
12.10	Reelect Helena Stjernholm as Director	Mgmt	For	For	Do Not Vote
12.11	Reelect Carl-Henric Svenberg as Director	Mgmt	For	For	Do Not Vote
13	Reelect Carl-Henric Svanberg as Board Chair	Mgmt	For	For	Do Not Vote
14	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
15	Elect Deloitte AB as Auditor	Mgmt	For	For	Do Not Vote
16.1	Elect Par Boman to Serve on Nomination Committee	Mgmt	For	For	Do Not Vote

Volvo AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16.2	Elect Anders Oscarsson to Serve on Nomination Committee	Mgmt	For	For	Do Not Vote
16.3	Elect Magnus Billing to Serve on Nomination Committee	Mgmt	For	For	Do Not Vote
16.4	Elect Anders Algotsson to Serve on Nomination Committee	Mgmt	For	For	Do Not Vote
16.5	Elect Chairman of the Board to Serve on Nomination Committee	Mgmt	For	For	Do Not Vote
17	Approve Remuneration Report	Mgmt	For	Against	Do Not Vote
18	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	Do Not Vote
19	Shareholder Proposals Submitted by Carl Axel Bruno	Mgmt			
	Develop a Safe Battery Box for Electric Long-Distance Trucks and Buses	SH	None	Against	Do Not Vote

Zurich Insurance Group AG

Meeting Date: 04/06/2022Country: SwitzerlandTicker: ZURN

Record Date:Meeting Type: Annual

Primary Security ID: H9870Y105

Shares Voted: 10,342

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2.1	Approve Allocation of Income and Dividends of CHF 20.35 per Share	Mgmt	For	For	For
2.2	Approve Allocation of Dividends of CHF 1.65 per Share from Capital Contribution Reserves	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1a	Reelect Michel Lies as Director and Board Chairman	Mgmt	For	For	For
4.1b	Reelect Joan Amble as Director	Mgmt	For	For	For
4.1c	Reelect Catherine Bessant as Director	Mgmt	For	For	For
4.1d	Reelect Dame Carnwath as Director	Mgmt	For	For	For
4.1e	Reelect Christoph Franz as Director	Mgmt	For	For	For
4.1f	Reelect Michael Halbherr as Director	Mgmt	For	For	For
4.1g	Reelect Sabine Keller-Busse as Director	Mgmt	For	For	For

Zurich Insurance Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1h	Reelect Monica Maechler as Director	Mgmt	For	For	For
4.1i	Reelect Kishore Mahbubani as Director	Mgmt	For	For	For
4.1j	Reelect Jasmin Staiblin as Director	Mgmt	For	For	For
4.1k	Reelect Barry Stowe as Director	Mgmt	For	For	For
4.1l	Elect Peter Maurer as Director	Mgmt	For	For	For
4.2.1	Reappoint Michel Lies as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Reappoint Catherine Bessant as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Reappoint Christoph Franz as Member of the Compensation Committee	Mgmt	For	For	For
4.2.4	Reappoint Sabine Keller-Busse as Member of the Compensation Committee	Mgmt	For	For	For
4.2.5	Reappoint Kishore Mahbubani as Member of the Compensation Committee	Mgmt	For	For	For
4.2.6	Reappoint Jasmin Staiblin as Member of the Compensation Committee	Mgmt	For	For	For
4.3	Designate Keller KLG as Independent Proxy	Mgmt	For	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 6 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 79 Million	Mgmt	For	For	For
6	Approve Extension of Existing Authorized Capital Pool of CHF 4.5 Million with or without Exclusion of Preemptive Rights and Approve Amendment to Existing Conditional Capital Pool	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and* The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

Deutsche Telekom AG

Meeting Date: 04/07/2022

Country: Germany

Ticker: DTE

Record Date:

Meeting Type: Annual

Primary Security ID: D2035M136

Shares Voted: 278,048

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.64 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2022 and for the Review of the Interim Financial Statements for Fiscal Year 2022 and First Quarter of Fiscal Year 2023	Mgmt	For	For	For
6.1	Elect Frank Appel to the Supervisory Board	Mgmt	For	Against	Against
Voting Policy Rationale: Votes FOR the proposed nominees Katja Hessel, Dagmar Kollmann, and Stefan Wintels are warranted due to a lack of governance concerns.However, a vote AGAINST the proposed nominee Frank Appel is warranted because:* If elected, he would go on to become the new chairman of the supervisory board. However, Appel also serves as the CEO of Deutsche Post DHL Group currently (and until at least May 2023). As such, he is considered to hold an excessive number of mandates at listed companies.					
6.2	Elect Katja Hessel to the Supervisory Board	Mgmt	For	For	For
6.3	Elect Dagmar Kollmann to the Supervisory Board	Mgmt	For	For	For
6.4	Elect Stefan Wintels to the Supervisory Board	Mgmt	For	For	For
7	Approve Creation of EUR 3.8 Billion Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For

Nestle SA

Meeting Date: 04/07/2022Country: SwitzerlandTicker: NESN

Record Date:Meeting Type: Annual

Primary Security ID: H57312649

Shares Voted: 176,411

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 2.80 per Share	Mgmt	For	For	For
4.1.a	Reelect Paul Bulcke as Director and Board Chairman	Mgmt	For	For	For
4.1.b	Reelect Ulf Schneider as Director	Mgmt	For	For	For
4.1.c	Reelect Henri de Castries as Director	Mgmt	For	For	For
4.1.d	Reelect Renato Fassbind as Director	Mgmt	For	For	For
4.1.e	Reelect Pablo Isla as Director	Mgmt	For	For	For
4.1.f	Reelect Eva Cheng as Director	Mgmt	For	For	For
4.1.g	Reelect Patrick Aebischer as Director	Mgmt	For	For	For
4.1.h	Reelect Kimberly Ross as Director	Mgmt	For	For	For
4.1.i	Reelect Dick Boer as Director	Mgmt	For	For	For
4.1.j	Reelect Dinesh Paliwal as Director	Mgmt	For	For	For
4.1.k	Reelect Hanne Jimenez de Mora as Director	Mgmt	For	For	For
4.1.l	Reelect Lindiwe Sibanda as Director	Mgmt	For	For	For
4.2.1	Elect Chris Leong as Director	Mgmt	For	For	For
4.2.2	Elect Luca Maestri as Director	Mgmt	For	For	For
4.3.1	Appoint Pablo Isla as Member of the Compensation Committee	Mgmt	For	For	For
4.3.2	Appoint Patrick Aebischer as Member of the Compensation Committee	Mgmt	For	For	For
4.3.3	Appoint Dick Boer as Member of the Compensation Committee	Mgmt	For	For	For
4.3.4	Appoint Dinesh Paliwal as Member of the Compensation Committee	Mgmt	For	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
4.5	Designate Hartmann Dreyer as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 10 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 68 Million	Mgmt	For	For	For
6	Approve CHF 6.5 Million Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	Against	Against	Against

Meeting Date: 04/07/2022

Country: Spain

Ticker: TEF

Record Date: 04/01/2022

Meeting Type: Annual

Primary Security ID: 879382109

Shares Voted: 850,463

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
1.2	Approve Non-Financial Information Statement	Mgmt	For	For	For
1.3	Approve Discharge of Board	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
4.1	Reelect Jose Maria Abril Perez as Director	Mgmt	For	For	For
4.2	Reelect Angel Vila Boix as Director	Mgmt	For	For	For
4.3	Reelect Maria Luisa Garcia Blanco as Director	Mgmt	For	For	For
4.4	Reelect Francisco Javier de Paz Mancho as Director	Mgmt	For	For	For
4.5	Ratify Appointment of and Elect Maria Rotondo Urcola as Director	Mgmt	For	For	For
5	Fix Number of Directors at 15	Mgmt	For	For	For
6	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
7.1	Approve Scrip Dividends	Mgmt	For	For	For
7.2	Approve Dividends Charged Against Unrestricted Reserves	Mgmt	For	For	For
8	Approve Share Matching Plan	Mgmt	For	For	For
9	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
10	Advisory Vote on Remuneration Report	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST this item is warranted because: * Telefonica completed two significant transactions in 2021: the O2/Virgin joint-venture and Telxius' telecommunications towers division sale (see Material Company Updates section) for which the board rewarded both executive directors with one-off awards at maximum opportunity of 100 percent of salary. The board also considered Telefonica's outperforming the local index and sector peers in 2021. * Telefonica is the sole European telco to have a remuneration policy provision allowing for the granting of one-off awards – Deutsche Telekom's supervisory board proposes to eliminate a similar clause at the company's 2022 AGM. * Excluding this one-off award opportunity, the remuneration arrangements with management already are one of the most competitive among European peers. * Without downplaying the significance of these two transactions, these one-off awards have further misaligned executive pay with company performance in comparison with peers, including 2021's 3.69x multiple of median, while management's pay package is one of the most competitive among European peers, and Telefonica has been an underperforming stock since incumbent chair/CEO took on his position in April 2016.*

Carnival Corporation

Meeting Date: 04/08/2022

Country: Panama

Ticker: CCL

Record Date: 02/07/2022

Meeting Type: Annual

Primary Security ID: 143658300

Shares Voted: 34,982

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Re-elect Micky Arison as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	For
2	Re-elect Jonathon Band as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	For
3	Re-elect Jason Glen Cahilly as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	For
4	Re-elect Helen Deeble as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	For
5	Re-elect Arnold W. Donald as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	For
6	Re-elect Jeffrey J. Gearhart as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	For
7	Re-elect Richard J. Glasier as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	For
8	Re-elect Katie Lahey as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	For
9	Re-elect John Parker as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	For
10	Re-elect Stuart Subotnick as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	For
11	Re-elect Laura Weil as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	For
12	Re-elect Randall J. Weisenburger as a Director of Carnival Corporation and as a Director of Carnival plc.	Mgmt	For	For	For
13	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST the proposal is warranted. The annual bonus does not disclose any performance targets or even specific metrics used to determine payouts. Despite poor company performance and a lack of disclosure of goals, the annual bonus paid out at maximum. Furthermore, the company made a change to FY21 equity grants, which are now entirely in time-vested equity. It is incumbent upon a compensation committee to utilize pre-set performance metrics when setting executive compensation, and many investors view a shift from performance-based to entirely time-based or discretionary incentive awards as a problematic response to COVID-19 related market disruption.

Carnival Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Approve Directors' Remuneration Report (in accordance with legal requirements applicable to UK companies)	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the proposal is warranted. The majority of the Group's equity is held through Carnival Corp, which is classified as a US domestic issuer. Given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned to the US say-on-pay analysis.					
15	Reappoint PricewaterhouseCoopers LLP as Independent Auditors of Carnival plc; Ratify the Selection of the U.S. Firm of PricewaterhouseCoopers LLP as the Independent Registered Certified Public Accounting Firm of Carnival Corporation	Mgmt	For	For	For
16	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Receive the UK Accounts and Reports of the Directors and Auditors of Carnival plc for the year ended November 30, 2021 (in accordance with legal requirements applicable to UK companies).	Mgmt	For	For	For
18	Approve Issuance of Equity	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities without Preemptive Rights	Mgmt	For	For	For
20	Authorize Share Repurchase Program	Mgmt	For	For	For

Carnival Plc

Meeting Date: 04/08/2022Country: Falkland IslandsTicker: CCL

Record Date: 04/06/2022Meeting Type: Annual

Primary Security ID: G19081101

Shares Voted: 326,134					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Re-elect Micky Arison as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
2	Re-elect Sir Jonathon Band as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
3	Re-elect Jason Cahilly as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
4	Re-elect Helen Deeble as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
5	Re-elect Arnold Donald as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For

Carnival Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Re-elect Jeffery Gearhart as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
7	Re-elect Richard Glasier as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
8	Re-elect Katie Lahey as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
9	Re-elect Sir John Parker as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
10	Re-elect Stuart Subotnick as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
11	Re-elect Laura Weil as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
12	Re-elect Randall Weisenburger as Director of Carnival Corporation and as a Director of Carnival plc	Mgmt	For	For	For
13	Advisory Vote to Approve Executive Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. The annual bonus does not disclose any performance targets or even specific metrics used to determine payouts. Despite poor company performance and a lack of disclosure of goals, the annual bonus paid out at maximum. Furthermore, the company made a change to FY21 equity grants, which are now entirely in time-vested equity. It is incumbent upon a compensation committee to utilize pre-set performance metrics when setting executive compensation, and many investors view a shift from performance-based to entirely time-based or discretionary incentive awards as a problematic response to COVID-19 related market disruption.</i></p>					
14	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. The majority of the Group's equity is held through Carnival Corp, which is classified as a US domestic issuer. Given that the focus of this proposal is on top executive pay, the recommendation for this proposal is aligned to the US say-on-pay analysis.</i></p>					
15	Reappoint PricewaterhouseCoopers LLP as Independent Auditors of Carnival plc; Ratify the Selection of the U.S. Firm of PricewaterhouseCoopers LLP as the Independent Registered Public Accounting Firm of Carnival Corporation	Mgmt	For	For	For
16	Authorise the Audit Committee of Carnival plc to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Meeting Date: 04/08/2022

Record Date: 04/01/2022

Primary Security ID: K7653Q105

Country: Denmark

Meeting Type: Annual

Ticker: ORSTED

Shares Voted: 0					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Report of Board	Mgmt			
2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
3	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	Do Not Vote
4	Approve Discharge of Management and Board	Mgmt	For	For	Do Not Vote
5	Approve Allocation of Income and Dividends of DKK 12.50 Per Share	Mgmt	For	For	Do Not Vote
6	Authorize Share Repurchase Program (No Proposal Submitted)	Mgmt			
7.1	Approve Guidelines for Incentive-Based Compensation for Executive Management and Board	Mgmt	For	For	Do Not Vote
7.2	Employees of all the Company Foreign Subsidiaries are Eligible to be Electedand Entitled to Vote at Elections of Group Representatives to the Board of Directors	Mgmt	For	For	Do Not Vote
7.3	Approve on Humanitarian Donation to the Ukrainian People	Mgmt	For	For	Do Not Vote
7.4	Approve Creation of DKK 840.1 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	Do Not Vote
7.5	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	Do Not Vote
8	Other Proposals from Shareholders (None Submitted)	Mgmt			
9.1	Reelect Thomas Thune Andersen (Chair) as Director	Mgmt	For	For	Do Not Vote
9.2	Reelect Lene Skole (Vice Chair) as Director	Mgmt	For	For	Do Not Vote
9.3.a	Reelect Lynda Armstrong as Director	Mgmt	For	For	Do Not Vote
9.3.b	Reelect Jorgen Kildah as Director	Mgmt	For	For	Do Not Vote
9.3.c	Reelect Peter Korsholm as Director	Mgmt	For	For	Do Not Vote
9.3.d	Reelect Dieter Wemmer as Director	Mgmt	For	For	Do Not Vote
9.3.e	Reelect Julia King as Director	Mgmt	For	For	Do Not Vote

Orsted A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.3.f	Reelect Henrik Poulsen as Director	Mgmt	For	For	Do Not Vote
10	Approve Remuneration of Directors in the Amount of DKK 1.2 Million for Chairman, DKK 800,000 for Deputy Chairman and DKK 400,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
11	Ratify PricewaterhouseCoopers as Auditor	Mgmt	For	For	Do Not Vote
12	Other Business	Mgmt			

Rio Tinto Plc

Meeting Date: 04/08/2022

Country: United Kingdom

Ticker: RIO

Record Date: 04/06/2022

Meeting Type: Annual

Primary Security ID: G75754104

Shares Voted: 2,136,468

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report for UK Law Purposes	Mgmt	For	For	For
3	Approve Remuneration Report for Australian Law Purposes	Mgmt	For	For	For
4	Elect Dominic Barton as Director	Mgmt	For	For	For
5	Elect Peter Cunningham as Director	Mgmt	For	For	For
6	Elect Ben Wyatt as Director	Mgmt	For	For	For
7	Re-elect Megan Clark as Director	Mgmt	For	For	For
8	Re-elect Simon Henry as Director	Mgmt	For	For	For
9	Re-elect Sam Laidlaw as Director	Mgmt	For	For	For
10	Re-elect Simon McKeon as Director	Mgmt	For	For	For
11	Re-elect Jennifer Nason as Director	Mgmt	For	For	For
12	Re-elect Jakob Stausholm as Director	Mgmt	For	For	For
13	Re-elect Ngairé Woods as Director	Mgmt	For	For	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Approve Climate Action Plan	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For

Rio Tinto Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
22	Approve the Spill Resolution	Mgmt	Against	Against	Against

UniCredit SpA

Meeting Date: 04/08/2022

Record Date: 03/30/2022

Primary Security ID: T9T23L642

Country: Italy

Meeting Type: Annual/Special

Ticker: UCG

Shares Voted: 194,006

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Approve Elimination of Negative Reserves	Mgmt	For	For	For
4	Authorize Share Repurchase Program	Mgmt	For	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
5.1	Slate 1 Submitted by Allianz Finance II Luxembourg Sarl	SH	None	For	For
5.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
	Shareholder Proposals Submitted by Allianz Finance II Luxembourg Sarl	Mgmt			
6	Approve Internal Auditors' Remuneration	SH	None	For	For
	Management Proposals	Mgmt			
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
9	Approve 2022 Group Incentive System	Mgmt	For	For	For
10	Amend Group Incentive Systems	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Amend Company Bylaws Re: Clause 6	Mgmt	For	For	For

UniCredit SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Amend Company Bylaws Re: Clauses 20, 29 and 30	Mgmt	For	For	For
3	Authorize Cancellation of Treasury Shares without Reduction of Share Capital	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against

Airbus SE

Meeting Date: 04/12/2022	Country: Netherlands	Ticker: AIR
Record Date: 03/15/2022	Meeting Type: Annual	
Primary Security ID: N0280G100		

Shares Voted: 43,534

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.1	Discussion on Company's Corporate Governance Structure	Mgmt			
2.2	Receive Report on Business and Financial Statements	Mgmt			
2.3	Receive Explanation on Company's Dividend Policy	Mgmt			
3	Discussion of Agenda Items	Mgmt			
4.1	Adopt Financial Statements	Mgmt	For	For	For
4.2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
4.3	Approve Discharge of Non-Executive Members of the Board of Directors	Mgmt	For	For	For
4.4	Approve Discharge of Executive Member of the Board of Directors	Mgmt	For	For	For
4.5	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
4.6	Approve Implementation of Remuneration Policy	Mgmt	For	For	For
4.7	Reelect Guillaume Faury as Executive Director	Mgmt	For	For	For
4.8	Reelect Catherine Guillouard as Non-Executive Director	Mgmt	For	For	For
4.9	Reelect Claudia Nemat as Non-Executive Director	Mgmt	For	For	For
4.10	Elect Irene Rummelhoff as Non-Executive Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.11	Grant Board Authority to Issue Shares Up To 0.51 Percent of Issued Capital and Exclude Preemptive Rights for the Purpose of Employee Share Ownership Plans and Share-Related Long-Term Incentive Plans	Mgmt	For	For	For
4.12	Grant Board Authority to Issue Shares Up To 1.14 Percent of Issued Capital and Exclude Preemptive Rights for the Purpose of Company Funding	Mgmt	For	For	For
4.13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
4.14	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
5	Close Meeting	Mgmt			

Meeting Date: 04/12/2022

Record Date:

Primary Security ID: H5316Q102

Country: Switzerland

Meeting Type: Annual

Ticker: MEDX

Shares Voted: 4,510

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 0.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4.1	Approve Remuneration of Board of Directors in the Amount of CHF 1.5 Million	Mgmt	For	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 8.5 Million	Mgmt	For	For	For
5.1	Reelect Gregoire Poux-Guillaume as Director and Board Chairman	Mgmt	For	For	For
5.2	Reelect Marco Musetti as Director	Mgmt	For	For	For
5.3.1	Elect Rob ten Hoedt as Director	Mgmt	For	Against	Against

Voting Policy Rationale: Board elections (Items 5.1-5.3.5) Votes FOR Gregoire Poux-Guillaume, Marco Musetti, Barbara Angehrn, Daniel Flammer, David Metzger, and Rene Willi are warranted due to a lack of outstanding concerns. A vote AGAINST the election of Rob ten Hoedt as director is warranted as he holds an excessive number of mandates at listed companies. Committee elections (Items 6.1-6.2.2) A vote FOR the proposed nominee Barbara Angehrn is warranted due to a lack of concerns. A vote AGAINST Rob ten Hoedt is warranted as his election to the board does not warrant support. We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the reappointment of the incumbent committee member, Gregoire Poux-Guillaume, is warranted as a signal of concern to the board because the board is insufficiently gender diverse.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3.2	Elect Daniel Flammer as Director	Mgmt	For	For	For
5.3.3	Elect Barbara Angehrn as Director	Mgmt	For	For	For
5.3.4	Elect Rene Willi as Director	Mgmt	For	For	For
5.3.5	Elect David Metzger as Director	Mgmt	For	For	For
6.1	Reappoint Gregoire Poux-Guillaume as Member of the Compensation Committee	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Board elections (Items 5.1-5.3.5) Votes FOR Gregoire Poux-Guillaume, Marco Musetti, Barbara Angehrn, Daniel Flammer, David Metzger, and Rene Willi are warranted due to a lack of outstanding concerns. A vote AGAINST the election of Rob ten Hoedt as director is warranted as he holds an excessive number of mandates at listed companies. Committee elections (Items 6.1-6.2.2) A vote FOR the proposed nominee Barbara Angehrn is warranted due to a lack of concerns. A vote AGAINST Rob ten Hoedt is warranted as his election to the board does not warrant support. We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the reappointment of the incumbent committee member, Gregoire Poux-Guillaume, is warranted as a signal of concern to the board because the board is insufficiently gender diverse.</i>					
6.2.1	Appoint Rob ten Hoedt as Member of the Compensation Committee	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Board elections (Items 5.1-5.3.5) Votes FOR Gregoire Poux-Guillaume, Marco Musetti, Barbara Angehrn, Daniel Flammer, David Metzger, and Rene Willi are warranted due to a lack of outstanding concerns. A vote AGAINST the election of Rob ten Hoedt as director is warranted as he holds an excessive number of mandates at listed companies. Committee elections (Items 6.1-6.2.2) A vote FOR the proposed nominee Barbara Angehrn is warranted due to a lack of concerns. A vote AGAINST Rob ten Hoedt is warranted as his election to the board does not warrant support. We note that the company has a combined nomination and compensation committee. As such, a vote AGAINST the reappointment of the incumbent committee member, Gregoire Poux-Guillaume, is warranted as a signal of concern to the board because the board is insufficiently gender diverse.</i>					
6.2.2	Appoint Barbara Angehrn as Member of the Compensation Committee	Mgmt	For	For	For
7	Ratify KPMG AG as Auditors	Mgmt	For	For	For
8	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
9	Change Location of Registered Office/Headquarters to Baar, Switzerland	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>					

Sika AG

Meeting Date: 04/12/2022

Country: Switzerland

Ticker: SIKA

Record Date:

Meeting Type: Annual

Primary Security ID: H7631K273

Shares Voted: 2,980

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of CHF 2.90 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1.1	Reelect Paul Haelg as Director	Mgmt	For	For	For
4.1.2	Reelect Viktor Balli as Director	Mgmt	For	For	For
4.1.3	Reelect Justin Howell as Director	Mgmt	For	For	For
4.1.4	Reelect Monika Ribar as Director	Mgmt	For	For	For
4.1.5	Reelect Paul Schuler as Director	Mgmt	For	For	For
4.1.6	Reelect Thierry Vanlancker as Director	Mgmt	For	For	For
4.2.1	Elect Lucrece Foufopoulos-De Ridder as Director	Mgmt	For	For	For
4.2.2	Elect Gordana Landen as Director	Mgmt	For	For	For
4.3	Reelect Paul Haelg as Board Chairman	Mgmt	For	For	For
4.4.1	Appoint Justin Howell as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4.2	Appoint Thierry Vanlancker as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.4.3	Appoint Gordana Landen as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
4.5	Ratify KPMG AG as Auditors	Mgmt	For	For	For
4.6	Designate Jost Windlin as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
5.2	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For	For
5.3	Approve Remuneration of Executive Committee in the Amount of CHF 20.5 Million	Mgmt	For	For	For
6	Transact Other Business (Voting)	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

The Bank of New York Mellon Corporation

Meeting Date: 04/12/2022	Country: USA	Ticker: BK
Record Date: 02/16/2022	Meeting Type: Annual	
Primary Security ID: 064058100		

The Bank of New York Mellon Corporation

Shares Voted: 135,320

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda Z. Cook	Mgmt	For	For	For
1b	Elect Director Joseph J. Echevarria	Mgmt	For	For	For
1c	Elect Director Thomas P. 'Todd' Gibbons	Mgmt	For	For	For
1d	Elect Director M. Amy Gilliland	Mgmt	For	For	For
1e	Elect Director Jeffrey A. Goldstein	Mgmt	For	For	For
1f	Elect Director K. Guru Gowrappan	Mgmt	For	For	For
1g	Elect Director Ralph Izzo	Mgmt	For	For	For
1h	Elect Director Sandra E. 'Sandie' O'Connor	Mgmt	For	For	For
1i	Elect Director Elizabeth E. Robinson	Mgmt	For	For	For
1j	Elect Director Frederick O. Terrell	Mgmt	For	For	For
1k	Elect Director Alfred W. "Al" Zollar	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.

VINCI SA

Meeting Date: 04/12/2022Country: FranceTicker: DG
Record Date: 04/08/2022Meeting Type: Annual/Special
Primary Security ID: F5879X108

Shares Voted: 34,219

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.90 per Share	Mgmt	For	For	For
4	Reelect Xavier Huillard as Director	Mgmt	For	For	For
5	Reelect Marie-Christine Lombard as Director	Mgmt	For	For	For

VINCI SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Reelect Rene Medori as Director	Mgmt	For	For	For
7	Reelect Qatar Holding LLC as Director	Mgmt	For	For	For
8	Elect Claude Laruelle as Director	Mgmt	For	For	For
9	Ratify Change Location of Registered Office to 1973 boulevard de La Defense, Nanterre (92000) and Amend Article of Bylaws Accordingly	Mgmt	For	For	For
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Remuneration Policy of Xavier Huillard, Chairman and CEO	Mgmt	For	For	For
13	Approve Compensation Report	Mgmt	For	For	For
14	Approve Compensation of Xavier Huillard, Chairman and CEO	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
18	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Adecco Group AG

Meeting Date: 04/13/2022 **Country:** Switzerland **Ticker:** ADEN
Record Date: **Meeting Type:** Annual
Primary Security ID: H00392318

Shares Voted: 1,194

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
2.1	Approve Allocation of Income and Dividends of CHF 1.25 per Share	Mgmt	For	For	For
2.2	Approve Dividends of CHF 1.25 per Share from Capital Contribution Reserves	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For

Adecco Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1	Approve Remuneration of Directors in the Amount of CHF 5.1 Million	Mgmt	For	For	For
4.2	Approve Remuneration of Executive Committee in the Amount of CHF 32 Million	Mgmt	For	For	For
5.1.1	Reelect Jean-Christophe Deslarzes as Director and Board Chair	Mgmt	For	For	For
5.1.2	Reelect Rachel Duan as Director	Mgmt	For	For	For
5.1.3	Reelect Ariane Gorin as Director	Mgmt	For	For	For
5.1.4	Reelect Alexander Gut as Director	Mgmt	For	For	For
5.1.5	Reelect Didier Lamouche as Director	Mgmt	For	For	For
5.1.6	Reelect David Prince as Director	Mgmt	For	For	For
5.1.7	Reelect Kathleen Taylor as Director	Mgmt	For	For	For
5.1.8	Reelect Regula Wallimann as Director	Mgmt	For	For	For
5.2.1	Reappoint Rachel Duan as Member of the Compensation Committee	Mgmt	For	For	For
5.2.2	Reappoint Didier Lamouche as Member of the Compensation Committee	Mgmt	For	For	For
5.2.3	Reappoint Kathleen Taylor as Member of the Compensation Committee	Mgmt	For	For	For
5.3	Designate Keller KLG as Independent Proxy	Mgmt	For	For	For
5.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
6	Approve CHF 142,438.80 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
7	Approve Renewal of CHF 840,000 Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

CNH Industrial NV

Meeting Date: 04/13/2022 **Country:** Netherlands **Ticker:** CNHI
Record Date: 03/16/2022 **Meeting Type:** Annual
Primary Security ID: N20944109

Shares Voted: 172,785

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.b	Adopt Financial Statements	Mgmt	For	For	For
2.c	Approve Dividends of EUR 0.28 Per Share	Mgmt	For	For	For
2.d	Approve Discharge of Directors	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * The company awarded a USD 9.1 million cash welcome bonus (STI and LTI) to incoming CEO Wine without a compelling justification or subject to performance conditions; * The total quantum of pay for the CEO is considered excessive; largely driven by the recognition of part of the 'pre-loaded' 2021 LTI grant to 'fill a gap from forfeited awards' whereas the full market value at the day of grant was USD 35.9 million. However, we do acknowledge that the remuneration report is in line with market practice regarding disclosure and the company provided clear disclosure on the applicable targets during the 2021 performance year.</i>					
4.a	Reelect Suzanne Heywood as Executive Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates. A vote AGAINST nominee Suzanne Heywood is warranted as the nominee is considered to be overboarded. A vote AGAINST nominee John Lanaway is warranted as the nominee is considered to be non-independent and is proposed to be elected as non-independent chair of the audit committee.</i>					
4.b	Reelect Scott W. Wine as Executive Director	Mgmt	For	For	For
4.c	Reelect Catia Bastioli as Non-Executive Director	Mgmt	For	For	For
4.d	Reelect Howard W. Buffett as Non-Executive Director	Mgmt	For	For	For
4.e	Reelect Leo W. Houle as Non-Executive Director	Mgmt	For	For	For
4.f	Reelect John B. Lanaway as Non-Executive Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote FOR these elections is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates. A vote AGAINST nominee Suzanne Heywood is warranted as the nominee is considered to be overboarded. A vote AGAINST nominee John Lanaway is warranted as the nominee is considered to be non-independent and is proposed to be elected as non-independent chair of the audit committee.</i>					
4.g	Reelect Alessandro Nasi as Non-Executive Director	Mgmt	For	For	For
4.h	Reelect Vagn Sorensen as Non-Executive Director	Mgmt	For	For	For
4.i	Reelect Asa Tamsons as Non-Executive Director	Mgmt	For	For	For
4.j	Elect Karen Linehan as Non-Executive Director	Mgmt	For	For	For
5.a	Ratify Ernst & Young Accountants LLP as Auditors for the 2022 Financial Year	Mgmt	For	For	For
5.b	Ratify Deloitte Accountants B.V as Auditors for the 2023 Financial Year	Mgmt	For	For	For
6	Authorize Repurchase of Up to 10 Percent of Issued Common Shares	Mgmt	For	For	For
7	Close Meeting	Mgmt			

Koninklijke Ahold Delhaize NV

Meeting Date: 04/13/2022	Country: Netherlands	Ticker: AD
Record Date: 03/16/2022	Meeting Type: Annual	
Primary Security ID: N0074E105		

Shares Voted: 40,283

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Report of Management Board (Non-Voting)	Mgmt			
3	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
4	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Dividends	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Discharge of Management Board	Mgmt	For	For	For
8	Approve Discharge of Supervisory Board	Mgmt	For	For	For
9	Reelect Bill McEwan to Supervisory Board	Mgmt	For	For	For
10	Reelect Rene Hooft Graafland to Supervisory Board	Mgmt	For	For	For
11	Reelect Pauline Van der Meer Mohr to Supervisory Board	Mgmt	For	For	For
12	Reelect Wouter Kolk to Management Board	Mgmt	For	For	For
13	Adopt Amended Remuneration Policy for Management Board	Mgmt	For	For	For
14	Adopt Amended Remuneration Policy for Supervisory Board	Mgmt	For	For	For
15	Ratify PricewaterhouseCoopers Accountants N.V. as Auditors for Financial Year 2022	Mgmt	For	For	For
16	Ratify KPMG Accountants N.V. as Auditors for Financial Year 2023	Mgmt	For	For	For
17	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
18	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
19	Authorize Board to Acquire Common Shares	Mgmt	For	For	For
20	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
21	Close Meeting	Mgmt			

Royal KPN NV

Meeting Date: 04/13/2022

Country: Netherlands

Ticker: KPN

Record Date: 03/16/2022

Meeting Type: Annual

Primary Security ID: N4297B146

Shares Voted: 176,728

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting and Announcements	Mgmt			
2	Receive Report of Management Board (Non-Voting)	Mgmt			
3	Adopt Financial Statements	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For
5	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
6	Approve Dividends	Mgmt	For	For	For
7	Approve Discharge of Management Board	Mgmt	For	For	For
8	Approve Discharge of Supervisory Board	Mgmt	For	For	For
9	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
10	Opportunity to Make Recommendations	Mgmt			
11	Elect Kitty Koelemeijer to Supervisory Board	Mgmt	For	For	For
12	Elect Chantal Vergouw to Supervisory Board	Mgmt	For	For	For
13	Announce Vacancies on the Board	Mgmt			
14	Discussion of Supervisory Board Profile	Mgmt			
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
16	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
17	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
18	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
19	Other Business (Non-Voting)	Mgmt			
20	Close Meeting	Mgmt			

Smith & Nephew Plc

Meeting Date: 04/13/2022

Country: United Kingdom

Ticker: SN

Record Date: 04/11/2022

Meeting Type: Annual

Primary Security ID: G82343164

Shares Voted: 3,800,968

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Erik Engstrom as Director	Mgmt	For	For	For
5	Re-elect Robin Freestone as Director	Mgmt	For	For	For
6	Elect Jo Hallas as Director	Mgmt	For	For	For
7	Re-elect John Ma as Director	Mgmt	For	For	For
8	Re-elect Katarzyna Mazur-Hofsaess as Director	Mgmt	For	For	For
9	Re-elect Rick Medlock as Director	Mgmt	For	For	For
10	Elect Deepak Nath as Director	Mgmt	For	For	For
11	Re-elect Anne-Francoise Nesmes as Director	Mgmt	For	For	For
12	Re-elect Marc Owen as Director	Mgmt	For	For	For
13	Re-elect Roberto Quarta as Director	Mgmt	For	For	For
14	Re-elect Angie Risley as Director	Mgmt	For	For	For
15	Re-elect Bob White as Director	Mgmt	For	For	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
17	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Approve Sharesave Plan	Mgmt	For	For	For
20	Approve International Sharesave Plan	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Stellantis NV

Meeting Date: 04/13/2022

Record Date: 03/16/2022

Primary Security ID: N82405106

Country: Netherlands

Meeting Type: Annual

Ticker: STLA

Shares Voted: 60,680

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Board of Directors (Non-Voting)	Mgmt			
2.b	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.c	Approve Remuneration Report	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted because: * Introduction of a 5-year additional LTI plan valued at grant at approximately USD 45 million, bearing the risk of excessive pay outcomes. Additionally, concerns are raised with regard to the process followed to implement the plan, not demonstrating good governance. * While former FCA CEO Mike Manley decided to step down, the remuneration report does not provide adequate disclosure on his termination package* Current CEO Tavares received a EUR 1.7 million cash retention bonus related to the merger* Continued concerns regarding the design of the LTI plan (i.e. partially not subject to performance and TSR measure allows for vesting for below median performance).However, this is not without noting the improved disclosure on ex-post targets under the STI. The company has demonstrated responsiveness to shareholder raised concerns from last year's AGM.					
2.d	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.e	Approve Dividends of EUR 1.04 Per Share	Mgmt	For	For	For
2.f	Approve Discharge of Directors	Mgmt	For	For	For
3	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Close Meeting	Mgmt			

Swiss Re AG

Meeting Date: 04/13/2022

Country: Switzerland

Ticker: SREN

Record Date:

Meeting Type: Annual

Primary Security ID: H8431B109

Shares Voted: 6,253

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Approve Remuneration Report	Mgmt	For	For	For
1.2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 5.90 per Share	Mgmt	For	For	For
3	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 16 Million	Mgmt	For	For	For
4	Approve Discharge of Board of Directors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.1.a	Reelect Sergio Ermotti as Director and Board Chair	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the nomination committee chair, Sergio Ermotti, is warranted as a signal of concern because the board is insufficiently gender diverse. Nevertheless, some shareholders may wish to support his election based upon the announced commitment to reach a gender diversity level of 30 percent or more by the 2023 AGM. Votes FOR all remaining board and committee nominees are warranted due to a lack of concerns.</i>					
5.1.b	Reelect Renato Fassbind as Director	Mgmt	For	For	For
5.1.c	Reelect Karen Gavan as Director	Mgmt	For	For	For
5.1.d	Reelect Joachim Oechslin as Director	Mgmt	For	For	For
5.1.e	Reelect Deanna Ong as Director	Mgmt	For	For	For
5.1.f	Reelect Jay Ralph as Director	Mgmt	For	For	For
5.1.g	Reelect Joerg Reinhardt as Director	Mgmt	For	For	For
5.1.h	Reelect Philip Ryan as Director	Mgmt	For	For	For
5.1.i	Reelect Paul Tucker as Director	Mgmt	For	For	For
5.1.j	Reelect Jacques de Vauceroy as Director	Mgmt	For	For	For
5.1.k	Reelect Susan Wagner as Director	Mgmt	For	For	For
5.1.l	Reelect Larry Zimpleman as Director	Mgmt	For	For	For
5.2.1	Reappoint Renato Fassbind as Member of the Compensation Committee	Mgmt	For	For	For
5.2.2	Reappoint Karen Gavan as Member of the Compensation Committee	Mgmt	For	For	For
5.2.3	Reappoint Joerg Reinhardt as Member of the Compensation Committee	Mgmt	For	For	For
5.2.4	Reappoint Jacques de Vauceroy as Member of the Compensation Committee	Mgmt	For	For	For
5.2.5	Appoint Deanna Ong as Member of the Compensation Committee	Mgmt	For	For	For
5.3	Designate Proxy Voting Services GmbH as Independent Proxy	Mgmt	For	For	For
5.4	Ratify KPMG as Auditors	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 9.9 Million	Mgmt	For	For	For
6.2	Approve Fixed and Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 36.5 Million	Mgmt	For	For	For
7.1	Amend Articles Re: Board of Directors Tenure	Mgmt	For	For	For
7.2	Amend Articles Re: Delegation to Grant Signature Power	Mgmt	For	For	For
8	Transact Other Business (Voting)	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i>					

Tritax Eurobox Plc

Meeting Date: 04/13/2022	Country: United Kingdom	Ticker: EBOX
Record Date: 04/11/2022	Meeting Type: Special	
Primary Security ID: G9101X109		

Shares Voted: 1,440,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve the Related Party Transaction Relating to the Dormagen Proposal	Mgmt	For	For	For

Adobe Inc.

Meeting Date: 04/14/2022	Country: USA	Ticker: ADBE
Record Date: 02/15/2022	Meeting Type: Annual	
Primary Security ID: 00724F101		

Shares Voted: 24,464

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amy Banse	Mgmt	For	For	For
1b	Elect Director Brett Biggs	Mgmt	For	For	For
1c	Elect Director Melanie Boulden	Mgmt	For	For	For
1d	Elect Director Frank Calderoni	Mgmt	For	For	For
1e	Elect Director Laura Desmond	Mgmt	For	For	For
1f	Elect Director Shantanu Narayen	Mgmt	For	For	For
1g	Elect Director Spencer Neumann	Mgmt	For	For	For
1h	Elect Director Kathleen Oberg	Mgmt	For	For	For
1i	Elect Director Dheeraj Pandey	Mgmt	For	For	For
1j	Elect Director David Ricks	Mgmt	For	For	For
1k	Elect Director Daniel Rosensweig	Mgmt	For	For	For
1l	Elect Director John Warnock	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Beiersdorf AG

Meeting Date: 04/14/2022	Country: Germany	Ticker: BEI
Record Date: 03/23/2022	Meeting Type: Annual	
Primary Security ID: D08792109		

Shares Voted: 15,278

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * A range of discretionary payments were granted to executives during the year under review, which represents a serious breach of good remuneration practices and the company has failed to provide a compelling rationale. * Only limited disclosure is provided surrounding variable performance targets and corresponding payouts. * No meaningful information is provided regarding the average remuneration of employees of the company in a manner which permits comparison with directors' remuneration. * The compensation committee of the supervisory board is completely non-independent and has been so long-term.*

Carrier Global Corporation

Meeting Date: 04/14/2022 Country: USA Ticker: CARR
Record Date: 02/22/2022 Meeting Type: Annual
Primary Security ID: 14448C104

Shares Voted: 49,958

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jean-Pierre Garnier	Mgmt	For	For	For
1b	Elect Director David L. Gitlin	Mgmt	For	For	For
1c	Elect Director John J. Greisch	Mgmt	For	For	For
1d	Elect Director Charles M. Holley, Jr.	Mgmt	For	For	For
1e	Elect Director Michael M. McNamara	Mgmt	For	For	For
1f	Elect Director Michael A. Todman	Mgmt	For	For	For
1g	Elect Director Virginia M. Wilson	Mgmt	For	For	For
1h	Elect Director Beth A. Wozniak	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Dow Inc.

Meeting Date: 04/14/2022

Record Date: 02/18/2022

Primary Security ID: 260557103

Country: USA

Meeting Type: Annual

Ticker: DOW

Shares Voted: 136,305

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Samuel R. Allen	Mgmt	For	For	For
1b	Elect Director Gaurdie Banister, Jr.	Mgmt	For	For	For
1c	Elect Director Wesley G. Bush	Mgmt	For	For	For
1d	Elect Director Richard K. Davis	Mgmt	For	For	For
1e	Elect Director Jerri DeVard	Mgmt	For	For	For
1f	Elect Director Debra L. Dial	Mgmt	For	For	For
1g	Elect Director Jeff M. Fettig	Mgmt	For	For	For
1h	Elect Director Jim Fitterling	Mgmt	For	For	For
1i	Elect Director Jacqueline C. Hinman	Mgmt	For	For	For
1j	Elect Director Luis Alberto Moreno	Mgmt	For	For	For
1k	Elect Director Jill S. Wyant	Mgmt	For	For	For
1l	Elect Director Daniel W. Yohannes	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	Against	For

Teleperformance SE

Meeting Date: 04/14/2022

Record Date: 04/12/2022

Primary Security ID: F9120F106

Country: France

Meeting Type: Annual/Special

Ticker: TEP

Shares Voted: 2,671

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.30 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For

Teleperformance SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Daniel Julien, Chairman and CEO	Mgmt	For	For	For
7	Approve Compensation of Olivier Rigaudy, Vice-CEO	Mgmt	For	For	For
8	Approve Remuneration Policy of Directors	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
11	Elect Shelly Gupta as Director	Mgmt	For	For	For
12	Elect Carole Toniutti as Director	Mgmt	For	For	For
13	Reelect Pauline Ginestie as Director	Mgmt	For	For	For
14	Reelect Wai Ping Leung as Director	Mgmt	For	For	For
15	Reelect Patrick Thomas as Director	Mgmt	For	For	For
16	Reelect Bernard Canetti as Director	Mgmt	For	For	For
17	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.2 Million	Mgmt	For	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 50 Million	Mgmt	For	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights, with a Binding Priority Right up to Aggregate Nominal Amount of EUR 14.5 Million	Mgmt	For	For	For
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 7.2 Million	Mgmt	For	For	For
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19-21	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Authorize up to 3 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Anglo American Plc

Meeting Date: 04/19/2022

Country: United Kingdom

Ticker: AAL

Record Date: 04/13/2022

Meeting Type: Annual

Primary Security ID: G03764134

Shares Voted: 1,049,201

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Special Dividend	Mgmt	For	For	For
4	Elect Ian Tyler as Director	Mgmt	For	For	For
5	Elect Duncan Wanblad as Director	Mgmt	For	For	For
6	Re-elect Ian Ashby as Director	Mgmt	For	For	For
7	Re-elect Marcelo Bastos as Director	Mgmt	For	For	For
8	Re-elect Elisabeth Brinton as Director	Mgmt	For	For	For
9	Re-elect Stuart Chambers as Director	Mgmt	For	For	For
10	Re-elect Hilary Maxson as Director	Mgmt	For	For	For
11	Re-elect Hixonia Nyasulu as Director	Mgmt	For	For	For
12	Re-elect Nonkululeko Nyembezi as Director	Mgmt	For	For	For
13	Re-elect Tony O'Neill as Director	Mgmt	For	For	For
14	Re-elect Stephen Pearce as Director	Mgmt	For	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Approve Remuneration Report	Mgmt	For	For	For
18	Approve Share Ownership Plan	Mgmt	For	For	For
19	Approve Climate Change Report	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

U.S. Bancorp

Meeting Date: 04/19/2022

Country: USA

Ticker: USB

Record Date: 02/22/2022

Meeting Type: Annual

Primary Security ID: 902973304

Shares Voted: 131,733

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Warner L. Baxter	Mgmt	For	For	For
1b	Elect Director Dorothy J. Bridges	Mgmt	For	For	For
1c	Elect Director Elizabeth L. Buse	Mgmt	For	For	For
1d	Elect Director Andrew Cecere	Mgmt	For	For	For
1e	Elect Director Kimberly N. Ellison-Taylor	Mgmt	For	For	For
1f	Elect Director Kimberly J. Harris	Mgmt	For	For	For
1g	Elect Director Roland A. Hernandez	Mgmt	For	For	For
1h	Elect Director Olivia F. Kirtley	Mgmt	For	For	For
1i	Elect Director Richard P. McKenney	Mgmt	For	For	For
1j	Elect Director Yusuf I. Mehdi	Mgmt	For	For	For
1k	Elect Director John P. Wiehoff	Mgmt	For	For	For
1l	Elect Director Scott W. Wine	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Meeting Date: 04/20/2022Country: United KingdomTicker: BNZL
Record Date: 04/14/2022Meeting Type: Annual
Primary Security ID: G16968110

Shares Voted: 275,329

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Peter Ventress as Director	Mgmt	For	For	For
4	Re-elect Frank van Zanten as Director	Mgmt	For	For	For
5	Re-elect Richard Howes as Director	Mgmt	For	For	For
6	Re-elect Vanda Murray as Director	Mgmt	For	For	For
7	Re-elect Lloyd Pitchford as Director	Mgmt	For	For	For
8	Re-elect Stephan Nanninga as Director	Mgmt	For	For	For
9	Re-elect Vin Murria as Director	Mgmt	For	For	For

Bunzl Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Approve Remuneration Report	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

EOG Resources, Inc.

Meeting Date: 04/20/2022	Country: USA	Ticker: EOG
Record Date: 02/24/2022	Meeting Type: Annual	
Primary Security ID: 26875P101		

Shares Voted: 44,621

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janet F. Clark	Mgmt	For	For	For
1b	Elect Director Charles R. Crisp	Mgmt	For	For	For
1c	Elect Director Robert P. Daniels	Mgmt	For	For	For
1d	Elect Director James C. Day	Mgmt	For	For	For
1e	Elect Director C. Christopher Gaut	Mgmt	For	For	For
1f	Elect Director Michael T. Kerr	Mgmt	For	For	For
1g	Elect Director Julie J. Robertson	Mgmt	For	For	For
1h	Elect Director Donald F. Textor	Mgmt	For	For	For
1i	Elect Director William R. Thomas	Mgmt	For	For	For
1j	Elect Director Ezra Y. Yacob	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Hunting Plc

Meeting Date: 04/20/2022

Record Date: 04/18/2022

Primary Security ID: G46648104

Country: United Kingdom

Meeting Type: Annual

Ticker: HTG

Shares Voted: 654,714

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Paula Harris as Director	Mgmt	For	For	For
5	Re-elect Annell Bay as Director	Mgmt	For	For	For
6	Re-elect Carol Chesney as Director	Mgmt	For	For	For
7	Re-elect Bruce Ferguson as Director	Mgmt	For	For	For
8	Re-elect John Glick as Director	Mgmt	For	For	For
9	Re-elect Jim Johnson as Director	Mgmt	For	For	For
10	Re-elect Keith Lough as Director	Mgmt	For	For	For
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
12	Authorise Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Covestro AG

Meeting Date: 04/21/2022

Record Date: 03/30/2022

Primary Security ID: D15349109

Country: Germany

Meeting Type: Annual

Ticker: 1COV

Shares Voted: 25,298

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			

Covestro AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2022 and for the Review of the Interim Financial Statements for Fiscal Year 2022 and First Quarter of Fiscal Year 2023	Mgmt	For	For	For
6	Elect Sven Schneider to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Remuneration of Supervisory Board	Mgmt	For	For	For

ENGIE SA

Meeting Date: 04/21/2022 **Country:** France **Ticker:** ENGI
Record Date: 04/19/2022 **Meeting Type:** Annual/Special
Primary Security ID: F7629A107

Shares Voted: 29,039

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.85 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Reelect Jean-Pierre Clamadiou as Director	Mgmt	For	For	For
7	Reelect Ross McInnes as Director	Mgmt	For	For	For
8	Elect Marie-Claire Daveu as Director	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Jean-Pierre Clamadiou, Chairman of the Board	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Approve Compensation of Catherine MacGregor, CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
14	Approve Remuneration Policy of CEO	Mgmt	For	For	For
15	Approve Company's Climate Transition Plan	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 225 Million	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 225 Million	Mgmt	For	For	For
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 225 Million	Mgmt	For	For	For
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Item 15, 16 and 17	Mgmt	For	For	For
20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
21	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 15-19 and 23-24 at EUR 265 Million	Mgmt	For	For	For
22	Authorize Capitalization of Reserves for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
26	Authorize up to 0.75 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Employees, Corporate Officers and Employees of International Subsidiaries from Groupe Engie	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
27	Authorize up to 0.75 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
	Shareholder Proposals Submitted by FCP Link France	Mgmt			
A	Approve Allocation of Income and Dividends of EUR 0.45 per Share	SH	Against	Against	Against
B	Subject to Approval of Item 3, Approve Allocation of Income 2023 and 2024	SH	Against	Against	Against

Heineken NV

Meeting Date: 04/21/2022

Record Date: 03/24/2022

Primary Security ID: N39427211

Country: Netherlands

Meeting Type: Annual

Ticker: HEIA

Shares Voted: 35,577

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1.a	Receive Report of Management Board (Non-Voting)	Mgmt			
1.b	Approve Remuneration Report	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted because the company is not disclosing information on the application and consideration of 2021 STI and LTI performance metrics, which is a general expectation largely stemming from SRD II roll out across Europe. Furthermore, the company did not provide any improvements for the ex-post performance targets disclosure compared to previous years, which does not allow shareholders to assess the stringency of the pay for performance framework. However, we do note that as of FY2022 the company proposes to implement ESG metrics in its LTI plan with an expectation on full ex-ante and ex-post disclosure , which is further reflected under item 3.					
1.c	Adopt Financial Statements	Mgmt	For	For	For
1.d	Receive Explanation on Company's Dividend Policy	Mgmt			
1.e	Approve Dividends	Mgmt	For	For	For
1.f	Approve Discharge of Management Board	Mgmt	For	For	For
1.g	Approve Discharge of Supervisory Board	Mgmt	For	For	For
2.a	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
2.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
2.c	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
3	Amend Remuneration Policy for Management Board	Mgmt	For	For	For
4.a	Reelect J.M. Huet to Supervisory Board	Mgmt	For	For	For

Heineken NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.b	Reelect J.A. Fernandez Carbajal to Supervisory Board	Mgmt	For	Against	Against
Voting Policy Rationale: A vote FOR these elections of Jean-Marc Huet, Francisco Josue Camacho Beltran and Marion Helmes is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST nominee Jose Antonio Vicente Fernandez Carbajal is warranted as the nominee is considered to be overboarded.					
4.c	Reelect M. Helmes to Supervisory Board	Mgmt	For	For	For
4.d	Elect F.J. Camacho Beltran to Supervisory Board	Mgmt	For	For	For
5	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For

Ibstock Plc

Meeting Date: 04/21/2022Country: United KingdomTicker: IBST

Record Date: 04/19/2022Meeting Type: Annual

Primary Security ID: G46956135

Shares Voted: 1,434,793

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Jonathan Nicholls as Director	Mgmt	For	For	For
6	Elect Peju Adebajo as Director	Mgmt	For	For	For
7	Re-elect Louis Eperjesi as Director	Mgmt	For	For	For
8	Re-elect Tracey Graham as Director	Mgmt	For	For	For
9	Re-elect Claire Hawkings as Director	Mgmt	For	For	For
10	Re-elect Joe Hudson as Director	Mgmt	For	For	For
11	Re-elect Chris McLeish as Director	Mgmt	For	For	For
12	Re-elect Justin Read as Director	Mgmt	For	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Ibstock Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Industrivarden AB

Meeting Date: 04/21/2022	Country: Sweden	Ticker: INDU.A
Record Date: 04/11/2022	Meeting Type: Annual	
Primary Security ID: W45430100		

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote
2.a	Designate Bo Damberg as Inspector of Minutes of Meeting	Mgmt	For	For	Do Not Vote
2.b	Designate Stefan Nilsson as Inspector of Minutes of Meeting	Mgmt	For	For	Do Not Vote
3	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote
4	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
6.a	Receive Financial Statements and Statutory Reports	Mgmt			
6.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
6.c	Receive Board's Proposal on Allocation of Income and Dividends	Mgmt			
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
7.b	Approve Allocation of Income and Dividends of SEK 6.75 per Share	Mgmt	For	For	Do Not Vote
7.c.1	Approve Discharge of Fredrik Lundberg	Mgmt	For	For	Do Not Vote
7.c.2	Approve Discharge of Par Boman	Mgmt	For	For	Do Not Vote
7.c.3	Approve Discharge of Christian Caspar	Mgmt	For	For	Do Not Vote
7.c.4	Approve Discharge of Marika Fredriksson	Mgmt	For	For	Do Not Vote

Industrivarden AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.c.5	Approve Discharge of Bengt Kjell	Mgmt	For	For	Do Not Vote
7.c.6	Approve Discharge of Annika Lundius	Mgmt	For	For	Do Not Vote
7.c.7	Approve Discharge of Lars Pettersson	Mgmt	For	For	Do Not Vote
7.c.8	Approve Discharge of Helena Stjernholm	Mgmt	For	For	Do Not Vote
8	Determine Number of Members (8) and Deputy Members (0) of Board	Mgmt	For	For	Do Not Vote
9	Approve Remuneration of Directors in the Amount of SEK 2.2 Million for Chair, SEK 1.3 Million for Vice Chair and SEK 660,000 for Other Directors	Mgmt	For	For	Do Not Vote
10.a	Reelect Par Boman as Director	Mgmt	For	Against	Do Not Vote
10.b	Reelect Christian Caspar as Director	Mgmt	For	For	Do Not Vote
10.c	Reelect Marika Fredriksson as Director	Mgmt	For	For	Do Not Vote
10.d	Elect Bengt Kjell as New Director	Mgmt	For	For	Do Not Vote
10.e	Reelect Fredrik Lundberg as Director	Mgmt	For	Against	Do Not Vote
10.f	Elect Katarina Martinson as New Director	Mgmt	For	For	Do Not Vote
10.g	Reelect Lars Pettersson as Director	Mgmt	For	For	Do Not Vote
10.h	Reelect Helena Stjernholm as Director	Mgmt	For	For	Do Not Vote
10.i	Reelect Fredrik Lundberg as Board Chair	Mgmt	For	Against	Do Not Vote
11	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	Do Not Vote
12	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
13	Ratify Deloitte as Auditors	Mgmt	For	For	Do Not Vote
14	Approve Remuneration Report	Mgmt	For	Against	Do Not Vote
15	Approve Performance Share Matching Plan	Mgmt	For	For	Do Not Vote

Lockheed Martin Corporation

Meeting Date: 04/21/2022	Country: USA	Ticker: LMT
Record Date: 02/25/2022	Meeting Type: Annual	
Primary Security ID: 539830109		

Lockheed Martin Corporation

Shares Voted: 13,715

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Daniel F. Akerson	Mgmt	For	For	For
1.2	Elect Director David B. Burritt	Mgmt	For	For	For
1.3	Elect Director Bruce A. Carlson	Mgmt	For	For	For
1.4	Elect Director John M. Donovan	Mgmt	For	For	For
1.5	Elect Director Joseph F. Dunford, Jr.	Mgmt	For	For	For
1.6	Elect Director James O. Ellis, Jr.	Mgmt	For	For	For
1.7	Elect Director Thomas J. Falk	Mgmt	For	For	For
1.8	Elect Director Ilene S. Gordon	Mgmt	For	For	For
1.9	Elect Director Vicki A. Hollub	Mgmt	For	For	For
1.10	Elect Director Jeh C. Johnson	Mgmt	For	For	For
1.11	Elect Director Debra L. Reed-Klages	Mgmt	For	For	For
1.12	Elect Director James D. Taiclet	Mgmt	For	For	For
1.13	Elect Director Patricia E. Yarrington	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as a lower threshold would enhance the current shareholder right to call special meetings.					
5	Report on Human Rights Impact Assessment	SH	Against	Against	Against

L'Oreal SA

Meeting Date: 04/21/2022Country: FranceTicker: OR
Record Date: 04/19/2022Meeting Type: Annual/Special
Primary Security ID: F58149133

Shares Voted: 21,021

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 4.80 per Share and an Extra of EUR 0.48 per Share to Long Term Registered Shares	Mgmt	For	For	For
4	Reelect Jean-Paul Agon as Director	Mgmt	For	For	For
5	Reelect Patrice Caine as Director	Mgmt	For	For	For
6	Reelect Belen Garijo as Director	Mgmt	For	For	For
7	Renew Appointment of Deloitte & Associates as Auditor	Mgmt	For	For	For
8	Appoint Ernst & Young as Auditor	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
10	Approve Compensation of Jean-Paul Agon, Chairman and CEO from 1 January 2021 to 30 April 2021	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted as: * Two remaining long term compensation plans remain due after the CEO's departure without being prorated * A retirement indemnity was granted to the former CEO despite him remaining in the company as chairman.</i>					
11	Approve Compensation of Jean-Paul Agon, Chairman of the Board from 1 May 2021 to 31 December 2021	Mgmt	For	For	For
12	Approve Compensation of Nicolas Hieronimus, CEO from 1 May 2021 to 31 December 2021	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
15	Approve Remuneration Policy of CEO	Mgmt	For	For	For
16	Approve Transaction with Nestle Re: Redemption Contract	Mgmt	For	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
19	Authorize up to 0.6 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
22	Amend Article 9 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For	For
23	Amend Article 11 of Bylaws Re: Age Limit of CEO	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
24	Amend Article 2 and 7 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For
25	Amend Article 8 of Bylaws Re: Shares Held by Directors	Mgmt	For	For	For
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

LVMH Moët Hennessy Louis Vuitton SE

Meeting Date: 04/21/2022Country: FranceTicker: MC
Record Date: 04/19/2022Meeting Type: Annual/Special
Primary Security ID: F58485115

Shares Voted: 19,965					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 10 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted but is not without concerns as the Company failed to provide enough information with respect to the transaction with Agache, important shareholder, making it therefore impossible to ascertain that the continuation of this agreement is in shareholders' interests.					
5	Reelect Bernard Arnault as Director	Mgmt	For	Against	Against
Voting Policy Rationale: * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Bernard Arnault (Item 5) is warranted. * Votes FOR the (re)elections of these independent nominees are warranted (Items 6 and 7) but are not without concerns considering the recurring high dissents (>50% of the free float votes) on both the related party transactions for the member of audit committee to be reelected (item 7) and the executive remunerations for the member of the remuneration committee to be reelected (item 6). * A Vote AGAINST the (re)elections of this non-independent nominees is warranted given the lack of independence at the board level (including all board members: 31.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 35.7 percent vs 50 percent recommended) (Item 8).					
6	Reelect Sophie Chassat as Director	Mgmt	For	For	For
7	Reelect Clara Gaymard as Director	Mgmt	For	For	For
8	Reelect Hubert Vedrine as Director	Mgmt	For	Against	Against
Voting Policy Rationale: * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Bernard Arnault (Item 5) is warranted. * Votes FOR the (re)elections of these independent nominees are warranted (Items 6 and 7) but are not without concerns considering the recurring high dissents (>50% of the free float votes) on both the related party transactions for the member of audit committee to be reelected (item 7) and the executive remunerations for the member of the remuneration committee to be reelected (item 6). * A Vote AGAINST the (re)elections of this non-independent nominees is warranted given the lack of independence at the board level (including all board members: 31.3 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives (if any): 35.7 percent vs 50 percent recommended) (Item 8).					

LVMH Moët Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Renew Appointment of Yann Arthus-Bertrand as Censor	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Vote AGAINST this item is warranted because: * the company has failed to provide an adequate rationale on the proposed nomination * the censor would not be appointed on a short-term basis.</i>					
10	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.45 Million	Mgmt	For	For	For
11	Renew Appointment of Mazars as Auditor	Mgmt	For	For	For
12	Appoint Deloitte as Auditor	Mgmt	For	For	For
13	Acknowledge End of Mandate of Auditex and Olivier Lenel as Alternate Auditors and Decision Not to Renew	Mgmt	For	For	For
14	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted in regard of * the high level of dissent recorded at several previous AGMs and the lack of response from the company. * the limited perimeter used for the pay ratio.</i>					
15	Approve Compensation of Bernard Arnault, Chairman and CEO	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because of the lack of disclosure on the level of achievement of the performance conditions of both the STI and the LTIP that vested this year. Furthermore, the performance criteria of the LTI granted do not seem particularly challenging.</i>					
16	Approve Compensation of Antonio Belloni, Vice-CEO	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because of the lack of disclosure on the level of achievement of the performance conditions of both the STI and the LTIP that vested this year. Furthermore, the performance criteria of the LTI granted do not seem particularly challenging.</i>					
17	Approve Remuneration Policy of Directors	Mgmt	For	For	For
18	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: • The Company does not disclose targets or payout scales for the annual bonus; • The nature of the LTIP criteria, the vesting scales and the performance period are not disclosed; • Post-mandate vesting of LTI grant is not explicitly excluded; • The derogation policy of the board is deemed too broad; and • The cap on the exceptional remuneration is not disclosed.</i>					
19	Approve Remuneration Policy of Vice-CEO	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Votes AGAINST these remuneration policies are warranted because: • The Company does not disclose targets or payout scales for the annual bonus; • The nature of the LTIP criteria, the vesting scales and the performance period are not disclosed; • Post-mandate vesting of LTI grant is not explicitly excluded; • The derogation policy of the board is deemed too broad; and • The cap on the exceptional remuneration is not disclosed.</i>					
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
22	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * No information is available on the existence of performance conditions. * The vesting period is not sufficiently long-term oriented. * The performance period is not disclosed.</i>					

LVMH Moet Hennessy Louis Vuitton SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Amend Article 16 and 24 of Bylaws Re: Age Limit of CEO and Shareholding Disclosure Thresholds	Mgmt	For	Against	Against
Voting Policy Rationale: This item merits a vote AGAINST as negative provisions in these new articles outweigh any positive ones. In addition, the adoption of the new articles does not allow piecemeal voting by shareholders, who are presented with an all-or-nothing choice.					

RELX Plc

Meeting Date: 04/21/2022Country: United KingdomTicker: REL

Record Date: 04/19/2022Meeting Type: Annual

Primary Security ID: G7493L105

Shares Voted: 4,135,265					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Re-elect Paul Walker as Director	Mgmt	For	For	For
7	Re-elect June Felix as Director	Mgmt	For	For	For
8	Re-elect Erik Engstrom as Director	Mgmt	For	For	For
9	Re-elect Wolfhart Hauser as Director	Mgmt	For	For	For
10	Re-elect Charlotte Hogg as Director	Mgmt	For	For	For
11	Re-elect Marike van Lier Lels as Director	Mgmt	For	For	For
12	Re-elect Nick Luff as Director	Mgmt	For	For	For
13	Re-elect Robert MacLeod as Director	Mgmt	For	For	For
14	Re-elect Andrew Sukawaty as Director	Mgmt	For	For	For
15	Re-elect Suzanne Wood as Director	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

RELX Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

SEGRO Plc

Meeting Date: 04/21/2022

Country: United Kingdom

Ticker: SGRO

Record Date: 04/19/2022

Meeting Type: Annual

Primary Security ID: G80277141

Shares Voted: 4,117,401

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Remuneration Policy	Mgmt	For	For	For
5	Re-elect Gerald Corbett as Director	Mgmt	For	For	For
6	Re-elect Mary Barnard as Director	Mgmt	For	For	For
7	Re-elect Sue Clayton as Director	Mgmt	For	For	For
8	Re-elect Soumen Das as Director	Mgmt	For	For	For
9	Re-elect Carol Fairweather as Director	Mgmt	For	For	For
10	Re-elect Andy Gulliford as Director	Mgmt	For	For	For
11	Re-elect Martin Moore as Director	Mgmt	For	For	For
12	Re-elect David Sleath as Director	Mgmt	For	For	For
13	Elect Simon Fraser as Director	Mgmt	For	For	For
14	Elect Andy Harrison as Director	Mgmt	For	For	For
15	Elect Linda Yueh as Director	Mgmt	For	For	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Amend Long Term Incentive Plan	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

SEGRO Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Wolters Kluwer NV

Meeting Date: 04/21/2022Country: NetherlandsTicker: WKL

Record Date: 03/24/2022Meeting Type: Annual

Primary Security ID: N9643A197

Shares Voted: 15,132

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Management Board (Non-Voting)	Mgmt			
2.b	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
2.c	Approve Remuneration Report	Mgmt	For	For	For
3.a	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3.b	Receive Explanation on Company's Dividend Policy	Mgmt			
3.c	Approve Dividends of EUR 1.57 Per Share	Mgmt	For	For	For
4.a	Approve Discharge of Management Board	Mgmt	For	For	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Elect Heleen Kersten to Supervisory Board	Mgmt	For	For	For
6	Amend Remuneration Policy of Supervisory Board	Mgmt	For	For	For
7.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
7.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
8	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
9	Approve Cancellation of Shares	Mgmt	For	For	For
10	Reappoint Auditors	Mgmt	For	For	For
11	Other Business (Non-Voting)	Mgmt			
12	Close Meeting	Mgmt			

Meeting Date: 04/22/2022

Country: Netherlands

Ticker: AKZA

Record Date: 03/25/2022

Meeting Type: Annual

Primary Security ID: N01803308

Shares Voted: 23,859

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Management Board (Non-Voting)	Mgmt			
3.a	Adopt Financial Statements	Mgmt	For	For	For
3.b	Discuss on the Company's Dividend Policy	Mgmt			
3.c	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3.d	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * The board used discretionary power to evaluate performance against the ROI target (>20%) communicated in February 2020, whereas the ROI target communicated at the start of the performance period was 25%, without this changed consideration for the in-flight 2019-2021 plan being accompanied by a compelling rationale; and * A one-off grant is offered to the CEO for the end of his appointment aiming at compensating for lost awards, whereas this would undermine the principle of pro-rata vesting upon termination. Moreover, there is no clear disclosure on how the board arrived at the EUR 1.7 million value and concerns are raised with the fact the company is using the derogation provision for this one-time grant.</i></p>					
4.a	Approve Discharge of Management Board	Mgmt	For	For	For
4.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5.a	Amend Remuneration Policy for Management Board	Mgmt	For	For	For
6.a	Reelect M.J. de Vries to Management Board	Mgmt	For	For	For
7.a	Elect E. Baiget to Supervisory Board	Mgmt	For	For	For
7.b	Elect H. van Bylen to Supervisory Board	Mgmt	For	For	For
7.c	Reelect N.S. Andersen to Supervisory Board	Mgmt	For	For	For
7.d	Reelect B.E. Grote to Supervisory Board	Mgmt	For	For	For
8.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
8.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Close Meeting	Mgmt			

Fugro NV

Meeting Date: 04/22/2022	Country: Netherlands	Ticker: FUR
Record Date: 03/25/2022	Meeting Type: Annual	
Primary Security ID: N3385Q312		

Shares Voted: 153,596

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Report of Management Board (Non-Voting)	Mgmt			
3a	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
3b	Approve Remuneration Report	Mgmt	For	For	For
4	Adopt Financial Statements	Mgmt	For	For	For
5a	Approve Discharge of Management Board	Mgmt	For	For	For
5b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
6	Reelect A.J. Campo Mejia to Supervisory Board	Mgmt	For	For	For
7	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
8a	Grant Board Authority to Issue Shares up to 10 Percent of Issued Capital	Mgmt	For	For	For
8b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Other Business (Non-Voting)	Mgmt			
11	Close Meeting	Mgmt			

Merck KGaA

Meeting Date: 04/22/2022	Country: Germany	Ticker: MRK
Record Date: 03/31/2022	Meeting Type: Annual	
Primary Security ID: D5357W103		

Shares Voted: 6,975

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Accept Financial Statements and Statutory Reports for Fiscal Year 2021	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 1.85 per Share	Mgmt	For	For	For
4	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For
5	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For
6	Ratify KPMG AG as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Reports for Fiscal Year 2022	Mgmt	For	For	For
7	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Reports for Fiscal Year 2023	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For
9	Approve Creation of EUR 56.5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For

Stanley Black & Decker, Inc.

Meeting Date: 04/22/2022Country: USATicker: SWK

Record Date: 02/24/2022Meeting Type: Annual

Primary Security ID: 854502101

Shares Voted: 11,343

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Andrea J. Ayers	Mgmt	For	For	For
1b	Elect Director Patrick D. Campbell	Mgmt	For	For	For
1c	Elect Director Carlos M. Cardoso	Mgmt	For	For	For
1d	Elect Director Robert B. Coutts	Mgmt	For	For	For
1e	Elect Director Debra A. Crew	Mgmt	For	For	For
1f	Elect Director Michael D. Hankin	Mgmt	For	For	For
1g	Elect Director James M. Loree	Mgmt	For	For	For
1h	Elect Director Adrian V. Mitchell	Mgmt	For	For	For
1i	Elect Director Jane M. Palmieri	Mgmt	For	For	For
1j	Elect Director Mojdeh Poul	Mgmt	For	For	For
1k	Elect Director Irving Tan	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For

Stanley Black & Decker, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed 10 percent ownership threshold would make the special meeting right more easily exercisable by institutional investors, while still providing protection against abuse.					

Swiss Life Holding AG

Meeting Date: 04/22/2022	Country: Switzerland	Ticker: SLHN
Record Date:	Meeting Type: Annual	
Primary Security ID: H8404J162		

Shares Voted: 2,640					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of CHF 25.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1	Approve Fixed Remuneration of Directors in the Amount of CHF 3.2 Million	Mgmt	For	For	For
4.2	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 4.4 Million	Mgmt	For	For	For
4.3	Approve Fixed and Long-Term Variable Remuneration of Executive Committee in the Amount of CHF 13.8 Million	Mgmt	For	For	For
5.1	Reelect Rolf Doerig as Director and Board Chair	Mgmt	For	For	For
5.2	Reelect Thomas Buess as Director	Mgmt	For	For	For
5.3	Reelect Adrienne Fumagalli as Director	Mgmt	For	For	For
5.4	Reelect Ueli Dietiker as Director	Mgmt	For	For	For
5.5	Reelect Damir Filipovic as Director	Mgmt	For	For	For
5.6	Reelect Frank Keuper as Director	Mgmt	For	For	For
5.7	Reelect Stefan Loacker as Director	Mgmt	For	For	For
5.8	Reelect Henry Peter as Director	Mgmt	For	For	For
5.9	Reelect Martin Schmid as Director	Mgmt	For	For	For
5.10	Reelect Franziska Sauber as Director	Mgmt	For	For	For
5.11	Reelect Klaus Tschuetscher as Director	Mgmt	For	For	For
5.12	Elect Monika Buetler as Director	Mgmt	For	For	For

Swiss Life Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.13	Reappoint Martin Schmid as Member of the Compensation Committee	Mgmt	For	For	For
5.14	Reappoint Franziska Sauber as Member of the Compensation Committee	Mgmt	For	For	For
5.15	Reappoint Klaus Tschuetscher as Member of the Compensation Committee	Mgmt	For	Against	Against
Voting Policy Rationale: Board elections (Items 5.1-5.12) Votes FOR the proposed nominees are warranted. Committee elections (Items 5.13-5.15) We note that the company has a combined compensation and nomination committee. As such, a vote AGAINST the reappointment of the committee chair, Klaus Tschuetscher, is warranted as a signal of concern because the board is insufficiently gender diverse. Votes FOR the remaining nominees are warranted due to a lack of further concerns.					
6	Designate Andreas Zuercher as Independent Proxy	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
8	Approve CHF 70,268 Reduction in Share Capital as Part of the Share Buyback Program via Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Transact Other Business (Voting)	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.					

Fastenal Company

Meeting Date: 04/23/2022Country: USATicker: FAST

Record Date: 02/23/2022Meeting Type: Annual

Primary Security ID: 311900104

Shares Voted: 75,430					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Scott A. Satterlee	Mgmt	For	For	For
1b	Elect Director Michael J. Ancius	Mgmt	For	For	For
1c	Elect Director Stephen L. Eastman	Mgmt	For	For	For
1d	Elect Director Daniel L. Florness	Mgmt	For	For	For
1e	Elect Director Rita J. Heise	Mgmt	For	For	For
1f	Elect Director Hsenghung Sam Hsu	Mgmt	For	For	For
1g	Elect Director Daniel L. Johnson	Mgmt	For	For	For
1h	Elect Director Nicholas J. Lundquist	Mgmt	For	For	For
1i	Elect Director Sarah N. Nielsen	Mgmt	For	For	For
1j	Elect Director Reyne K. Wisecup	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Fastenal Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Honeywell International Inc.

Meeting Date: 04/25/2022	Country: USA	Ticker: HON
Record Date: 02/25/2022	Meeting Type: Annual	
Primary Security ID: 438516106		

Shares Voted: 94,854

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Darius Adamczyk	Mgmt	For	For	For
1B	Elect Director Duncan B. Angove	Mgmt	For	For	For
1C	Elect Director William S. Ayer	Mgmt	For	For	For
1D	Elect Director Kevin Burke	Mgmt	For	For	For
1E	Elect Director D. Scott Davis	Mgmt	For	For	For
1F	Elect Director Deborah Flint	Mgmt	For	For	For
1G	Elect Director Rose Lee	Mgmt	For	For	For
1H	Elect Director Grace D. Lieblein	Mgmt	For	For	For
1I	Elect Director George Paz	Mgmt	For	For	For
1J	Elect Director Robin L. Washington	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. While pay and performance were reasonably aligned for the year in review, significant concerns are raised by adjustments made to long-term incentive awards in two consecutive years. Following adjustments to the FY20 equity grants which reduced the performance period and were described as "one-time" actions taken in response to COVID-19, the committee used discretion to also adjust FY19-21 grants to increase closing-cycle equity vesting. Investors may question the decision to make consecutive adjustments to long-term incentive awards.					
3	Ratify Deloitte & Touche LLP as Auditor	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.					
5	Report on Climate Lobbying	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted at this time; because while the company has recently published a climate lobbying report, shareholders may benefit from a more complete evaluation of climate lobbying being conducted on the company's behalf.					
6	Report on Environmental and Social Due Diligence	SH	Against	Against	Against

ING Groep NV

Meeting Date: 04/25/2022

Country: Netherlands

Ticker: INGA

Record Date: 03/28/2022

Meeting Type: Annual

Primary Security ID: N4578E595

Shares Voted: 339,018

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2A	Receive Report of Management Board (Non-Voting)	Mgmt			
2B	Receive Announcements on Sustainability	Mgmt			
2C	Receive Report of Supervisory Board (Non-Voting)	Mgmt			
2D	Approve Remuneration Report	Mgmt	For	For	For
2E	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3A	Receive Explanation on Profit Retention and Distribution Policy	Mgmt			
3B	Approve Dividends of EUR 0.62 Per Share	Mgmt	For	For	For
4A	Approve Discharge of Management Board	Mgmt	For	For	For
4B	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Amendment of Supervisory Board Profile	Mgmt			
6A	Grant Board Authority to Issue Shares	Mgmt	For	For	For
6B	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	Mgmt	For	For	For
7	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
8A	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
8B	Amend Articles to Reflect Changes in Capital	Mgmt	For	For	For
9	Approve Cancellation of Repurchased Shares Pursuant to the Authority under item 7	Mgmt	For	For	For

Raytheon Technologies Corporation

Meeting Date: 04/25/2022

Country: USA

Ticker: RTX

Record Date: 03/01/2022

Meeting Type: Annual

Primary Security ID: 75513E101

Raytheon Technologies Corporation

Shares Voted: 150,147

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Tracy A. Atkinson	Mgmt	For	For	For
1b	Elect Director Bernard A. Harris, Jr.	Mgmt	For	For	For
1c	Elect Director Gregory J. Hayes	Mgmt	For	For	For
1d	Elect Director George R. Oliver	Mgmt	For	For	For
1e	Elect Director Robert K. (Kelly) Ortberg	Mgmt	For	For	For
1f	Elect Director Margaret L. O'Sullivan	Mgmt	For	For	For
1g	Elect Director Dinesh C. Paliwal	Mgmt	For	For	For
1h	Elect Director Ellen M. Pawlikowski	Mgmt	For	For	For
1i	Elect Director Denise L. Ramos	Mgmt	For	For	For
1j	Elect Director Fredric G. Reynolds	Mgmt	For	For	For
1k	Elect Director Brian C. Rogers	Mgmt	For	For	For
1l	Elect Director James A. Winnefeld, Jr.	Mgmt	For	For	For
1m	Elect Director Robert O. Work	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Reduce Supermajority Vote Requirement	Mgmt	For	For	For

Skipton Building Society

Meeting Date: 04/25/2022Country: United KingdomTicker: SKIP

Record Date: 04/21/2022Meeting Type: Annual

Primary Security ID: G8175CEY0

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Refer	
2	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	Refer	
3	Approve Remuneration Report	Mgmt	For	Refer	
4	Approve Remuneration Policy	Mgmt	For	Refer	
5.1	Elect Gwyneth Burr as Director	Mgmt	For	Refer	
5.2	Re-elect Andrew Bottomley as Director	Mgmt	For	Refer	
5.3	Re-elect Richard Coates as Director	Mgmt	For	Refer	

Skipton Building Society

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.4	Re-elect Ian Cornelius as Director	Mgmt	For	Refer	
5.5	Re-elect Denis Hall as Director	Mgmt	For	Refer	
5.6	Re-elect Heather Jackson as Director	Mgmt	For	Refer	
5.7	Re-elect Mark Lund as Director	Mgmt	For	Refer	
5.8	Re-elect Philip Moore as Director	Mgmt	For	Refer	
5.9	Re-elect Robert Ndawula as Director	Mgmt	For	Refer	
5.10	Re-elect Helen Stevenson as Director	Mgmt	For	Refer	
6	Amend the Rules of the Society	Mgmt	For	Refer	

Alfa Laval AB

Meeting Date: 04/26/2022

Country: Sweden

Ticker: ALFA

Record Date: 04/14/2022

Meeting Type: Annual

Primary Security ID: W04008152

Shares Voted: 0					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote
3	Prepare and Approve List of Shareholders	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
5	Designate Inspector(s) of Minutes of Meeting	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
7	Receive CEO's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
9.b	Approve Allocation of Income and Dividends of SEK 6 Per Share	Mgmt	For	For	Do Not Vote
9.c1	Approve Discharge of CEO Tom Erixon	Mgmt	For	For	Do Not Vote
9.c2	Approve Discharge of Dennis Jonsson	Mgmt	For	For	Do Not Vote
9.c3	Approve Discharge of Lilian Fossum Biner	Mgmt	For	For	Do Not Vote
9.c4	Approve Discharge of Maria Moraeus Hanssen	Mgmt	For	For	Do Not Vote

Alfa Laval AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.c5	Approve Discharge of Henrik Lange	Mgmt	For	For	Do Not Vote
9.c6	Approve Discharge of Ray Mauritsson	Mgmt	For	For	Do Not Vote
9.c7	Approve Discharge of Helene Mellquist	Mgmt	For	For	Do Not Vote
9.c8	Approve Discharge of Finn Rausing	Mgmt	For	For	Do Not Vote
9.c9	Approve Discharge of Jorn Rausing	Mgmt	For	For	Do Not Vote
9.c10	Approve Discharge of Ulf Wiinberg	Mgmt	For	For	Do Not Vote
9.c11	Approve Discharge of Bror Garcia Lantz	Mgmt	For	For	Do Not Vote
9.c12	Approve Discharge of Henrik Nielsen	Mgmt	For	For	Do Not Vote
9.c13	Approve Discharge of Johan Ranhog	Mgmt	For	For	Do Not Vote
9.c14	Approve Discharge of Susanne Jonsson	Mgmt	For	For	Do Not Vote
9.c15	Approve Discharge of Leif Norkvist	Mgmt	For	For	Do Not Vote
9.c16	Approve Discharge of Stefan Sandell	Mgmt	For	For	Do Not Vote
9.c17	Approve Discharge of Johnny Hulthen	Mgmt	For	For	Do Not Vote
10	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
11.1	Determine Number of Directors (8) and Deputy Directors (0) of Board	Mgmt	For	For	Do Not Vote
11.2	Fix Number of Auditors (2) and Deputy Auditors (2)	Mgmt	For	For	Do Not Vote
12.1	Approve Remuneration of Directors in the Amount of SEK 1.9 Million to the Chair and SEK 635,000 to Other Directors	Mgmt	For	For	Do Not Vote
12.2	Approve Remuneration of Committee Work	Mgmt	For	For	Do Not Vote
12.3	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
13.1	Reelect Lilian Fossum Biner as Director	Mgmt	For	For	Do Not Vote
13.2	Reelect Maria Moraeus Hanssen as Director	Mgmt	For	For	Do Not Vote
13.3	Reelect Dennis Jonsson as Director	Mgmt	For	For	Do Not Vote
13.4	Reelect Henrik Lange as Director	Mgmt	For	For	Do Not Vote
13.5	Reelect Ray Mauritsson as Director	Mgmt	For	For	Do Not Vote

Alfa Laval AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.6	Reelect Finn Rausing as Director	Mgmt	For	Against	Do Not Vote
13.7	Reelect Jorn Rausing as Director	Mgmt	For	For	Do Not Vote
13.8	Reelect Ulf Wiinberg as Director	Mgmt	For	For	Do Not Vote
13.9	Reelect Dennis Jonsson as Board Chair	Mgmt	For	For	Do Not Vote
13.10	Ratify Staffan Landen as Auditor	Mgmt	For	For	Do Not Vote
13.11	Ratify Karoline Tedevall as Auditor	Mgmt	For	For	Do Not Vote
13.12	Ratify Henrik Jonzen as Deputy Auditor	Mgmt	For	For	Do Not Vote
13.13	Ratify Andreas Mast as Deputy Auditor	Mgmt	For	For	Do Not Vote
14	Approve SEK 14.8 Million Reduction in Share Capital via Share Cancellation; Approve Capitalization of Reserves of SEK 14.8 Million for a Bonus Issue	Mgmt	For	For	Do Not Vote
15	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
16	Close Meeting	Mgmt			

Atlas Copco AB

Meeting Date: 04/26/2022

Record Date: 04/14/2022

Primary Security ID: W1R924252

Country: Sweden

Meeting Type: Annual

Ticker: ATCO.A

Shares Voted: 0					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Opening of Meeting; Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote
2	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote
3	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive CEO's Report	Mgmt			
8.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.b1	Approve Discharge of Staffan Bohman	Mgmt	For	For	Do Not Vote
8.b2	Approve Discharge of Tina Donikowski	Mgmt	For	For	Do Not Vote
8.b3	Approve Discharge of Johan Forssell	Mgmt	For	For	Do Not Vote
8.b4	Approve Discharge of Anna Ohlsson-Leijon	Mgmt	For	For	Do Not Vote
8.b5	Approve Discharge of Mats Rahmstrom	Mgmt	For	For	Do Not Vote
8.b6	Approve Discharge of Gordon Riske	Mgmt	For	For	Do Not Vote
8.b7	Approve Discharge of Hans Straberg	Mgmt	For	For	Do Not Vote
8.b8	Approve Discharge of Peter Wallenberg Jr	Mgmt	For	For	Do Not Vote
8.b9	Approve Discharge of Mikael Bergstedt	Mgmt	For	For	Do Not Vote
8.b10	Approve Discharge of Benny Larsson	Mgmt	For	For	Do Not Vote
8.b11	Approve Discharge of CEO Mats Rahmstrom	Mgmt	For	For	Do Not Vote
8.c	Approve Allocation of Income and Dividends of SEK 7.60 Per Share	Mgmt	For	For	Do Not Vote
8.d	Approve Record Date for Dividend Payment	Mgmt	For	For	Do Not Vote
9.a	Determine Number of Members (8) and Deputy Members of Board (0)	Mgmt	For	For	Do Not Vote
9.b	Determine Number of Auditors (1) and Deputy Auditors (0)	Mgmt	For	For	Do Not Vote
10.a1	Reelect Staffan Bohman as Director	Mgmt	For	Against	Do Not Vote
10.a2	Reelect Johan Forssell as Director	Mgmt	For	Against	Do Not Vote
10.a3	Reelect Anna Ohlsson-Leijon as Director	Mgmt	For	For	Do Not Vote
10.a4	Reelect Mats Rahmstrom as Director	Mgmt	For	For	Do Not Vote
10.a5	Reelect Gordon Riske as Director	Mgmt	For	For	Do Not Vote
10.a6	Reelect Hans Straberg as Director	Mgmt	For	Against	Do Not Vote
10.a7	Reelect Peter Wallenberg Jr as Director	Mgmt	For	Against	Do Not Vote
10.b	Elect Helene Mellquist as New Director	Mgmt	For	Against	Do Not Vote
10.c	Reelect Hans Straberg as Board Chair	Mgmt	For	Against	Do Not Vote
10.d	Ratify Ernst & Young as Auditors	Mgmt	For	For	Do Not Vote

Atlas Copco AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.a	Approve Remuneration of Directors in the Amount of SEK 3.1 Million to Chair and SEK 1 Million to Other Directors; Approve Remuneration for Committee Work; Approve Delivering Part of Remuneration in form of Synthetic Shares	Mgmt	For	Against	Do Not Vote
11.b	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
12.a	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
12.b	Approve Stock Option Plan 2022 for Key Employees	Mgmt	For	For	Do Not Vote
13.a	Acquire Class A Shares Related to Personnel Option Plan for 2022	Mgmt	For	For	Do Not Vote
13.b	Acquire Class A Shares Related to Remuneration of Directors in the Form of Synthetic Shares	Mgmt	For	For	Do Not Vote
13.c	Transfer Class A Shares Related to Personnel Option Plan for 2022	Mgmt	For	For	Do Not Vote
13.d	Sell Class A Shares to Cover Costs Related to Synthetic Shares to the Board	Mgmt	For	For	Do Not Vote
13.e	Sell Class A to Cover Costs in Relation to the Personnel Option Plans for 2016, 2017, 2018 and 2019	Mgmt	For	For	Do Not Vote
14	Amend Articles Re: Notice of General Meeting; Editorial Changes	Mgmt	For	For	Do Not Vote
15	Approve 4:1 Stock Split; Reduction of Share Capital Through Redemption of Shares; Increase of Share Capital through a Bonus Issue without the Issuance of New Shares	Mgmt	For	For	Do Not Vote
16	Close Meeting	Mgmt			

Bank of America Corporation

Meeting Date: 04/26/2022

Record Date: 03/01/2022

Primary Security ID: 060505104

Country: USA

Meeting Type: Annual

Ticker: BAC

Shares Voted: 709,135

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharon L. Allen	Mgmt	For	For	For
1b	Elect Director Frank P. Bramble, Sr.	Mgmt	For	For	For
1c	Elect Director Pierre J.P. de Weck	Mgmt	For	For	For
1d	Elect Director Arnold W. Donald	Mgmt	For	For	For
1e	Elect Director Linda P. Hudson	Mgmt	For	For	For

Bank of America Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Monica C. Lozano	Mgmt	For	For	For
1g	Elect Director Brian T. Moynihan	Mgmt	For	For	For
1h	Elect Director Lionel L. Nowell, III	Mgmt	For	For	For
1i	Elect Director Denise L. Ramos	Mgmt	For	For	For
1j	Elect Director Clayton S. Rose	Mgmt	For	For	For
1k	Elect Director Michael D. White	Mgmt	For	For	For
1l	Elect Director Thomas D. Woods	Mgmt	For	For	For
1m	Elect Director R. David Yost	Mgmt	For	For	For
1n	Elect Director Maria T. Zuber	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Adopt the Jurisdiction of Incorporation as the Exclusive Forum for Certain Disputes	Mgmt	For	For	For
5	Report on Civil Rights and Nondiscrimination Audit	SH	Against	Against	Against
6	Adopt Fossil Fuel Lending Policy Consistent with IEA's Net Zero 2050 Scenario	SH	Against	Against	Against
7	Report on Charitable Contributions	SH	Against	Against	Against

Charter Communications, Inc.

Meeting Date: 04/26/2022Country: USATicker: CHTR

Record Date: 02/25/2022Meeting Type: Annual

Primary Security ID: 16119P108

Shares Voted: 1,199

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director W. Lance Conn	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST compensation committee members Eric Zinterhofer, W. Lance Conn, Gregory (Greg) Maffei, Steven Miron, and Mauricio Ramos is warranted given ongoing concerns with respect to large guaranteed time-vesting stock option awards to the CEO, a lack of performance-conditioned long-term incentives for other NEOs, and a change to the CEO's short-term incentive goals that ties a majority of his payout to subjectively determined achievements. Moreover, a recently amended employment agreement with NEO Winfrey provides for multi-year guaranteed equity awards. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.					
1b	Elect Director Kim C. Goodman	Mgmt	For	For	For
1c	Elect Director Craig A. Jacobson	Mgmt	For	For	For

Charter Communications, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Gregory B. Maffei	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST compensation committee members Eric Zinterhofer, W. Lance Conn, Gregory (Greg) Maffei, Steven Miron, and Mauricio Ramos is warranted given ongoing concerns with respect to large guaranteed time-vesting stock option awards to the CEO, a lack of performance-conditioned long-term incentives for other NEOs, and a change to the CEO's short-term incentive goals that ties a majority of his payout to subjectively determined achievements. Moreover, a recently amended employment agreement with NEO Winfrey provides for multi-year guaranteed equity awards. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i></p>					
1e	Elect Director John D. Markley, Jr.	Mgmt	For	For	For
1f	Elect Director David C. Merritt	Mgmt	For	For	For
1g	Elect Director James E. Meyer	Mgmt	For	For	For
1h	Elect Director Steven A. Miron	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST compensation committee members Eric Zinterhofer, W. Lance Conn, Gregory (Greg) Maffei, Steven Miron, and Mauricio Ramos is warranted given ongoing concerns with respect to large guaranteed time-vesting stock option awards to the CEO, a lack of performance-conditioned long-term incentives for other NEOs, and a change to the CEO's short-term incentive goals that ties a majority of his payout to subjectively determined achievements. Moreover, a recently amended employment agreement with NEO Winfrey provides for multi-year guaranteed equity awards. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i></p>					
1i	Elect Director Balan Nair	Mgmt	For	For	For
1j	Elect Director Michael A. Newhouse	Mgmt	For	For	For
1k	Elect Director Mauricio Ramos	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST compensation committee members Eric Zinterhofer, W. Lance Conn, Gregory (Greg) Maffei, Steven Miron, and Mauricio Ramos is warranted given ongoing concerns with respect to large guaranteed time-vesting stock option awards to the CEO, a lack of performance-conditioned long-term incentives for other NEOs, and a change to the CEO's short-term incentive goals that ties a majority of his payout to subjectively determined achievements. Moreover, a recently amended employment agreement with NEO Winfrey provides for multi-year guaranteed equity awards. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i></p>					
1l	Elect Director Thomas M. Rutledge	Mgmt	For	For	For
1m	Elect Director Eric L. Zinterhofer	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST compensation committee members Eric Zinterhofer, W. Lance Conn, Gregory (Greg) Maffei, Steven Miron, and Mauricio Ramos is warranted given ongoing concerns with respect to large guaranteed time-vesting stock option awards to the CEO, a lack of performance-conditioned long-term incentives for other NEOs, and a change to the CEO's short-term incentive goals that ties a majority of his payout to subjectively determined achievements. Moreover, a recently amended employment agreement with NEO Winfrey provides for multi-year guaranteed equity awards. A vote AGAINST Gregory (Greg) Maffei is warranted for serving on more than three public boards while serving as a CEO of an outside company. A vote FOR the remaining director nominees is warranted.</i></p>					
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Report on Lobbying Payments and Policy	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying practices and policies, including its trade association memberships and payments, would benefit shareholders in assessing its management of related risks.</i></p>					
4	Require Independent Board Chair	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted given that the lead directors' duties are not considered robust, there is a concern regarding an overboarded director, and concerns have been noted regarding certain executive compensation decisions in recent years, suggesting that shareholders would benefit from the most robust form of independent oversight in the form of an independent board chair.</i></p>					

Charter Communications, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as more comprehensive information regarding the company's political contribution spending and nonprofit organization participation would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.					
6	Disclose Climate Action Plan and GHG Emissions Reduction Targets	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's GHG emissions reduction goals aligned with Paris Agreement goals, would allow shareholders to better assess how the company is mitigating climate change related risks.					
7	Adopt Policy to Annually Disclose EEO-1 Data	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional diversity-related disclosure would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.					
8	Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as reporting quantitative, comparable diversity data would allow shareholders to better assess the effectiveness of Charter's diversity, equity and inclusion efforts and management of related risks.					

Citigroup Inc.

Meeting Date: 04/26/2022	Country: USA	Ticker: C
Record Date: 02/28/2022	Meeting Type: Annual	
Primary Security ID: 172967424		

Shares Voted: 204,146

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ellen M. Costello	Mgmt	For	For	For
1b	Elect Director Grace E. Dailey	Mgmt	For	For	For
1c	Elect Director Barbara J. Desoer	Mgmt	For	For	For
1d	Elect Director John C. Dugan	Mgmt	For	For	For
1e	Elect Director Jane N. Fraser	Mgmt	For	For	For
1f	Elect Director Duncan P. Hennes	Mgmt	For	For	For
1g	Elect Director Peter B. Henry	Mgmt	For	For	For
1h	Elect Director S. Leslie Ireland	Mgmt	For	For	For
1i	Elect Director Renee J. James	Mgmt	For	For	For
1j	Elect Director Gary M. Reiner	Mgmt	For	For	For
1k	Elect Director Diana L. Taylor	Mgmt	For	For	For
1l	Elect Director James S. Turley	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Citigroup Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Adopt Management Pay Clawback Authorization Policy	SH	Against	Against	Against
6	Require Independent Board Chair	SH	Against	Against	Against
7	Report on Respecting Indigenous Peoples' Rights	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. The bank and its shareholders are likely to benefit from increased transparency regarding due diligence around Indigenous Peoples' rights in project-related financing and clients' activities, for existing and future business.					
8	Adopt a Financing Policy Consistent with IEA's Net Zero Emissions by 2050 Scenario	SH	Against	Against	Against
9	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against

Danone SA

Meeting Date: 04/26/2022Country: FranceTicker: BN

Record Date: 04/22/2022Meeting Type: Annual/Special

Primary Security ID: F12033134

Shares Voted: 63,331

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.94 per Share	Mgmt	For	For	For
4	Ratify Appointment of Valerie Chapoulaud-Floquet as Director	Mgmt	For	For	For
5	Elect Antoine de Saint-Afrique as Director	Mgmt	For	For	For
6	Elect Patrice Louvet as Director	Mgmt	For	For	For
7	Elect Geraldine Picaud as Director	Mgmt	For	For	For
8	Elect Susan Roberts as Director	Mgmt	For	For	For
9	Renew Appointment of Ernst & Young Audit as Auditor	Mgmt	For	For	For
10	Appoint Mazars & Associes as Auditor	Mgmt	For	For	For
11	Approve Transaction with Veronique Penchienati-Bosetta	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
13	Approve Compensation of Veronique Penchienati-Bosseta, CEO From March 14 to September 14, 2021	Mgmt	For	For	For
14	Approve Compensation of Shane Grant, Vice-CEO From March 14 to September 14, 2021	Mgmt	For	For	For
15	Approve Compensation of Antoine de Saint-Afrique, CEO Since 15 September 2021	Mgmt	For	For	For
16	Approve Compensation of Gilles Schnepf, Chairman of the Board Since 14 March 2021	Mgmt	For	For	For
17	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	For	For
18	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
19	Approve Remuneration Policy of Directors	Mgmt	For	For	For
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
22	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	For	For
23	Authorize up to 0.2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
24	Amend Article 19.2 of Bylaws Re: Age Limit of CEO and Vice-CEO	Mgmt	For	For	For
25	Amend Article 18.1 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For	For
26	Amend Article 17 of Bylaws Re: Shares Held by Directors	Mgmt	For	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
	Shareholder Proposals Submitted by Phitrust	Mgmt			
A	Amend Article 18 of Bylaws: Role of Honorary Chairman	SH	Against	For	For

Voting Policy Rationale: A vote FOR Item A is warranted as the amendment, subject to shareholders' approval, would specify the role and the powers of the honorary chairman. They have to be mentioned as different from the directors, who have specific duties towards the company and the shareholders.

Elementis Plc

Meeting Date: 04/26/2022

Record Date: 04/22/2022

Primary Security ID: G2996U108

Country: United Kingdom

Meeting Type: Annual

Ticker: ELM

Shares Voted: 3,847,452

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Elect Trudy Schoolenberg as Director	Mgmt	For	For	For
5	Re-elect John O'Higgins as Director	Mgmt	For	For	For
6	Re-elect Paul Waterman as Director	Mgmt	For	For	For
7	Re-elect Ralph Hewins as Director	Mgmt	For	For	For
8	Re-elect Dorothee Deuring as Director	Mgmt	For	For	For
9	Re-elect Steve Good as Director	Mgmt	For	For	For
10	Re-elect Christine Soden as Director	Mgmt	For	For	For
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Eurofins Scientific SE

Meeting Date: 04/26/2022

Record Date: 04/12/2022

Primary Security ID: L31839134

Country: Luxembourg

Meeting Type: Annual/Special

Ticker: ERF

Shares Voted: 7,270

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

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive and Approve Board's Reports	Mgmt	For	For	For
2	Receive and Approve Director's Special Report Re: Operations Carried Out Under the Authorized Capital Established	Mgmt	For	For	For
3	Receive and Approve Auditor's Reports	Mgmt	For	For	For
4	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Financial Statements	Mgmt	For	For	For
6	Approve Allocation of Income	Mgmt	For	For	For
7	Approve Discharge of Directors	Mgmt	For	For	For
8	Approve Discharge of Auditors	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted. Although we recognize the improved disclosure on certain elements, overall the level of disclosure remains insufficient, particularly with regard to: * there is a clear lack of general disclosure to understand the pay for performance alignments as the company has not disclosed the target levels of performance metrics nor the level of achievement relative to set targets for STI and LTI; * The report does not provide disclosure on the individual LTI awards.</i>					
10	Reelect Patrizia Luchetta as Director	Mgmt	For	For	For
11	Reelect Fereshteh Pouchantchi as Director	Mgmt	For	For	For
12	Reelect Evie Roos as Director	Mgmt	For	For	For
13	Renew Appointment of Deloitte Audit as Auditor	Mgmt	For	For	For
14	Approve Remuneration of Directors	Mgmt	For	For	For
15	Acknowledge Information on Repurchase Program	Mgmt	For	For	For
16	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
	Extraordinary Meeting Agenda	Mgmt			
1	Amend Article 1 Re: Deletion of Last Paragraph	Mgmt	For	For	For
2	Amend Article Re: Creation of New Article 6 Called "Applicable Law"	Mgmt	For	For	For
3	Amend Article 9 Re: Delete Parenthesis	Mgmt	For	For	For
4	Amend Article 10.3 Re: Amendment of Third Paragraph	Mgmt	For	For	For
5	Amend Article 12bis.2 Re: Amendment of Last Paragraph	Mgmt	For	For	For
6	Amend Article 12bis.3 Re: Amendment of Second Paragraph	Mgmt	For	For	For
7	Amend Article 12bis.3 Re: Amendment of Fourth Paragraph	Mgmt	For	For	For
8	Amend Article 12bis.4 Re: Amendment of Fourth Paragraph	Mgmt	For	For	For

Eurofins Scientific SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Amend Article 12bis.5 Re: Amendment of First Paragraph	Mgmt	For	For	For
10	Amend Article 12bis.5 Re: Amendment of Second Paragraph	Mgmt	For	For	For
11	Amend Article 13 Re: Amendment of First Paragraph	Mgmt	For	For	For
12	Amend Article 15.2 Re: Update Names of the Committees Created by Board of Directors	Mgmt	For	For	For
13	Amend Article 16.2 Re: Amendment of First Paragraph	Mgmt	For	For	For
14	Amend Article 16.3 Re: Amendment of First Paragraph	Mgmt	For	For	For
15	Approve Creation of an English Version of the Articles	Mgmt	For	For	For
16	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Exelon Corporation

Meeting Date: 04/26/2022

Record Date: 03/01/2022

Primary Security ID: 30161N101

Country: USA

Meeting Type: Annual

Ticker: EXC

Shares Voted: 68,786

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony Anderson	Mgmt	For	For	For
1b	Elect Director Ann Berzin	Mgmt	For	For	For
1c	Elect Director W. Paul Bowers	Mgmt	For	For	For
1d	Elect Director Marjorie Rodgers Cheshire	Mgmt	For	For	For
1e	Elect Director Christopher Crane	Mgmt	For	For	For
1f	Elect Director Carlos Gutierrez	Mgmt	For	For	For
1g	Elect Director Linda Jojo	Mgmt	For	For	For
1h	Elect Director Paul Joskow	Mgmt	For	For	For
1i	Elect Director John Young	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Use of Child Labor in Supply Chain	SH	Against	Against	Against

International Business Machines Corporation

Meeting Date: 04/26/2022

Country: USA

Ticker: IBM

Record Date: 02/25/2022

Meeting Type: Annual

Primary Security ID: 459200101

Shares Voted: 82,256

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas Buberl	Mgmt	For	For	For
1b	Elect Director David N. Farr	Mgmt	For	For	For
1c	Elect Director Alex Gorsky	Mgmt	For	For	For
1d	Elect Director Michelle J. Howard	Mgmt	For	For	For
1e	Elect Director Arvind Krishna	Mgmt	For	For	For
1f	Elect Director Andrew N. Liveris	Mgmt	For	For	For
1g	Elect Director Frederick William McNabb, III	Mgmt	For	For	For
1h	Elect Director Martha E. Pollack	Mgmt	For	For	For
1i	Elect Director Joseph R. Swedish	Mgmt	For	For	For
1j	Elect Director Peter R. Voser	Mgmt	For	For	For
1k	Elect Director Frederick H. Waddell	Mgmt	For	For	For
1l	Elect Director Alfred W. Zollar	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings.					
5	Require Independent Board Chair	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. The company has underperformed its GICS peers and the broader S&P 500 Index over the long-term. In addition, concerns are noted regarding certain executive compensation decisions in FY20, evidenced by the company's failed say-on-pay vote at last year's annual meeting. Further, this non-binding proposal would not require an immediate change in the board leadership structure as it would allow the board discretion to phase in the policy requiring an independent chair at the next CEO or chairman transition.					
6	Report on Concealment Clauses	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted because more information would help shareholders understand how the company is assessing and managing the risks of using of concealment clauses, particularly risks pertaining to age discrimination claims that have been pursued through arbitration and the related controversies.					

Knowles Corporation

Meeting Date: 04/26/2022

Country: USA

Ticker: KN

Record Date: 03/01/2022

Meeting Type: Annual

Primary Security ID: 49926D109

Shares Voted: 336,736

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Keith Barnes	Mgmt	For	For	For
1b	Elect Director Hermann Eul	Mgmt	For	For	For
1c	Elect Director Didier Hirsch	Mgmt	For	For	For
1d	Elect Director Ye Jane Li	Mgmt	For	For	For
1e	Elect Director Donald Macleod	Mgmt	For	For	For
1f	Elect Director Jeffrey Niew	Mgmt	For	For	For
1g	Elect Director Cheryl Shavers	Mgmt	For	For	For
1h	Elect Director Michael Wishart	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

RPS Group Plc

Meeting Date: 04/26/2022Country: United KingdomTicker: RPS

Record Date: 04/22/2022Meeting Type: Annual

Primary Security ID: G7701P104

Shares Voted: 7,880,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the remuneration policy is not considered warranted on account of: * Contrary to the UK Code, the CEO's pension will not be reduced in line with the workforce.					
4	Re-elect Allison Bainbridge as Director	Mgmt	For	For	For
5	Re-elect Judith Cottrell as Director	Mgmt	For	For	For
6	Re-elect John Douglas as Director	Mgmt	For	For	For
7	Re-elect Catherine Glickman as Director	Mgmt	For	For	For
8	Re-elect Kenneth Lever as Director	Mgmt	For	For	For
9	Re-elect Michael McKelvy as Director	Mgmt	For	For	For
10	Re-elect Elizabeth Peace as Director	Mgmt	For	For	For
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For

RPS Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Adopt New Articles of Association	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Taylor Wimpey Plc

Meeting Date: 04/26/2022

Country: United Kingdom

Ticker: TW

Record Date: 04/22/2022

Meeting Type: Annual

Primary Security ID: G86954107

Shares Voted: 4,878,671

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Irene Dorner as Director	Mgmt	For	For	For
4	Re-elect Jennie Daly as Director	Mgmt	For	For	For
5	Re-elect Chris Carney as Director	Mgmt	For	For	For
6	Re-elect Robert Noel as Director	Mgmt	For	For	For
7	Re-elect Humphrey Singer as Director	Mgmt	For	For	For
8	Re-elect Lord Jitesh Gadhia as Director	Mgmt	For	For	For
9	Re-elect Scilla Grimble as Director	Mgmt	For	For	For
10	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Taylor Wimpey Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Approve Remuneration Report	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

The Coca-Cola Company

Meeting Date: 04/26/2022	Country: USA	Ticker: KO
Record Date: 02/25/2022	Meeting Type: Annual	
Primary Security ID: 191216100		

Shares Voted: 239,765

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Herb Allen	Mgmt	For	For	For
1.2	Elect Director Marc Bolland	Mgmt	For	For	For
1.3	Elect Director Ana Botin	Mgmt	For	For	For
1.4	Elect Director Christopher C. Davis	Mgmt	For	For	For
1.5	Elect Director Barry Diller	Mgmt	For	For	For
1.6	Elect Director Helene D. Gayle	Mgmt	For	For	For
1.7	Elect Director Alexis M. Herman	Mgmt	For	For	For
1.8	Elect Director Maria Elena Lagomasino	Mgmt	For	For	For
1.9	Elect Director James Quincey	Mgmt	For	For	For
1.10	Elect Director Caroline J. Tsay	Mgmt	For	For	For
1.11	Elect Director David B. Weinberg	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the proposal is warranted. Annual incentives are primarily determined by financial growth metrics, and the majority of long-term incentives are performance-based with goals clearly disclosed. In addition, an increase in CEO pay is driven by a one-time award that is entirely performance conditioned, with fully disclosed goals that appear to be rigorous. However, disclosure around the rationale for the CEO's special award in the proxy statement is somewhat limited. Moreover, the company entered into a consulting agreement with a former NEO which provides for excessive compensation, which is considered a problematic pay practice.					
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Report on External Public Health Costs	SH	Against	Against	Against
5	Report on Global Public Policy and Political Influence	SH	Against	Against	Against
6	Require Independent Board Chair	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. There are concerns regarding the company's compensation practices during the year in review and the company has underperformed peers since the CEO and chair roles were combined, suggesting that shareholders would benefit from the most robust form of independent oversight in the form of an independent board chair.					

Tissue Regenix Group Plc

Meeting Date: 04/26/2022	Country: United Kingdom	Ticker: TRX
Record Date: 04/24/2022	Meeting Type: Annual	
Primary Security ID: G8887U107		

Shares Voted: 156,525,071

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Re-elect Jonathan Glenn as Director	Mgmt	For	For	For
3	Re-elect Daniel Lee as Director	Mgmt	For	For	For
4	Re-elect David Cocke as Director	Mgmt	For	For	For
5	Re-elect Brian Phillips as Director	Mgmt	For	For	For
6	Re-elect Shervanthi Homer-Vanniasinkam as Director	Mgmt	For	For	For
7	Re-elect Trevor Phillips as Director	Mgmt	For	For	For
8	Reappoint RSM UK Audit LLP as Auditors	Mgmt	For	For	For
9	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
10	Authorise Issue of Equity	Mgmt	For	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Truist Financial Corporation

Meeting Date: 04/26/2022	Country: USA	Ticker: TFC
Record Date: 02/17/2022	Meeting Type: Annual	
Primary Security ID: 89832Q109		

Shares Voted: 186,823

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jennifer S. Banner	Mgmt	For	For	For
1b	Elect Director K. David Boyer, Jr.	Mgmt	For	For	For
1c	Elect Director Agnes Bundy Scanlan	Mgmt	For	For	For
1d	Elect Director Anna R. Cablik	Mgmt	For	For	For
1e	Elect Director Dallas S. Clement	Mgmt	For	For	For
1f	Elect Director Paul D. Donahue	Mgmt	For	For	For
1g	Elect Director Patrick C. Graney, III	Mgmt	For	For	For
1h	Elect Director Linnie M. Haynesworth	Mgmt	For	For	For

Truist Financial Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Kelly S. King	Mgmt	For	For	For
1j	Elect Director Easter A. Maynard	Mgmt	For	For	For
1k	Elect Director Donna S. Morea	Mgmt	For	For	For
1l	Elect Director Charles A. Patton	Mgmt	For	For	For
1m	Elect Director Nido R. Qubein	Mgmt	For	For	For
1n	Elect Director David M. Ratcliffe	Mgmt	For	For	For
1o	Elect Director William H. Rogers, Jr.	Mgmt	For	For	For
1p	Elect Director Frank P. Scruggs, Jr.	Mgmt	For	For	For
1q	Elect Director Christine Sears	Mgmt	For	For	For
1r	Elect Director Thomas E. Skains	Mgmt	For	For	For
1s	Elect Director Bruce L. Tanner	Mgmt	For	For	For
1t	Elect Director Thomas N. Thompson	Mgmt	For	For	For
1u	Elect Director Steven C. Voorhees	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
6	Require Independent Board Chair	SH	Against	Against	Against

Wells Fargo & Company

Meeting Date: 04/26/2022	Country: USA	Ticker: WFC
Record Date: 02/25/2022	Meeting Type: Annual	
Primary Security ID: 949746101		

Shares Voted: 301,376

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Steven D. Black	Mgmt	For	For	For
1b	Elect Director Mark A. Chancy	Mgmt	For	For	For
1c	Elect Director Celeste A. Clark	Mgmt	For	For	For
1d	Elect Director Theodore F. Craver, Jr.	Mgmt	For	For	For
1e	Elect Director Richard K. Davis	Mgmt	For	For	For
1f	Elect Director Wayne M. Hewett	Mgmt	For	For	For
1g	Elect Director CeCelia ("CeCe") G. Morken	Mgmt	For	For	For

Wells Fargo & Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Maria R. Morris	Mgmt	For	For	For
1i	Elect Director Felicia F. Norwood	Mgmt	For	For	For
1j	Elect Director Richard B. Payne, Jr.	Mgmt	For	For	For
1k	Elect Director Juan A. Pujadas	Mgmt	For	For	For
1l	Elect Director Ronald L. Sargent	Mgmt	For	For	For
1m	Elect Director Charles W. Scharf	Mgmt	For	For	For
1n	Elect Director Suzanne M. Vautrinot	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Following last year's low support for say-on-pay, the committee engaged with shareholders, disclosed specific feedback received, and implemented pay program changes and incremental disclosure improvements. Accordingly, the committee has demonstrated sufficient responsiveness. While the increase in CEO performance year pay is directionally aligned with improved company performance, there are ongoing concerns regarding the impact of committee discretion in ultimately determining incentive payouts, and a lack of key disclosures under the total incentive assessment. Concerns around discretion are underscored by the fact that financial accomplishments highlighted for the FY21 performance year are not entirely consistent with those highlighted in the prior year without specific rationale provided. In addition, the proxy does not disclose quantified pre-set target or maximum goals, nor per-metric weightings, which inhibits investors' ability to assess the pay-for-performance linkage. Lastly, there are ongoing concerns regarding high base salaries for the CEO and other NEOs, and the target goal for the reintroduced relative metric under the LTI program is not considered particularly rigorous. Given these concerns, a vote AGAINST this proposal is warranted.</i></p>					
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
5	Adopt Management Pay Clawback Authorization Policy	SH	Against	Against	Against
6	Report on Incentive-Based Compensation and Risks of Material Losses	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional disclosure surrounding broad-based incentive compensation programs that could lead to material losses due to excessive risk taking, given that broad-based employee incentive structures played a key role in recent high-profile controversies that caused financial and reputational harm at the company.</i></p>					
7	Report on Board Diversity	SH	Against	Against	Against
8	Report on Respecting Indigenous Peoples' Rights	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted. The bank and its shareholders are likely to benefit from increased transparency regarding due diligence around Indigenous Peoples' rights in project-related financing and clients' activities, for existing and future business.</i></p>					
9	Adopt a Financing Policy Consistent with IEA's Net Zero Emissions by 2050 Scenario	SH	Against	Against	Against
10	Oversee and Report a Racial Equity Audit	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Wells Fargo's efforts to address the issue of racial inequality for its stakeholders and its management of related risks.</i></p>					
11	Report on Charitable Contributions	SH	Against	Against	Against

Meeting Date: 04/27/2022

Country: Switzerland

Ticker: ALC

Record Date:

Meeting Type: Annual

Primary Security ID: H01301128

Shares Voted: 29,141

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 0.20 per Share	Mgmt	For	For	For
4.1	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
4.2	Approve Remuneration of Directors in the Amount of CHF 3.6 Million	Mgmt	For	For	For
4.3	Approve Remuneration of Executive Committee in the Amount of CHF 38.4 Million	Mgmt	For	For	For
5.1	Reelect Michael Ball as Director and Board Chair	Mgmt	For	For	For
5.2	Reelect Lynn Bleil as Director	Mgmt	For	For	For
5.3	Reelect Arthur Cummings as Director	Mgmt	For	For	For
5.4	Reelect David Endicott as Director	Mgmt	For	For	For
5.5	Reelect Thomas Glanzmann as Director	Mgmt	For	For	For
5.6	Reelect Keith Grossman as Director	Mgmt	For	For	For
5.7	Reelect Scott Maw as Director	Mgmt	For	For	For
5.8	Reelect Karen May as Director	Mgmt	For	For	For
5.9	Reelect Ines Poeschel as Director	Mgmt	For	For	For
5.10	Reelect Dieter Spaelti as Director	Mgmt	For	For	For
5.11	Elect Raquel Bono as Director	Mgmt	For	For	For
6.1	Reappoint Thomas Glanzmann as Member of the Compensation Committee	Mgmt	For	For	For
6.2	Reappoint Karen May as Member of the Compensation Committee	Mgmt	For	For	For
6.3	Reappoint Ines Poeschel as Member of the Compensation Committee	Mgmt	For	For	For
6.4	Appoint Scott Maw as Member of the Compensation Committee	Mgmt	For	For	For
7	Designate Hartmann Dreyer Attorneys-at-Law as Independent Proxy	Mgmt	For	For	For
8	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Transact Other Business (Voting)	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.					

Anheuser-Busch InBev SA/NV

Meeting Date: 04/27/2022Country: BelgiumTicker: ABI
Record Date: 04/13/2022Meeting Type: Annual/Special
Primary Security ID: B639CJ108

Shares Voted: 29,334					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual/Special Meeting Agenda	Mgmt			
A.1.a	Receive Special Board Report Re: Authorized Capital	Mgmt			
A.1.b	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	For	For
B.2	Receive Directors' Reports (Non-Voting)	Mgmt			
B.3	Receive Auditors' Reports (Non-Voting)	Mgmt			
B.4	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
B.5	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.50 per Share	Mgmt	For	For	For
B.6	Approve Discharge of Directors	Mgmt	For	For	For
B.7	Approve Discharge of Auditors	Mgmt	For	For	For
B.8.a	Reelect Martin J. Barrington as Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the reelection of Martin Barrington, William (Billy) Gifford Jr. and Alejandro Santo Domingo Davila and the election of Nitin Nohria (items B8.a To B8.d) is warranted because the nominees are non-independent while the board is only 20 percent independent.					
B.8.b	Reelect William F. Gifford, Jr. as Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the reelection of Martin Barrington, William (Billy) Gifford Jr. and Alejandro Santo Domingo Davila and the election of Nitin Nohria (items B8.a To B8.d) is warranted because the nominees are non-independent while the board is only 20 percent independent.					
B.8.c	Reelect Alejandro Santo Domingo Davila as Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the reelection of Martin Barrington, William (Billy) Gifford Jr. and Alejandro Santo Domingo Davila and the election of Nitin Nohria (items B8.a To B8.d) is warranted because the nominees are non-independent while the board is only 20 percent independent.					

Anheuser-Busch InBev SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
B.8.d	Elect Nitin Nohria as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the reelection of Martin Barrington, William (Billy) Gifford Jr. and Alejandro Santo Domingo Davila and the election of Nitin Nohria (items B8.a To B8.d) is warranted because the nominees are non-independent while the board is only 20 percent independent.</i>					
B.9	Ratify PwC as Auditors and Approve Auditors' Remuneration	Mgmt	For	For	For
B.10	Approve Remuneration Policy	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted as the majority of the LTI plans contain no (clear) performance objectives or disclosure thereof and; * The LTI plans do not have a clearly defined maximum award limit contrary to best practice * The remuneration policy can lead to pay for failure and an excessive pay package compared to that of peer group median. * The multitude of LTI plans increase the overall complexity of the remuneration policy not supporting a good understanding of the company's remuneration policy.</i>					
B.11	Approve Remuneration Report	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted * Due to a lack of disclosure of the performance metrics and the subsequent targets and level of achievement, especially as part of the various LTI plans; * Exceptional stock option and RSU grants to executives without a compelling rationale ('retention') whereas the pay package should already aim to attract, reward and retain executives; * in 2021 the non-executive directors real pay is substantially higher than that of peers.</i>					
C.12	Authorize Implementation of Approved Resolutions and Filing of Required Documents/Formalities at Trade Registry	Mgmt	For	For	For

Assa Abloy AB

Meeting Date: 04/27/2022
Record Date: 04/19/2022
Primary Security ID: W0817X204

Country: Sweden
Meeting Type: Annual
Ticker: ASSA.B

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote
3	Designate Inspector(s) of Minutes of Meeting	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
5	Prepare and Approve List of Shareholders	Mgmt			
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
7	Receive President's Report	Mgmt			
8.a	Receive Financial Statements and Statutory Reports	Mgmt			
8.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8.c	Receive Board's Report	Mgmt			
9.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
9.b	Approve Allocation of Income and Dividends of SEK 4.20 Per Share	Mgmt	For	For	Do Not Vote
9.c1	Approve Discharge of Lars Renstrom	Mgmt	For	For	Do Not Vote
9.c2	Approve Discharge of Carl Douglas	Mgmt	For	For	Do Not Vote
9.c3	Approve Discharge of Johan Hjertonsson	Mgmt	For	For	Do Not Vote
9.c4	Approve Discharge of Sofia Schorling Hogberg	Mgmt	For	For	Do Not Vote
9.c5	Approve Discharge of Eva Karlsson	Mgmt	For	For	Do Not Vote
9.c6	Approve Discharge of Lena Olving	Mgmt	For	For	Do Not Vote
9.c7	Approve Discharge of Joakim Weidemanis	Mgmt	For	For	Do Not Vote
9.c8	Approve Discharge of Susanne Pahlen Aklundh	Mgmt	For	For	Do Not Vote
9.c9	Approve Discharge of Rune Hjaln	Mgmt	For	For	Do Not Vote
9.c10	Approve Discharge of Mats Persson	Mgmt	For	For	Do Not Vote
9.c11	Approve Discharge of Bjarne Johansson	Mgmt	For	For	Do Not Vote
9.c12	Approve Discharge of Nadja Wikstrom	Mgmt	For	For	Do Not Vote
9.c13	Approve Discharge of Birgitta Klasen	Mgmt	For	For	Do Not Vote
9.c14	Approve Discharge of Jan Svensson	Mgmt	For	For	Do Not Vote
9.c15	Approve Discharge of CEO Nico Delvaux	Mgmt	For	For	Do Not Vote
10	Determine Number of Members (9) and Deputy Members (0) of Board	Mgmt	For	For	Do Not Vote
11.a	Approve Remuneration of Directors in the Amount of SEK 2.9 Million for Chair, SEK 1.07 Million for Vice Chair and SEK 860,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
11.b	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
12	Reelect Lars Renstrom (Chair), Carl Douglas (Vice Chair), Johan Hjertonsson, Eva Karlsson, Lena Olving, Sofia Schorling Hogberg, Joakim Weidemanis and Susanne Pahlen Aklundh as Directors; Elect Erik Ekudden as New Director	Mgmt	For	Against	Do Not Vote

Assa Abloy AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Ratify Ernst & Young as Auditors	Mgmt	For	For	Do Not Vote
14	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
15	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	Do Not Vote
16	Authorize Class B Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	Do Not Vote
17	Approve Performance Share Matching Plan LTI 2022	Mgmt	For	Against	Do Not Vote
18	Close Meeting	Mgmt			

Assicurazioni Generali SpA

Meeting Date: 04/27/2022

Record Date: 04/14/2022

Primary Security ID: T05040109

Country: Italy

Meeting Type: Annual/Special

Ticker: G

Shares Voted: 6,770

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
3	Amend Company Bylaws Re: Article 9.1	Mgmt	For	For	For
	Ordinary Business	Mgmt			
4	Authorize Share Repurchase Program	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
5	Authorize Cancellation of Treasury Shares without Reduction of Share Capital	Mgmt	For	For	For
	Ordinary Business	Mgmt			
6	Approve Remuneration Policy	Mgmt	For	For	For
7	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
8	Approve Group Long Term Incentive Plan	Mgmt	For	For	For
9	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Group Long Term Incentive Plan	Mgmt	For	For	For

Assicurazioni Generali SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Share Plan for Generali Group Employees	Mgmt	For	For	For
11	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Share Plan for Generali Group Employees	Mgmt	For	For	For
	Fix Number of Directors - Choose One of the Following Proposals	Mgmt			
12.1	Approve Board Proposal to Fix the Board Size at 13	Mgmt	For	For	For
12.2	Approve VM 2006 Proposal to Fix the Board Size at 15	SH	None	Against	Against
	Appoint Directors (Slate Election) - Choose One of the Following Slates	Mgmt			
13.1	Slate 1 Submitted by Board of Directors	Mgmt	For	For	For
13.2	Slate 2 Submitted by VM 2006 Srl	SH	None	Against	Against
13.3	Slate 3 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
	Approve Remuneration of Directors - Choose One of the Following Proposals	Mgmt			
14.1	Approve Board Fees Proposed by the Board	Mgmt	For	For	For
14.2	Approve Board Fees Proposed by VM 2006	SH	None	Against	Against
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against

Canadian Pacific Railway Limited

Meeting Date: 04/27/2022

Record Date: 02/28/2022

Primary Security ID: 13645T100

Country: Canada

Meeting Type: Annual/Special

Ticker: CP

Shares Voted: 92,427

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
2	Amend Stock Option Incentive Plan	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For
4	Management Advisory Vote on Climate Change	Mgmt	For	For	For
5.1	Elect Director John Baird	Mgmt	For	For	For
5.2	Elect Director Isabelle Courville	Mgmt	For	For	For
5.3	Elect Director Keith E. Creel	Mgmt	For	For	For

Canadian Pacific Railway Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.4	Elect Director Gillian H. Denham	Mgmt	For	For	For
5.5	Elect Director Edward R. Hamberger	Mgmt	For	For	For
5.6	Elect Director Matthew H. Paull	Mgmt	For	For	For
5.7	Elect Director Jane L. Peverett	Mgmt	For	For	For
5.8	Elect Director Andrea Robertson	Mgmt	For	For	For
5.9	Elect Director Gordon T. Trafton	Mgmt	For	For	For

Lancashire Holdings Ltd.

Meeting Date: 04/27/2022

Country: Bermuda

Ticker: LRE

Record Date: 03/31/2022

Meeting Type: Annual

Primary Security ID: G5361W104

Shares Voted: 118,022

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Peter Clarke as Director	Mgmt	For	For	For
5	Re-elect Michael Dawson as Director	Mgmt	For	For	For
6	Re-elect Simon Fraser as Director	Mgmt	For	For	For
7	Re-elect Natalie Kershaw as Director	Mgmt	For	For	For
8	Re-elect Robert Lusardi as Director	Mgmt	For	For	For
9	Re-elect Alex Maloney as Director	Mgmt	For	For	For
10	Elect Irene McDermott Brown as Director	Mgmt	For	For	For
11	Re-elect Sally Williams as Director	Mgmt	For	For	For
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of the Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	Mgmt	For	For	For

Lancashire Holdings Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorise Market Purchase of Common Shares	Mgmt	For	For	For

London Stock Exchange Group Plc

Meeting Date: 04/27/2022

Record Date: 04/25/2022

Primary Security ID: G5689U103

Country: United Kingdom

Meeting Type: Annual

Ticker: LSEG

Shares Voted: 582,055

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Climate Transition Plan	Mgmt	For	For	For
5	Re-elect Dominic Blakemore as Director	Mgmt	For	For	For
6	Re-elect Martin Brand as Director	Mgmt	For	For	For
7	Re=elect Erin Brown as Director	Mgmt	For	For	For
8	Re-elect Kathleen DeRose as Director	Mgmt	For	For	For
9	Re-elect Cressida Hogg as Director	Mgmt	For	For	For
10	Re-elect Anna Manz as Director	Mgmt	For	For	For
11	Re-elect Val Rahmani as Director	Mgmt	For	For	For
12	Re-elect Don Robert as Director	Mgmt	For	For	For
13	Re-elect David Schwimmer as Director	Mgmt	For	For	For
14	Re-elect Douglas Steenland as Director	Mgmt	For	For	For
15	Elect Tsega Gebreyes as Director	Mgmt	For	For	For
16	Elect Ashok Vaswani as Director	Mgmt	For	For	For
17	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
18	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

London Stock Exchange Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Primary Health Properties Plc

Meeting Date: 04/27/2022Country: United KingdomTicker: PHP

Record Date: 04/25/2022Meeting Type: Annual

Primary Security ID: G7240B186

Shares Voted: 119,297

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve the Company's Dividend Policy	Mgmt	For	For	For
4	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Re-elect Steven Owen as Director	Mgmt	For	For	For
7	Re-elect Harry Hyman as Director	Mgmt	For	For	For
8	Re-elect Richard Howell as Director	Mgmt	For	For	For
9	Re-elect Laure Duhot as Director	Mgmt	For	For	For
10	Re-elect Ian Krieger as Director	Mgmt	For	For	For
11	Elect Ivonne Cantu as Director	Mgmt	For	For	For
12	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
13	Approve Scrip Dividend Scheme	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Meeting Date: 04/27/2022

Record Date: 04/19/2022

Primary Security ID: W74857165

Country: Sweden

Meeting Type: Annual

Ticker: SAND

Shares Voted: 0					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote
3	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote
4	Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	Do Not Vote
5	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
6	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
7	Receive President's Report	Mgmt			
8	Receive Financial Statements and Statutory Reports	Mgmt			
9	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
10.1	Approve Discharge of Johan Molin	Mgmt	For	For	Do Not Vote
10.2	Approve Discharge of Jennifer Allerton	Mgmt	For	For	Do Not Vote
10.3	Approve Discharge of Claes Boustedt	Mgmt	For	For	Do Not Vote
10.4	Approve Discharge of Marika Fredriksson	Mgmt	For	For	Do Not Vote
10.5	Approve Discharge of Andreas Nordbrandt	Mgmt	For	For	Do Not Vote
10.6	Approve Discharge of Helena Stjernholm	Mgmt	For	For	Do Not Vote
10.7	Approve Discharge of Stefan Widing	Mgmt	For	For	Do Not Vote
10.8	Approve Discharge of Kai Warn	Mgmt	For	For	Do Not Vote
10.9	Approve Discharge of Johan Karlstrom	Mgmt	For	For	Do Not Vote
10.10	Approve Discharge of Thomas Karnstrom	Mgmt	For	For	Do Not Vote
10.11	Approve Discharge of Thomas Lilja	Mgmt	For	For	Do Not Vote
10.12	Approve Discharge of Thomas Andersson	Mgmt	For	For	Do Not Vote
10.13	Approve Discharge of Erik Knebel	Mgmt	For	For	Do Not Vote

Sandvik Aktiebolag

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.1	Approve Allocation of Income and Dividends of SEK 4.75 Per Share	Mgmt	For	For	Do Not Vote
11.2	Approve Distribution of Shares in Subsidiary Sandvik Materials Technology Holding AB to Shareholders	Mgmt	For	For	Do Not Vote
12	Determine Number of Directors (8) and Deputy Directors (0) of Board; Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For	Do Not Vote
13	Approve Remuneration of Directors in the Amount of SEK 2.75 Million for Chairman and SEK 740,000 for Other Directors; Approve Remuneration for Committee Work; Approve Remuneration for Auditor	Mgmt	For	For	Do Not Vote
14.1	Reelect Jennifer Allerton as Director	Mgmt	For	For	Do Not Vote
14.2	Reelect Claes Boustedt as Director	Mgmt	For	For	Do Not Vote
14.3	Reelect Marika Fredriksson as Director	Mgmt	For	For	Do Not Vote
14.4	Reelect Johan Molin as Director	Mgmt	For	For	Do Not Vote
14.5	Reelect Andreas Nordbrandt as Director	Mgmt	For	For	Do Not Vote
14.6	Reelect Helena Stjernholm as Director	Mgmt	For	For	Do Not Vote
14.7	Reelect Stefan Widing as Director	Mgmt	For	For	Do Not Vote
14.8	Reelect Kai Warn as Director	Mgmt	For	For	Do Not Vote
15	Reelect Johan Molin as Chair of the Board	Mgmt	For	For	Do Not Vote
16	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	Do Not Vote
17	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
18	Approve Performance Share Matching Plan for Key Employees	Mgmt	For	Against	Do Not Vote
19	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote
20	Amend Articles Re: Board-Related	Mgmt	For	For	Do Not Vote
21	Close Meeting	Mgmt			

The PNC Financial Services Group, Inc.

Meeting Date: 04/27/2022	Country: USA	Ticker: PNC
Record Date: 02/04/2022	Meeting Type: Annual	
Primary Security ID: 693475105		

The PNC Financial Services Group, Inc.

Shares Voted: 41,279

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Joseph Alvarado	Mgmt	For	For	For
1b	Elect Director Debra A. Cafaro	Mgmt	For	For	For
1c	Elect Director Marjorie Rodgers Cheshire	Mgmt	For	For	For
1d	Elect Director William S. Demchak	Mgmt	For	For	For
1e	Elect Director Andrew T. Feldstein	Mgmt	For	For	For
1f	Elect Director Richard J. Harshman	Mgmt	For	For	For
1g	Elect Director Daniel R. Hesse	Mgmt	For	For	For
1h	Elect Director Linda R. Medler	Mgmt	For	For	For
1i	Elect Director Robert A. Niblock	Mgmt	For	For	For
1j	Elect Director Martin Pfinsgraff	Mgmt	For	For	For
1k	Elect Director Bryan S. Salesky	Mgmt	For	For	For
1l	Elect Director Toni Townes-Whitley	Mgmt	For	For	For
1m	Elect Director Michael J. Ward	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Risk Management and Nuclear Weapon Industry	SH	Against	Against	Against

Activision Blizzard, Inc.

Meeting Date: 04/28/2022Country: USATicker: ATVI
Record Date: 03/14/2022Meeting Type: Special
Primary Security ID: 00507V109

Shares Voted: 111,382

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	For	For
3	Adjourn Meeting	Mgmt	For	For	For

AXA SA

Meeting Date: 04/28/2022Country: FranceTicker: CS
Record Date: 04/26/2022Meeting Type: Annual/Special
Primary Security ID: F06106102

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.54 per Share	Mgmt	For	For	For
4	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
5	Approve Compensation of Denis Duverne, Chairman of the Board	Mgmt	For	For	For
6	Approve Compensation of Thomas Buberl, CEO	Mgmt	For	For	For
7	Approve Remuneration Policy of CEO	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the proposed remuneration policy is warranted because: * The rationale supporting the increase of the pay package is not compelling; * Even if improved, the level of transparency on the bonus individual performance criteria still lies below best market standards; and * The policy maintains the possibility of a post-mandate vesting of awards, with no information on the application of a pro-rata principle.</i>					
8	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
11	Reelect Thomas Buberl as Director	Mgmt	For	For	For
12	Reelect Rachel Duan as Director	Mgmt	For	For	For
13	Reelect Andre Francois-Poncet as Director	Mgmt	For	For	For
14	Ratify Appointment of Clotilde Delbos as Director	Mgmt	For	For	For
15	Elect Gerald Harlin as Director	Mgmt	For	For	For
16	Elect Rachel Picard as Director	Mgmt	For	For	For
17	Appoint Ernst & Young Audit as Auditor	Mgmt	For	For	For
18	Appoint Picarle et Associes as Alternate Auditor	Mgmt	For	For	For
19	Approve Remuneration of Directors in the Aggregate Amount of EUR 2.1 Million	Mgmt	For	For	For
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For	For
23	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	For	For
24	Authorize up to 0.40 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Pension Contribution	Mgmt	For	For	For
25	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
26	Amend Article 10 of Bylaws Re: Directors Length of Term	Mgmt	For	For	For
27	Amend Article 3 of Bylaws Re: Corporate Purpose	Mgmt	For	For	For
28	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

British American Tobacco plc

Meeting Date: 04/28/2022 **Country:** United Kingdom **Ticker:** BATS
Record Date: 04/26/2022 **Meeting Type:** Annual
Primary Security ID: G1510J102

Shares Voted: 2,291,343

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Re-elect Luc Jobin as Director	Mgmt	For	For	For
7	Re-elect Jack Bowles as Director	Mgmt	For	For	For
8	Re-elect Tadeu Marroco as Director	Mgmt	For	For	For
9	Re-elect Sue Farr as Director	Mgmt	For	For	For
10	Re-elect Karen Guerra as Director	Mgmt	For	For	For
11	Re-elect Holly Keller Koeppel as Director	Mgmt	For	For	For
12	Re-elect Savio Kwan as Director	Mgmt	For	For	For

British American Tobacco plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Re-elect Dimitri Panayotopoulos as Director	Mgmt	For	For	For
14	Re-elect Darrell Thomas as Director	Mgmt	For	For	For
15	Elect Kandy Anand as Director	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

CLS Holdings Plc

Meeting Date: 04/28/2022	Country: United Kingdom	Ticker: CLI
Record Date: 04/26/2022	Meeting Type: Annual	
Primary Security ID: G2212D187		

Shares Voted: 2,253,206					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Lennart Sten as Director	Mgmt	For	For	For
5	Re-elect Anna Seeley as Director	Mgmt	For	Against	Against
Voting Policy Rationale: Items 4 and 6-10 A vote FOR the re-election of Lennart Sten, Fredrik Widlund, Andrew Kirkman, Elizabeth Edwards, Bill Holland, and Denise Jagger is warranted as no significant concerns have been identified. Items 5, 11, and 12 A vote AGAINST the re-election of Anna Seeley, Christopher Jarvis, and Bengt Mortstedt is warranted because: * The Directors are non-independent NEDs and as in the previous year, the Board's composition is not compliant with the Code for a Company of this size.					
6	Re-elect Fredrik Widlund as Director	Mgmt	For	For	For
7	Re-elect Andrew Kirkman as Director	Mgmt	For	For	For
8	Re-elect Elizabeth Edwards as Director	Mgmt	For	For	For
9	Re-elect Bill Holland as Director	Mgmt	For	For	For
10	Re-elect Denise Jagger as Director	Mgmt	For	For	For
11	Re-elect Christopher Jarvis as Director	Mgmt	For	Against	Against
Voting Policy Rationale: Items 4 and 6-10 A vote FOR the re-election of Lennart Sten, Fredrik Widlund, Andrew Kirkman, Elizabeth Edwards, Bill Holland, and Denise Jagger is warranted as no significant concerns have been identified. Items 5, 11, and 12 A vote AGAINST the re-election of Anna Seeley, Christopher Jarvis, and Bengt Mortstedt is warranted because: * The Directors are non-independent NEDs and as in the previous year, the Board's composition is not compliant with the Code for a Company of this size.					

CLS Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Re-elect Bengt Mortstedt as Director	Mgmt	For	Against	Against
Voting Policy Rationale: Items 4 and 6-10 A vote FOR the re-election of Lennart Sten, Fredrik Widlund, Andrew Kirkman, Elizabeth Edwards, Bill Holland, and Denise Jagger is warranted as no significant concerns have been identified. Items 5, 11, and 12 A vote AGAINST the re-election of Anna Seeley, Christopher Jarvis, and Bengt Mortstedt is warranted because: * The Directors are non-independent NEDs and as in the previous year, the Board's composition is not compliant with the Code for a Company of this size.					
13	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
19	Adopt New Articles of Association	Mgmt	For	For	For

Coventry Building Society

Meeting Date: 04/28/2022Country: United KingdomTicker: CVBP

Record Date: 04/26/2022Meeting Type: Annual

Primary Security ID: G2479PHJ7

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Refer	
2	Approve Remuneration Report	Mgmt	For	Refer	
3	Reappoint PricewaterhouseCoopers UK as Auditors	Mgmt	For	Refer	
4	Approve Adoption of a Climate Action Plan and that the Society Shall Report Annually Within its Sustainability Report	Mgmt	For	Refer	
5	Amend Rules of the Society	Mgmt	For	Refer	
6	Elect Lee John Raybould as Director	Mgmt	For	Refer	
7	Re-elect Iraj Amiri as Director	Mgmt	For	Refer	
8	Re-elect Catherine Doran as Director	Mgmt	For	Refer	
9	Re-elect Peter Frost as Director	Mgmt	For	Refer	
10	Re-elect Stephen Hughes as Director	Mgmt	For	Refer	
11	Re-elect Joanne Kenrick as Director	Mgmt	For	Refer	
12	Re-elect Shamira Mohammed as Director	Mgmt	For	Refer	

Coventry Building Society

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Re-elect Brendan O'Connor as Director	Mgmt	For	Refer	
14	Re-elect Martin Stewart as Director	Mgmt	For	Refer	

CRH Plc

Meeting Date: 04/28/2022	Country: Ireland	Ticker: CRH
Record Date: 04/24/2022	Meeting Type: Annual	
Primary Security ID: G25508105		

Shares Voted: 591,537

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Remuneration Policy	Mgmt	For	For	For
5	Approve Increase in Limit on the Aggregate Amount of Fees Payable to Directors	Mgmt	For	For	For
6a	Re-elect Richie Boucher as Director	Mgmt	For	For	For
6b	Re-elect Caroline Dowling as Director	Mgmt	For	For	For
6c	Re-elect Richard Fearon as Director	Mgmt	For	For	For
6d	Re-elect Johan Karlstrom as Director	Mgmt	For	For	For
6e	Re-elect Shaun Kelly as Director	Mgmt	For	For	For
6f	Elect Badar Khan as Director	Mgmt	For	For	For
6g	Re-elect Lamar McKay as Director	Mgmt	For	For	For
6h	Re-elect Albert Manifold as Director	Mgmt	For	For	For
6i	Elect Jim Mintern as Director	Mgmt	For	For	For
6j	Re-elect Gillian Platt as Director	Mgmt	For	For	For
6k	Re-elect Mary Rhinehart as Director	Mgmt	For	For	For
6l	Re-elect Siobhan Talbot as Director	Mgmt	For	For	For
7	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
8	Ratify Deloitte Ireland LLP as Auditors	Mgmt	For	For	For
9	Authorise Issue of Equity	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
13	Authorise Reissuance of Treasury Shares	Mgmt	For	For	For

Meeting Date: 04/28/2022	Country: United Kingdom	Ticker: DVO
Record Date: 04/26/2022	Meeting Type: Annual	
Primary Security ID: G2743R101		

Shares Voted: 4,867,533

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Steve Good as Director	Mgmt	For	For	For
4	Re-elect Rutger Helbing as Director	Mgmt	For	For	For
5	Re-elect Rohan Cummings as Director	Mgmt	For	For	For
6	Re-elect Jeremy Burks as Director	Mgmt	For	For	For
7	Re-elect Lesley Jackson as Director	Mgmt	For	For	For
8	Elect Rikke Mikkelsen as Director	Mgmt	For	For	For
9	Re-elect Malcolm Swift as Director	Mgmt	For	For	For
10	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Approve Remuneration Report	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Glencore Plc

Meeting Date: 04/28/2022

Record Date: 04/26/2022

Primary Security ID: G39420107

Country: Jersey

Meeting Type: Annual

Ticker: GLEN

Shares Voted: 9,965,275

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Reduction of Capital Contribution Reserves	Mgmt	For	For	For
3	Re-elect Kalidas Madhavpeddi as Director	Mgmt	For	For	For
4	Re-elect Peter Coates as Director	Mgmt	For	For	For
5	Re-elect Martin Gilbert as Director	Mgmt	For	For	For
6	Re-elect Gill Marcus as Director	Mgmt	For	For	For
7	Re-elect Patrice Merrin as Director	Mgmt	For	For	For
8	Re-elect Cynthia Carroll as Director	Mgmt	For	For	For
9	Elect Gary Nagle as Director	Mgmt	For	For	For
10	Elect David Wormsley as Director	Mgmt	For	For	For
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Approve Climate Progress Report	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the Climate Progress Report is warranted because: * There are concerns over the Company's activities around thermal coal, which accounts for the majority of its Scope 3 emissions. * Further, the Company's lobbying would appear to run counter to the Paris goals, as highlighted by Glencore having been identified as one of the ten most obstructive companies in terms of global climate policy action.					
14	Approve Remuneration Report	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Hammerson Plc

Meeting Date: 04/28/2022

Record Date: 04/26/2022

Primary Security ID: G4273Q164

Country: United Kingdom

Meeting Type: Annual

Ticker: HMSO

Shares Voted: 18,101,853

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Approve Enhanced Scrip Dividend Alternative	Mgmt	For	For	For
5	Elect Habib Annous as Director	Mgmt	For	For	For
6	Elect Himanshu Raja as Director	Mgmt	For	For	For
7	Re-elect Mike Butterworth as Director	Mgmt	For	For	For
8	Re-elect Meka Brunel as Director	Mgmt	For	For	For
9	Re-elect Desmond de Beer as Director	Mgmt	For	For	For
10	Re-elect Rita-Rose Gagne as Director	Mgmt	For	For	For
11	Re-elect Adam Metz as Director	Mgmt	For	For	For
12	Re-elect Robert Noel as Director	Mgmt	For	For	For
13	Re-elect Carol Welch as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Meeting Date: 04/28/2022Country: United KingdomTicker: ITV

Record Date: 04/26/2022Meeting Type: Annual

Primary Security ID: G4984A110

Shares Voted: 9,965,365

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	Against

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Salman Amin as Director	Mgmt	For	For	For
5	Re-elect Peter Bazalgette as Director	Mgmt	For	For	For
6	Re-elect Edward Bonham Carter as Director	Mgmt	For	For	For
7	Re-elect Graham Cooke as Director	Mgmt	For	For	For
8	Re-elect Margaret Ewing as Director	Mgmt	For	For	For
9	Re-elect Mary Harris as Director	Mgmt	For	For	For
10	Re-elect Chris Kennedy as Director	Mgmt	For	For	For
11	Re-elect Anna Manz as Director	Mgmt	For	For	For
12	Re-elect Carolyn McCall as Director	Mgmt	For	For	For
13	Re-elect Sharmila Nebhrajani as Director	Mgmt	For	For	For
14	Re-elect Duncan Painter as Director	Mgmt	For	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Johnson & Johnson

Meeting Date: 04/28/2022	Country: USA	Ticker: JNJ
Record Date: 03/01/2022	Meeting Type: Annual	
Primary Security ID: 478160104		

Shares Voted: 204,035

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Darius Adamczyk	Mgmt	For	For	For
1b	Elect Director Mary C. Beckerle	Mgmt	For	For	For

Johnson & Johnson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director D. Scott Davis	Mgmt	For	For	For
1d	Elect Director Ian E. L. Davis	Mgmt	For	For	For
1e	Elect Director Jennifer A. Doudna	Mgmt	For	For	For
1f	Elect Director Joaquin Duato	Mgmt	For	For	For
1g	Elect Director Alex Gorsky	Mgmt	For	For	For
1h	Elect Director Marillyn A. Hewson	Mgmt	For	For	For
1i	Elect Director Hubert Joly	Mgmt	For	For	For
1j	Elect Director Mark B. McClellan	Mgmt	For	For	For
1k	Elect Director Anne M. Mulcahy	Mgmt	For	For	For
1l	Elect Director A. Eugene Washington	Mgmt	For	For	For
1m	Elect Director Mark A. Weinberger	Mgmt	For	For	For
1n	Elect Director Nadja Y. West	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Adopt a Mandatory Arbitration Bylaw *Withdrawn Resolution*	SH			
6	Report on a Civil Rights, Equity, Diversity and Inclusion Audit	SH	Against	Against	Against
7	Oversee and Report a Racial Equity Audit	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Johnson & Johnson's efforts to address the issue of racial inequality for its stakeholders and its management of related risks.</i>					
8	Report on Government Financial Support and Access to COVID-19 Vaccines and Therapeutics	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as reporting on the impact of public funding on the company's pricing and access plans would allow shareholders to better assess the company's management of related risks throughout the expected lifetime of the vaccine.</i>					
9	Report on Public Health Costs of Limited Sharing of Vaccine Technology	SH	Against	Against	Against
10	Discontinue Global Sales of Baby Powder Containing Talc	SH	Against	Against	Against
11	Report on Charitable Contributions	SH	Against	Against	Against
12	Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as more comprehensive information comparing Johnson & Johnson's public policy statement on Universal Health Coverage and its political contributions and lobbying efforts would benefit shareholders in assessing its management of related risks.</i>					

Johnson & Johnson

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Adopt Policy to Include Legal and Compliance Costs in Incentive Compensation Metrics	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted in light of the significant shareholder concerns recently raised regarding the company's exclusion of certain litigation-related costs from the executive compensation program, along with the magnitude of recent litigation expenses and the continued exclusion of a similar expense from the 2021 incentive program. Given that the proposal would provide the board with flexibility to adjust the application of the policy in individual circumstances, with an explanation to shareholders, the request is not viewed as overly prescriptive.</i>					
14	Consider Pay Disparity Between Executives and Other Employees	SH	Against	Against	Against

Kering SA

Meeting Date: 04/28/2022 **Country:** France **Ticker:** KER
Record Date: 04/26/2022 **Meeting Type:** Annual/Special
Primary Security ID: F5433L103

Shares Voted: 6,421

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 12 per Share	Mgmt	For	For	For
4	Reelect Daniela Riccardi as Director	Mgmt	For	For	For
5	Elect Veronique Weill as Director	Mgmt	For	For	For
6	Elect Yonca Dervisoglu as Director	Mgmt	For	For	For
7	Elect Serge Weinberg as Director	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Francois-Henri Pinault, Chairman and CEO	Mgmt	For	For	For
10	Approve Compensation of Jean-Francois Palus, Vice-CEO	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because: * The company does not provide clear information on the achievement of the performance conditions for the KMUs vested under the plan 2017 and 2018. * Jean-François Palus received an exceptional payment amounting to EUR 9,344,000 and the company failed to provide a compelling rationale.</i>					
11	Approve Remuneration Policy of Executive Corporate Officers	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the remuneration policy for executive corporate officers (item 11) is warranted because: * The target and max bonus opportunities for both corporate officers increased and the company failed to provide a compelling rationale; * The target and max LTIP opportunities for both corporate officers increased and the company failed to provide a compelling rationale. A vote FOR the remuneration policy for non-executive corporate officers is warranted because it does not raise any significant concern.</i>					

Kering SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For
13	Appoint PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
14	Appoint Emmanuel Benoist as Alternate Auditor	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
16	Extraordinary Business	Mgmt			
	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans with Performance Conditions Attached	Mgmt	For	For	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans for Employees of International Subsidiaries	Mgmt	For	For	For
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Kerry Group Plc

Meeting Date: 04/28/2022

Record Date: 04/24/2022

Primary Security ID: G52416107

Country: Ireland

Meeting Type: Annual

Ticker: KRZ

Shares Voted: 19,581

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3a	Elect Fiona Dawson as Director	Mgmt	For	For	For
3b	Elect Michael Kerr as Director	Mgmt	For	For	For
4a	Re-elect Gerry Behan as Director	Mgmt	For	For	For
4b	Re-elect Dr Hugh Brady as Director	Mgmt	For	For	For
4c	Re-elect Dr Karin Dorrepaal as Director	Mgmt	For	For	For
4d	Re-elect Emer Gilvarry as Director	Mgmt	For	For	For
4e	Re-elect Marguerite Larkin as Director	Mgmt	For	For	For
4f	Re-elect Tom Moran as Director	Mgmt	For	For	For
4g	Re-elect Christopher Rogers as Director	Mgmt	For	For	For
4h	Re-elect Edmond Scanlon as Director	Mgmt	For	For	For

Kerry Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4i	Re-elect Jinlong Wang as Director	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Approve Increase in the Limit for Non-executive Directors' Fees	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For
11	Authorise Market Purchase of A Ordinary Shares	Mgmt	For	For	For
12	Adopt New Memorandum of Association	Mgmt	For	For	For

Marshalls Plc

Meeting Date: 04/28/2022

Country: United Kingdom

Ticker: MSLH

Record Date: 04/26/2022

Meeting Type: Special

Primary Security ID: G58718100

Shares Voted: 3,803,848

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Acquisition of Marley Group Plc	Mgmt	For	For	For

Muenchener Rueckversicherung-Gesellschaft AG

Meeting Date: 04/28/2022

Country: Germany

Ticker: MUV2

Record Date:

Meeting Type: Annual

Primary Security ID: D55535104

Shares Voted: 765

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 11.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For

Muenchener Rueckversicherung-Gesellschaft AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022 and for the Review of the Interim Financial Statements for Fiscal Year 2022 and First Quarter of Fiscal Year 2023	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Amend Articles re: Changing Name of Supervisory Board Committee	Mgmt	For	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 11.00 per Share	Mgmt	For	For	
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022 and for the Review of the Interim Financial Statements for Fiscal Year 2022 and First Quarter of Fiscal Year 2023	Mgmt	For	For	
6	Approve Remuneration Report	Mgmt	For	For	
7	Amend Articles re: Changing Name of Supervisory Board Committee	Mgmt	For	For	
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	

NatWest Group Plc

Meeting Date: 04/28/2022

Record Date: 04/26/2022

Primary Security ID: G6422B105

Country: United Kingdom

Meeting Type: Annual

Ticker: NWG

Shares Voted: 6,253,955

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Howard Davies as Director	Mgmt	For	For	For
6	Re-elect Alison Rose-Slade as Director	Mgmt	For	For	For
7	Re-elect Katie Murray as Director	Mgmt	For	For	For
8	Re-elect Frank Dageard as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Items 5-7 & 9-15 A vote FOR these candidates is considered warranted as no significant concerns have been identified. Item 8 A vote AGAINST the re-election of Frank Dageard is considered warranted: * In addition to his role as NED of the Company, Frank Dageard serves on boards of three other publicly listed companies, in particular, as Board Chair in two of those. This could potentially compromise his ability to commit sufficient time to his role at NatWest Group Plc.</i>					
9	Re-elect Patrick Flynn as Director	Mgmt	For	For	For
10	Re-elect Morten Friis as Director	Mgmt	For	For	For
11	Re-elect Robert Gillespie as Director	Mgmt	For	For	For
12	Re-elect Yasmin Jetha as Director	Mgmt	For	For	For
13	Re-elect Mike Rogers as Director	Mgmt	For	For	For
14	Re-elect Mark Seligman as Director	Mgmt	For	For	For
15	Re-elect Lena Wilson as Director	Mgmt	For	For	For
16	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
17	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Issue of Equity in Connection with Equity Convertible Notes	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with Equity Convertible Notes	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
24	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For
27	Authorise Off-Market Purchase of Preference Shares	Mgmt	For	For	For

NatWest Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
28	Approve Climate Strategy	Mgmt	For	For	For

Pfizer Inc.

Meeting Date: 04/28/2022	Country: USA	Ticker: PFE
Record Date: 03/02/2022	Meeting Type: Annual	
Primary Security ID: 717081103		

Shares Voted: 525,508

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ronald E. Blaylock	Mgmt	For	For	For
1.2	Elect Director Albert Bourla	Mgmt	For	For	For
1.3	Elect Director Susan Desmond-Hellmann	Mgmt	For	For	For
1.4	Elect Director Joseph J. Echevarria	Mgmt	For	For	For
1.5	Elect Director Scott Gottlieb	Mgmt	For	For	For
1.6	Elect Director Helen H. Hobbs	Mgmt	For	For	For
1.7	Elect Director Susan Hockfield	Mgmt	For	For	For
1.8	Elect Director Dan R. Littman	Mgmt	For	For	For
1.9	Elect Director Shantanu Narayen	Mgmt	For	For	For
1.10	Elect Director Suzanne Nora Johnson	Mgmt	For	For	For
1.11	Elect Director James Quincey	Mgmt	For	For	For
1.12	Elect Director James C. Smith	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Proxy Access Right	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed elimination of the 20-shareholder aggregation limit would improve the company's existing proxy access right for shareholders.					
5	Report on Congruency of Political Electioneering Expenditures with Company Values and Policies	SH	Against	Against	Against
6	Report on Feasibility of Technology Transfer to Boost Covid-19 Vaccine Production	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as the company has faced recent criticism for its role in global COVID-19 vaccine inequity and additional information would allow shareholders to understand how the company is managing related risks.					
7	Report on Board Oversight of Risks Related to Anticompetitive Practices	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anticompetitive practices, particularly in light of Pfizer's involvement in related controversies.					

Pfizer Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Report on Public Health Costs of Limited Sharing of Vaccine Technology	SH	Against	Against	Against

Public Storage

Meeting Date: 04/28/2022	Country: USA	Ticker: PSA
Record Date: 02/28/2022	Meeting Type: Annual	
Primary Security ID: 74460D109		

Shares Voted: 12,722

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ronald L. Havner, Jr.	Mgmt	For	For	For
1b	Elect Director Tamara Hughes Gustavson	Mgmt	For	For	For
1c	Elect Director Leslie S. Heisz	Mgmt	For	For	For
1d	Elect Director Michelle Millstone-Shroff	Mgmt	For	For	For
1e	Elect Director Shankh S. Mitra	Mgmt	For	For	For
1f	Elect Director David J. Neithercut	Mgmt	For	For	For
1g	Elect Director Rebecca Owen	Mgmt	For	For	For
1h	Elect Director Kristy M. Pipes	Mgmt	For	For	For
1i	Elect Director Avedick B. Poladian	Mgmt	For	For	For
1j	Elect Director John Reyes	Mgmt	For	For	For
1k	Elect Director Joseph D. Russell, Jr.	Mgmt	For	For	For
1l	Elect Director Tariq M. Shaukat	Mgmt	For	For	For
1m	Elect Director Ronald P. Spogli	Mgmt	For	For	For
1n	Elect Director Paul S. Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Eliminate Supermajority Voting Requirements to Amend the Declaration of Trust	Mgmt	For	For	For

Robert Walters Plc

Meeting Date: 04/28/2022	Country: United Kingdom	Ticker: RWA
Record Date: 04/26/2022	Meeting Type: Annual	
Primary Security ID: G7608T118		

Shares Voted: 81,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Ron Mobed as Director	Mgmt	For	For	For
5	Re-elect Robert Walters as Director	Mgmt	For	For	For
6	Re-elect Alan Bannatyne as Director	Mgmt	For	For	For
7	Re-elect Tanith Dodge as Director	Mgmt	For	For	For
8	Re-elect Steven Cooper as Director	Mgmt	For	For	For
9	Elect Matt Ashley as Director	Mgmt	For	For	For
10	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Meeting Date: 04/28/2022Country: GermanyTicker: RWE
Record Date: 04/06/2022Meeting Type: Annual
Primary Security ID: D6629K109

Shares Voted: 62,227

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.90 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Markus Krebber for Fiscal Year 2021	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Michael Mueller for Fiscal Year 2021	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.3	Approve Discharge of Management Board Member Rolf Schmitz (until April 30, 2021) for Fiscal Year 2021	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Zvezdana Seeger for Fiscal Year 2021	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Werner Brandt for Fiscal Year 2021	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Ralf Sikorski for Fiscal Year 2021	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Michael Bochinsky for Fiscal Year 2021	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Sandra Bossemeyer for Fiscal Year 2021	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Martin Broeker (until September 15, 2021) for Fiscal Year 2021	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Frank Bsirske (until September 15, 2021) for Fiscal Year 2021	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Hans Buenting (from April 28, 2021) for Fiscal Year 2021	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Anja Dubbert (until September 15, 2021) for Fiscal Year 2021	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Matthias Duerbaum for Fiscal Year 2021	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Ute Gerbaulet for Fiscal Year 2021	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Hans-Peter Keitel for Fiscal Year 2021	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Monika Kircher for Fiscal Year 2021	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Thomas Kufen (from October 18, 2021)for Fiscal Year 2021	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Reiner van Limbeck (from September 15, 2021) for Fiscal Year 2021	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Harald Louis for Fiscal Year 2021	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.16	Approve Discharge of Supervisory Board Member Dagmar Muehlenfeld (until April 28, 2021) for Fiscal Year 2021	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Peter Ottmann (until April 28, 2021) for Fiscal Year 2021	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Dagmar Paasch (from September 15, 2021) for Fiscal Year 2021	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Guenther Schartz (until September 30, 2021) for Fiscal Year 2021	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Erhard Schipporeit for Fiscal Year 2021	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Dirk Schumacher (from September 15, 2021) for Fiscal Year 2021	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member Wolfgang Schuessel (until April 28, 2021) for Fiscal Year 2021	Mgmt	For	For	For
4.23	Approve Discharge of Supervisory Board Member Ullrich Sierau for Fiscal Year 2021	Mgmt	For	For	For
4.24	Approve Discharge of Supervisory Board Member Hauke Stars (from April 28, 2021) for Fiscal Year 2021	Mgmt	For	For	For
4.25	Approve Discharge of Supervisory Board Member Helle Valentin (from April 28, 2021) for Fiscal Year 2021	Mgmt	For	For	For
4.26	Approve Discharge of Supervisory Board Member Andreas Wagner (from September 15, 2021) for Fiscal Year 2021	Mgmt	For	For	For
4.27	Approve Discharge of Supervisory Board Member Marion Weckes for Fiscal Year 2021	Mgmt	For	For	For
4.28	Approve Discharge of Supervisory Board Member Leonhard Zubrowski (until September 15, 2021) for Fiscal Year 2021	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2022	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Elect Thomas Kufen to the Supervisory Board	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Shareholder Proposals Submitted by ENKRAFT IMPACTIVE GmbH & Co. KG	Mgmt			
	Approve Binding Instruction to Prepare Spin-Off of RWE Power AG	SH	Against	Against	Against

Schroders Plc

Meeting Date: 04/28/2022Country: United KingdomTicker: SDR

Record Date: 04/26/2022Meeting Type: Annual

Primary Security ID: G78602136

Shares Voted: 24,811

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Elect Dame Elizabeth Corley as Director	Mgmt	For	For	For
5	Re-elect Peter Harrison as Director	Mgmt	For	For	For
6	Re-elect Richard Keers as Director	Mgmt	For	For	For
7	Re-elect Ian King as Director	Mgmt	For	For	For
8	Re-elect Sir Damon Buffini as Director	Mgmt	For	For	For
9	Re-elect Rhian Davies as Director	Mgmt	For	For	For
10	Re-elect Rakhi Goss-Custard as Director	Mgmt	For	For	For
11	Re-elect Deborah Waterhouse as Director	Mgmt	For	For	For
12	Re-elect Matthew Westerman as Director	Mgmt	For	For	For
13	Re-elect Claire Fitzalan Howard as Director	Mgmt	For	For	For
14	Re-elect Leonie Schroder as Director	Mgmt	For	For	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Market Purchase of Non-Voting Ordinary Shares	Mgmt	For	For	For

Schroders Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Synthomer Plc

Meeting Date: 04/28/2022	Country: United Kingdom	Ticker: SYNT
Record Date: 04/26/2022	Meeting Type: Annual	
Primary Security ID: G8650C102		

Shares Voted: 95,385

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Stephen Bennett as Director	Mgmt	For	For	For
5	Re-elect Alexander Catto as Director	Mgmt	For	For	For
6	Re-elect Dato' Lee Hau Hian as Director	Mgmt	For	For	For
7	Re-elect Brendan Connolly as Director	Mgmt	For	For	For
8	Re-elect Holly Van Deursen as Director	Mgmt	For	For	For
9	Re-elect Cynthia Dubin as Director	Mgmt	For	For	For
10	Re-elect Caroline Johnstone as Director	Mgmt	For	For	For
11	Elect Michael Willome as Director	Mgmt	For	For	For
12	Elect Roberto Gualdoni as Director	Mgmt	For	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Texas Instruments Incorporated

Meeting Date: 04/28/2022

Record Date: 03/02/2022

Primary Security ID: 882508104

Country: USA

Meeting Type: Annual

Ticker: TXN

Shares Voted: 55,395

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mark A. Blinn	Mgmt	For	For	For
1b	Elect Director Todd M. Bluedorn	Mgmt	For	For	For
1c	Elect Director Janet F. Clark	Mgmt	For	For	For
1d	Elect Director Carrie S. Cox	Mgmt	For	For	For
1e	Elect Director Martin S. Craighead	Mgmt	For	For	For
1f	Elect Director Jean M. Hobby	Mgmt	For	For	For
1g	Elect Director Michael D. Hsu	Mgmt	For	For	For
1h	Elect Director Haviv Ilan	Mgmt	For	For	For
1i	Elect Director Ronald Kirk	Mgmt	For	For	For
1j	Elect Director Pamela H. Patsley	Mgmt	For	For	For
1k	Elect Director Robert E. Sanchez	Mgmt	For	For	For
1l	Elect Director Richard K. Templeton	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted, as lowering the threshold to call special meetings would enhance the rights of shareholders.

The Weir Group Plc

Meeting Date: 04/28/2022

Record Date: 04/26/2022

Primary Security ID: G95248137

Country: United Kingdom

Meeting Type: Annual

Ticker: WEIR

Shares Voted: 480,700

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Jon Stanton as Director	Mgmt	For	For	For

The Weir Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Re-elect John Heasley as Director	Mgmt	For	For	For
7	Re-elect Barbara Jeremiah as Director	Mgmt	For	For	For
8	Re-elect Clare Chapman as Director	Mgmt	For	For	For
9	Re-elect Engelbert Haan as Director	Mgmt	For	For	For
10	Re-elect Mary Jo Jacobi as Director	Mgmt	For	For	For
11	Re-elect Ben Magara as Director	Mgmt	For	For	For
12	Re-elect Sir Jim McDonald as Director	Mgmt	For	For	For
13	Re-elect Srinivasan Venkatakrishnan as Director	Mgmt	For	For	For
14	Re-elect Stephen Young as Director	Mgmt	For	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Umicore

Meeting Date: 04/28/2022	Country: Belgium	Ticker: UMI
Record Date: 04/14/2022	Meeting Type: Annual/Special	
Primary Security ID: B95505184		

Shares Voted: 11,350

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A.1	Annual/Special Meeting Agenda	Mgmt			
	Ordinary Shareholders' Meeting Agenda	Mgmt			
	Receive Supervisory Board's and Auditors' Reports (Non-Voting)	Mgmt			

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A.2	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * There is a lack of disclosure regarding the weights and ex-post performance assessment of STI performance metrics * The company offered an excessive termination benefit of EUR 1.8 million beyond his regular pay package to the former CEO without providing a compelling rationale * A sign-on bonus was awarded of EUR 1 million without full background on the rationale. However, we do note that the company provided forward looking clear disclosure on the FY2022 STI performance metrics and weights.</i></p>					
A.3	Approve Remuneration Policy	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted, based on: * The company does not provide clear disclosure on the STI and LTI targets and caps, which may allow for discretion by the board; * The performance metric 'ROCE' is used for both the STI and the LTI plan which may risk for double dipping regarding the same performance; * One part of the LTI award is in free Umicore shares, granted at the discretion of the supervisory board. While the granted shares have a lock up period of three years, providing discretionary awards without any performance conditions is not considered best practice. However, we do note that the company replaced the current deferred cash compensation plan with a performance share unit plan (PSU plan) for the long-term variable remuneration with clearly defined performance metrics and targets, which is considered an improvement. Furthermore, the company provides clear disclosure on the weights and targets of STI financial and non-financial metrics, including well defined sustainability metrics in accordance with the company's ESG strategy.</i></p>					
A.4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 0.80 per Share	Mgmt	For	For	For
A.5	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
A.6	Approve Discharge of Supervisory Board	Mgmt	For	For	For
A.7	Approve Discharge of Auditors	Mgmt	For	For	For
A.8.1	Reelect Francoise Chombar as an Independent Member of the Supervisory Board	Mgmt	For	For	For
A.8.2	Reelect Laurent Raets as Member of the Supervisory Board	Mgmt	For	For	For
A.8.3	Elect Alison Henwood as an Independent Member of the Supervisory Board	Mgmt	For	For	For
A.9	Approve Remuneration of the Members of the Supervisory Board	Mgmt	For	For	For
	Special Shareholders' Meeting Agenda	Mgmt			
B.1	Approve Change-of-Control Clause Re: Sustainability-linked Revolving Facility Agreement	Mgmt	For	For	For
	Extraordinary Shareholders' Meeting Agenda	Mgmt			
C.1	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
C.2	Renew Authorization to Increase Share Capital within the Framework of Authorized Capital	Mgmt	For	For	For

Abbott Laboratories

Meeting Date: 04/29/2022

Country: USA

Ticker: ABT

Record Date: 03/02/2022

Meeting Type: Annual

Primary Security ID: 002824100

Shares Voted: 157,829

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Robert J. Alpern	Mgmt	For	For	For
1.2	Elect Director Sally E. Blount	Mgmt	For	For	For
1.3	Elect Director Robert B. Ford	Mgmt	For	For	For
1.4	Elect Director Paola Gonzalez	Mgmt	For	For	For
1.5	Elect Director Michelle A. Kumbier	Mgmt	For	For	For
1.6	Elect Director Darren W. McDew	Mgmt	For	For	For
1.7	Elect Director Nancy McKinstry	Mgmt	For	For	For
1.8	Elect Director William A. Osborn	Mgmt	For	For	For
1.9	Elect Director Michael F. Roman	Mgmt	For	For	For
1.10	Elect Director Daniel J. Starks	Mgmt	For	For	For
1.11	Elect Director John G. Stratton	Mgmt	For	For	For
1.12	Elect Director Glenn F. Tilton	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.					
5	Require Independent Board Chair	SH	Against	Against	Against
6	Adopt Policy on 10b5-1 Plans	SH	Against	For	For
Voting Policy Rationale: A vote FOR the proposal is warranted. The proposed safeguards would improve the principles of the 10b5-1 plans held by the company and are not considered overly burdensome.					
7	Report on Lobbying Payments and Policy	SH	Against	Against	Against
8	Report on Public Health Costs of Antimicrobial Resistance	SH	Against	Against	Against

ASML Holding NV

Meeting Date: 04/29/2022Country: NetherlandsTicker: ASML

Record Date: 04/01/2022Meeting Type: Annual

Primary Security ID: N07059202

Shares Voted: 26,076

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Discuss the Company's Business, Financial Situation and Sustainability	Mgmt			
3a	Approve Remuneration Report	Mgmt	For	For	For
3b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
3c	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3d	Approve Dividends of EUR 5.50 Per Share	Mgmt	For	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Approve Number of Shares for Management Board	Mgmt	For	For	For
6	Amend Remuneration Policy for Management Board	Mgmt	For	For	For
7a	Announce Intention to Reappoint P.T.F.M. Wennink to Management Board	Mgmt			
7b	Announce Intention to Reappoint M.A. van den Brink to Management Board	Mgmt			
7c	Announce Intention to Reappoint F.J.M. Schneider-Maunoury to Management Board	Mgmt			
7d	Announce Intention to Reappoint C.D. Fouquet to Management Board	Mgmt			
7e	Announce Intention to Reappoint R.J.M. Dassen to Management Board	Mgmt			
8a	Announce Vacancies on the Supervisory Board	Mgmt			
8b	Opportunity to Make Recommendations	Mgmt			
8c	Announce Recommendation to Reappoint T.L. Kelly and Appoint A.F.M. Everke and A.L. Steegen as Members of the Supervisory Board	Mgmt			
8d	Reelect T.L. Kelly to Supervisory Board	Mgmt	For	For	For
8e	Elect A.F.M. Everke to Supervisory Board	Mgmt	For	For	For
8f	Elect A.L. Steegen to Supervisory Board	Mgmt	For	For	For
8g	Discuss Composition of the Supervisory Board	Mgmt			
9	Ratify KPMG Accountants N.V. as Auditors for the Reporting Years 2023 and 2024	Mgmt	For	For	For
10	Ratify Deloitte Accountants B.V. as Auditors for the Reporting Year 2025	Mgmt			
11	Amend Articles of Association	Mgmt	For	For	For

ASML Holding NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12a	Grant Board Authority to Issue Shares Up to 5 Percent of Issued Capital Plus Additional 5 Percent in Case of Merger or Acquisition	Mgmt	For	For	For
12b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
14	Authorize Cancellation of Repurchased Shares	Mgmt	For	For	For
15	Other Business (Non-Voting)	Mgmt			
16	Close Meeting	Mgmt			

AstraZeneca Plc

Meeting Date: 04/29/2022Country: United KingdomTicker: AZN

Record Date: 04/27/2022Meeting Type: Annual

Primary Security ID: G0593M107

Shares Voted: 2,836,552

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Dividends	Mgmt	For	For	For
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5a	Re-elect Leif Johansson as Director	Mgmt	For	For	For
5b	Re-elect Pascal Soriot as Director	Mgmt	For	For	For
5c	Elect Aradhana Sarin as Director	Mgmt	For	For	For
5d	Re-elect Philip Broadley as Director	Mgmt	For	For	For
5e	Re-elect Euan Ashley as Director	Mgmt	For	For	For
5f	Re-elect Michel Demare as Director	Mgmt	For	For	For
5g	Re-elect Deborah DiSanzo as Director	Mgmt	For	For	For
5h	Re-elect Diana Layfield as Director	Mgmt	For	For	For
5i	Re-elect Sheri McCoy as Director	Mgmt	For	For	For
5j	Re-elect Tony Mok as Director	Mgmt	For	For	For
5k	Re-elect Nazneen Rahman as Director	Mgmt	For	For	For
5l	Elect Andreas Rummelt as Director	Mgmt	For	For	For
5m	Re-elect Marcus Wallenberg as Director	Mgmt	For	For	For

AstraZeneca Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Remuneration Report	Mgmt	For	For	For
7	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
13	Approve Savings Related Share Option Scheme	Mgmt	For	For	For

Baloise Holding AG

Meeting Date: 04/29/2022 **Country:** Switzerland **Ticker:** BALN
Record Date: **Meeting Type:** Annual
Primary Security ID: H04530202

Shares Voted: 5,463

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report (Non-Binding)	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 7.00 per Share	Mgmt	For	For	For
4.1.a	Reelect Thomas von Planta as Director and Board Chair	Mgmt	For	For	For
4.1.b	Reelect Christoph Gloor as Director	Mgmt	For	For	For
4.1.c	Reelect Hugo Lasat as Director	Mgmt	For	For	For
4.1.d	Reelect Karin Diedenhofen as Director	Mgmt	For	For	For
4.1.e	Reelect Christoph Maeder as Director	Mgmt	For	For	For
4.1.f	Reelect Markus Neuhaus as Director	Mgmt	For	For	For
4.1.g	Reelect Hans-Joerg Schmidt-Trenz as Director	Mgmt	For	For	For
4.1.h	Reelect Marie-Noelle Venturi-Zen-Ruffinen as Director	Mgmt	For	For	For
4.1.i	Elect Maya Bundt as Director	Mgmt	For	For	For

Baloise Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.1.j	Elect Claudia Dill as Director	Mgmt	For	For	For
4.2.1	Appoint Christoph Gloor as Member of the Compensation Committee	Mgmt	For	For	For
4.2.2	Appoint Karin Diedenhofen as Member of the Compensation Committee	Mgmt	For	For	For
4.2.3	Appoint Christoph Maeder as Member of the Compensation Committee	Mgmt	For	For	For
4.2.4	Appoint Hans-Joerg Schmidt-Trenz as Member of the Compensation Committee	Mgmt	For	For	For
4.3	Designate Christophe Sarasin as Independent Proxy	Mgmt	For	For	For
4.4	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 3.4 Million	Mgmt	For	For	For
5.2.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 4.2 Million	Mgmt	For	For	For
5.2.2	Approve Variable Remuneration of Executive Committee in the Amount of CHF 4.8 Million	Mgmt	For	For	For
6.1	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	None	Against	Against
6.2	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against	Against

*Voting Policy Rationale: Votes AGAINST these items are warranted because: * These items concern additional instructions from the shareholder to the proxy in case new or amended voting items are introduced at the meeting by shareholders (Item 6.1) or the board of directors (Item 6.2); and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against these items on a precautionary basis.*

BASF SE

Meeting Date: 04/29/2022Country: GermanyTicker: BAS
Record Date:Meeting Type: Annual
Primary Security ID: D06216317

Shares Voted: 81,461

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 3.40 per Share	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For
4	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify KPMG AG as Auditors for Fiscal Year 2022	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Alessandra Genco to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Stefan Asenkerschbaumer to the Supervisory Board	Mgmt	For	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 10 Billion; Approve Creation of EUR 117.6 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For

Bayer AG

Meeting Date: 04/29/2022

Country: Germany

Ticker: BAYN

Record Date:

Meeting Type: Annual

Primary Security ID: D0712D163

Shares Voted: 99,930

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of EUR 2.00 per Share for Fiscal Year 2021	Mgmt	For	For	For
2	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For
4.1	Reelect Paul Achleitner to the Supervisory Board	Mgmt	For	For	For
4.2	Reelect Norbert Bischofberger to the Supervisory Board	Mgmt	For	For	For
4.3	Reelect Colleen Goggins to the Supervisory Board	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * Discretionary adjustments were made to the short-term incentive components, resulting in payouts that do not accurately reflect company performance. * Legacy contribution-based pension entitlements for certain executives result in pension contributions/service costs that can be considered excessive and are not aligned with the wider workforce or market practice. * Targets and performance metrics under the LTI may not be considered sufficiently challenging due to the possibility of below peer median vesting.					
6	Approve Affiliation Agreement with Bayer Chemicals GmbH	Mgmt	For	For	For
7	Ratify Deloitte GmbH as Auditors for Fiscal Year 2022	Mgmt	For	For	For

Meeting Date: 04/29/2022

Country: Germany

Ticker: CON

Record Date: 04/07/2022

Meeting Type: Annual

Primary Security ID: D16212140

Shares Voted: 20,868

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.20 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Nikolai Setzer for Fiscal Year 2021	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member Hans-Juergen Duensing (until March 31, 2021) for Fiscal Year 2021	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Katja Duerrfeld (from Dec. 14, 2021) for Fiscal Year 2021	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Frank Jourdan for Fiscal Year 2021	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Christian Koetz for Fiscal Year 2021	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Helmut Matschi for Fiscal Year 2021	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Philip Nelles (from June 1, 2021) for Fiscal Year 2021	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Ariane Reinhart for Fiscal Year 2021	Mgmt	For	For	For
3.9	Approve Discharge of Management Board Member Andreas Wolf for Fiscal Year 2021	Mgmt	For	For	For
3.10	Postpone Discharge of Management Board Member Wolfgang Schaefer for Fiscal Year 2021	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Wolfgang Reitzle for Fiscal Year 2021	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Christiane Benner for Fiscal Year 2021	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Hasan Allak for Fiscal Year 2021	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.4	Approve Discharge of Supervisory Board Member Gunter Dunkel for Fiscal Year 2021	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Francesco Grioli for Fiscal Year 2021	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Michael Iglhaut for Fiscal Year 2021	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Satish Khatu for Fiscal Year 2021	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Isabel Knauf for Fiscal Year 2021	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Carmen Loeffler (from Sep. 16, 2021) for Fiscal Year 2021	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Sabine Neuss for Fiscal Year 2021	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Rolf Nonnenmacher for Fiscal Year 2021	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Dirk Nordmann for Fiscal Year 2021	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Lorenz Pfau for Fiscal Year 2021	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Klaus Rosenfeld for Fiscal Year 2021	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member Georg Schaeffler for Fiscal Year 2021	Mgmt	For	For	For
4.16	Approve Discharge of Supervisory Board Member Maria-Elisabeth Schaeffler-Thumann for Fiscal Year 2021	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Joerg Schoenfelder for Fiscal Year 2021	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Stefan Scholz for Fiscal Year 2021	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Kirsten Voerkel for (until Sep. 15, 2021) Fiscal Year 2021	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Elke Volkmann for Fiscal Year 2021	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Siegfried Wolf for Fiscal Year 2021	Mgmt	For	For	For

Continental AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for Fiscal Year 2022	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The legacy defined benefit pension plans for certain executives result in pension contributions that are considered excessive. * Targets and performance metrics under the LTI may not be considered sufficiently challenging due to the possibility of below peer median vesting. * No meaningful information is provided regarding the average remuneration of employees of the company in a manner which permits comparison with directors' remuneration.					
7.1	Elect Dorothea von Boxberg to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Stefan Buchner to the Supervisory Board	Mgmt	For	For	For

Corteva, Inc.

Meeting Date: 04/29/2022	Country: USA	Ticker: CTVA
Record Date: 03/07/2022	Meeting Type: Annual	
Primary Security ID: 22052L104		

Shares Voted: 123,309

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lamberto Andreotti	Mgmt	For	For	For
1b	Elect Director Klaus A. Engel	Mgmt	For	For	For
1c	Elect Director David C. Everitt	Mgmt	For	For	For
1d	Elect Director Janet P. Giesselman	Mgmt	For	For	For
1e	Elect Director Karen H. Grimes	Mgmt	For	For	For
1f	Elect Director Michael O. Johanns	Mgmt	For	For	For
1g	Elect Director Rebecca B. Liebert	Mgmt	For	For	For
1h	Elect Director Marcos M. Lutz	Mgmt	For	For	For
1i	Elect Director Charles V. Magro	Mgmt	For	For	For
1j	Elect Director Nayaki R. Nayyar	Mgmt	For	For	For
1k	Elect Director Gregory R. Page	Mgmt	For	For	For
1l	Elect Director Kerry J. Preete	Mgmt	For	For	For
1m	Elect Director Patrick J. Ward	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Meeting Date: 04/29/2022

Country: Switzerland

Ticker: CSGN

Record Date:

Meeting Type: Annual

Primary Security ID: H3698D419

Shares Voted: 134,189

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1.1	Approve Remuneration Report	Mgmt	For	For	For
1.2	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.1	Approve Discharge of Board and Senior Management for Fiscal Year 2020, excluding the Supply Chain Finance Matter	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Discharge for fiscal year 2020 (Item 2.1) A vote AGAINST this item is considered warranted due to a range of risk and control issues revealed by investigations and settlements, which have entailed substantial monetary and reputational costs for the company, and by extension its shareholders. Discharge for fiscal year 2021 (Item 2.2) A qualified vote FOR this item is warranted considering the significant level of personnel refreshment and remedial measures implemented. Nevertheless, some concern is raised considering the actions of the former board chair during the year.</i></p>					
2.2	Approve Discharge of Board and Senior Management for Fiscal Year 2021, excluding the Supply Chain Finance Matter	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of CHF 0.10 per Share	Mgmt	For	For	For
4	Approve Creation of CHF 5 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
5.1.a	Elect Axel Lehmann as Director and Board Chair	Mgmt	For	For	For
5.1.b	Reelect Iris Bohnet as Director	Mgmt	For	For	For
5.1.c	Reelect Clare Brady as Director	Mgmt	For	For	For
5.1.d	Reelect Christian Gellerstad as Director	Mgmt	For	For	For
5.1.e	Reelect Michael Klein as Director	Mgmt	For	For	For
5.1.f	Reelect Shan Li as Director	Mgmt	For	For	For
5.1.g	Reelect Seraina Macia as Director	Mgmt	For	For	For
5.1.h	Reelect Blythe Masters as Director	Mgmt	For	For	For
5.1.i	Reelect Richard Meddings as Director	Mgmt	For	For	For
5.1.j	Reelect Ana Pessoa as Director	Mgmt	For	For	For
5.1.k	Elect Mirko Bianchi as Director	Mgmt	For	For	For
5.1.l	Elect Keyu Jin as Director	Mgmt	For	For	For
5.1.m	Elect Amanda Norton as Director	Mgmt	For	For	For
5.2.1	Reappoint Iris Bohnet as Member of the Compensation Committee	Mgmt	For	For	For

Credit Suisse Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.2.2	Reappoint Christian Gellerstad as Member of the Compensation Committee	Mgmt	For	For	For
5.2.3	Reappoint Michael Klein as Member of the Compensation Committee	Mgmt	For	For	For
5.2.4	Appoint Shan Li as Member of the Compensation Committee	Mgmt	For	For	For
5.2.5	Appoint Amanda Norton as Member of the Compensation Committee	Mgmt	For	For	For
6.1	Approve Remuneration of Directors in the Amount of CHF 13 Million	Mgmt	For	For	For
6.2.1	Approve Short-Term Variable Remuneration of Executive Committee in the Amount of CHF 8.6 Million	Mgmt	For	For	For
6.2.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 34 Million	Mgmt	For	For	For
6.2.3	Approve Share-Based Replacement Awards for New Members of the Executive Committee in the Amount of CHF 12.1 Million	Mgmt	For	For	For
7.1	Ratify PricewaterhouseCoopers AG as Auditors	Mgmt	For	For	For
7.2	Ratify BDO AG as Special Auditors	Mgmt	For	For	For
7.3	Designate Keller KLG as Independent Proxy	Mgmt	For	For	For
	Shareholder Proposals Submitted by Ethos Foundation	Mgmt			
8	Approve Special Audit	SH	Against	Against	Against
9	Amend Articles Re: Climate Change Strategy and Disclosures	SH	Against	Against	Against
	Management Proposals	Mgmt			
10.1	Additional Voting Instructions - Shareholder Proposals (Voting)	Mgmt	Against	Against	Against
10.2	Additional Voting Instructions - Board of Directors Proposals (Voting)	Mgmt	For	Against	Against

*Voting Policy Rationale: Votes AGAINST are warranted because: * These items concern additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders (Item 10.1) or the board of directors (Item 10.2); and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

Hexagon AB

Meeting Date: 04/29/2022

Country: Sweden

Ticker: HEXA.B

Record Date: 04/21/2022

Meeting Type: Annual

Primary Security ID: W4R431112

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote
2	Prepare and Approve List of Shareholders	Mgmt	For	For	Do Not Vote
3	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
4.1	Designate Johannes Wingborg as Inspector of Minutes of Meeting	Mgmt	For	For	Do Not Vote
4.2	Designate Fredrik Skoglund Inspector of Minutes of Meeting	Mgmt	For	For	Do Not Vote
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
6.a	Receive Financial Statements and Statutory Reports	Mgmt			
6.b	Receive Auditor's Report on Application of Guidelines for Remuneration for Executive Management	Mgmt			
6.c	Receive the Board's Dividend Proposal	Mgmt			
7.a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
7.b	Approve Allocation of Income and Dividends of EUR 0.11 Per Share	Mgmt	For	For	Do Not Vote
7.c1	Approve Discharge of Gun Nilsson	Mgmt	For	For	Do Not Vote
7.c2	Approve Discharge of Marta Schorling Andreen	Mgmt	For	For	Do Not Vote
7.c3	Approve Discharge of John Brandon	Mgmt	For	For	Do Not Vote
7.c4	Approve Discharge of Sofia Schorling Hogberg	Mgmt	For	For	Do Not Vote
7.c5	Approve Discharge of Ulrika Francke	Mgmt	For	For	Do Not Vote
7.c6	Approve Discharge of Henrik Henriksson	Mgmt	For	For	Do Not Vote
7.c7	Approve Discharge of Patrick Soderlund	Mgmt	For	For	Do Not Vote
7.c8	Approve Discharge of Brett Watson	Mgmt	For	For	Do Not Vote
7.c9	Approve Discharge of Erik Huggers	Mgmt	For	For	Do Not Vote
7.c10	Approve Discharge of Ola Rollen	Mgmt	For	For	Do Not Vote
8	Determine Number of Members (10) and Deputy Members (0) of Board	Mgmt	For	For	Do Not Vote

Hexagon AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.1	Approve Remuneration of Directors in the Amount of SEK 2 Million for Chairman, and SEK 670,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
9.2	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
10.1	Reelect Marta Schorling Andreen as Director	Mgmt	For	For	Do Not Vote
10.2	Reelect John Brandon as Director	Mgmt	For	For	Do Not Vote
10.3	Reelect Sofia Schorling Hogberg as Director	Mgmt	For	Against	Do Not Vote
10.4	Reelect Ulrika Francke as Director	Mgmt	For	Against	Do Not Vote
10.5	Reelect Henrik Henriksson as Director	Mgmt	For	For	Do Not Vote
10.6	Reelect Ola Rollen as Director	Mgmt	For	For	Do Not Vote
10.7	Reelect Gun Nilsson as Director	Mgmt	For	Against	Do Not Vote
10.8	Reelect Patrick Soderlund as Director	Mgmt	For	For	Do Not Vote
10.9	Reelect Brett Watson as Director	Mgmt	For	For	Do Not Vote
10.10	Reelect Erik Huggers as Director	Mgmt	For	For	Do Not Vote
10.11	Elect Gun Nilsson as Board Chair	Mgmt	For	Against	Do Not Vote
10.12	Ratify PricewaterhouseCoopers AB as Auditors	Mgmt	For	For	Do Not Vote
11	Elect Mikael Ekdahl, Jan Dworsky, Anders Oscarsson and Liselott Ledin as Members of Nominating Committee	Mgmt	For	For	Do Not Vote
12	Approve Remuneration Report	Mgmt	For	For	Do Not Vote
13	Approve Performance Share Program 2022/20225 for Key Employees	Mgmt	For	For	Do Not Vote
14	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	Do Not Vote
15	Approve Issuance of up to 10 Percent of Issued Shares without Preemptive Rights	Mgmt	For	For	Do Not Vote

HSBC Holdings Plc

Meeting Date: 04/29/2022	Country: United Kingdom	Ticker: HSBA
Record Date: 04/28/2022	Meeting Type: Annual	
Primary Security ID: G4634U169		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4a	Elect Rachel Duan as Director	Mgmt	For	For	For
4b	Elect Dame Carolyn Fairbairn as Director	Mgmt	For	For	For
4c	Re-elect James Forese as Director	Mgmt	For	For	For
4d	Re-elect Steven Guggenheimer as Director	Mgmt	For	For	For
4e	Re-elect Jose Antonio Meade Kuribrena as Director	Mgmt	For	For	For
4f	Re-elect Eileen Murray as Director	Mgmt	For	For	For
4g	Re-elect David Nish as Director	Mgmt	For	For	For
4h	Re-elect Noel Quinn as Director	Mgmt	For	For	For
4i	Re-elect Ewen Stevenson as Director	Mgmt	For	For	For
4j	Re-elect Jackson Tai as Director	Mgmt	For	For	For
4k	Re-elect Mark Tucker as Director	Mgmt	For	For	For
5	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
11	Authorise Directors to Allot Any Repurchased Shares	Mgmt	For	For	For
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
13	Approve Share Repurchase Contract	Mgmt	For	For	For
14	Authorise Issue of Equity in Relation to Contingent Convertible Securities	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Relation to Contingent Convertible Securities	Mgmt	For	For	For

HSBC Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Approve Scrip Dividend Alternative	Mgmt	For	For	For
17a	Adopt New Articles of Association	Mgmt	For	For	For
17b	Amend Articles of Association	Mgmt	For	Abstain	Abstain
Voting Policy Rationale: VOTE RECOMMENDATION An ABSTENTION is considered warranted for this item: * The Company announced that it intends that this resolution will be withdrawn at the AGM.					
1	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
	Shareholder Proposal	Mgmt			
1	To Co-operate with the Researchers, and Using the Findings, Irrespective of Outcome, as a Basis for the Bank and Campaign Group to Discuss and Resolve any Unequal Treatment Identified on Members of the Post 1975 Midland Bank Scheme	SH	Against	Against	Against

Intesa Sanpaolo SpA

Meeting Date: 04/29/2022Country: ItalyTicker: ISP

Record Date: 04/20/2022Meeting Type: Annual/Special

Primary Security ID: T55067101

Shares Voted: 992,108

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1a	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1b	Approve Allocation of Income	Mgmt	For	For	For
	Shareholder Proposals Submitted by Compagnia di San Paolo, Fondazione Cariplo, Fondazione Cassa di Risparmio di Padova e Rovigo, Fondazione Cassa di Risparmio di Firenze and Fondazione Cassa di Risparmio in Bologna	Mgmt			
2a	Fix Number of Directors	SH	None	For	For
	Appoint Directors and Members of the Management Control Committee (Slate Election) - Choose One of the Following Slates	Mgmt			
2b.1	Slate 1 Submitted by Compagnia di San Paolo, Fondazione Cariplo, Fondazione Cassa di Risparmio di Padova e Rovigo, Fondazione Cassa di Risparmio di Firenze and Fondazione Cassa di Risparmio in Bologna	SH	None	For	For

Intesa Sanpaolo SpA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2b.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
2c	Elect Gian Maria Gros-Pietro as Board Chair and Paolo Andrea Colombo as Deputy Chairperson	SH	None	For	For
	Management Proposals	Mgmt			
3a	Approve Remuneration Policies in Respect of Board Directors	Mgmt	For	For	For
3b	Approve Remuneration of Directors	Mgmt	For	For	For
3c	Approve Remuneration and Incentive Policies of the Intesa Sanpaolo Group for 2022	Mgmt	For	For	For
3d	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
3e	Approve Annual Incentive Plan	Mgmt	For	For	For
3f	Approve Long-Term Incentive Performance Share Plan	Mgmt	For	For	For
3g	Approve LECOIP 3.0 Long-Term Incentive Plan	Mgmt	For	For	For
4a	Authorize Share Repurchase Program	Mgmt	For	For	For
4b	Authorize Share Repurchase Program and Reissuance of Repurchased Shares to Service Incentive Plans	Mgmt	For	For	For
4c	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
1	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For	For
2	Authorize Board to Increase Capital to Service LECOIP 3.0 Long-Term Incentive Plan	Mgmt	For	For	For
3	Authorize Board to Increase Capital to Service Long-Term Incentive Performance Share Plan	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against

Mercedes-Benz Group AG

Meeting Date: 04/29/2022

Country: Germany

Ticker: MBG

Record Date:

Meeting Type: Annual

Primary Security ID: D1668R123

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 5.00 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST the discharge of the management and supervisory boards are considered warranted because: * On July 8, 2021, the European Commission found the German automakers (including MBG) guilty of collusion regarding restricting competition in emissions cleaning for new diesel passenger cars between 2009 and 2014. The company paid no fines owing to its principal witness status. * While MBG may be applauded for self-reporting and bringing the cartel to light, concerns are raised with respect to the fact that a culture existed within this company which led to not just the diesel emissions scandal, but also to collusion on technical matters with the other major German car manufacturers to the detriment of the company and its shareholders, as well as stakeholders worldwide. While no specific member of the company's management board or supervisory board has thus far been found guilty of misconduct or negligence, the fact remains that for many years, there existed a corporate culture that allowed for the described facts to happen, leading to significant reputational, financial, and also environmental damage worldwide. * Due to the symbolic nature of the discharge vote in Germany and the historical nature of the antitrust case as well as ongoing diesel emissions issues, and because the discharge resolutions are currently bundled, which does not allow shareholders to target individuals of both bodies who may have been involved in failures of due diligence from 2009 until 2014, votes AGAINST are warranted.</i></p>					
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST the discharge of the management and supervisory boards are considered warranted because: * On July 8, 2021, the European Commission found the German automakers (including MBG) guilty of collusion regarding restricting competition in emissions cleaning for new diesel passenger cars between 2009 and 2014. The company paid no fines owing to its principal witness status. * While MBG may be applauded for self-reporting and bringing the cartel to light, concerns are raised with respect to the fact that a culture existed within this company which led to not just the diesel emissions scandal, but also to collusion on technical matters with the other major German car manufacturers to the detriment of the company and its shareholders, as well as stakeholders worldwide. While no specific member of the company's management board or supervisory board has thus far been found guilty of misconduct or negligence, the fact remains that for many years, there existed a corporate culture that allowed for the described facts to happen, leading to significant reputational, financial, and also environmental damage worldwide. * Due to the symbolic nature of the discharge vote in Germany and the historical nature of the antitrust case as well as ongoing diesel emissions issues, and because the discharge resolutions are currently bundled, which does not allow shareholders to target individuals of both bodies who may have been involved in failures of due diligence from 2009 until 2014, votes AGAINST are warranted.</i></p>					
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2022	Mgmt	For	For	For
5.2	Ratify KPMG AG as Auditors for the 2023 Interim Financial Statements until the 2023 AGM	Mgmt	For	For	For
6.1	Elect Dame Courtice to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Marco Gobetti to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For

Pearson Plc

Meeting Date: 04/29/2022

Country: United Kingdom

Ticker: PSON

Record Date: 04/27/2022

Meeting Type: Annual

Primary Security ID: G69651100

Shares Voted: 705,796

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Omid Kordestani as Director	Mgmt	For	For	For
4	Elect Esther Lee as Director	Mgmt	For	For	For
5	Elect Annette Thomas as Director	Mgmt	For	For	For
6	Re-elect Andy Bird as Director	Mgmt	For	For	For
7	Re-elect Sherry Coutu as Director	Mgmt	For	For	For
8	Re-elect Sally Johnson as Director	Mgmt	For	For	For
9	Re-elect Linda Lorimer as Director	Mgmt	For	For	For
10	Re-elect Graeme Pitkethly as Director	Mgmt	For	For	For
11	Re-elect Tim Score as Director	Mgmt	For	For	For
12	Re-elect Lincoln Wallen as Director	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For
14	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

The Boeing Company

Meeting Date: 04/29/2022Country: USATicker: BA

Record Date: 02/28/2022Meeting Type: Annual

Primary Security ID: 097023105

Shares Voted: 61,872

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert A. Bradway	Mgmt	For	For	For
1b	Elect Director David L. Calhoun	Mgmt	For	For	For

The Boeing Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Lynne M. Doughtie	Mgmt	For	For	For
1d	Elect Director Lynn J. Good	Mgmt	For	For	For
1e	Elect Director Stayce D. Harris	Mgmt	For	For	For
1f	Elect Director Akhil Johri	Mgmt	For	For	For
1g	Elect Director David L. Joyce	Mgmt	For	For	For
1h	Elect Director Lawrence W. Kellner	Mgmt	For	For	For
1i	Elect Director Steven M. Mollenkopf	Mgmt	For	For	For
1j	Elect Director John M. Richardson	Mgmt	For	For	For
1k	Elect Director Ronald A. Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
5	Report on Lobbying Payments and Policy	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.					
6	Report on Charitable Contributions	SH	Against	Against	Against
7	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as decreasing the ownership threshold required to call a special meeting from 25 percent to 10 percent would enhance shareholder rights, while still ensuring that the required aggregate investment is high enough to minimize the likelihood of abuse of the right.					
8	Report on Net Zero Indicator	SH	For	For	For

Vonovia SE

Meeting Date: 04/29/2022	Country: Germany	Ticker: VNA
Record Date:	Meeting Type: Annual	
Primary Security ID: D9581T100		

Shares Voted: 71,627

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.66 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For

Vonovia SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for Fiscal Year 2022	Mgmt	For	For	For
5.2	Ratify PricewaterhouseCoopers GmbH as Auditors for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2023	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8.1	Elect Matthias Huenlein to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Juergen Fenk to the Supervisory Board	Mgmt	For	For	For
9	Approve Creation of EUR 233 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
11	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For

Berkshire Hathaway Inc.

Meeting Date: 04/30/2022	Country: USA	Ticker: BRK.B
Record Date: 03/02/2022	Meeting Type: Annual	
Primary Security ID: 084670702		

Shares Voted: 113,941

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Warren E. Buffett	Mgmt	For	For	For
1.2	Elect Director Charles T. Munger	Mgmt	For	For	For
1.3	Elect Director Gregory E. Abel	Mgmt	For	For	For
1.4	Elect Director Howard G. Buffett	Mgmt	For	For	For
1.5	Elect Director Susan A. Buffett	Mgmt	For	For	For
1.6	Elect Director Stephen B. Burke	Mgmt	For	Withhold	Withhold

Voting Policy Rationale: WITHHOLD votes are warranted for lead independent director Susan Decker as the company does not adequately disclose climate change-related risks and opportunities. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, David Gottesman, and Charlotte Guyman in the absence of a management say-on-pay proposal. CEO Buffett's compensation remains minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. A vote FOR the other director nominees is warranted.

Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.7	Elect Director Kenneth I. Chenault	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for lead independent director Susan Decker as the company does not adequately disclose climate change-related risks and opportunities. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, David Gottesman, and Charlotte Guyman in the absence of a management say-on-pay proposal. CEO Buffett's compensation remains minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. A vote FOR the other director nominees is warranted.</i></p>					
1.8	Elect Director Christopher C. Davis	Mgmt	For	For	For
1.9	Elect Director Susan L. Decker	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for lead independent director Susan Decker as the company does not adequately disclose climate change-related risks and opportunities. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, David Gottesman, and Charlotte Guyman in the absence of a management say-on-pay proposal. CEO Buffett's compensation remains minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. A vote FOR the other director nominees is warranted.</i></p>					
1.10	Elect Director David S. Gottesman	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for lead independent director Susan Decker as the company does not adequately disclose climate change-related risks and opportunities. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, David Gottesman, and Charlotte Guyman in the absence of a management say-on-pay proposal. CEO Buffett's compensation remains minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. A vote FOR the other director nominees is warranted.</i></p>					
1.11	Elect Director Charlotte Guyman	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for lead independent director Susan Decker as the company does not adequately disclose climate change-related risks and opportunities. WITHHOLD votes are warranted for compensation committee members Stephen Burke, Kenneth Chenault, David Gottesman, and Charlotte Guyman in the absence of a management say-on-pay proposal. CEO Buffett's compensation remains minimal, but two NEOs each continue to receive base salaries of \$16.0 million, which are some of the largest base salaries paid to any executive at a U.S. public company, and overall executive pay lacks a measurable link to company performance. Pay disclosure is minimal, leaving shareholders with little information to assess decisions regarding, or committee oversight of, compensation determinations for executives. A vote FOR the other director nominees is warranted.</i></p>					
1.12	Elect Director Ajit Jain	Mgmt	For	For	For
1.13	Elect Director Ronald L. Olson	Mgmt	For	For	For
1.14	Elect Director Wallace R. Weitz	Mgmt	For	For	For
1.15	Elect Director Meryl B. Witmer	Mgmt	For	For	For
2	Require Independent Board Chair	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from additional independent oversight via an independent board chair. There are concerns over the company's governance structure and practices, the lack of detail provided for the lead director role, and the expected board leadership structure following the inevitable succession process does not lessen the necessity of additional independent oversight at this time.</i></p>					
3	Report on Climate-Related Risks and Opportunities	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as an assessment of the company's management of climate-related risks and opportunities would allow shareholders to better understand how the company is managing systemic risks posed by climate change and the transition to a low carbon economy.</i></p>					

Berkshire Hathaway Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Report on GHG Emissions Reduction Targets	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted at this time because: * the requested report would allow shareholders to better evaluate how the company is managing emissions from Berkshire's insurance group, * the company is lagging it peers which have made public commitments, and * the report may help the company prepare for future climate regulations.					
5	Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	SH	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted due to: * the absence of information regarding comprehensive company diversity-related policies, programs or metrics; and * the potential benefits for shareholders of increased reporting of diversity-related efforts and program effectiveness.					

Eli Lilly and Company

Meeting Date: 05/02/2022	Country: USA	Ticker: LLY
Record Date: 02/22/2022	Meeting Type: Annual	
Primary Security ID: 532457108		

Shares Voted: 22,425

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ralph Alvarez	Mgmt	For	For	For
1b	Elect Director Kimberly H. Johnson	Mgmt	For	For	For
1c	Elect Director Juan R. Luciano	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Declassify the Board of Directors	Mgmt	For	For	For
5	Eliminate Supermajority Voting Provisions	Mgmt	For	For	For
6	Amend Articles of Incorporation to Allow Shareholders to Amend Bylaws	Mgmt	For	For	For
7	Require Independent Board Chair	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. The lead director is seemingly not appointed solely by the independent directors. In addition, the proponent raises a compelling argument that Eli Lilly would be best served by adopting an independent chair policy in light of potentially material legal and reputational risks facing the company, particularly around drug pricing, further suggesting that shareholders would benefit from the most robust form of independent oversight, in the form of an independent chair.					
8	Report on Lobbying Payments and Policy	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying-related expenditures would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.					
9	Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	SH	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, as more comprehensive information comparing Eli Lilly's public policy statements and lobbying efforts would benefit shareholders in assessing its management of related risks.					

Eli Lilly and Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Report on Board Oversight of Risks Related to Anticompetitive Pricing Strategies	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as the company faces substantial controversies over anticompetitive practices and the requested proposal may provide shareholders with valuable information and help the company address these risks.					

American Express Company

Meeting Date: 05/03/2022	Country: USA	Ticker: AXP
Record Date: 03/07/2022	Meeting Type: Annual	
Primary Security ID: 025816109		

Shares Voted: 92,096					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas J. Baltimore	Mgmt	For	For	For
1b	Elect Director Charlene Barshefsky	Mgmt	For	For	For
1c	Elect Director John J. Brennan	Mgmt	For	For	For
1d	Elect Director Peter Chernin	Mgmt	For	For	For
1e	Elect Director Ralph de la Vega	Mgmt	For	For	For
1f	Elect Director Michael O. Leavitt	Mgmt	For	For	For
1g	Elect Director Theodore J. Leonsis	Mgmt	For	For	For
1h	Elect Director Karen L. Parkhill	Mgmt	For	For	For
1i	Elect Director Charles E. Phillips	Mgmt	For	For	For
1j	Elect Director Lynn A. Pike	Mgmt	For	For	For
1k	Elect Director Stephen J. Squeri	Mgmt	For	For	For
1l	Elect Director Daniel L. Vasella	Mgmt	For	For	For
1m	Elect Director Lisa W. Wardell	Mgmt	For	For	For
1n	Elect Director Christopher D. Young	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	Against	Against

Barrick Gold Corporation

Meeting Date: 05/03/2022	Country: Canada	Ticker: ABX
Record Date: 03/04/2022	Meeting Type: Annual	
Primary Security ID: 067901108		

Barrick Gold Corporation

Shares Voted: 420,860

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark Bristow	Mgmt	For	For	For
1.2	Elect Director Helen Cai	Mgmt	For	For	For
1.3	Elect Director Gustavo A. Cisneros	Mgmt	For	For	For
1.4	Elect Director Christopher L. Coleman	Mgmt	For	For	For
1.5	Elect Director J. Michael Evans	Mgmt	For	For	For
1.6	Elect Director Brian L. Greenspun	Mgmt	For	For	For
1.7	Elect Director J. Brett Harvey	Mgmt	For	For	For
1.8	Elect Director Anne Kabagambe	Mgmt	For	For	For
1.9	Elect Director Andrew J. Quinn	Mgmt	For	For	For
1.10	Elect Director Loreto Silva	Mgmt	For	For	For
1.11	Elect Director John L. Thornton	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote on Executive Compensation Approach	Mgmt	For	For	For

Bristol-Myers Squibb Company

Meeting Date: 05/03/2022Country: USATicker: BMY
Record Date: 03/14/2022Meeting Type: Annual
Primary Security ID: 110122108

Shares Voted: 231,671

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Peter J. Arduini	Mgmt	For	For	For
1B	Elect Director Giovanni Caforio	Mgmt	For	For	For
1C	Elect Director Julia A. Haller	Mgmt	For	For	For
1D	Elect Director Manuel Hidalgo Medina	Mgmt	For	For	For
1E	Elect Director Paula A. Price	Mgmt	For	For	For
1F	Elect Director Derica W. Rice	Mgmt	For	For	For
1G	Elect Director Theodore R. Samuels	Mgmt	For	For	For
1H	Elect Director Gerald L. Storch	Mgmt	For	For	For
1I	Elect Director Karen H. Vousden	Mgmt	For	For	For
1J	Elect Director Phyllis R. Yale	Mgmt	For	For	For

Bristol-Myers Squibb Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 15 percent to 10 percent would improve shareholders' ability to use the special meeting right and no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold.					
5	Require Independent Board Chair	SH	Against	For	For
Voting Policy Rationale: A vote FOR this non-binding proposal is warranted, as shareholders would benefit from the most robust form of independent board oversight, in the form of an independent chair, at the next CEO transition.					

Edwards Lifesciences Corporation

Meeting Date: 05/03/2022Country: USATicker: EW

Record Date: 03/09/2022Meeting Type: Annual

Primary Security ID: 28176E108

Shares Voted: 44,590

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kieran T. Gallahue	Mgmt	For	For	For
1.2	Elect Director Leslie S. Heisz	Mgmt	For	For	For
1.3	Elect Director Paul A. LaViolette	Mgmt	For	For	For
1.4	Elect Director Steven R. Loranger	Mgmt	For	For	For
1.5	Elect Director Martha H. Marsh	Mgmt	For	For	For
1.6	Elect Director Michael A. Mussallem	Mgmt	For	For	For
1.7	Elect Director Ramona Sequeira	Mgmt	For	For	For
1.8	Elect Director Nicholas J. Valeriani	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as it would further enhance shareholders' existing right to call special meetings.					

Investor AB

Meeting Date: 05/03/2022Country: SwedenTicker: INVE.B

Record Date: 04/25/2022Meeting Type: Annual

Primary Security ID: W5R777115

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting	Mgmt	For	For	Do Not Vote
2	Prepare and Approve List of Shareholders	Mgmt			
3	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Acknowledge Proper Convening of Meeting	Mgmt	For	For	Do Not Vote
6	Receive Financial Statements and Statutory Reports	Mgmt			
7	Receive President's Report	Mgmt			
8	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
9	Approve Remuneration Report	Mgmt	For	Against	Do Not Vote
10.A	Approve Discharge of Gunnar Brock	Mgmt	For	For	Do Not Vote
10.B	Approve Discharge of Johan Forssell	Mgmt	For	For	Do Not Vote
10.C	Approve Discharge of Magdalena Gerger	Mgmt	For	For	Do Not Vote
10.D	Approve Discharge of Tom Johnstone	Mgmt	For	For	Do Not Vote
10.E	Approve Discharge of Isabelle Kocher	Mgmt	For	For	Do Not Vote
10.F	Approve Discharge of Sara Mazur	Mgmt	For	For	Do Not Vote
10.G	Approve Discharge of Sven Nyman	Mgmt	For	For	Do Not Vote
10.H	Approve Discharge of Grace Reksten Skaugen	Mgmt	For	For	Do Not Vote
10.I	Approve Discharge of Hans Straberg	Mgmt	For	For	Do Not Vote
10.J	Approve Discharge of Jacob Wallenberg	Mgmt	For	For	Do Not Vote
10.K	Approve Discharge of Marcus Wallenberg	Mgmt	For	For	Do Not Vote
11	Approve Allocation of Income and Dividends of SEK 4.00 Per Share	Mgmt	For	For	Do Not Vote
12.A	Determine Number of Members (11) and Deputy Members (0) of Board	Mgmt	For	For	Do Not Vote
12.B	Determine Number of Auditors (1) and Deputy Auditors	Mgmt	For	For	Do Not Vote

Investor AB

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13.A	Approve Remuneration of Directors in the Amount of SEK 3.1 Million for Chairman, SEK 1.8 Million for Vice Chairman and SEK 820,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
13.B	Approve Remuneration of Auditors	Mgmt	For	For	Do Not Vote
14.A	Reelect Gunnar Brock as Director	Mgmt	For	Against	Do Not Vote
14.B	Reelect Johan Forssell as Director	Mgmt	For	For	Do Not Vote
14.C	Reelect Magdalena Gerger as Director	Mgmt	For	For	Do Not Vote
14.D	Reelect Tom Johnstone as Director	Mgmt	For	Against	Do Not Vote
14.E	Reelect Isabelle Kocher as Director	Mgmt	For	For	Do Not Vote
14.F	Reelect Sven Nyman as Director	Mgmt	For	For	Do Not Vote
14.G	Reelect Grace Reksten Skaugen as Director	Mgmt	For	Against	Do Not Vote
14.H	Reelect Hans Straberg as Director	Mgmt	For	Against	Do Not Vote
14.I	Reelect Jacob Wallenberg as Director	Mgmt	For	Against	Do Not Vote
14.J	Reelect Marcus Wallenberg as Director	Mgmt	For	Against	Do Not Vote
14.K	Elect Sara Ohrvall as New Director	Mgmt	For	Against	Do Not Vote
15	Reelect Jacob Wallenberg as Board Chair	Mgmt	For	Against	Do Not Vote
16	Ratify Deloitte as Auditors	Mgmt	For	For	Do Not Vote
17.A	Approve Performance Share Matching Plan (LTVR) for Employees in Investor	Mgmt	For	For	Do Not Vote
17.B	Approve Performance Share Matching Plan (LTVR) for Employees in Patricia Industries	Mgmt	For	For	Do Not Vote
18.A	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	Do Not Vote
18.B	Approve Equity Plan (LTVR) Financing Through Transfer of Shares to Participants	Mgmt	For	For	Do Not Vote
19	Close Meeting	Mgmt			

Sanofi

Meeting Date: 05/03/2022	Country: France	Ticker: SAN
Record Date: 04/29/2022	Meeting Type: Annual/Special	
Primary Security ID: F5548N101		

Shares Voted: 21,637

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.33 per Share	Mgmt	For	For	For
4	Reelect Paul Hudson as Director	Mgmt	For	For	For
5	Reelect Christophe Babule as Director	Mgmt	For	For	For
6	Reelect Patrick Kron as Director	Mgmt	For	For	For
7	Reelect Gilles Schnepf as Director	Mgmt	For	For	For
8	Elect Carole Ferrand as Director	Mgmt	For	For	For
9	Elect Emile Voest as Director	Mgmt	For	For	For
10	Elect Antoine Yver as Director	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Compensation of Serge Weinberg, Chairman of the Board	Mgmt	For	For	For
13	Approve Compensation of Paul Hudson, CEO	Mgmt	For	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
16	Approve Remuneration Policy of CEO	Mgmt	For	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Amend Article 25 of Bylaws Re: Dividends	Mgmt	For	For	For
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Symrise AG

Meeting Date: 05/03/2022

Country: Germany

Ticker: SY1

Record Date: 04/11/2022

Meeting Type: Annual

Primary Security ID: D827A1108

Shares Voted: 5,862

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.02 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2022	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * A range of discretionary payments were granted to executives during the year under review, which represent a serious breach of good remuneration practices, and the company has failed to provide a compelling rationale. * The level of target disclosure is relatively low, which makes it difficult to assess the alignment between pay and performance.</i>					
7	Approve Remuneration Policy	Mgmt	For	For	For

Air Liquide SA

Meeting Date: 05/04/2022

Country: France

Ticker: AI

Record Date: 05/02/2022

Meeting Type: Annual/Special

Primary Security ID: F01764103

Shares Voted: 12,406

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.90 per Share	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Reelect Benoit Potier as Director	Mgmt	For	For	For
6	Elect Francois Jackow as Director	Mgmt	For	For	For
7	Reelect Annette Winkler as Director	Mgmt	For	For	For
8	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For

Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Appoint KPMG SA as Auditor	Mgmt	For	For	For
10	End of Mandate of Auditex and Jean-Christophe Georghiou as Alternate Auditor and Decision Not to Replace	Mgmt	For	For	For
11	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
12	Approve Compensation of Benoit Potier	Mgmt	For	For	For
13	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
14	Approve Remuneration Policy of Chairman and CEO From 1 January 2022 to 31 May 2022	Mgmt	For	For	For
15	Approve Remuneration Policy of CEO From 1 June 2022	Mgmt	For	For	For
16	Approve Remuneration Policy of Chairman of the Board From 1 June 2022	Mgmt	For	For	For
17	Approve Remuneration Policy of Directors	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
19	Authorize Capitalization of Reserves of Up to EUR 300 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
20	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For
21	Authorize up to 0.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
24	Amend Article 11 of Bylaws Re: Period of Acquisition of Company Shares by the Directors	Mgmt	For	For	For
25	Amend Article 14 of Bylaws Re: Written Consultation	Mgmt	For	For	For
26	Amend Article 12 and 13 of Bylaws Re: Age Limit of CEO	Mgmt	For	For	For
27	Amend Article 17 of Bylaws Re: Alternate Auditor	Mgmt	For	For	For
28	Amend Articles 8, 18 and 23 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For

Air Liquide SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Allianz SE

Meeting Date: 05/04/2022 **Country:** Germany **Ticker:** ALV
Record Date: **Meeting Type:** Annual
Primary Security ID: D03080112

Shares Voted: 3,290

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 10.80 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Sophie Boissard to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Christine Bosse to the Supervisory Board	Mgmt	For	For	For
7.3	Elect Rashmy Chatterjee to the Supervisory Board	Mgmt	For	For	For
7.4	Elect Michael Diekmann to the Supervisory Board	Mgmt	For	For	For
7.5	Elect Friedrich Eichiner to the Supervisory Board	Mgmt	For	For	For
7.6	Elect Herbert Hainer to the Supervisory Board	Mgmt	For	For	For
8	Approve Creation of EUR 468 Million Pool of Authorized Capital 2022/I with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9	Approve Creation of EUR 15 Million Pool of Capital for Employee Stock Purchase Plan	Mgmt	For	For	For
10	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 117 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
12	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
13	Amend Affiliation Agreements with Allianz Finanzbeteiligungs GmbH and IDS GmbH	Mgmt	For	For	For
14	Amend Affiliation Agreement with Allianz Asset Management GmbH	Mgmt	For	For	For

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 10.80 per Share	Mgmt	For	For	
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022	Mgmt	For	For	
6	Approve Remuneration Report	Mgmt	For	For	
7.1	Elect Sophie Boissard to the Supervisory Board	Mgmt	For	For	
7.2	Elect Christine Bosse to the Supervisory Board	Mgmt	For	For	
7.3	Elect Rashmy Chatterjee to the Supervisory Board	Mgmt	For	For	
7.4	Elect Michael Diekmann to the Supervisory Board	Mgmt	For	For	
7.5	Elect Friedrich Eichiner to the Supervisory Board	Mgmt	For	For	
7.6	Elect Herbert Hainer to the Supervisory Board	Mgmt	For	For	
8	Approve Creation of EUR 468 Million Pool of Authorized Capital 2022/I with or without Exclusion of Preemptive Rights	Mgmt	For	For	
9	Approve Creation of EUR 15 Million Pool of Capital for Employee Stock Purchase Plan	Mgmt	For	For	

Allianz SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	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 117 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	
12	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	
13	Amend Affiliation Agreements with Allianz Finanzbeteiligungs GmbH and IDS GmbH	Mgmt	For	For	
14	Amend Affiliation Agreement with Allianz Asset Management GmbH	Mgmt	For	For	

Aperam SA

Meeting Date: 05/04/2022

Record Date: 04/20/2022

Primary Security ID: L0187K107

Country: Luxembourg

Meeting Type: Annual/Special

Ticker: APAM

Shares Voted: 60,000					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
I	Approve Consolidated Financial Statements	Mgmt	For	For	For
II	Approve Financial Statements	Mgmt	For	For	For
III	Approve Remuneration of Directors	Mgmt	For	For	For
IV	Approve Allocation of Income and Dividends of EUR 2.00 Per Share	Mgmt	For	For	For
V	Approve Remuneration Policy	Mgmt	For	For	For
VI	Approve Remuneration Report	Mgmt	For	For	For
VII	Approve Annual Fees Structure of the Board and Remuneration of CEO	Mgmt	For	For	For
VIII	Approve Discharge of Directors	Mgmt	For	For	For
IX	Elect Lakshmi N. Mittal as Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote FOR the elections of Bernadette Baudier, Roberte Kesteman and Aditya Mittal is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the election of Lakshmi Mittal is warranted, because: * The nominee is considered to be overboarded;					
X	Elect Bernadette Baudier as Director	Mgmt	For	For	For
XI	Elect Aditya Mittal as Director	Mgmt	For	For	For
XII	Elect Roberte Kesteman as Director	Mgmt	For	For	For

Aperam SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
XIII	Approve Share Repurchase Program	Mgmt	For	For	For
XIV	Appoint PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
XV	Approve Grants of Share Based Incentives	Mgmt	For	For	For
I	Extraordinary Meeting Agenda	Mgmt			
	Approve Reduction in Share Capital Through Cancellation of Shares and Amend Articles 5.1 and 5.2 of the Articles of Association	Mgmt	For	For	For

Barclays Plc

Meeting Date: 05/04/2022

Country: United Kingdom

Ticker: BARC

Record Date: 04/29/2022

Meeting Type: Annual

Primary Security ID: G08036124

Shares Voted: 21,446,217

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Coimbatore Venkatakrishnan as Director	Mgmt	For	For	For
4	Elect Robert Berry as Director	Mgmt	For	For	For
5	Elect Anna Cross as Director	Mgmt	For	For	For
6	Re-elect Mike Ashley as Director	Mgmt	For	For	For
7	Re-elect Tim Breedon as Director	Mgmt	For	For	For
8	Re-elect Mohamed A. El-Erian as Director	Mgmt	For	For	For
9	Re-elect Dawn Fitzpatrick as Director	Mgmt	For	For	For
10	Re-elect Mary Francis as Director	Mgmt	For	For	For
11	Re-elect Crawford Gillies as Director	Mgmt	For	For	For
12	Re-elect Brian Gilvary as Director	Mgmt	For	For	For
13	Re-elect Nigel Higgins as Director	Mgmt	For	For	For
14	Re-elect Diane Schueneman as Director	Mgmt	For	For	For
15	Re-elect Julia Wilson as Director	Mgmt	For	For	For
16	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
17	Authorise the Board Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For

Barclays Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Issue of Equity in Relation to the Issuance of Contingent Equity Conversion Notes.	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance of Contingent Equity Conversion Notes.	Mgmt	For	For	For
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
26	Approve Barclays' Climate Strategy, Targets and Progress 2022	Mgmt	For	For	For

CME Group Inc.

Meeting Date: 05/04/2022	Country: USA	Ticker: CME
Record Date: 03/07/2022	Meeting Type: Annual	
Primary Security ID: 12572Q105		

Shares Voted: 25,901

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Terrence A. Duffy	Mgmt	For	For	For
1b	Elect Director Timothy S. Bitsberger	Mgmt	For	For	For
1c	Elect Director Charles P. Carey	Mgmt	For	For	For
1d	Elect Director Dennis H. Chookaszian	Mgmt	For	For	For
1e	Elect Director Bryan T. Durkin	Mgmt	For	For	For
1f	Elect Director Ana Dutra	Mgmt	For	For	For
1g	Elect Director Martin J. Gepsman	Mgmt	For	For	For
1h	Elect Director Larry G. Gerdes	Mgmt	For	For	For
1i	Elect Director Daniel R. Glickman	Mgmt	For	For	For
1j	Elect Director Daniel G. Kaye	Mgmt	For	For	For
1k	Elect Director Phyllis M. Lockett	Mgmt	For	For	For
1l	Elect Director Deborah J. Lucas	Mgmt	For	For	For

CME Group Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1m	Elect Director Terry L. Savage	Mgmt	For	For	For
1n	Elect Director Rahael Seifu	Mgmt	For	For	For
1o	Elect Director William R. Shepard	Mgmt	For	For	For
1p	Elect Director Howard J. Siegel	Mgmt	For	For	For
1q	Elect Director Dennis A. Suskind	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. The company provided the CEO with a \$5 million discretionary bonus in connection with extending the term of his employment agreement for one year, and the proxy does not disclose any clawback or repayment provisions if he were to resign or retire. Furthermore, the annual pay program's goal setting is concerning. The financial metric target used in the annual bonus was set below the prior year's actual performance for the third consecutive year without a compelling rationale disclosed or a corresponding reduction in pay opportunity. Goal setting concerns also exist in the LTI program, as performance equity merely targets median performance.</i>					
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Amend Non-Employee Director Omnibus Stock Plan	Mgmt	For	For	For
6	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

General Dynamics Corporation

Meeting Date: 05/04/2022Country: USATicker: GD

Record Date: 03/09/2022Meeting Type: Annual

Primary Security ID: 369550108

Shares Voted: 16,838

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James S. Crown	Mgmt	For	For	For
1b	Elect Director Rudy F. deLeon	Mgmt	For	For	For
1c	Elect Director Cecil D. Haney	Mgmt	For	For	For
1d	Elect Director Mark M. Malcolm	Mgmt	For	For	For
1e	Elect Director James N. Mattis	Mgmt	For	For	For
1f	Elect Director Phebe N. Novakovic	Mgmt	For	For	For
1g	Elect Director C. Howard Nye	Mgmt	For	For	For
1h	Elect Director Catherine B. Reynolds	Mgmt	For	For	For
1i	Elect Director Laura J. Schumacher	Mgmt	For	For	For
1j	Elect Director Robert K. Steel	Mgmt	For	For	For
1k	Elect Director John G. Stratton	Mgmt	For	For	For
1l	Elect Director Peter A. Wall	Mgmt	For	For	For

General Dynamics Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. The company's sustained long-term TSR underperformance has coincided with a board leadership structure in which the chair and CEO roles are combined. Accordingly, shareholders would benefit from a policy requiring the strongest form of independent oversight in the form of an independent chair.					
5	Report on Human Rights Due Diligence	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted at this time because shareholders would likely benefit from more disclosure on how the company evaluates and mitigates any human rights impacts from the sale of its weapons and other lethal products.					

General Electric Company

Meeting Date: 05/04/2022Country: USATicker: GE

Record Date: 03/08/2022Meeting Type: Annual

Primary Security ID: 369604301

Shares Voted: 163,726

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen Angel	Mgmt	For	For	For
1b	Elect Director Sebastien Bazin	Mgmt	For	For	For
1c	Elect Director Ashton Carter	Mgmt	For	For	For
1d	Elect Director H. Lawrence Culp, Jr.	Mgmt	For	For	For
1e	Elect Director Francisco D'Souza	Mgmt	For	For	For
1f	Elect Director Edward Garden	Mgmt	For	For	For
1g	Elect Director Isabella Goren	Mgmt	For	For	For
1h	Elect Director Thomas Horton	Mgmt	For	For	For
1i	Elect Director Risa Lavizzo-Mourey	Mgmt	For	For	For
1j	Elect Director Catherine Lesjak	Mgmt	For	For	For
1k	Elect Director Tomislav Mihaljevic	Mgmt	For	For	For
1l	Elect Director Paula Rosput Reynolds	Mgmt	For	For	For
1m	Elect Director Leslie Seidman	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. The compensation committee was sufficiently responsive to last year's failed say-on-pay vote by lowering the CEO's FY22 equity grant by \$10 million and making a commitment not to similarly adjust performance metrics for previously granted awards. However, pay-for-performance concerns are raised for the year in review. The committee made a sizable adjustment to free cash flow for FY21, which appears to affect the performance metrics for both the short- and long-term incentive awards, and the adjustment is not well-explained. In addition, long-term incentive awards shifted from a three-year performance period to a single, annual performance period for the two primary metrics.					

General Electric Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Approve Cessation of All Executive Stock Option and Bonus Programs	SH	Against	Against	Against
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For
Voting Policy Rationale: A vote FOR this item is warranted given that it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms, the proposal applies only to future severance arrangements, leaving current agreements unaffected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.					
7	Approve Nomination of Employee Representative Director	SH	Against	Against	Against

Gilead Sciences, Inc.

Meeting Date: 05/04/2022	Country: USA	Ticker: GILD
Record Date: 03/15/2022	Meeting Type: Annual	
Primary Security ID: 375558103		

Shares Voted: 37,486

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jacqueline K. Barton	Mgmt	For	For	For
1b	Elect Director Jeffrey A. Bluestone	Mgmt	For	For	For
1c	Elect Director Sandra J. Horning	Mgmt	For	For	For
1d	Elect Director Kelly A. Kramer	Mgmt	For	For	For
1e	Elect Director Kevin E. Lofton	Mgmt	For	For	For
1f	Elect Director Harish Manwani	Mgmt	For	For	For
1g	Elect Director Daniel P. O'Day	Mgmt	For	For	For
1h	Elect Director Javier J. Rodriguez	Mgmt	For	For	For
1i	Elect Director Anthony Walters	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	For
6	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	Against	Against

Gilead Sciences, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.</i>					
8	Publish Third-Party Review of Alignment of Company's Lobbying Activities with its Public Statements	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as more comprehensive information on Gilead's public policy positions and the congruence between those positions and those of its lobbying partners would benefit shareholders in assessing its management of related risks.</i>					
9	Report on Board Oversight of Risks Related to Anticompetitive Practices	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anticompetitive practices, particularly in light of Gilead's involvement in related controversies.</i>					

GlaxoSmithKline Plc

Meeting Date: 05/04/2022 **Country:** United Kingdom **Ticker:** GSK
Record Date: 04/29/2022 **Meeting Type:** Annual
Primary Security ID: G3910J112

Shares Voted: 9,329,461

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the remuneration policy is warranted because: * The Company is seeking to increase bonus opportunity from 2x to 3x. salary. The amplified bonus opportunity would create the highest bonus potential, as a multiple of salary, for any company in the FTSE 10. It is acknowledged that the higher limit requires higher performance, only materializing on outperformance of the Company's new strategic targets. It is also noted that there would be lower pay for below target performance. In addition, the targets are firmly rooted in the new strategy and there is a clear link between the profit and sales objectives, as announced in June 2021, and new pay arrangements. However, these mitigating factors do not offset concerns with the quantum; the increased emphasis on short-term performance; or the precedent that this level of bonus opportunity would create. Further, the demerger will decrease the Company's market cap and the complexity of its operations. The proposed increase does not appear consistent with this background.</i>					
4	Elect Anne Beal as Director	Mgmt	For	For	For
5	Elect Harry Dietz as Director	Mgmt	For	For	For
6	Re-elect Sir Jonathan Symonds as Director	Mgmt	For	For	For
7	Re-elect Dame Emma Walmsley as Director	Mgmt	For	For	For
8	Re-elect Charles Bancroft as Director	Mgmt	For	For	For
9	Re-elect Vindi Banga as Director	Mgmt	For	For	For
10	Re-elect Hal Barron as Director	Mgmt	For	For	For

GlaxoSmithKline Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Dame Vivienne Cox as Director	Mgmt	For	For	For
12	Re-elect Lynn Elsenhans as Director	Mgmt	For	For	For
13	Re-elect Laurie Glimcher as Director	Mgmt	For	For	For
14	Re-elect Jesse Goodman as Director	Mgmt	For	For	For
15	Re-elect Iain Mackay as Director	Mgmt	For	For	For
16	Re-elect Urs Rohner as Director	Mgmt	For	For	For
17	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
18	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Approve the Exemption from Statement of the Name of the Senior Statutory Auditor in Published Copies of the Auditors' Reports	Mgmt	For	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
26	Approve Share Save Plan	Mgmt	For	For	For
27	Approve Share Reward Plan	Mgmt	For	For	For
28	Adopt New Articles of Association	Mgmt	For	For	For

Holcim Ltd.

Meeting Date: 05/04/2022	Country: Switzerland	Ticker: HOLN
Record Date:	Meeting Type: Annual	
Primary Security ID: H3816Q102		

Shares Voted: 49,839

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
1.2	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Discharge of Board and Senior Management	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.1	Approve Allocation of Income	Mgmt	For	For	For
3.2	Approve Dividends of CHF 2.20 per Share from Capital Contribution Reserves	Mgmt	For	For	For
4.1.1	Reelect Beat Hess as Director and Board Chair	Mgmt	For	For	For
4.1.2	Reelect Philippe Block as Director	Mgmt	For	For	For
4.1.3	Reelect Kim Fausing as Director	Mgmt	For	For	For
4.1.4	Reelect Jan Jenisch as Director	Mgmt	For	For	For
4.1.5	Reelect Naina Kidwai as Director	Mgmt	For	For	For
4.1.6	Reelect Patrick Kron as Director	Mgmt	For	For	For
4.1.7	Reelect Juerg Oleas as Director	Mgmt	For	For	For
4.1.8	Reelect Claudia Ramirez as Director	Mgmt	For	For	For
4.1.9	Reelect Hanne Sorensen as Director	Mgmt	For	For	For
4.2.1	Elect Leanne Geale as Director	Mgmt	For	For	For
4.2.2	Elect Ilias Laeber as Director	Mgmt	For	For	For
4.3.1	Reappoint Claudia Ramirez as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
4.3.2	Reappoint Hanne Sorensen as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
4.4.1	Appoint Ilias Laeber as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
4.4.2	Appoint Juerg Oleas as Member of the Nomination, Compensation and Governance Committee	Mgmt	For	For	For
4.5.1	Ratify Ernst & Young AG as Auditors	Mgmt	For	For	For
4.5.2	Designate Sabine Burkhalter Kaimakliotis as Independent Proxy	Mgmt	For	For	For
5.1	Approve Remuneration of Directors in the Amount of CHF 5 Million	Mgmt	For	For	For
5.2	Approve Remuneration of Executive Committee in the Amount of CHF 42.5 Million	Mgmt	For	For	For
6	Approve Climate Report	Mgmt	For	For	For
7	Transact Other Business (Voting)	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

International Flavors & Fragrances Inc.

Meeting Date: 05/04/2022

Record Date: 03/08/2022

Primary Security ID: 459506101

Country: USA

Meeting Type: Annual

Ticker: IFF

Shares Voted: 90,350

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kathryn J. Boor	Mgmt	For	For	For
1b	Elect Director Edward D. Breen	Mgmt	For	For	For
1c	Elect Director Barry A. Bruno	Mgmt	For	For	For
1d	Elect Director Frank Clyburn	Mgmt	For	For	For
1e	Elect Director Carol Anthony (John) Davidson	Mgmt	For	For	For
1f	Elect Director Michael L. Ducker	Mgmt	For	For	For
1g	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For
1h	Elect Director John F. Ferraro	Mgmt	For	For	For
1i	Elect Director Christina Gold	Mgmt	For	For	For
1j	Elect Director Ilene Gordon	Mgmt	For	For	For
1k	Elect Director Matthias J. Heinzl	Mgmt	For	For	For
1l	Elect Director Dale F. Morrison	Mgmt	For	For	For
1m	Elect Director Kare Schultz	Mgmt	For	For	For
1n	Elect Director Stephen Williamson	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Just Eat Takeaway.com NV

Meeting Date: 05/04/2022

Record Date: 04/06/2022

Primary Security ID: N4753E105

Country: Netherlands

Meeting Type: Annual

Ticker: TKWY

Shares Voted: 49,020

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2a	Receive Report of Management Board (Non-Voting)	Mgmt			
2b	Approve Remuneration Report	Mgmt	For	For	For
2c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For

Just Eat Takeaway.com NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Amend Remuneration Policy for Management Board	Mgmt	For	For	For
4a	Approve Discharge of Management Board	Mgmt	For	For	For
4b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5a	Reelect Jitse Groen to Management Board	Mgmt	For	For	For
5b	Reelect Brent Wissink to Management Board	Mgmt	For	For	For
5c	Reelect Jorg Gerbig to Management Board	Mgmt	For	For	For
6a	Reelect Adriaan Nuhn to Supervisory Board	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote FOR David Fisher, Lloyd Frink, Jambu Palaniappan, Ronald (Ron) Teerlink, and Corinne Vigreux is warranted because: * The nominee is elected for a period not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate A vote AGAINST the election of Adriaan Nuhn (chair of the board and member of the nominating committee) is warranted because the board composition does not comply with the legal requirements on gender diversity. Although we recognize the unplanned unavailability of Burr and the company's commitment to appoint a female director on the short-term, this would still not bring the level of diversity in line with general market expectations.</i>					
6b	Reelect Corinne Vigreux to Supervisory Board	Mgmt	For	For	For
6c	Reelect David Fisher to Supervisory Board	Mgmt	For	For	For
6d	Reelect Lloyd Frink to Supervisory Board	Mgmt	For	For	For
6e	Reelect Jambu Palaniappan to Supervisory Board	Mgmt	For	For	For
6f	Reelect Ron Teerlink to Supervisory Board	Mgmt	For	For	For
7	Grant Board Authority to Issue Shares	Mgmt	For	For	For
8	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Other Business (Non-Voting)	Mgmt			
11	Close Meeting	Mgmt			

PepsiCo, Inc.

Meeting Date: 05/04/2022	Country: USA	Ticker: PEP
Record Date: 03/01/2022	Meeting Type: Annual	
Primary Security ID: 713448108		

PepsiCo, Inc.

Shares Voted: 149,456

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Segun Agbaje	Mgmt	For	For	For
1b	Elect Director Shona L. Brown	Mgmt	For	For	For
1c	Elect Director Cesar Conde	Mgmt	For	For	For
1d	Elect Director Ian Cook	Mgmt	For	For	For
1e	Elect Director Edith W. Cooper	Mgmt	For	For	For
1f	Elect Director Dina Dublon	Mgmt	For	For	For
1g	Elect Director Michelle Gass	Mgmt	For	For	For
1h	Elect Director Ramon L. Laguarta	Mgmt	For	For	For
1i	Elect Director Dave Lewis	Mgmt	For	For	For
1j	Elect Director David C. Page	Mgmt	For	For	For
1k	Elect Director Robert C. Pohlاد	Mgmt	For	For	For
1l	Elect Director Daniel Vasella	Mgmt	For	For	For
1m	Elect Director Darren Walker	Mgmt	For	For	For
1n	Elect Director Alberto Weisser	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	Against	For
5	Report on Global Public Policy and Political Influence	SH	Against	Against	Against
6	Report on Public Health Costs of Food and Beverages Products	SH	Against	Against	Against

Prologis, Inc.

Meeting Date: 05/04/2022Country: USATicker: PLD

Record Date: 03/07/2022Meeting Type: Annual

Primary Security ID: 74340W103

Shares Voted: 64,501

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Hamid R. Moghadam	Mgmt	For	For	For
1b	Elect Director Cristina G. Bitá	Mgmt	For	For	For
1c	Elect Director George L. Fotiades	Mgmt	For	For	For
1d	Elect Director Lydia H. Kennard	Mgmt	For	For	For
1e	Elect Director Irving F. Lyons, III	Mgmt	For	For	For

Prologis, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1f	Elect Director Avid Modjtabai	Mgmt	For	For	For
1g	Elect Director David P. O'Connor	Mgmt	For	For	For
1h	Elect Director Olivier Piani	Mgmt	For	For	For
1i	Elect Director Jeffrey L. Skelton	Mgmt	For	For	For
1j	Elect Director Carl B. Webb	Mgmt	For	For	For
1k	Elect Director William D. Zollars	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Revance Therapeutics, Inc.

Meeting Date: 05/04/2022Country: USATicker: RVNC

Record Date: 03/11/2022Meeting Type: Annual

Primary Security ID: 761330109

Shares Voted: 213,051

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark J. Foley	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Mark Foley, Philip Vickers, and Christian Nolet given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights.					
1.2	Elect Director Christian W. Nolet	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Mark Foley, Philip Vickers, and Christian Nolet given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights.					
1.3	Elect Director Philip J. Vickers	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for director nominees Mark Foley, Philip Vickers, and Christian Nolet given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impact shareholder rights.					
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

S&P Global Inc.

Meeting Date: 05/04/2022Country: USATicker: SPGI

Record Date: 03/07/2022Meeting Type: Annual

Primary Security ID: 78409V104

Shares Voted: 14,740

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Marco Alvera	Mgmt	For	For	For
1.2	Elect Director Jacques Esculier	Mgmt	For	For	For
1.3	Elect Director Gay Huey Evans	Mgmt	For	For	For
1.4	Elect Director William D. Green	Mgmt	For	For	For
1.5	Elect Director Stephanie C. Hill	Mgmt	For	For	For
1.6	Elect Director Rebecca Jacoby	Mgmt	For	For	For
1.7	Elect Director Robert P. Kelly	Mgmt	For	For	For
1.8	Elect Director Ian Paul Livingston	Mgmt	For	For	For
1.9	Elect Director Deborah D. McWhinney	Mgmt	For	For	For
1.10	Elect Director Maria R. Morris	Mgmt	For	For	For
1.11	Elect Director Douglas L. Peterson	Mgmt	For	For	For
1.12	Elect Director Edward B. Rust, Jr.	Mgmt	For	For	For
1.13	Elect Director Richard E. Thornburgh	Mgmt	For	For	For
1.14	Elect Director Gregory Washington	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Standard Chartered Plc

Meeting Date: 05/04/2022Country: United KingdomTicker: STAN

Record Date: 05/02/2022Meeting Type: Annual

Primary Security ID: G84228157

Shares Voted: 8,926,284

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST this item is considered warranted: * Material concerns have been identified in respect of the Remuneration Committee's response to the significant reporting and governance failings identified by the PRA, which have resulted in a record fine being imposed on the Company. The Committee's response does not appear to adequately reflect the gravity of the failures identified by the PRA. Neither does the Committee appear to have fully utilised the available provisions to reduce awards in recognition of failures in risk management; financial reporting; and financial losses, due to a material breach of regulatory guidelines.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Remuneration Policy	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this item is considered warranted: * The policy continues to provide for disapplication of time pro-rating for outstanding LTIP awards if certain, defined criteria are met at the time of executive's departure. This is not in line with best market practice and may create an expectation that discretion in this respect will be used as a normal application of policy, rather than in response to genuinely exceptional circumstances. ISS Policy states that appropriate pro-rating should be applied to outstanding long-term share awards. A material concern is also noted in respect of the updated pension provisions - the calculation of the pension figure, which uses the cash and share element of the salary after salary and fixed pay being combined into "salary" in 2019 - results in a material pension figure for the CEO (GBP 243,400), which is the highest among major FTSE listed banks. Given the positive developments towards market practice since the approval of the 2019 remuneration policy, this matter is not being highlighted as a contributing factor to the negative voting recommendation.</i></p>					
5	Elect Shirish Apte as Director	Mgmt	For	For	For
6	Elect Robin Lawther as Director	Mgmt	For	For	For
7	Re-elect David Conner as Director	Mgmt	For	For	For
8	Re-elect Byron Grote as Director	Mgmt	For	For	For
9	Re-elect Andy Halford as Director	Mgmt	For	For	For
10	Re-elect Christine Hodgson as Director	Mgmt	For	For	For
11	Re-elect Gay Huey Evans as Director	Mgmt	For	For	For
12	Re-elect Maria Ramos as Director	Mgmt	For	For	For
13	Re-elect Phil Rivett as Director	Mgmt	For	For	For
14	Re-elect David Tang as Director	Mgmt	For	For	For
15	Re-elect Carlson Tong as Director	Mgmt	For	For	For
16	Re-elect Jose Vinals as Director	Mgmt	For	For	For
17	Re-elect Jasmine Whitbread as Director	Mgmt	For	For	For
18	Re-elect Bill Winters as Director	Mgmt	For	For	For
19	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
20	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
22	Authorise Issue of Equity	Mgmt	For	For	For
23	Extend the Authority to Allot Shares by Such Number of Shares Repurchased by the Company under the Authority Granted Pursuant to Resolution 28	Mgmt	For	For	For
24	Authorise Issue of Equity in Relation to Equity Convertible Additional Tier 1 Securities	Mgmt	For	For	For
25	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
26	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

Standard Chartered Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
27	Authorise Issue of Equity without Pre-emptive Rights in Relation to Equity Convertible Additional Tier 1 Securities	Mgmt	For	For	For
28	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
29	Authorise Market Purchase of Preference Shares	Mgmt	For	For	For
30	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
31	Approve Net Zero Pathway	Mgmt	For	For	For
32	Shareholder Proposal	Mgmt			
	Approve Shareholder Requisition Resolution	SH	Against	Against	Against

Tritax Big Box REIT Plc

Meeting Date: 05/04/2022Country: United KingdomTicker: BBOX

Record Date: 04/29/2022Meeting Type: Annual

Primary Security ID: G9101W101

Shares Voted: 2,117,926

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Aubrey Adams as Director	Mgmt	For	For	For
4	Re-elect Richard Laing as Director	Mgmt	For	For	For
5	Re-elect Alastair Hughes as Director	Mgmt	For	For	For
6	Re-elect Karen Whitworth as Director	Mgmt	For	For	For
7	Elect Wu Gang as Director	Mgmt	For	For	For
8	Elect Elizabeth Brown as Director	Mgmt	For	For	For
9	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
10	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
11	Approve Dividend Policy	Mgmt	For	For	For
12	Approve Amendments to the Investment Management Agreement	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Tritax Big Box REIT Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Unilever Plc

Meeting Date: 05/04/2022	Country: United Kingdom	Ticker: ULVR
Record Date: 05/02/2022	Meeting Type: Annual	
Primary Security ID: G92087165		

Shares Voted: 4,312,671

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Nils Andersen as Director	Mgmt	For	For	For
4	Re-elect Judith Hartmann as Director	Mgmt	For	For	For
5	Re-elect Alan Jope as Director	Mgmt	For	For	For
6	Re-elect Andrea Jung as Director	Mgmt	For	For	For
7	Re-elect Susan Kilsby as Director	Mgmt	For	For	For
8	Re-elect Strive Masiyiwa as Director	Mgmt	For	For	For
9	Re-elect Youngme Moon as Director	Mgmt	For	For	For
10	Re-elect Graeme Pitkethly as Director	Mgmt	For	For	For
11	Re-elect Feike Sijbesma as Director	Mgmt	For	For	For
12	Elect Adrian Hennah as Director	Mgmt	For	For	For
13	Elect Ruby Lu as Director	Mgmt	For	For	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

Unilever Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

BAE Systems Plc

Meeting Date: 05/05/2022Country: United KingdomTicker: BA

Record Date: 05/03/2022Meeting Type: Annual

Primary Security ID: G06940103

Shares Voted: 4,287,302

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Nicholas Anderson as Director	Mgmt	For	For	For
5	Re-elect Thomas Arseneault as Director	Mgmt	For	For	For
6	Re-elect Sir Roger Carr as Director	Mgmt	For	For	For
7	Re-elect Dame Elizabeth Corley as Director	Mgmt	For	For	For
8	Re-elect Bradley Greve as Director	Mgmt	For	For	For
9	Re-elect Jane Griffiths as Director	Mgmt	For	For	For
10	Re-elect Christopher Grigg as Director	Mgmt	For	For	For
11	Re-elect Stephen Pearce as Director	Mgmt	For	For	For
12	Re-elect Nicole Piasecki as Director	Mgmt	For	For	For
13	Re-elect Charles Woodburn as Director	Mgmt	For	For	For
14	Elect Crystal E Ashby as Director	Mgmt	For	For	For
15	Elect Ewan Kirk as Director	Mgmt	For	For	For
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Approve Share Incentive Plan	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

BAE Systems Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Boston Scientific Corporation

Meeting Date: 05/05/2022

Country: USA

Ticker: BSX

Record Date: 03/11/2022

Meeting Type: Annual

Primary Security ID: 101137107

Shares Voted: 121,471

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Nelda J. Connors	Mgmt	For	For	For
1b	Elect Director Charles J. Dockendorff	Mgmt	For	For	For
1c	Elect Director Yoshiaki Fujimori	Mgmt	For	For	For
1d	Elect Director Donna A. James	Mgmt	For	For	For
1e	Elect Director Edward J. Ludwig	Mgmt	For	For	For
1f	Elect Director Michael F. Mahoney	Mgmt	For	For	For
1g	Elect Director David J. Roux	Mgmt	For	For	For
1h	Elect Director John E. Sununu	Mgmt	For	For	For
1i	Elect Director David S. Wichmann	Mgmt	For	For	For
1j	Elect Director Ellen M. Zane	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

Domino's Pizza Group Plc

Meeting Date: 05/05/2022

Country: United Kingdom

Ticker: DOM

Record Date: 05/03/2022

Meeting Type: Annual

Primary Security ID: G28113101

Shares Voted: 133,317

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Domino's Pizza Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Matt Shattock as Director	Mgmt	For	For	For
6	Re-elect Ian Bull as Director	Mgmt	For	For	For
7	Re-elect Dominic Paul as Director	Mgmt	For	For	For
8	Re-elect Usman Nabi as Director	Mgmt	For	For	For
9	Re-elect Elias Diaz as Director	Mgmt	For	For	For
10	Re-elect Lynn Fordham as Director	Mgmt	For	For	For
11	Re-elect Natalia Barseguyan as Director	Mgmt	For	For	For
12	Re-elect Stella David as Director	Mgmt	For	For	For
13	Approve Remuneration Policy	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	For	For
15	Approve Long Term Incentive Plan	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Duke Energy Corporation

Meeting Date: 05/05/2022

Record Date: 03/07/2022

Primary Security ID: 26441C204

Country: USA

Meeting Type: Annual

Ticker: DUK

Shares Voted: 47,813

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Derrick Burks	Mgmt	For	For	For
1.2	Elect Director Annette K. Clayton	Mgmt	For	For	For
1.3	Elect Director Theodore F. Craver, Jr.	Mgmt	For	For	For
1.4	Elect Director Robert M. Davis	Mgmt	For	For	For
1.5	Elect Director Caroline Dorsa	Mgmt	For	For	For

Duke Energy Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.6	Elect Director W. Roy Dunbar	Mgmt	For	For	For
1.7	Elect Director Nicholas C. Fanandakis	Mgmt	For	For	For
1.8	Elect Director Lynn J. Good	Mgmt	For	For	For
1.9	Elect Director John T. Herron	Mgmt	For	For	For
1.10	Elect Director Idalene F. Kesner	Mgmt	For	For	For
1.11	Elect Director E. Marie McKee	Mgmt	For	For	For
1.12	Elect Director Michael J. Pacilio	Mgmt	For	For	For
1.13	Elect Director Thomas E. Skains	Mgmt	For	For	For
1.14	Elect Director William E. Webster, Jr.	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.

EMIS Group Plc

Meeting Date: 05/05/2022	Country: United Kingdom	Ticker: EMIS
Record Date: 05/03/2022	Meeting Type: Annual	
Primary Security ID: G2898S102		

Shares Voted: 1,844,872

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Denise Collis as Director	Mgmt	For	For	For
5	Re-elect Patrick De Smedt as Director	Mgmt	For	For	For
6	Re-elect Andy Thorburn as Director	Mgmt	For	For	For
7	Re-elect Peter Southby as Director	Mgmt	For	For	For
8	Re-elect Kevin Boyd as Director	Mgmt	For	For	For
9	Re-elect Jen Byrne as Director	Mgmt	For	For	For
10	Re-elect JP Rangaswami as Director	Mgmt	For	For	For
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For

EMIS Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

IMI Plc

Meeting Date: 05/05/2022

Record Date: 05/03/2022

Primary Security ID: G47152114

Country: United Kingdom

Meeting Type: Annual

Ticker: IMI

Shares Voted: 812,416

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Re-elect Lord Smith of Kelvin as Director	Mgmt	For	For	For
5	Re-elect Thomas Thune Andersen as Director	Mgmt	For	For	For
6	Re-elect Caroline Dowling as Director	Mgmt	For	For	For
7	Re-elect Katie Jackson as Director	Mgmt	For	For	For
8	Re-elect Ajai Puri as Director	Mgmt	For	For	For
9	Re-elect Isobel Sharp as Director	Mgmt	For	For	For
10	Re-elect Daniel Shook as Director	Mgmt	For	For	For
11	Re-elect Roy Twite as Director	Mgmt	For	For	For
12	Approve Increase in the Maximum Aggregate Fees Payable to Directors	Mgmt	For	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Approve US Stock Purchase Plan	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
B	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
C	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
D	Authorise the Company to Call General Meeting with 14 Working Days' Notice	Mgmt	For	For	For

James Fisher & Sons Plc

Meeting Date: 05/05/2022

Country: United Kingdom

Ticker: FSJ

Record Date: 05/03/2022

Meeting Type: Annual

Primary Security ID: G35056103

Shares Voted: 2,320,840

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Angus Cockburn as Director	Mgmt	For	For	For
4	Elect Duncan Kennedy as Director	Mgmt	For	For	For
5	Elect Kash Pandya as Director	Mgmt	For	For	For
6	Elect Claire Hawkings as Director	Mgmt	For	For	For
7	Re-elect Eoghan O'Lionaird as Director	Mgmt	For	For	For
8	Re-elect Aedamar Comiskey as Director	Mgmt	For	For	For
9	Re-elect Justin Atkinson as Director	Mgmt	For	For	For
10	Re-elect Inken Braunschmidt as Director	Mgmt	For	For	For
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

James Fisher & Sons Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

KBC Group SA/NV

Meeting Date: 05/05/2022	Country: Belgium	Ticker: KBC
Record Date: 04/21/2022	Meeting Type: Annual	
Primary Security ID: B5337G162		

Shares Voted: 29,301

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Directors' Reports (Non-Voting)	Mgmt			
2	Receive Auditors' Reports (Non-Voting)	Mgmt			
3	Receive Consolidated Financial Statements and Statutory Reports (Non-Voting)	Mgmt			
4	Approve Financial Statements, Allocation of Income, and Dividends of EUR 10.60 per Share	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Remuneration Policy	Mgmt	For	For	For
7	Approve Discharge of Directors	Mgmt	For	For	For
8	Approve Discharge of Auditors	Mgmt	For	For	For
9	Approve Auditors' Remuneration	Mgmt	For	For	For
10	Ratify PricewaterhouseCoopers as Auditors and Approve Auditors' Remuneration	Mgmt	For	For	For
11.1	Reelect Christine Van Rijsseghem as Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote FOR the election of Alicia Reyes Revuelta is warranted because: * The nominee is elected for a period not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate. A vote AGAINST the elections of Christine Van Rijsseghem and Marc Wittemans is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. Furthermore, Marc Wittemans is chairman of the audit committee as a non-independent director.					
11.2	Reelect Marc Wittemans as Director	Mgmt	For	Against	Against
Voting Policy Rationale: A vote FOR the election of Alicia Reyes Revuelta is warranted because: * The nominee is elected for a period not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate. A vote AGAINST the elections of Christine Van Rijsseghem and Marc Wittemans is warranted because the nominees are non-independent whereas the board lack sufficient independence among its members. Furthermore, Marc Wittemans is chairman of the audit committee as a non-independent director.					
11.3	Elect Alicia Reyes Revuelta as Independent Director	Mgmt	For	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For

KBC Group SA/NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Transact Other Business	Mgmt			

Lonza Group AG

Meeting Date: 05/05/2022	Country: Switzerland	Ticker: LONN
Record Date:	Meeting Type: Annual	
Primary Security ID: H50524133		

Shares Voted: 4,377

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends of CHF 3.00 per Share	Mgmt	For	For	For
5.1.1	Reelect Albert Baehny as Director	Mgmt	For	For	For
5.1.2	Reelect Angelica Kohlmann as Director	Mgmt	For	For	For
5.1.3	Reelect Christoph Maeder as Director	Mgmt	For	For	For
5.1.4	Reelect Barbara Richmond as Director	Mgmt	For	For	For
5.1.5	Reelect Juergen Steinemann as Director	Mgmt	For	For	For
5.1.6	Reelect Olivier Verscheure as Director	Mgmt	For	For	For
5.2.1	Elect Marion Helmes as Director	Mgmt	For	For	For
5.2.2	Elect Roger Nitsch as Director	Mgmt	For	For	For
5.3	Reelect Albert Baehny as Board Chair	Mgmt	For	For	For
5.4.1	Reappoint Angelica Kohlmann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.4.2	Reappoint Christoph Maeder as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
5.4.3	Reappoint Juergen Steinemann as Member of the Nomination and Compensation Committee	Mgmt	For	For	For
6	Ratify KPMG Ltd as Auditors	Mgmt	For	For	For
7	Designate ThomannFischer as Independent Proxy	Mgmt	For	For	For
8	Approve Remuneration of Directors in the Amount of CHF 2.9 Million	Mgmt	For	For	For

Lonza Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.1	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 6.5 Million for the Period July 1, 2022 - June 30, 2023	Mgmt	For	For	For
9.2	Approve Variable Short-Term Remuneration of Executive Committee in the Amount of CHF 4.9 Million for Fiscal Year 2021	Mgmt	For	For	For
9.3	Approve Variable Long-Term Remuneration of Executive Committee in the Amount of CHF 11.1 Million for Fiscal Year 2022	Mgmt	For	For	For
10	Transact Other Business (Voting)	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.*

Made.com Group Plc

Meeting Date: 05/05/2022 **Country:** United Kingdom **Ticker:** MADE
Record Date: 05/03/2022 **Meeting Type:** Annual
Primary Security ID: G574BZ107

Shares Voted: 3,824,162

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Elect Susanne Given as Director	Mgmt	For	For	For
5	Elect Nicola Thompson as Director	Mgmt	For	For	For
6	Elect Adrian Evans as Director	Mgmt	For	For	For
7	Elect Gwyn Burr as Director	Mgmt	For	For	For
8	Elect Matthew Price as Director	Mgmt	For	For	For
9	Elect Ning Li as Director	Mgmt	For	For	For
10	Elect George McCulloch as Director	Mgmt	For	For	For
11	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
12	Authorise Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Made.com Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Melrose Industries Plc

Meeting Date: 05/05/2022	Country: United Kingdom	Ticker: MRO
Record Date: 05/03/2022	Meeting Type: Annual	
Primary Security ID: G5973J202		

Shares Voted: 8,472,259

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Christopher Miller as Director	Mgmt	For	For	For
5	Re-elect Simon Peckham as Director	Mgmt	For	For	For
6	Re-elect Geoffrey Martin as Director	Mgmt	For	For	For
7	Re-elect Peter Dilnot as Director	Mgmt	For	For	For
8	Re-elect Justin Dowley as Director	Mgmt	For	For	For
9	Re-elect David Lis as Director	Mgmt	For	For	For
10	Re-elect Charlotte Twynning as Director	Mgmt	For	For	For
11	Re-elect Funmi Adegoke as Director	Mgmt	For	For	For
12	Elect Heather Lawrence as Director	Mgmt	For	For	For
13	Elect Victoria Jarman as Director	Mgmt	For	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Moneysupermarket.com Group Plc

Meeting Date: 05/05/2022

Country: United Kingdom

Ticker: MONY

Record Date: 05/03/2022

Meeting Type: Annual

Primary Security ID: G6258H101

Shares Voted: 1,201,514

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Robin Freestone as Director	Mgmt	For	For	For
5	Re-elect Sarah Warby as Director	Mgmt	For	For	For
6	Re-elect Scilla Grimble as Director	Mgmt	For	For	For
7	Re-elect Caroline Britton as Director	Mgmt	For	For	For
8	Re-elect Supriya Uchil as Director	Mgmt	For	For	For
9	Re-elect James Bilefield as Director	Mgmt	For	For	For
10	Elect Lesley Jones as Director	Mgmt	For	For	For
11	Re-elect Peter Duffy as Director	Mgmt	For	For	For
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Approve Savings Related Share Option Scheme 2022	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Morgan Advanced Materials Plc

Meeting Date: 05/05/2022

Country: United Kingdom

Ticker: MGAM

Record Date: 05/03/2022

Meeting Type: Annual

Primary Security ID: G62496131

Morgan Advanced Materials Plc

Shares Voted: 365,585

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Jane Aikman as Director	Mgmt	For	For	For
6	Re-elect Helen Bunch as Director	Mgmt	For	For	For
7	Re-elect Douglas Caster as Director	Mgmt	For	For	For
8	Re-elect Laurence Mulliez as Director	Mgmt	For	For	For
9	Re-elect Pete Raby as Director	Mgmt	For	For	For
10	Re-elect Peter Turner as Director	Mgmt	For	For	For
11	Re-elect Clement Woon as Director	Mgmt	For	For	For
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Approve Share Plan 2022	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

MTU Aero Engines AG

Meeting Date: 05/05/2022

Record Date:

Primary Security ID: D5565H104

Country: Germany

Meeting Type: Annual

Ticker: MTX

Shares Voted: 5,290

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 2.10 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022	Mgmt	For	For	For
6	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
7	Elect Gordon Riske to the Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Report	Mgmt	For	For	For

Phoenix Group Holdings Plc

Meeting Date: 05/05/2022Country: United KingdomTicker: PHNX

Record Date: 05/03/2022Meeting Type: Annual

Primary Security ID: G7S8MZ109

Shares Voted: 442,618

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Alastair Barbour as Director	Mgmt	For	For	For
5	Re-elect Andy Briggs as Director	Mgmt	For	For	For
6	Re-elect Karen Green as Director	Mgmt	For	For	For
7	Re-elect Hiroyuki Iioka as Director	Mgmt	For	For	For
8	Re-elect Nicholas Lyons as Director	Mgmt	For	For	For
9	Re-elect Wendy Mayall as Director	Mgmt	For	For	For
10	Re-elect John Pollock as Director	Mgmt	For	For	For
11	Re-elect Belinda Richards as Director	Mgmt	For	For	For
12	Re-elect Nicholas Shott as Director	Mgmt	For	For	For
13	Re-elect Kory Sorenson as Director	Mgmt	For	For	For

Phoenix Group Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Re-elect Rakesh Thakrar as Director	Mgmt	For	For	For
15	Re-elect Mike Tumilty as Director	Mgmt	For	For	For
16	Elect Katie Murray as Director	Mgmt	For	For	For
17	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
18	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Rathbones Group Plc

Meeting Date: 05/05/2022	Country: United Kingdom	Ticker: RAT
Record Date: 05/03/2022	Meeting Type: Annual	
Primary Security ID: G73904107		

Shares Voted: 419,624

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Clive Bannister as Director	Mgmt	For	For	For
5	Re-elect Paul Stockton as Director	Mgmt	For	For	For
6	Re-elect Jennifer Mathias as Director	Mgmt	For	For	For
7	Re-elect Colin Clark as Director	Mgmt	For	For	For
8	Elect Iain Cummings as Director	Mgmt	For	For	For
9	Re-elect Terri Duhon as Director	Mgmt	For	For	For
10	Re-elect Sarah Gentleman as Director	Mgmt	For	For	For
11	Elect Dharmash Mistry as Director	Mgmt	For	For	For
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For

Rathbones Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Adopt New Articles of Association	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Repsol SA

Meeting Date: 05/05/2022

Record Date: 04/29/2022

Primary Security ID: E8471S130

Country: Spain

Meeting Type: Annual

Ticker: REP

Shares Voted: 276,428

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5	Renew Appointment of PricewaterhouseCoopers as Auditor	Mgmt	For	For	For
6	Approve Dividends Charged Against Reserves	Mgmt	For	For	For
7	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
8	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
9	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For	For
10	Authorize Share Repurchase Program	Mgmt	For	For	For
11	Reelect Maria del Carmen Ganyet i Cirera as Director	Mgmt	For	For	For

Repsol SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Reelect Ignacio Martin San Vicente as Director	Mgmt	For	For	For
13	Ratify Appointment of and Elect Emiliano Lopez Achurra as Director	Mgmt	For	For	For
14	Ratify Appointment of and Elect Jose Ivan Marten Uliarte as Director	Mgmt	For	For	For
15	Advisory Vote on Remuneration Report	Mgmt	For	For	For
16	Approve Long-Term Incentive Plan	Mgmt	For	For	For
17	Advisory Vote on Company's Climate Strategy	Mgmt	For	For	For
18	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Schneider Electric SE

Meeting Date: 05/05/2022

Record Date: 05/03/2022

Primary Security ID: F86921107

Country: France

Meeting Type: Annual/Special

Ticker: SU

Shares Voted: 34,711

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.90 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Renew Appointment of Mazars as Auditor	Mgmt	For	For	For
6	Appoint PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Jean-Pascal Tricoire, Chairman and CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Reelect Linda Knoll as Director	Mgmt	For	For	For
12	Reelect Anders Runevad as Director	Mgmt	For	For	For

Schneider Electric SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Elect Nivedita Krishnamurthy (Nive) Bhagat as Director	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize up to 2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
16	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
18	Approve Merger by Absorption of IGE+XAO by Schneider	Mgmt	For	For	For
	Ordinary Business	Mgmt			
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

United Parcel Service, Inc.

Meeting Date: 05/05/2022

Record Date: 03/09/2022

Primary Security ID: 911312106

Country: USA

Meeting Type: Annual

Ticker: UPS

Shares Voted: 49,104

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Carol B. Tome	Mgmt	For	For	For
1b	Elect Director Rodney C. Adkins	Mgmt	For	For	For
1c	Elect Director Eva C. Boratto	Mgmt	For	For	For
1d	Elect Director Michael J. Burns	Mgmt	For	For	For
1e	Elect Director Wayne M. Hewett	Mgmt	For	For	For
1f	Elect Director Angela Hwang	Mgmt	For	For	For
1g	Elect Director Kate E. Johnson	Mgmt	For	For	For
1h	Elect Director William R. Johnson	Mgmt	For	For	For
1i	Elect Director Ann M. Livermore	Mgmt	For	For	For
1j	Elect Director Franck J. Moison	Mgmt	For	For	For
1k	Elect Director Christiana Smith Shi	Mgmt	For	For	For
1l	Elect Director Russell Stokes	Mgmt	For	For	For
1m	Elect Director Kevin Warsh	Mgmt	For	For	For

United Parcel Service, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the company's trade association memberships, payments, and oversight mechanisms would give shareholders a better understanding of the company's management of its lobbying activities and any related risks and benefits.					
5	Report on Corporate Climate Lobbying Aligned with Paris Agreement	SH	Against	For	For
Voting Policy Rationale: A recommendation FOR this proposal is warranted. The company and its shareholders are likely to benefit from a review of how the company's and its trade associations' lobbying positions align with Paris Agreement.					
6	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as it would provide all shareholders with equal voting rights on all matters.					
7	Adopt Independently Verified Science-Based GHG Reduction Targets	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.					
8	Report on Balancing Climate Measures and Financial Returns	SH	Against	Against	Against
9	Report on Effectiveness of Diversity Equity and Inclusion Efforts and Metrics	SH	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, as reporting quantitative and comparable diversity statistics would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.					

Vitesco Technologies Group AG

Meeting Date: 05/05/2022Country: GermanyTicker: VTSC

Record Date:Meeting Type: Annual

Primary Security ID: D8T4KW107

Shares Voted: 1,125					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2.1	Approve Discharge of Management Board Member Andreas Wolf (from March 9, 2021) for Fiscal Year 2021	Mgmt	For	For	For
2.2	Approve Discharge of Management Board Member Werner Volz (from March 9, 2021) for Fiscal Year 2021	Mgmt	For	For	For

Vitesco Technologies Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2.3	Approve Discharge of Management Board Member Ingo Holstein (from March 9, 2021) for Fiscal Year 2021	Mgmt	For	For	For
2.4	Approve Discharge of Management Board Member Klaus Hau (from October 4, 2021) for Fiscal Year 2021	Mgmt	For	For	For
2.5	Approve Discharge of Management Board Member Thomas Stierle (from October 4, 2021) for Fiscal Year 2021	Mgmt	For	For	For
2.6	Approve Discharge of Management Board Member Christian zur Nedden (until March 8, 2021) for Fiscal Year 2021	Mgmt	For	For	For
2.7	Approve Discharge of Management Board Member Ulrike Schramm (until March 8, 2021) for Fiscal Year 2021	Mgmt	For	For	For
3.1	Approve Discharge of Supervisory Board Member Siegfried Wolf (from September 15, 2021) for Fiscal Year 2021	Mgmt	For	For	For
3.2	Approve Discharge of Supervisory Board Member Carsten Bruns (from September 15, 2021) for Fiscal Year 2021	Mgmt	For	For	For
3.3	Approve Discharge of Supervisory Board Member Hans-Joerg Bullinger (from September 15, 2021) for Fiscal Year 2021	Mgmt	For	For	For
3.4	Approve Discharge of Supervisory Board Member Manfred Eibeck (from September 15, 2021) for Fiscal Year 2021	Mgmt	For	For	For
3.5	Approve Discharge of Supervisory Board Member Lothar Galli (from September 15, 2021) for Fiscal Year 2021	Mgmt	For	For	For
3.6	Approve Discharge of Supervisory Board Member Yvonne Hartmetz (from September 15, 2021) for Fiscal Year 2021	Mgmt	For	For	For
3.7	Approve Discharge of Supervisory Board Member Susanne Heckelsberger (from September 15, 2021) for Fiscal Year 2021	Mgmt	For	For	For
3.8	Approve Discharge of Supervisory Board Member Joachim Hirsch (from September 15, 2021) for Fiscal Year 2021	Mgmt	For	For	For
3.9	Approve Discharge of Supervisory Board Member Sabina Jeschke (from September 15, 2021) for Fiscal Year 2021	Mgmt	For	For	For
3.10	Approve Discharge of Supervisory Board Member Michael Koepl (from September 15, 2021) for Fiscal Year 2021	Mgmt	For	For	For

Vitesco Technologies Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.11	Approve Discharge of Supervisory Board Member Erwin Loeffler (from September 15, 2021) for Fiscal Year 2021	Mgmt	For	For	For
3.12	Approve Discharge of Supervisory Board Member Klaus Rosenfeld (from September 15, 2021) for Fiscal Year 2021	Mgmt	For	For	For
3.13	Approve Discharge of Supervisory Board Member Georg Schaeffler (from September 15, 2021) for Fiscal Year 2021	Mgmt	For	For	For
3.14	Approve Discharge of Supervisory Board Member Ralf Schamel (from September 15, 2021) for Fiscal Year 2021	Mgmt	For	For	For
3.15	Approve Discharge of Supervisory Board Member Kirsten Voerke (from September 15, 2021) for Fiscal Year 2021	Mgmt	For	For	For
3.16	Approve Discharge of Supervisory Board Member Anne Zeumer (from September 15, 2021) for Fiscal Year 2021	Mgmt	For	For	For
3.17	Approve Discharge of Supervisory Board Member Holger Siebenthaler (from August 25, 2021 to September 15, 2021) for Fiscal Year 2021	Mgmt	For	For	For
3.18	Approve Discharge of Supervisory Board Member Cornelia Stiewing (from August 25, 2021 to September 15, 2021) for Fiscal Year 2021	Mgmt	For	For	For
3.19	Approve Discharge of Supervisory Board Member Johannes Suttmeier (from August 25, 2021 to September 15, 2021) for Fiscal Year 2021	Mgmt	For	For	For
4	Ratify KPMG AG as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2022	Mgmt	For	For	For
5.1	Elect Siegfried Wolf to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST all nominees are warranted because their proposed terms exceed four years. Additionally, votes AGAINST the non-independent nominees, Siegfried Wolf, Klaus Rosenfeld and Georg Schaeffler, are further warranted because of the failure to establish a majority-independent board, as well as a majority-independent audit committee and remuneration committee. Finally, a vote AGAINST Siegfried Wolf, the current chair of the nomination committee, is further warranted because the underrepresented gender accounts for less than 30 percent of shareholder-elected directors.</i></p>					
5.2	Elect Hans-Joerg Bullinger to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST all nominees are warranted because their proposed terms exceed four years. Additionally, votes AGAINST the non-independent nominees, Siegfried Wolf, Klaus Rosenfeld and Georg Schaeffler, are further warranted because of the failure to establish a majority-independent board, as well as a majority-independent audit committee and remuneration committee. Finally, a vote AGAINST Siegfried Wolf, the current chair of the nomination committee, is further warranted because the underrepresented gender accounts for less than 30 percent of shareholder-elected directors.</i></p>					

Vitesco Technologies Group AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.3	Elect Manfred Eibeck to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST all nominees are warranted because their proposed terms exceed four years. Additionally, votes AGAINST the non-independent nominees, Siegfried Wolf, Klaus Rosenfeld and Georg Schaeffler, are further warranted because of the failure to establish a majority-independent board, as well as a majority-independent audit committee and remuneration committee. Finally, a vote AGAINST Siegfried Wolf, the current chair of the nomination committee, is further warranted because the underrepresented gender accounts for less than 30 percent of shareholder-elected directors.</i></p>					
5.4	Elect Susanne Heckelsberger to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST all nominees are warranted because their proposed terms exceed four years. Additionally, votes AGAINST the non-independent nominees, Siegfried Wolf, Klaus Rosenfeld and Georg Schaeffler, are further warranted because of the failure to establish a majority-independent board, as well as a majority-independent audit committee and remuneration committee. Finally, a vote AGAINST Siegfried Wolf, the current chair of the nomination committee, is further warranted because the underrepresented gender accounts for less than 30 percent of shareholder-elected directors.</i></p>					
5.5	Elect Joachim Hirsch to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST all nominees are warranted because their proposed terms exceed four years. Additionally, votes AGAINST the non-independent nominees, Siegfried Wolf, Klaus Rosenfeld and Georg Schaeffler, are further warranted because of the failure to establish a majority-independent board, as well as a majority-independent audit committee and remuneration committee. Finally, a vote AGAINST Siegfried Wolf, the current chair of the nomination committee, is further warranted because the underrepresented gender accounts for less than 30 percent of shareholder-elected directors.</i></p>					
5.6	Elect Sabina Jeschke to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST all nominees are warranted because their proposed terms exceed four years. Additionally, votes AGAINST the non-independent nominees, Siegfried Wolf, Klaus Rosenfeld and Georg Schaeffler, are further warranted because of the failure to establish a majority-independent board, as well as a majority-independent audit committee and remuneration committee. Finally, a vote AGAINST Siegfried Wolf, the current chair of the nomination committee, is further warranted because the underrepresented gender accounts for less than 30 percent of shareholder-elected directors.</i></p>					
5.7	Elect Klaus Rosenfeld to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST all nominees are warranted because their proposed terms exceed four years. Additionally, votes AGAINST the non-independent nominees, Siegfried Wolf, Klaus Rosenfeld and Georg Schaeffler, are further warranted because of the failure to establish a majority-independent board, as well as a majority-independent audit committee and remuneration committee. Finally, a vote AGAINST Siegfried Wolf, the current chair of the nomination committee, is further warranted because the underrepresented gender accounts for less than 30 percent of shareholder-elected directors.</i></p>					
5.8	Elect Georg Schaeffler to the Supervisory Board	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Votes AGAINST all nominees are warranted because their proposed terms exceed four years. Additionally, votes AGAINST the non-independent nominees, Siegfried Wolf, Klaus Rosenfeld and Georg Schaeffler, are further warranted because of the failure to establish a majority-independent board, as well as a majority-independent audit committee and remuneration committee. Finally, a vote AGAINST Siegfried Wolf, the current chair of the nomination committee, is further warranted because the underrepresented gender accounts for less than 30 percent of shareholder-elected directors.</i></p>					
6	Approve Remuneration Report	Mgmt	For	For	For
7	Approve Remuneration Policy	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the company's remuneration system is warranted because: * The proposed policy allows for discretionary adjustments under the LTI of +/- 30 percent, which can be considered excessive compared to common market practice. * The defined benefit pension plans for executives appear to result in pension contributions that are considered excessive. * Targets under the LTI may not be considered sufficiently challenging due to the possibility of below peer median vesting. * The remuneration committee is insufficiently independent.</i></p>					
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
9	Amend Articles Re: Participation of Supervisory Board Members in the Annual General Meeting by Means of Audio and Video Transmission	Mgmt	For	For	For

AbbVie Inc.

Meeting Date: 05/06/2022

Record Date: 03/07/2022

Primary Security ID: 00287Y109

Country: USA

Meeting Type: Annual

Ticker: ABBV

Shares Voted: 162,159

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William H.L. Burnside	Mgmt	For	For	For
1.2	Elect Director Thomas C. Freyman	Mgmt	For	For	For
1.3	Elect Director Brett J. Hart	Mgmt	For	For	For
1.4	Elect Director Edward J. Rapp	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	Against	Against
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For
Voting Policy Rationale: A vote FOR this item is warranted given that it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms, the proposal applies only to future severance arrangements, leaving current agreements unaffected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.					
7	Report on Board Oversight of Risks Related to Anticompetitive Practices	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted because shareholders would benefit from more robust disclosure of the company's processes and oversight mechanisms for managing risks related to anticompetitive practices, particularly in light of AbbVie's involvement in related controversies.					
8	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, as more comprehensive information comparing the company's public policy statements and its political contributions and lobbying efforts would benefit shareholders in assessing its management of related risks.					

Colgate-Palmolive Company

Meeting Date: 05/06/2022

Record Date: 03/07/2022

Primary Security ID: 194162103

Country: USA

Meeting Type: Annual

Ticker: CL

Shares Voted: 177,130

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John P. Bilbrey	Mgmt	For	For	For
1b	Elect Director John T. Cahill	Mgmt	For	For	For

Colgate-Palmolive Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Lisa M. Edwards	Mgmt	For	For	For
1d	Elect Director C. Martin Harris	Mgmt	For	For	For
1e	Elect Director Martina Hund-Mejean	Mgmt	For	For	For
1f	Elect Director Kimberly A. Nelson	Mgmt	For	For	For
1g	Elect Director Lorrie M. Norrington	Mgmt	For	For	For
1h	Elect Director Michael B. Polk	Mgmt	For	For	For
1i	Elect Director Stephen I. Sadove	Mgmt	For	For	For
1j	Elect Director Noel R. Wallace	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given that the request applies only to future severance arrangements, the current agreements will not be affected, the request offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting, and it is positive for shareholders to have the ability to vote on severance amounts that exceed market norms.					
5	Report on Charitable Contributions	SH	Against	Against	Against

Deutsche Post AG

Meeting Date: 05/06/2022Country: GermanyTicker: DPW

Record Date:Meeting Type: Annual

Primary Security ID: D19225107

Shares Voted: 73,720					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.80 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022	Mgmt	For	For	For
6	Ratify Deloitte GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the Period from January 1, 2023, until 2024 AGM	Mgmt	For	For	For

Deutsche Post AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7.1	Elect Luise Hoelscher to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Stefan Wintels to the Supervisory Board	Mgmt	For	For	For
8	Approve Stock Option Plan for Key Employees; Approve Creation of EUR 20 Million Pool of Conditional Capital to Guarantee Conversion Rights	Mgmt	For	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2 Billion; Approve Creation of EUR 40 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11	Approve Remuneration of Supervisory Board	Mgmt	For	For	For

Dover Corporation

Meeting Date: 05/06/2022

Record Date: 03/09/2022

Primary Security ID: 260003108

Country: USA

Meeting Type: Annual

Ticker: DOV

Shares Voted: 42,648

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Deborah L. DeHaas	Mgmt	For	For	For
1b	Elect Director H. John Gilbertson, Jr.	Mgmt	For	For	For
1c	Elect Director Kristiane C. Graham	Mgmt	For	For	For
1d	Elect Director Michael F. Johnston	Mgmt	For	For	For
1e	Elect Director Eric A. Spiegel	Mgmt	For	For	For
1f	Elect Director Richard J. Tobin	Mgmt	For	For	For
1g	Elect Director Stephen M. Todd	Mgmt	For	For	For
1h	Elect Director Stephen K. Wagner	Mgmt	For	For	For
1i	Elect Director Keith E. Wandell	Mgmt	For	For	For
1j	Elect Director Mary A. Winston	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Provide Right to Act by Written Consent	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted given that the ability to act by written consent would improve shareholder rights.

Illinois Tool Works Inc.

Meeting Date: 05/06/2022

Record Date: 03/07/2022

Primary Security ID: 452308109

Country: USA

Meeting Type: Annual

Ticker: ITW

Shares Voted: 24,936

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Daniel J. Brutto	Mgmt	For	For	For
1b	Elect Director Susan Crown	Mgmt	For	For	For
1c	Elect Director Darrell L. Ford	Mgmt	For	For	For
1d	Elect Director James W. Griffith	Mgmt	For	For	For
1e	Elect Director Jay L. Henderson	Mgmt	For	For	For
1f	Elect Director Richard H. Lenny	Mgmt	For	For	For
1g	Elect Director E. Scott Santi	Mgmt	For	For	For
1h	Elect Director David B. Smith, Jr.	Mgmt	For	For	For
1i	Elect Director Pamela B. Strobel	Mgmt	For	For	For
1j	Elect Director Anre D. Williams	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditor	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 20 percent to 10 percent would enhance shareholders' rights.

InterContinental Hotels Group Plc

Meeting Date: 05/06/2022

Record Date: 05/04/2022

Primary Security ID: G4804L163

Country: United Kingdom

Meeting Type: Annual

Ticker: IHG

Shares Voted: 470,465

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4a	Re-elect Graham Allan as Director	Mgmt	For	For	For
4b	Re-elect Daniela Barone Soares as Director	Mgmt	For	For	For
4c	Re-elect Keith Barr as Director	Mgmt	For	For	For

InterContinental Hotels Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4d	Re-elect Patrick Cescau as Director	Mgmt	For	For	For
4e	Re-elect Arthur de Haast as Director	Mgmt	For	For	For
4f	Re-elect Ian Dyson as Director	Mgmt	For	For	For
4g	Re-elect Paul Edgecliffe-Johnson as Director	Mgmt	For	For	For
4h	Re-elect Duriya Farooqui as Director	Mgmt	For	For	For
4i	Re-elect Jo Harlow as Director	Mgmt	For	For	For
4j	Re-elect Elie Maalouf as Director	Mgmt	For	For	For
4k	Re-elect Jill McDonald as Director	Mgmt	For	For	For
4l	Re-elect Sharon Rothstein as Director	Mgmt	For	For	For
5	Reappoint Pricewaterhouse Coopers LLP as Auditors	Mgmt	For	For	For
6	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Marriott International, Inc.

Meeting Date: 05/06/2022

Country: USA

Ticker: MAR

Record Date: 03/09/2022

Meeting Type: Annual

Primary Security ID: 571903202

Shares Voted: 50,438

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony G. Capuano	Mgmt	For	For	For
1b	Elect Director Isabella D. Goren	Mgmt	For	For	For
1c	Elect Director Deborah M. Harrison	Mgmt	For	For	For
1d	Elect Director Frederick A. Henderson	Mgmt	For	For	For
1e	Elect Director Eric Hippeau	Mgmt	For	For	For
1f	Elect Director Debra L. Lee	Mgmt	For	For	For

Marriott International, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Aylwin B. Lewis	Mgmt	For	For	For
1h	Elect Director David S. Marriott	Mgmt	For	For	For
1i	Elect Director Margaret M. McCarthy	Mgmt	For	For	For
1j	Elect Director George Munoz	Mgmt	For	For	For
1k	Elect Director Horacio D. Rozanski	Mgmt	For	For	For
1l	Elect Director Susan C. Schwab	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Report On Costs of Low Wages and Inequality and Impact on Diversified Shareholders	SH	Against	Against	Against
6	Require Independent Board Chair	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted. The lead independent director must serve as a counterweight to both the CEO and a non-independent board chair, and the company's past practices and current disclosures suggest an intention to have David Marriott serve as board chair for the foreseeable future. In this case, an independent chair policy would simplify the current board leadership structure, which could promote more effective independent oversight and also streamline responsibilities. Furthermore, this proposal is not overly prescriptive and would not require an immediate change to the current board leadership structure, providing the board with flexibility to implement an independent chair policy as it sees fit.

Occidental Petroleum Corporation

Meeting Date: 05/06/2022Country: USATicker: OXY

Record Date: 03/11/2022Meeting Type: Annual

Primary Security ID: 674599105

Shares Voted: 92,282

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Vicky A. Bailey	Mgmt	For	For	For
1b	Elect Director Stephen I. Chazen	Mgmt	For	For	For
1c	Elect Director Andrew Gould	Mgmt	For	For	For
1d	Elect Director Carlos M. Gutierrez	Mgmt	For	For	For
1e	Elect Director Vicki Hollub	Mgmt	For	For	For
1f	Elect Director William R. Klesse	Mgmt	For	For	For
1g	Elect Director Jack B. Moore	Mgmt	For	For	For
1h	Elect Director Avedick B. Poladian	Mgmt	For	For	For
1i	Elect Director Robert M. Shearer	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Occidental Petroleum Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Report on Quantitative Short, Medium and Long-Term GHG Emissions Reduction Targets	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as investors would benefit from additional information on interim steps the company is taking to meet its long-term net-zero by 2050 target and how it plans to allocate capital in line with that goal.					

Spirent Communications Plc

Meeting Date: 05/06/2022	Country: United Kingdom	Ticker: SPT
Record Date: 05/04/2022	Meeting Type: Annual	
Primary Security ID: G83562101		

Shares Voted: 3,050,820

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Maggie Buggie as Director	Mgmt	For	For	For
5	Re-elect Paula Bell as Director	Mgmt	For	For	For
6	Re-elect Gary Bullard as Director	Mgmt	For	For	For
7	Re-elect Wendy Koh as Director	Mgmt	For	For	For
8	Re-elect Edgar Masri as Director	Mgmt	For	For	For
9	Re-elect Jonathan Silver as Director	Mgmt	For	For	For
10	Re-elect Sir Bill Thomas as Director	Mgmt	For	For	For
11	Re-elect Eric Updyke as Director	Mgmt	For	For	For
12	Reappoint Deloitte as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Meeting Date: 05/09/2022	Country: United Kingdom	Ticker: AV
Record Date: 05/05/2022	Meeting Type: Special	
Primary Security ID: G0683Q109		

Shares Voted: 4,439,222

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt New Articles of Association	Mgmt	For	For	For
2	Approve Issue of B Shares	Mgmt	For	For	For
3	Approve Share Consolidation	Mgmt	For	For	For
4	Authorise Issue of Equity	Mgmt	For	For	For
5	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
6	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
7	Authorise Issue of Equity in Relation to Any Issuance of SII Instruments	Mgmt	For	For	For
8	Authorise Issue of Equity without Pre-emptive Rights in Relation to Any Issuance of SII Instruments	Mgmt	For	For	For
9	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Meeting Date: 05/09/2022	Country: United Kingdom	Ticker: AV
Record Date: 05/05/2022	Meeting Type: Annual	
Primary Security ID: G0683Q109		

Shares Voted: 4,439,222

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Climate-Related Financial Disclosure	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Andrea Blance as Director	Mgmt	For	For	For
6	Elect Shonaid Jemmett-Page as Director	Mgmt	For	For	For
7	Elect Martin Strobel as Director	Mgmt	For	For	For
8	Re-elect Amanda Blanc as Director	Mgmt	For	For	For
9	Re-elect George Culmer as Director	Mgmt	For	For	For

Aviva Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Patrick Flynn as Director	Mgmt	For	For	For
11	Re-elect Mohit Joshi as Director	Mgmt	For	For	For
12	Re-elect Pippa Lambert as Director	Mgmt	For	For	For
13	Re-elect Jim McConville as Director	Mgmt	For	For	For
14	Re-elect Michael Mire as Director	Mgmt	For	For	For
15	Reappoint PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Issue of Equity in Relation to Any Issuance of SII Instruments	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Relation to Any Issuance of SII Instruments	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise Market Purchase of 8 3/4 % Preference Shares	Mgmt	For	For	For
25	Authorise Market Purchase of 8 3/8 % Preference Shares	Mgmt	For	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Uber Technologies, Inc.

Meeting Date: 05/09/2022

Record Date: 03/14/2022

Primary Security ID: 90353T100

Country: USA

Meeting Type: Annual

Ticker: UBER

Shares Voted: 443,280

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ronald Sugar	Mgmt	For	For	For
1b	Elect Director Revathi Advaiti	Mgmt	For	For	For
1c	Elect Director Ursula Burns	Mgmt	For	For	For
1d	Elect Director Robert Eckert	Mgmt	For	For	For

Uber Technologies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Amanda Ginsberg	Mgmt	For	For	For
1f	Elect Director Dara Khosrowshahi	Mgmt	For	For	For
1g	Elect Director Wan Ling Martello	Mgmt	For	For	For
1h	Elect Director Yasir Al-Rumayyan	Mgmt	For	For	For
1i	Elect Director John Thain	Mgmt	For	For	For
1j	Elect Director David I. Trujillo	Mgmt	For	For	For
1k	Elect Director Alexander Wynaendts	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	For	For

3M Company

Meeting Date: 05/10/2022

Country: USA

Ticker: MMM

Record Date: 03/15/2022

Meeting Type: Annual

Primary Security ID: 88579Y101

Shares Voted: 47,320

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas "Tony" K. Brown	Mgmt	For	For	For
1b	Elect Director Pamela J. Craig	Mgmt	For	For	For
1c	Elect Director David B. Dillon	Mgmt	For	For	For
1d	Elect Director Michael L. Eskew	Mgmt	For	For	For
1e	Elect Director James R. Fitterling	Mgmt	For	For	For
1f	Elect Director Amy E. Hood	Mgmt	For	For	For
1g	Elect Director Muhtar Kent	Mgmt	For	For	For
1h	Elect Director Suzan Kereere	Mgmt	For	For	For
1i	Elect Director Dambisa F. Moyo	Mgmt	For	For	For
1j	Elect Director Gregory R. Page	Mgmt	For	For	For
1k	Elect Director Michael F. Roman	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Environmental Costs and Impact on Diversified Shareholders	SH	Against	Against	Against

3M Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Report on Operations in Communist China	SH	Against	Against	Against

ConocoPhillips

Meeting Date: 05/10/2022Country: USATicker: COP

Record Date: 03/14/2022Meeting Type: Annual

Primary Security ID: 20825C104

Shares Voted: 109,751

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Caroline Maury Devine	Mgmt	For	For	For
1b	Elect Director Jody Freeman	Mgmt	For	For	For
1c	Elect Director Gay Huey Evans	Mgmt	For	For	For
1d	Elect Director Jeffrey A. Joerres	Mgmt	For	For	For
1e	Elect Director Ryan M. Lance	Mgmt	For	For	For
1f	Elect Director Timothy A. Leach	Mgmt	For	For	For
1g	Elect Director William H. McRaven	Mgmt	For	For	For
1h	Elect Director Sharmila Mulligan	Mgmt	For	For	For
1i	Elect Director Eric D. Mullins	Mgmt	For	For	For
1j	Elect Director Arjun N. Murti	Mgmt	For	For	For
1k	Elect Director Robert A. Niblock	Mgmt	For	For	For
1l	Elect Director David T. Seaton	Mgmt	For	For	For
1m	Elect Director R.A. Walker	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. While acknowledging the company's strong financial and share price performance for the year in review, a quantitative pay-for-performance misalignment is identified and underscored by several concerns regarding incentive programs. First, annual incentives, while based on an objective scorecard, lack clear disclosure of threshold and maximum goals for many metrics. This limits investor ability to assess payouts and goal rigor from year to year. The committee also used discretion to increase payouts in FY21. Long-term incentives, while mostly performance-based, target merely median performance and lack a cap on vesting for negative TSR. This is particularly concerning as PSUs have been earned above target for the last four performance cycles.					
4	Eliminate Supermajority Vote Requirement	Mgmt	For	For	For
5	Provide Right to Call Special Meeting	Mgmt	For	For	For
6	Provide Right to Call Special Meetings	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted as the right to call special meetings at a 10 percent ownership threshold would enhance shareholders' rights.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Report on GHG Emissions Reduction Targets	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.					
8	Report on Lobbying Payments and Policy	SH	Against	Against	Against

Danaher Corporation

Meeting Date: 05/10/2022Country: USATicker: DHR
Record Date: 03/11/2022Meeting Type: Annual
Primary Security ID: 235851102

Shares Voted: 16,919					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rainer M. Blair	Mgmt	For	For	For
1b	Elect Director Linda Filler	Mgmt	For	For	For
1c	Elect Director Teri List	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.					
1d	Elect Director Walter G. Lohr, Jr.	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.					
1e	Elect Director Jessica L. Mega	Mgmt	For	For	For
1f	Elect Director Mitchell P. Rales	Mgmt	For	For	For
1g	Elect Director Steven M. Rales	Mgmt	For	For	For
1h	Elect Director Pardis C. Sabeti	Mgmt	For	For	For
1i	Elect Director A. Shane Sanders	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.					
1j	Elect Director John T. Schwieters	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST incumbent audit committee members Walter Lohr Jr., Teri List, A. Shane Sanders and John Schwieters is warranted for a failure to sufficiently address problematic pledging activity. A vote FOR the remaining director nominees is warranted.					
1k	Elect Director Alan G. Spoon	Mgmt	For	For	For
1l	Elect Director Raymond C. Stevens	Mgmt	For	For	For
1m	Elect Director Elias A. Zerhouni	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Danaher Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 10 percent would improve shareholders' ability to use the special meeting right and no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold.					

Direct Line Insurance Group Plc

Meeting Date: 05/10/2022Country: United KingdomTicker: DLG
Record Date: 05/06/2022Meeting Type: Annual
Primary Security ID: G2871V114

Shares Voted: 2,317,308					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Tracy Corrigan as Director	Mgmt	For	For	For
5	Re-elect Danuta Gray as Director	Mgmt	For	For	For
6	Re-elect Mark Gregory as Director	Mgmt	For	For	For
7	Re-elect Penny James as Director	Mgmt	For	For	For
8	Re-elect Sebastian James as Director	Mgmt	For	For	For
9	Re-elect Adrian Joseph as Director	Mgmt	For	For	For
10	Elect Neil Manser as Director	Mgmt	For	For	For
11	Re-elect Fiona McBain as Director	Mgmt	For	For	For
12	Re-elect Gregor Stewart as Director	Mgmt	For	For	For
13	Re-elect Richard Ward as Director	Mgmt	For	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

Direct Line Insurance Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
22	Authorise Issue of Equity in Relation to an Issue of RT1 Instruments	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Relation to an Issue of RT1 Instruments	Mgmt	For	For	For

Just Group Plc

Meeting Date: 05/10/2022Country: United KingdomTicker: JUST

Record Date: 05/06/2022Meeting Type: Annual

Primary Security ID: G9331B109

Shares Voted: 11,657,991

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Mary Kerrigan as Director	Mgmt	For	For	For
5	Re-elect Paul Bishop as Director	Mgmt	For	For	For
6	Re-elect Ian Cormack as Director	Mgmt	For	For	For
7	Re-elect Michelle Cracknell as Director	Mgmt	For	For	For
8	Re-elect John Hastings-Bass as Director	Mgmt	For	For	For
9	Re-elect Andrew Melcher as Director	Mgmt	For	For	For
10	Re-elect Andrew Parsons as Director	Mgmt	For	For	For
11	Re-elect David Richardson as Director	Mgmt	For	For	For
12	Re-elect Kalpana Shah as Director	Mgmt	For	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Just Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise Issue of Equity in Relation to the Issuance Contingent of Convertible Securities	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issuance Contingent of Convertible Securities	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
23	Adopt New Articles of Association	Mgmt	For	For	For

Koninklijke DSM NV

Meeting Date: 05/10/2022	Country: Netherlands	Ticker: DSM
Record Date: 04/12/2022	Meeting Type: Annual	
Primary Security ID: N5017D122		

Shares Voted: 9,349

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Report of Management Board (Non-Voting)	Mgmt			
3	Approve Remuneration Report	Mgmt	For	For	For
4	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
5.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
5.b	Approve Dividends of EUR 2.50 Per Share	Mgmt	For	For	For
6.a	Approve Discharge of Management Board	Mgmt	For	For	For
6.b	Approve Discharge of Supervisory Board	Mgmt	For	For	For
7	Reelect Geraldine Matchett to Management Board	Mgmt	For	For	For
8	Reelect Eileen Kennedy to Supervisory Board	Mgmt	For	For	For
9	Ratify KPMG Accountants N.V as Auditors	Mgmt	For	For	For

Koninklijke DSM NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10.a	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	For	For
10.b	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For	For	For
11	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
12	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
13	Other Business (Non-Voting)	Mgmt			
14	Discuss Voting Results	Mgmt			
15	Close Meeting	Mgmt			

Koninklijke Philips NV

Meeting Date: 05/10/2022Country: NetherlandsTicker: PHIA

Record Date: 04/12/2022Meeting Type: Annual

Primary Security ID: N7637U112

Shares Voted: 122,147

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	President's Speech	Mgmt			
2.a	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.b	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.c	Approve Dividends of EUR 0.85 Per Share	Mgmt	For	For	For
2.d	Approve Remuneration Report	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted. Although the remuneration report disclosure is in line with market practice, significant concerns are raised with respect to the adjustment of the STI and LTI outcomes, especially in light of the product recall (see company update section). The board decided – for remuneration purposes only, not accounting - to partially recognize unrealized revenues (STI) and profit (LTI) because of the supply chain challenges that would have otherwise been realized. The actual performance on comparable sales growth was below threshold whereas the adjustment ensures there is partial payout, and hence is a significant decision to adjust. Concerns are raised with respect to the absence of a compelling rationale for the need to adjust the outcome. Philips' performance is heavily impacted by the product recall, including on share price performance, which further raises the question whether it is fully appropriate to adjust outcomes, particularly because in the absence of the recall the STI and LTI would pay out. Additional concerns are raised with the limited background on the recognition of the EUR 498 million in revenues and how this translates into target setting for next year..</i>					
2.e	Approve Discharge of Management Board	Mgmt	For	For	For
2.f	Approve Discharge of Supervisory Board	Mgmt	For	For	For
3.a	Reelect Paul Stoffels to Supervisory Board	Mgmt	For	For	For

Koninklijke Philips NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.b	Reelect Marc Harrison to Supervisory Board	Mgmt	For	For	For
3.c	Elect Herna Verhagen to Supervisory Board	Mgmt	For	For	For
3.d	Elect Sanjay Poonen to Supervisory Board	Mgmt	For	For	For
4	Ratify Ernst & Young Accountants LLP as Auditors	Mgmt	For	For	For
5.a	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
5.b	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
6	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
7	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Other Business (Non-Voting)	Mgmt			

Prudential Financial, Inc.

Meeting Date: 05/10/2022

Record Date: 03/11/2022

Primary Security ID: 744320102

Country: USA

Meeting Type: Annual

Ticker: PRU

Shares Voted: 66,658

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Thomas J. Baltimore, Jr.	Mgmt	For	For	For
1.2	Elect Director Gilbert F. Casellas	Mgmt	For	For	For
1.3	Elect Director Robert M. Falzon	Mgmt	For	For	For
1.4	Elect Director Martina Hund-Mejean	Mgmt	For	For	For
1.5	Elect Director Wendy E. Jones	Mgmt	For	For	For
1.6	Elect Director Karl J. Krapek	Mgmt	For	For	For
1.7	Elect Director Peter R. Lighte	Mgmt	For	For	For
1.8	Elect Director Charles F. Lowrey	Mgmt	For	For	For
1.9	Elect Director George Paz	Mgmt	For	For	For
1.10	Elect Director Sandra Pianalto	Mgmt	For	For	For
1.11	Elect Director Christine A. Poon	Mgmt	For	For	For
1.12	Elect Director Douglas A. Scovanner	Mgmt	For	For	For
1.13	Elect Director Michael A. Todman	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Prudential Financial, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Provide Right to Act by Written Consent	SH	Against	Against	Against

American International Group, Inc.

Meeting Date: 05/11/2022Country: USATicker: AIG

Record Date: 03/16/2022Meeting Type: Annual

Primary Security ID: 026874784

Shares Voted: 57,914

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James Cole, Jr.	Mgmt	For	For	For
1b	Elect Director W. Don Cornwell	Mgmt	For	For	For
1c	Elect Director William G. Jurgensen	Mgmt	For	For	For
1d	Elect Director Linda A. Mills	Mgmt	For	For	For
1e	Elect Director Thomas F. Motamed	Mgmt	For	For	For
1f	Elect Director Peter R. Porrino	Mgmt	For	For	For
1g	Elect Director John G. Rice	Mgmt	For	For	For
1h	Elect Director Douglas M. Steenland	Mgmt	For	For	For
1i	Elect Director Therese M. Vaughan	Mgmt	For	For	For
1j	Elect Director Peter Zaffino	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted, as lowering the ownership threshold for shareholders to call a special meeting from 25 percent to 10 percent would enhance shareholders' rights.

Bayerische Motoren Werke AG

Meeting Date: 05/11/2022Country: GermanyTicker: BMW

Record Date: 04/19/2022Meeting Type: Annual

Primary Security ID: D12096109

Shares Voted: 29,912

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 5.80 per Ordinary Share and EUR 5.82 per Preferred Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote FOR the discharge of the management board (Item 3) is warranted as there is no evidence that the board has not fulfilled its fiduciary duties and because none of the current management board members were on the management board itself during the time of the misconduct noted below. However, a vote AGAINST the discharge of the supervisory board (Item 4) is considered warranted because: * On July 8, 2021, the European Commission found the German automakers (including BMW) guilty of collusion regarding restricting competition in emissions cleaning for new diesel passenger cars between 2009 and 2014. * Concerns are raised with respect to the fact that a culture existed within this company which led to collusion on technical matters with the other major German car manufacturers to the detriment of the company and its shareholders, as well as stakeholders worldwide. While no specific member of the company's management board or supervisory board has thus far been found guilty of misconduct or negligence, the fact remains that for many years, there existed a corporate culture that allowed for the described facts to happen. * Due to the symbolic nature of the discharge vote in Germany and the historical nature of the antitrust case, and because the discharge resolution is currently bundled, which does not allow shareholders to target individuals who may have been involved in failures of due diligence from 2009 until 2014.</i></p>					
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022	Mgmt	For	For	For
6	Elect Heinrich Hiesinger to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
9.1	Approve Affiliation Agreement with Bavaria Wirtschaftsagentur GmbH	Mgmt	For	For	For
9.2	Approve Affiliation Agreement with BMW Anlagen Verwaltungs GmbH	Mgmt	For	For	For
9.3	Approve Affiliation Agreement with BMW Bank GmbH	Mgmt	For	For	For
9.4	Approve Affiliation Agreement with BMW Fahrzeugtechnik GmbH	Mgmt	For	For	For
9.5	Approve Affiliation Agreement with BMW INTEC Beteiligungs GmbH	Mgmt	For	For	For
9.6	Approve Affiliation Agreement with BMW M GmbH	Mgmt	For	For	For

Capricorn Energy Plc

Meeting Date: 05/11/2022

Country: United Kingdom

Ticker: CNE

Record Date: 05/09/2022

Meeting Type: Annual

Primary Security ID: G1856T128

Capricorn Energy Plc

Shares Voted: 374,160

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Re-elect Nicoletta Giadrossi as Director	Mgmt	For	For	For
6	Re-elect Keith Lough as Director	Mgmt	For	For	For
7	Re-elect Peter Kallos as Director	Mgmt	For	For	For
8	Re-elect Alison Wood as Director	Mgmt	For	For	For
9	Re-elect Catherine Krajicek as Director	Mgmt	For	For	For
10	Re-elect Erik Daugbjerg as Director	Mgmt	For	For	For
11	Re-elect Simon Thomson as Director	Mgmt	For	For	For
12	Re-elect James Smith as Director	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

CVS Health Corporation

Meeting Date: 05/11/2022Country: USATicker: CVS

Record Date: 03/14/2022Meeting Type: Annual

Primary Security ID: 126650100

Shares Voted: 110,937

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Fernando Aguirre	Mgmt	For	For	For
1b	Elect Director C. David Brown, II	Mgmt	For	For	For
1c	Elect Director Alecia A. DeCoudreaux	Mgmt	For	For	For
1d	Elect Director Nancy-Ann M. DeParle	Mgmt	For	For	For

CVS Health Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Roger N. Farah	Mgmt	For	For	For
1f	Elect Director Anne M. Finucane	Mgmt	For	For	For
1g	Elect Director Edward J. Ludwig	Mgmt	For	For	For
1h	Elect Director Karen S. Lynch	Mgmt	For	For	For
1i	Elect Director Jean-Pierre Millon	Mgmt	For	For	For
1j	Elect Director Mary L. Schapiro	Mgmt	For	For	For
1k	Elect Director William C. Weldon	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.					
5	Require Independent Board Chair	SH	Against	Against	For
6	Commission a Workplace Non-Discrimination Audit	SH	Against	Against	Against
7	Adopt a Policy on Paid Sick Leave for All Employees	SH	Against	Against	Against
8	Report on External Public Health Costs and Impact on Diversified Shareholders	SH	Against	Against	Against

Dominion Energy, Inc.

Meeting Date: 05/11/2022Country: USATicker: D

Record Date: 03/04/2022Meeting Type: Annual

Primary Security ID: 25746U109

Shares Voted: 59,548

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director James A. Bennett	Mgmt	For	For	For
1B	Elect Director Robert M. Blue	Mgmt	For	For	For
1C	Elect Director Helen E. Dragas	Mgmt	For	For	For
1D	Elect Director James O. Ellis, Jr.	Mgmt	For	For	For
1E	Elect Director D. Maybank Hagood	Mgmt	For	For	For
1F	Elect Director Ronald W. Jibson	Mgmt	For	For	For
1G	Elect Director Mark J. Kington	Mgmt	For	For	For
1H	Elect Director Joseph M. Rigby	Mgmt	For	For	For
1I	Elect Director Pamela J. Royal	Mgmt	For	For	For

Dominion Energy, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1J	Elect Director Robert H. Spilman, Jr.	Mgmt	For	For	For
1K	Elect Director Susan N. Story	Mgmt	For	For	For
1L	Elect Director Michael E. Szymanczyk	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Right to Call Special Meeting	Mgmt	For	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent (or 15 percent, if Item 4 is approved) to 10 percent would improve shareholders' ability to use the special meeting right and no single shareholder would be able to act unilaterally to call a special meeting at the proposed threshold.					
6	Adopt Medium Term Scope 3 GHG Emissions Reduction Target	SH	Against	Against	Against
7	Report on the Risk of Natural Gas Stranded Assets	SH	None	For	For

Edenred SA

Meeting Date: 05/11/2022Country: FranceTicker: EDEN

Record Date: 05/09/2022Meeting Type: Annual/Special

Primary Security ID: F3192L109

Shares Voted: 13,785

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.90 per Share	Mgmt	For	For	For
4	Reelect Bertrand Dumazy as Director	Mgmt	For	Against	Against
Voting Policy Rationale: * Votes FOR the reelections of these independent nominees are warranted in the absence of specific concerns (Items 5 to 7). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Bertrand Dumazy (Item 4) is warranted.					
5	Reelect Maelle Gavet as Director	Mgmt	For	For	For
6	Reelect Jean-Romain Lhomme as Director	Mgmt	For	For	For
7	Elect Bernardo Sanchez Incera as Director	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For

Edenred SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Compensation of Bertrand Dumazy, Chairman and CEO	Mgmt	For	For	For
12	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
13	Renew Appointment of Ernst & Young Audit as Auditor	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 164,728,118	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 24,958,805	Mgmt	For	For	For
18	Approve Issuance of Equity or Equity-Linked Securities Reserved Qualified Investors, up to Aggregate Nominal Amount of EUR 24,958,805	Mgmt	For	For	For
19	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
20	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
21	Authorize Capitalization of Reserves of Up to EUR 164,728,118 for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
23	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Eni SpA

Meeting Date: 05/11/2022	Country: Italy	Ticker: ENI
Record Date: 05/02/2022	Meeting Type: Annual/Special	
Primary Security ID: T3643A145		

Shares Voted: 262,339

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
4	Amend Regulations on General Meetings	Mgmt	For	For	For
5	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
6	Authorize Use of Available Reserves for Dividend Distribution	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
7	Authorize Capitalization of Reserves for Dividend Distribution	Mgmt	For	For	For
8	Authorize Cancellation of Treasury Shares without Reduction of Share Capital	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against

KION GROUP AG

Meeting Date: 05/11/2022

Country: Germany

Ticker: KGX

Record Date: 04/19/2022

Meeting Type: Annual

Primary Security ID: D4S14D103

Shares Voted: 10,344

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2022	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Remuneration Report	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * Special bonuses have been awarded during the year under review. * The disclosure surrounding actual targets on an ex-post basis remain underdeveloped compared to market practice, and thus it is difficult to assess if targets are sufficiently challenging. * No meaningful information is provided regarding the average remuneration of employees of the company in a manner which permits comparison with directors' remuneration * The current compensation committee of the supervisory board is insufficiently independent, and has been so long-term.					
7.1	Elect Birgit Behrendt to the Supervisory Board	Mgmt	For	Against	Against
Voting Policy Rationale: Votes AGAINST all nominees are warranted because their proposed terms exceed four years. Additionally, votes AGAINST the non-independent nominees, Michael Martin Macht, Alexander Dibelius and Xuguang Tan, are further warranted because of the failure to establish a sufficiently independent board and remuneration committee.					
7.2	Elect Alexander Dibelius to the Supervisory Board	Mgmt	For	Against	Against
Voting Policy Rationale: Votes AGAINST all nominees are warranted because their proposed terms exceed four years. Additionally, votes AGAINST the non-independent nominees, Michael Martin Macht, Alexander Dibelius and Xuguang Tan, are further warranted because of the failure to establish a sufficiently independent board and remuneration committee.					
7.3	Elect Michael Macht to the Supervisory Board	Mgmt	For	Against	Against
Voting Policy Rationale: Votes AGAINST all nominees are warranted because their proposed terms exceed four years. Additionally, votes AGAINST the non-independent nominees, Michael Martin Macht, Alexander Dibelius and Xuguang Tan, are further warranted because of the failure to establish a sufficiently independent board and remuneration committee.					
7.4	Elect Tan Xuguang to the Supervisory Board	Mgmt	For	Against	Against
Voting Policy Rationale: Votes AGAINST all nominees are warranted because their proposed terms exceed four years. Additionally, votes AGAINST the non-independent nominees, Michael Martin Macht, Alexander Dibelius and Xuguang Tan, are further warranted because of the failure to establish a sufficiently independent board and remuneration committee.					

Marshalls Plc

Meeting Date: 05/11/2022Country: United KingdomTicker: MSLH

Record Date: 05/09/2022Meeting Type: Annual

Primary Security ID: G58718100

Shares Voted: 4,344,533

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Vanda Murray as Director	Mgmt	For	For	For
6	Re-elect Martyn Coffey as Director	Mgmt	For	For	For
7	Re-elect Graham Prothero as Director	Mgmt	For	For	For
8	Re-elect Tim Pile as Director	Mgmt	For	For	For
9	Re-elect Angela Bromfield as Director	Mgmt	For	For	For

Marshalls Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Elect Avis Darzins as Director	Mgmt	For	For	For
11	Elect Justin Lockwood as Director	Mgmt	For	For	For
12	Elect Simon Bourne as Director	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For
14	Approve Increase in the Maximum Aggregate Fees Payable to Directors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
20	Adopt New Articles of Association	Mgmt	For	For	For

National Express Group Plc

Meeting Date: 05/11/2022

Record Date: 05/09/2022

Primary Security ID: G6374M109

Country: United Kingdom

Meeting Type: Annual

Ticker: NEX

Shares Voted: 4,010,399					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Sir John Armitt as Director	Mgmt	For	For	For
4	Re-elect Jorge Cosmen as Director	Mgmt	For	For	For
5	Re-elect Matthew Crummack as Director	Mgmt	For	For	For
6	Re-elect Chris Davies as Director	Mgmt	For	For	For
7	Elect Carolyn Flowers as Director	Mgmt	For	For	For
8	Re-elect Ignacio Garat as Director	Mgmt	For	For	For
9	Re-elect Karen Geary as Director	Mgmt	For	For	For
10	Re-elect Ana de Pro Gonzalo as Director	Mgmt	For	For	For
11	Re-elect Mike McKeon as Director	Mgmt	For	For	For
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For

National Express Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
20	Adopt New Articles of Association	Mgmt	For	For	For

Phillips 66

Meeting Date: 05/11/2022

Record Date: 03/15/2022

Primary Security ID: 718546104

Country: USA

Meeting Type: Annual

Ticker: PSX

Shares Voted: 65,031

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Greg C. Garland	Mgmt	For	For	For
1b	Elect Director Gary K. Adams	Mgmt	For	For	For
1c	Elect Director John E. Lowe	Mgmt	For	For	For
1d	Elect Director Denise L. Ramos	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Approve Omnibus Stock Plan	Mgmt	For	For	For
5	Adopt GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's GHG emissions reduction efforts would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.					
6	Report on Reducing Plastic Pollution	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on metrics and targets related to ability of the company to transition from virgin polymer production would allow shareholders to better assess the company's management of associated financial, environmental, and reputational risks.					

Rentokil Initial Plc

Meeting Date: 05/11/2022	Country: United Kingdom	Ticker: RTO
Record Date: 05/09/2022	Meeting Type: Annual	
Primary Security ID: G7494G105		

Shares Voted: 2,626,275

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Stuart Ingall-Tombs as Director	Mgmt	For	For	For
5	Re-elect Sarosh Mistry as Director	Mgmt	For	For	For
6	Re-elect John Pettigrew as Director	Mgmt	For	For	For
7	Re-elect Andy Ransom as Director	Mgmt	For	For	For
8	Re-elect Richard Solomons as Director	Mgmt	For	For	For
9	Re-elect Julie Southern as Director	Mgmt	For	For	For
10	Re-elect Cathy Turner as Director	Mgmt	For	For	For
11	Re-elect Linda Yueh as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Savills Plc

Meeting Date: 05/11/2022	Country: United Kingdom	Ticker: SVS
Record Date: 05/09/2022	Meeting Type: Annual	
Primary Security ID: G78283119		

Shares Voted: 95,459

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Nicholas Ferguson as Director	Mgmt	For	For	For
6	Re-elect Mark Ridley as Director	Mgmt	For	For	For
7	Re-elect Simon Shaw as Director	Mgmt	For	For	For
8	Re-elect Stacey Cartwright as Director	Mgmt	For	For	For
9	Re-elect Florence Tondou-Melique as Director	Mgmt	For	For	For
10	Re-elect Dana Roffman as Director	Mgmt	For	For	For
11	Re-elect Philip Lee as Director	Mgmt	For	For	For
12	Re-elect Richard Orders as Director	Mgmt	For	For	For
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Simon Property Group, Inc.

Meeting Date: 05/11/2022Country: USATicker: SPG

Record Date: 03/15/2022Meeting Type: Annual

Primary Security ID: 828806109

Shares Voted: 32,512

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Glyn F. Aeppel	Mgmt	For	For	For
1b	Elect Director Larry C. Glasscock	Mgmt	For	For	For

Simon Property Group, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Karen N. Horn	Mgmt	For	For	For
1d	Elect Director Allan Hubbard	Mgmt	For	For	For
1e	Elect Director Reuben S. Leibowitz	Mgmt	For	For	For
1f	Elect Director Gary M. Rodkin	Mgmt	For	For	For
1g	Elect Director Peggy Fang Roe	Mgmt	For	For	For
1h	Elect Director Stefan M. Selig	Mgmt	For	For	For
1i	Elect Director Daniel C. Smith	Mgmt	For	For	For
1j	Elect Director J. Albert Smith, Jr.	Mgmt	For	For	For
1k	Elect Director Marta R. Stewart	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Spirax-Sarco Engineering Plc

Meeting Date: 05/11/2022

Record Date: 05/09/2022

Primary Security ID: G83561129

Country: United Kingdom

Meeting Type: Annual

Ticker: SPX

Shares Voted: 348,905

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Re-elect Jamie Pike as Director	Mgmt	For	For	For
7	Re-elect Nicholas Anderson as Director	Mgmt	For	For	For
8	Re-elect Richard Gillingwater as Director	Mgmt	For	For	For
9	Re-elect Peter France as Director	Mgmt	For	For	For
10	Re-elect Caroline Johnstone as Director	Mgmt	For	For	For
11	Re-elect Jane Kingston as Director	Mgmt	For	For	For
12	Re-elect Kevin Thompson as Director	Mgmt	For	For	For
13	Re-elect Nimesh Patel as Director	Mgmt	For	For	For
14	Re-elect Angela Archon as Director	Mgmt	For	For	For

Spirax-Sarco Engineering Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Re-elect Olivia Qiu as Director	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Approve Scrip Dividend Program	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Telenor ASA

Meeting Date: 05/11/2022

Record Date: 05/04/2022

Primary Security ID: R21882106

Country: Norway

Meeting Type: Annual

Ticker: TEL

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Registration of Attending Shareholders and Proxies	Mgmt			
3	Approve Notice of Meeting and Agenda	Mgmt	For	For	
4	Designate Inspector(s) of Minutes of Meeting	Mgmt			
5	Receive Chairman's Report	Mgmt			
6	Accept Financial Statements and Statutory Reports; Approve Allocation of Income and Dividends of NOK 9.30 Per Share	Mgmt	For	For	
7	Approve Remuneration of Auditors	Mgmt	For	For	
	Shareholder Proposals	Mgmt			
8	Authorize Investigation About Firm's Processes and Procedures in Connection with Ongoing Fiber Development	SH	Against	Against	
	Management Proposals	Mgmt			
9	Approve Company's Corporate Governance Statement	Mgmt	For	For	
10.1	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	Against	
10.2	Approve Remuneration Statement	Mgmt	For	Against	
11	Approve Equity Plan Financing Through Repurchase of Shares	Mgmt	For	Against	
12.1	Elect Lars Tonsgaard as Member of Nominating Committee	Mgmt	For	For	

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.2	Elect Heidi Algarheim as Member of Nominating Committee	Mgmt	For	For	
13	Approve Remuneration of Corporate Assembly and Nominating Committee	Mgmt	For	For	
14	Close Meeting	Mgmt			

Thales SA

Meeting Date: 05/11/2022	Country: France	Ticker: HO
Record Date: 05/09/2022	Meeting Type: Annual/Special	
Primary Security ID: F9156M108		

Shares Voted: 14,518					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.56 per Share	Mgmt	For	For	For
4	Approve Transaction with a Dassault Systemes SE	Mgmt	For	For	For
5	Reelect Anne Claire Taittinger as Director	Mgmt	For	For	For
6	Reelect Charles Edelstenne as Director	Mgmt	For	Against	Against
Voting Policy Rationale: * Votes FOR the election and reelection of these independent nominees are warranted in the absence of specific concerns (Items 5 and 25). * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board and committees level (25.0 percent vs 33.3 percent recommended) (Items 6 to 9). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Patrice Caine (Item 10) is warranted.					
7	Reelect Eric Trappier as Director	Mgmt	For	Against	Against
Voting Policy Rationale: * Votes FOR the election and reelection of these independent nominees are warranted in the absence of specific concerns (Items 5 and 25). * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board and committees level (25.0 percent vs 33.3 percent recommended) (Items 6 to 9). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Patrice Caine (Item 10) is warranted.					
8	Reelect Loik Segalen as Director	Mgmt	For	Against	Against
Voting Policy Rationale: * Votes FOR the election and reelection of these independent nominees are warranted in the absence of specific concerns (Items 5 and 25). * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board and committees level (25.0 percent vs 33.3 percent recommended) (Items 6 to 9). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Patrice Caine (Item 10) is warranted.					
9	Reelect Marie-Francoise Walbaum as Director	Mgmt	For	Against	Against
Voting Policy Rationale: * Votes FOR the election and reelection of these independent nominees are warranted in the absence of specific concerns (Items 5 and 25). * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board and committees level (25.0 percent vs 33.3 percent recommended) (Items 6 to 9). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Patrice Caine (Item 10) is warranted.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Reelect Patrice Caine as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes FOR the election and reelection of these independent nominees are warranted in the absence of specific concerns (Items 5 and 25). * Votes AGAINST the reelections of these non-independent nominees are warranted given the lack of independence at the board and committees level (25.0 percent vs 33.3 percent recommended) (Items 6 to 9). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Patrice Caine (Item 10) is warranted.</i></p>					
11	Approve Compensation of Patrice Caine, Chairman and CEO	Mgmt	For	For	For
12	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
Extraordinary Business					
16	Authorize up to 1 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 159 Million	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes AGAINST Items 17 to 21 are warranted as the possibility of use during a takeover period is not excluded. * Vote FOR item 22 is warranted as such global limit is favorable to shareholders.</i></p>					
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with a Binding Priority Right up to Aggregate Nominal Amount of EUR 60 Million	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes AGAINST Items 17 to 21 are warranted as the possibility of use during a takeover period is not excluded. * Vote FOR item 22 is warranted as such global limit is favorable to shareholders.</i></p>					
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 60 Million	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes AGAINST Items 17 to 21 are warranted as the possibility of use during a takeover period is not excluded. * Vote FOR item 22 is warranted as such global limit is favorable to shareholders.</i></p>					
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes AGAINST Items 17 to 21 are warranted as the possibility of use during a takeover period is not excluded. * Vote FOR item 22 is warranted as such global limit is favorable to shareholders.</i></p>					
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes AGAINST Items 17 to 21 are warranted as the possibility of use during a takeover period is not excluded. * Vote FOR item 22 is warranted as such global limit is favorable to shareholders.</i></p>					
22	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 17-21 at EUR 180 Million	Mgmt	For	For	For

Thales SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
	Ordinary Business	Mgmt			
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
25	Reelect Ann Taylor as Director	Mgmt	For	For	For

TP ICAP Group Plc

Meeting Date: 05/11/2022

Record Date: 05/09/2022

Primary Security ID: G8963N100

Country: Jersey

Meeting Type: Annual

Ticker: TCAP

Shares Voted: 855,877

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Richard Berliand as Director	Mgmt	For	For	For
6	Re-elect Nicolas Breteau as Director	Mgmt	For	For	For
7	Re-elect Kath Cates as Director	Mgmt	For	For	For
8	Re-elect Tracy Clarke as Director	Mgmt	For	For	For
9	Re-elect Angela Crawford-Ingle as Director	Mgmt	For	For	For
10	Re-elect Michael Heaney as Director	Mgmt	For	For	For
11	Re-elect Mark Hemsley as Director	Mgmt	For	For	For
12	Elect Louise Murray as Director	Mgmt	For	For	For
13	Re-elect Edmund Ng as Director	Mgmt	For	For	For
14	Re-elect Philip Price as Director	Mgmt	For	For	For
15	Re-elect Robin Stewart as Director	Mgmt	For	For	For
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Approve Restricted Share Plan	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For

TP ICAP Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise the Company to Hold Any Repurchased Shares as Treasury Shares	Mgmt	For	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Unibail-Rodamco-Westfield SE

Meeting Date: 05/11/2022 **Country:** France **Ticker:** URW
Record Date: 05/09/2022 **Meeting Type:** Annual/Special
Primary Security ID: F95094581

Shares Voted: 7,193

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Jean-Marie Tritant, Chairman of the Management Board	Mgmt	For	For	For
6	Approve Compensation of Olivier Bossard, Management Board Member	Mgmt	For	For	For
7	Approve Compensation of Fabrice Mouchel, Management Board Member	Mgmt	For	For	For
8	Approve Compensation of Astrid Panosyan, Management Board Member	Mgmt	For	For	For
9	Approve Compensation of Caroline Puechoultres, Management Board Member Since 15 July 2021	Mgmt	For	For	For
10	Approve Compensation of Leon Bressler, Chairman of the Supervisory Board	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For

Unibail-Rodamco-Westfield SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Approve Remuneration Policy of Chairman of the Management Board	Mgmt	For	For	For
13	Approve Remuneration Policy of Management Board Members	Mgmt	For	For	For
14	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
15	Reelect Julie Avrane as Supervisory Board Member	Mgmt	For	For	For
16	Reelect Cecile Cabanis as Supervisory Board Member	Mgmt	For	For	For
17	Reelect Dagmar Kollmann as Supervisory Board Member	Mgmt	For	For	For
18	Appoint Michel Dessolain as Supervisory Board Member	Mgmt	For	For	For
19	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For
23	Authorize up to 1.8 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
	Ordinary Business	Mgmt			
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

adidas AG

Meeting Date: 05/12/2022

Country: Germany

Ticker: ADS

Record Date:

Meeting Type: Annual

Primary Security ID: D0066B185

Shares Voted: 15,195

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 3.30 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Approve Remuneration Report	Mgmt	For	For	For
6	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
7	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 4 Billion; Approve Creation of EUR 12.5 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
8	Ratify KPMG AG as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2022	Mgmt	For	For	For
9	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2023 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2023	Mgmt	For	For	For

Alfa Financial Software Holdings Plc

Meeting Date: 05/12/2022Country: United KingdomTicker: ALFA

Record Date: 05/10/2022Meeting Type: Annual

Primary Security ID: G01682106

Shares Voted: 11,039,016

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Steve Breach as Director	Mgmt	For	For	For
5	Re-elect Adrian Chamberlain as Director	Mgmt	For	For	For
6	Re-elect Charlotte de Metz as Director	Mgmt	For	For	For
7	Re-elect Andrew Denton as Director	Mgmt	For	For	For
8	Re-elect Duncan Magrath as Director	Mgmt	For	For	For
9	Re-elect Andrew Page as Director	Mgmt	For	For	For
10	Re-elect Chris Sullivan as Director	Mgmt	For	For	For
11	Re-elect Matthew White as Director	Mgmt	For	For	For
12	Reappoint RSM UK Audit LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For

Alfa Financial Software Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Amend Deferred Bonus Share Plan	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

BP Plc

Meeting Date: 05/12/2022Country: United KingdomTicker: BP

Record Date: 05/10/2022Meeting Type: Annual

Primary Security ID: G12793108

Shares Voted: 35,713,814

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Net Zero - From Ambition to Action Report	Mgmt	For	For	For
4	Re-elect Helge Lund as Director	Mgmt	For	For	For
5	Re-elect Bernard Looney as Director	Mgmt	For	For	For
6	Re-elect Murray Auchincloss as Director	Mgmt	For	For	For
7	Re-elect Paula Reynolds as Director	Mgmt	For	For	For
8	Re-elect Pamela Daley as Director	Mgmt	For	For	For
9	Re-elect Melody Meyer as Director	Mgmt	For	For	For
10	Re-elect Sir John Sawers as Director	Mgmt	For	For	For
11	Re-elect Tushar Morzaria as Director	Mgmt	For	For	For
12	Re-elect Karen Richardson as Director	Mgmt	For	For	For
13	Re-elect Johannes Teyssen as Director	Mgmt	For	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Approve ShareMatch UK Plan	Mgmt	For	For	For
17	Approve Sharesave UK Plan	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
24	Shareholder Proposal	Mgmt			
	Approve Shareholder Resolution on Climate Change Targets	SH	Against	Against	Against

Cineworld Group Plc

Meeting Date: 05/12/2022Country: United KingdomTicker: CINE

Record Date: 05/10/2022Meeting Type: Annual

Primary Security ID: G219AH100

Shares Voted: 3,955,784					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is considered warranted because: * Maximum bonuses have been awarded (albeit with a portion deferred in shares and the release of the deferred element remaining at the Remuneration Committee's discretion). This level of bonus is not considered appropriate, considering that there is uncertainty over the Company's 'going concern' status. * It is also noted that substantial government funding has been received in respect to furloughed employees, amounting to USD 27.6m (2020: USD 44.5m) and USD 3.5m (2020: USD 2.3m) in the UK and ROW respectively.					
3	Re-elect Alicja Kornasiewicz as Director	Mgmt	For	For	For
4	Re-elect Nisan Cohen as Director	Mgmt	For	For	For
5	Re-elect Israel Greidinger as Director	Mgmt	For	For	For
6	Re-elect Moshe Greidinger as Director	Mgmt	For	For	For
7	Re-elect Renana Teperberg as Director	Mgmt	For	For	For
8	Re-elect Camela Galano as Director	Mgmt	For	For	For

Cineworld Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Re-elect Dean Moore as Director	Mgmt	For	Against	Against
Voting Policy Rationale: Items 3-8 & 10-13 A vote FOR these directors is considered warranted, as no material concerns have been identified. Item 9 A vote AGAINST the re-election of Dean Moore is considered warranted because: * Significant remuneration concerns have been identified with executive pay. As Chair of the Remuneration Committee, Dean Moore is considered to be ultimately responsible for the remuneration decisions at Board level.					
10	Re-elect Scott Rosenblum as Director	Mgmt	For	For	For
11	Re-elect Arni Samuelsson as Director	Mgmt	For	For	For
12	Re-elect Damian Sanders as Director	Mgmt	For	For	For
13	Re-elect Ashley Steel as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Approve Temporary Suspension of the Borrowing Limit in the Articles of Association	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

ConvaTec Group Plc

Meeting Date: 05/12/2022Country: United KingdomTicker: CTEC

Record Date: 05/10/2022Meeting Type: Annual

Primary Security ID: G23969101

Shares Voted: 16,619,762

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted because: * The Remuneration Committee has used its discretion to significantly increase the vesting levels of the FY2019 LTIP awards and the CEO's 2019 buyout award, without providing a compelling rationale. * Concerns are also raised on the use of discretion, given that there was no prior indication of such use and that the Committee had delayed the FY2019 grants in order to align the performance metrics to their new strategy .					
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect John McAdam as Director	Mgmt	For	For	For

ConvaTec Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Re-elect Karim Bitar as Director	Mgmt	For	For	For
6	Re-elect Margaret Ewing as Director	Mgmt	For	For	For
7	Re-elect Brian May as Director	Mgmt	For	For	For
8	Re-elect Sten Scheibye as Director	Mgmt	For	For	For
9	Re-elect Heather Mason as Director	Mgmt	For	For	For
10	Re-elect Constantin Coussios as Director	Mgmt	For	For	For
11	Elect Jonny Mason as Director	Mgmt	For	For	For
12	Elect Kim Lody as Director	Mgmt	For	For	For
13	Elect Sharon O'Keefe as Director	Mgmt	For	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Approve Scrip Dividend Scheme	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

E.ON SE

Meeting Date: 05/12/2022

Record Date:

Primary Security ID: D24914133

Country: Germany

Meeting Type: Annual

Ticker: EOAN

Shares Voted: 231,404

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.49 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2022	Mgmt	For	For	For
5.2	Ratify KPMG AG KPMG as Auditors for the Review of Interim Financial Statements for Fiscal Year 2022	Mgmt	For	For	For
5.3	Ratify KPMG AG as Auditors for the Review of Interim Financial Statements for the First Quarter of Fiscal Year 2023	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For

FBD Holdings Plc

Meeting Date: 05/12/2022Country: IrelandTicker: EG7

Record Date: 05/06/2022Meeting Type: Annual

Primary Security ID: G3335G107

Shares Voted: 430,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Dividend on the 14% Non-Cumulative Preference Shares	Mgmt	For	For	For
3	Approve Dividend on the 8% Non-Cumulative Preference Shares	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted because: * The deferral mechanism of the annual bonus was postponed during the year and there is insufficient rationale provided. * As in the previous year, there remains scope for more stretch to be applied to the targets of the FY2021 LTIP awards, with clear boundaries for the maximum level of vesting. * As in the previous year, the Company has not disclosed details on a number of items including the recruitment arrangements for the new CEO who joined during the year under review.					
6a	Re-elect Mary Brennan as Director	Mgmt	For	For	For
6b	Re-elect Sylvia Cronin as Director	Mgmt	For	For	For
6c	Re-elect Tim Cullinan as Director	Mgmt	For	For	For
6d	Re-elect Liam Herlihy as Director	Mgmt	For	For	For
6e	Re-elect David O'Connor as Director	Mgmt	For	For	For
6f	Re-elect John O'Grady as Director	Mgmt	For	For	For
6g	Re-elect Tomas O'Midheach as Director	Mgmt	For	For	For
6h	Re-elect Richard Pike as Director	Mgmt	For	For	For
6i	Re-elect Padraig Walshe as Director	Mgmt	For	For	For

FBD Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6j	Elect John O'Dwyer as Director	Mgmt	For	For	For
6k	Elect Jean Sharp as Director	Mgmt	For	For	For
7	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
10	Authorise Market Purchase of Shares	Mgmt	For	For	For
11	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For
12	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Fresenius Medical Care AG & Co. KGaA

Meeting Date: 05/12/2022	Country: Germany	Ticker: FME
Record Date: 04/20/2022	Meeting Type: Annual	
Primary Security ID: D2734Z107		

Shares Voted: 11,025

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2021	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 1.35 per Share	Mgmt	For	For	For
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2021	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for Fiscal Year 2022	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For

HelloFresh SE

Meeting Date: 05/12/2022	Country: Germany	Ticker: HFG
Record Date: 04/20/2022	Meeting Type: Annual	
Primary Security ID: D3R2MA100		

Shares Voted: 12,682

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2022, for the Review of Interim Financial Statements for the Fiscal Year 2022 and for the Review of Interim Financial Statements Until 2023 AGM	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * Payouts under the short-term incentive were not subject to any performance criteria and caps. * An extraordinary tranche under the LTI was granted based on the 2021 compensation system, which was not approved at the 2021 AGM.					
7	Approve Remuneration Policy	Mgmt	For	For	For
8	Approve Creation of EUR 47.2 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
9	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 1 Billion; Approve Creation of EUR 17.4 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
10	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For

Intel Corporation

Meeting Date: 05/12/2022

Record Date: 03/18/2022

Primary Security ID: 458140100

Country: USA

Meeting Type: Annual

Ticker: INTC

Shares Voted: 408,994

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Patrick P. Gelsinger	Mgmt	For	For	For
1b	Elect Director James J. Goetz	Mgmt	For	For	For
1c	Elect Director Andrea J. Goldsmith	Mgmt	For	For	For

Intel Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1d	Elect Director Alyssa H. Henry	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST incumbent compensation committee members Dion Weisler, Risa Lavizzo-Mourey, Alyssa Henry, and S. Omar Ishrak is warranted, in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i>					
1e	Elect Director Omar Ishrak	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST incumbent compensation committee members Dion Weisler, Risa Lavizzo-Mourey, Alyssa Henry, and S. Omar Ishrak is warranted, in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i>					
1f	Elect Director Risa Lavizzo-Mourey	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST incumbent compensation committee members Dion Weisler, Risa Lavizzo-Mourey, Alyssa Henry, and S. Omar Ishrak is warranted, in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i>					
1g	Elect Director Tsu-Jae King Liu	Mgmt	For	For	For
1h	Elect Director Gregory D. Smith	Mgmt	For	For	For
1i	Elect Director Dion J. Weisler	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST incumbent compensation committee members Dion Weisler, Risa Lavizzo-Mourey, Alyssa Henry, and S. Omar Ishrak is warranted, in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.</i>					
1j	Elect Director Frank D. Yeary	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: There are concerns regarding the compensation committee's limited degree of responsiveness to last year's failed say-on-pay vote. While the proxy discloses engagement efforts and shareholders' feedback, not all concerns are clearly fully addressed. Moreover, other pay program changes that were made following shareholder outreach are not all clearly positive. This falls short of the robust response that is expected following a failed vote. There are also unmitigated pay-for-performance concerns for the year in review. Annual incentive payouts were made well above target against goals that were lowered after their initial establishment due to a shift in company strategy. Further, NEO participation in a second bonus opportunity is questionable, when the primary program provides substantial pay opportunities (including the new CEO's relatively high target STI opportunity). Moreover, the company will reduce the proportion of performance-conditioned equity for non-CEO NEOs beginning with FY22 grants. Finally, some investors may find that the disclosed changes to both STI and LTI programs for next year do not clearly improve program rigor based on the current level of disclosure. In light of both responsiveness and unmitigated pay-for-performance concerns, a vote AGAINST this proposal is warranted.</i>					
4	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The plan cost is excessive * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) * The plan allows broad discretion to accelerate vesting</i>					
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 15 percent to 10 percent would enhance shareholders' rights.</i>					
6	Report on Third-Party Civil Rights Audit	SH	Against	Against	Against

Lloyds Banking Group Plc

Meeting Date: 05/12/2022 **Country:** United Kingdom **Ticker:** LLOY
Record Date: 05/10/2022 **Meeting Type:** Annual
Primary Security ID: G5533W248

Shares Voted: 153,552,162

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Elect Harmeen Mehta as Director	Mgmt	For	For	For
3	Elect Charlie Nunn as Director	Mgmt	For	For	For
4	Re-elect Robin Budenberg as Director	Mgmt	For	For	For
5	Re-elect William Chalmers as Director	Mgmt	For	For	For
6	Re-elect Alan Dickinson as Director	Mgmt	For	For	For
7	Re-elect Sarah Legg as Director	Mgmt	For	For	For
8	Re-elect Lord Lupton as Director	Mgmt	For	For	For
9	Re-elect Amanda Mackenzie as Director	Mgmt	For	For	For
10	Re-elect Catherine Woods as Director	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	For	For
12	Approve Final Dividend	Mgmt	For	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Approve Share Incentive Plan	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-Emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise Market Purchase of Preference Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Masco Corporation

Meeting Date: 05/12/2022

Record Date: 03/18/2022

Primary Security ID: 574599106

Country: USA

Meeting Type: Annual

Ticker: MAS

Shares Voted: 196,427

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Donald R. Parfet	Mgmt	For	For	For
1b	Elect Director Lisa A. Payne	Mgmt	For	For	For
1c	Elect Director Reginald M. Turner	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

OSB Group Plc

Meeting Date: 05/12/2022

Record Date: 05/10/2022

Primary Security ID: G6S36L101

Country: United Kingdom

Meeting Type: Annual

Ticker: OSB

Shares Voted: 3,707,025

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4a	Elect Simon Walker as Director	Mgmt	For	For	For
4b	Re-elect John Allatt as Director	Mgmt	For	For	For
4c	Re-elect Noel Harwerth as Director	Mgmt	For	For	For
4d	Re-elect Sarah Hedger as Director	Mgmt	For	For	For
4e	Re-elect Rajan Kapoor as Director	Mgmt	For	For	For
4f	Re-elect Mary McNamara as Director	Mgmt	For	For	For
4g	Re-elect David Weymouth as Director	Mgmt	For	For	For
4h	Re-elect Andrew Golding as Director	Mgmt	For	For	For
4i	Re-elect April Talintyre as Director	Mgmt	For	For	For
5	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
6	Authorise the Group Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For

OSB Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Authorise Issue of Equity in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For
10	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
11	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
12	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of Regulatory Capital Convertible Instruments	Mgmt	For	For	For
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Powszechna Kasa Oszczednosci Bank Polski SA

Meeting Date: 05/12/2022

Record Date: 04/26/2022

Primary Security ID: X6919X108

Country: Poland

Meeting Type: Annual

Ticker: PKO

Shares Voted: 0					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Elect Meeting Chairman	Mgmt	For	For	Do Not Vote
3	Acknowledge Proper Convening of Meeting	Mgmt			
4	Approve Agenda of Meeting	Mgmt	For	For	Do Not Vote
5	Receive Financial Statements and Management Board Proposal on Allocation of Income	Mgmt			
6	Receive Management Board Report on Company's and Group's Operations, and Consolidated Financial Statements; and Statutory Reports	Mgmt			
7	Receive Supervisory Board Report	Mgmt			
8	Receive Supervisory Board Report on Remuneration Policy and Compliance with Corporate Governance Principles	Mgmt			
9.a	Approve Financial Statements	Mgmt	For	For	Do Not Vote

Powszechna Kasa Oszczednosci Bank Polski SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9.b	Approve Management Board Report on Company's and Group's Operations; and Report on Expenses Related to Representation, Legal Services, Marketing Services, Public Relations Services, Social Communication Services, and Management Advisory Services	Mgmt	For	For	Do Not Vote
9.c	Approve Consolidated Financial Statements	Mgmt	For	For	Do Not Vote
9.d	Approve Supervisory Board Report	Mgmt	For	For	Do Not Vote
9.e	Resolve Not to Allocate Income from Previous Years	Mgmt	For	For	Do Not Vote
9.f	Approve Allocation of Income for Fiscal 2021	Mgmt	For	For	Do Not Vote
9.g	Approve Dividends of PLN 1.83 per Share	Mgmt	For	For	Do Not Vote
10	Approve Remuneration Report	Mgmt	For	Against	Do Not Vote
11.1	Approve Discharge of Iwona Duda (Deputy CEO)	Mgmt	For	For	Do Not Vote
11.2	Approve Discharge of Bartosz Drabikowski (Deputy CEO)	Mgmt	For	For	Do Not Vote
11.3	Approve Discharge of Marcin Eckert (Deputy CEO)	Mgmt	For	For	Do Not Vote
11.4	Approve Discharge of Wojciech Iwanicki (Deputy CEO)	Mgmt	For	For	Do Not Vote
11.5	Approve Discharge of Maks Kraczkowski (Deputy CEO)	Mgmt	For	For	Do Not Vote
11.6	Approve Discharge of Mieczyslaw Krol (Deputy CEO)	Mgmt	For	For	Do Not Vote
11.7	Approve Discharge of Artur Kurcweil (Deputy CEO)	Mgmt	For	For	Do Not Vote
11.8	Approve Discharge of Piotr Mazur (Deputy CEO)	Mgmt	For	For	Do Not Vote
11.9	Approve Discharge of Zbigniew Jagiello (CEO)	Mgmt	For	For	Do Not Vote
11.10	Approve Discharge of Rafal Antczak (Deputy CEO)	Mgmt	For	For	Do Not Vote
11.11	Approve Discharge of Rafal Kozlowski (Deputy CEO)	Mgmt	For	For	Do Not Vote
11.12	Approve Discharge of Adam Marciniak (Deputy CEO)	Mgmt	For	For	Do Not Vote
11.13	Approve Discharge of Jakub Papierski (Deputy CEO)	Mgmt	For	For	Do Not Vote
11.14	Approve Discharge of Jan Rosciszewski (CEO and Deputy CEO)	Mgmt	For	For	Do Not Vote
12.1	Approve Discharge of Maciej Lopinski (Supervisory Board Chairman)	Mgmt	For	For	Do Not Vote

Powszechna Kasa Oszczednosci Bank Polski SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12.2	Approve Discharge of Wojciech Jasinski (Supervisory Board Member and Deputy Chairman)	Mgmt	For	For	Do Not Vote
12.3	Approve Discharge of Dominik Kaczmarek (Supervisory Board Member and Secretary)	Mgmt	For	For	Do Not Vote
12.4	Approve Discharge of Mariusz Andrzejewski (Supervisory Board Member)	Mgmt	For	For	Do Not Vote
12.5	Approve Discharge of Grzegorz Chlopek (Supervisory Board Member)	Mgmt	For	For	Do Not Vote
12.6	Approve Discharge of Andrzej Kisielewicz (Supervisory Board Member)	Mgmt	For	For	Do Not Vote
12.7	Approve Discharge of Rafal Kos (Supervisory Board Member)	Mgmt	For	For	Do Not Vote
12.8	Approve Discharge of Tomasz Kuczur (Supervisory Board Member)	Mgmt	For	For	Do Not Vote
12.9	Approve Discharge of Krzysztof Michalski (Supervisory Board Member)	Mgmt	For	For	Do Not Vote
12.10	Approve Discharge of Bogdan Szafranski (Supervisory Board Member)	Mgmt	For	For	Do Not Vote
12.11	Approve Discharge of Agnieszka Winnik-Kalemba (Supervisory Board Member)	Mgmt	For	For	Do Not Vote
12.12	Approve Discharge of Grazyna Ciurzynska (Supervisory Board Secretary)	Mgmt	For	For	Do Not Vote
12.13	Approve Discharge of Zbigniew Hajlasz (Supervisory Board Member and Chairman)	Mgmt	For	For	Do Not Vote
12.14	Approve Discharge of Marcin Izdebski (Supervisory Board Deputy Chairman)	Mgmt	For	For	Do Not Vote
12.15	Approve Discharge of Piotr Sadownik (Supervisory Board Member)	Mgmt	For	For	Do Not Vote
13	Amend Aug. 26, 2020, AGM, Resolution Re: Remuneration Policy	Mgmt	For	Against	Do Not Vote
14	Amend Aug. 26, 2020, AGM, Resolution Re: Policy on Assessment of Suitability of Supervisory Board Members	Mgmt	For	For	Do Not Vote
15	Approve Assessment of Suitability of Regulations on Supervisory Board	Mgmt	For	For	Do Not Vote
16	Amend Statute	Mgmt	For	For	Do Not Vote
17	Approve Regulations on Supervisory Board	Mgmt	For	For	Do Not Vote
18	Approve Regulations on General Meetings	Mgmt	For	For	Do Not Vote

Powszechna Kasa Oszczednosci Bank Polski SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorize Share Repurchase Program for Subsequent Cancellation; Approve Creation of Reserve Capital for Purpose of Share Repurchase Program	Mgmt	For	For	Do Not Vote
20	Approve Individual Suitability of Supervisory Board Members	Mgmt	For	Against	Do Not Vote
21	Approve Collective Suitability of Supervisory Board Members	Mgmt	For	Against	Do Not Vote
22	Close Meeting	Mgmt			

Rolls-Royce Holdings Plc

Meeting Date: 05/12/2022Country: United KingdomTicker: RR

Record Date: 05/10/2022Meeting Type: Annual

Primary Security ID: G76225104

Shares Voted: 10,201,804

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Anita Frew as Director	Mgmt	For	For	For
4	Re-elect Warren East as Director	Mgmt	For	For	For
5	Re-elect Panos Kakoullis as Director	Mgmt	For	For	For
6	Re-elect Paul Adams as Director	Mgmt	For	For	For
7	Re-elect George Culmer as Director	Mgmt	For	For	For
8	Elect Lord Jitesh Gadhia as Director	Mgmt	For	For	For
9	Re-elect Beverly Goulet as Director	Mgmt	For	For	For
10	Re-elect Lee Hsien Yang as Director	Mgmt	For	For	For
11	Re-elect Nick Luff as Director	Mgmt	For	For	For
12	Elect Mick Manley as Director	Mgmt	For	For	For
13	Elect Wendy Mars as Director	Mgmt	For	For	For
14	Re-elect Sir Kevin Smith as Director	Mgmt	For	For	For
15	Re-elect Dame Angela Strank as Director	Mgmt	For	For	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For

Rolls-Royce Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Adopt New Articles of Association	Mgmt	For	For	For

The Gym Group Plc

Meeting Date: 05/12/2022

Record Date: 05/10/2022

Primary Security ID: G42114101

Country: United Kingdom

Meeting Type: Annual

Ticker: GYM

Shares Voted: 516,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The CEO was awarded a material bonus payout for FY2021, despite the Company having availed wage support during the year, with no commitment to repay the same.					
4	Re-elect Penny Hughes as Director	Mgmt	For	For	For
5	Re-elect John Treharne as Director	Mgmt	For	For	For
6	Re-elect Richard Darwin as Director	Mgmt	For	For	For
7	Re-elect David Kelly as Director	Mgmt	For	For	For
8	Re-elect Emma Woods as Director	Mgmt	For	For	For
9	Re-elect Mark George as Director	Mgmt	For	For	For
10	Re-elect Wais Shaifta as Director	Mgmt	For	For	For
11	Re-elect Rio Ferdinand as Director	Mgmt	For	For	For
12	Elect Ann-marie Murphy as Director	Mgmt	For	For	For
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

The Gym Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

The UNITE Group Plc

Meeting Date: 05/12/2022	Country: United Kingdom	Ticker: UTG
Record Date: 05/10/2022	Meeting Type: Annual	
Primary Security ID: G9283N101		

Shares Voted: 2,522,015

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Richard Huntingford as Director	Mgmt	For	For	For
6	Re-elect Richard Smith as Director	Mgmt	For	For	For
7	Re-elect Joe Lister as Director	Mgmt	For	For	For
8	Re-elect Elizabeth McMeikan s Director	Mgmt	For	For	For
9	Re-elect Ross Paterson as Director	Mgmt	For	For	For
10	Re-elect Ilaria del Beato as Director	Mgmt	For	For	For
11	Re-elect Dame Shirley Pearce as Director	Mgmt	For	For	For
12	Re-elect Thomas Jackson as Director	Mgmt	For	For	For
13	Re-elect Sir Steve Smith as Director	Mgmt	For	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Union Pacific Corporation

Meeting Date: 05/12/2022Country: USATicker: UNP

Record Date: 03/18/2022Meeting Type: Annual

Primary Security ID: 907818108

Shares Voted: 57,569

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director William J. DeLaney	Mgmt	For	For	For
1b	Elect Director David B. Dillon	Mgmt	For	For	For
1c	Elect Director Sheri H. Edison	Mgmt	For	For	For
1d	Elect Director Teresa M. Finley	Mgmt	For	For	For
1e	Elect Director Lance M. Fritz	Mgmt	For	For	For
1f	Elect Director Deborah C. Hopkins	Mgmt	For	For	For
1g	Elect Director Jane H. Lute	Mgmt	For	For	For
1h	Elect Director Michael R. McCarthy	Mgmt	For	For	For
1i	Elect Director Jose H. Villarreal	Mgmt	For	For	For
1j	Elect Director Christopher J. Williams	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Universal Music Group NV

Meeting Date: 05/12/2022Country: NetherlandsTicker: UMG

Record Date: 04/14/2022Meeting Type: Annual

Primary Security ID: N90313102

Shares Voted: 130,759

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Annual Report	Mgmt			
3	Approve Remuneration Report	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted because the proposed remuneration is below par in relation to market standards, particularly with regard to disclosure of short term bonus criteria, short term bonus caps, and total quantum. The company does not provide disclosure on the performance assessment of the STI financial metrics, not allowing shareholders to assess the pay for performance alignment. Furthermore, due to pre-IPO legacy arrangements, the CEO currently receives an STI award purely based on the level of EBITA (1 percent pay out). Furthermore, the CEO receives an additional one off contingent bonus for which it is unclear how the performance assessment was implemented. Overall, we raise concerns to the total quantum of CEO pay for 2021, reaching EUR 40.8 million, but when adding Vivendi payments to the CEO the total 2021 pay for the CEO reached approximately EUR 274 million. Finally, the deputy CEO received an IPO related one-off award of EUR 800,000 without providing any further justification.					
4	Adopt Financial Statements	Mgmt	For	For	For

Universal Music Group NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.a	Receive Explanation on Company's Dividend Policy	Mgmt			
5.b	Approve Dividends of EUR 0.20 Per Share	Mgmt	For	For	For
6.a	Approve Discharge of Executive Directors	Mgmt	For	For	For
6.b	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
7.a	Elect Bill Ackman as Non-Executive Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote FOR the elections of Nicole Avant and Sherry Lansing is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominees (William Ackman and Cyrille Bollore) is warranted as the future board composition lacks sufficient independent among its members and nominee Cyrille Bollore is considered to be overboarded.</i>					
7.b	Elect Nicole Avant as Non-Executive Director	Mgmt	For	For	For
7.c	Elect Cyrille Bollore as Non-Executive Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote FOR the elections of Nicole Avant and Sherry Lansing is warranted because: * The nominees are elected for a period not exceeding four years; * The candidates appear to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidates A vote AGAINST the non-independent nominees (William Ackman and Cyrille Bollore) is warranted as the future board composition lacks sufficient independent among its members and nominee Cyrille Bollore is considered to be overboarded.</i>					
7.d	Elect Sherry Lansing as Non-Executive Director	Mgmt	For	For	For
8.a	Grant Board Authority to Issue Shares Up To 5 Percent of Issued Capital and Exclude Pre-emptive Rights	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST is warranted as the proposed capital authorization is aimed at funding long-term incentive plans whereas we have raised concerns with regard to the company's LTIP proposal (item 8b) and in particular regarding: * Vesting before the third anniversary for RSUs; * Lack of disclosure of performance elements and applicability thereof.</i>					
8.b	Approve Award (Rights to Subscribe for) Shares as Annual Long-Term Incentive Grants and Special Grants to Executive Directors	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this item is warranted as the disclosure on performance criteria for ordinary and extraordinary PSU awards and stock options (for extraordinary awards) are not clearly defined. Furthermore, RSU awards will only be subject to continuous employment and vesting will occur in one to five years in a ratable or cliff vesting schedule, depending on the award.</i>					
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Ratify Ernst & Young Accountants LLP and Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
11	Other Business (Non-Voting)	Mgmt			
12	Close Meeting	Mgmt			

Verizon Communications Inc.

Meeting Date: 05/12/2022

Record Date: 03/14/2022

Primary Security ID: 92343V104

Country: USA

Meeting Type: Annual

Ticker: VZ

Shares Voted: 331,210

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Shellye Archambeau	Mgmt	For	For	For
1.2	Elect Director Roxanne Austin	Mgmt	For	For	For
1.3	Elect Director Mark Bertolini	Mgmt	For	For	For
1.4	Elect Director Melanie Healey	Mgmt	For	For	For
1.5	Elect Director Laxman Narasimhan	Mgmt	For	For	For
1.6	Elect Director Clarence Otis, Jr.	Mgmt	For	For	For
1.7	Elect Director Daniel Schulman	Mgmt	For	For	For
1.8	Elect Director Rodney Slater	Mgmt	For	For	For
1.9	Elect Director Carol Tome	Mgmt	For	For	For
1.10	Elect Director Hans Vestberg	Mgmt	For	For	For
1.11	Elect Director Gregory Weaver	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Report on Charitable Contributions	SH	Against	Against	Against
5	Amend Senior Executive Compensation Clawback Policy	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as the company's current clawback policy does not provide for the disclosure of the amounts and circumstances surrounding any recoupments. Such disclosure would benefit shareholders.					
6	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For
Voting Policy Rationale: A vote FOR this item is warranted given that the proposal applies only to future severance arrangements, the current agreements will not be affected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.					
7	Report on Operations in Communist China	SH	Against	Against	Against

Compagnie Generale des Etablissements Michelin SCA

Meeting Date: 05/13/2022

Record Date: 05/11/2022

Primary Security ID: F61824144

Country: France

Meeting Type: Annual/Special

Ticker: ML

Shares Voted: 13,920

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 4.50 per Share	Mgmt	For	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
6	Approve Remuneration Policy of General Managers	Mgmt	For	For	For
7	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
8	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
9	Approve Compensation of Florent Menegaux, General Manager	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Item 9. Approve Compensation of Florent Menegaux, General Manager A vote AGAINST this remuneration report is warranted because: * The cash-settled LTI of 2019 that vested during FY2021 triggers a misalignment between performance achieved and payout (nearly +50%), due to the conflict between a cap (in % of base salary) and the calculation based on profit shares (theoretically uncapped as proportional to consolidated net results). This contravenes with the pay-for-performance principle. * The same conflict happened in the STI, but to a more limited extent (nearly +10%), as the bonus payout achieved the max level while two qualitative quantifiable criteria were not achieved. Item 10. Approve Compensation of Yves Chapot, Manager * A vote FOR Item 10 is warranted since following a dialogue, the company provided with the number of shares granted under the Nov. 14, 2017 Excellence Management Plan that vested during FY2021, and some explanations on the achievement of the bonus' qualitative criteria.</i></p>					
10	Approve Compensation of Yves Chapot, Manager	Mgmt	For	For	For
11	Approve Compensation of Barbara Dalibard, Chairman of Supervisory Board Since 21 May 2021	Mgmt	For	For	For
12	Approve Compensation of Michel Rollier, Chairman of Supervisory Board Until 21 May 2021	Mgmt	For	For	For
13	Reelect Thierry Le Henaff as Supervisory Board Member	Mgmt	For	For	For
14	Reelect Monique Leroux as Supervisory Board Member	Mgmt	For	For	For
15	Reelect Jean-Michel Severino as Supervisory Board Member	Mgmt	For	For	For
16	Approve Remuneration of Supervisory Board Members in the Aggregate Amount of EUR 950,000	Mgmt	For	For	For
17	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For

Compagnie Generale des Etablissements Michelin SCA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Renew Appointment of Deloitte & Associes as Auditor	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 125 Million	Mgmt	For	For	For
20	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 35 Million	Mgmt	For	For	For
21	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 35 Million	Mgmt	For	For	For
22	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
23	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 19 to 22	Mgmt	For	For	For
24	Authorize Capitalization of Reserves of Up to EUR 80 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
27	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 125 Million	Mgmt	For	For	For
28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
29	Approve 4-for-1 Stock Split and Amend Bylaws Accordingly	Mgmt	For	For	For
30	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Derwent London Plc

Meeting Date: 05/13/2022	Country: United Kingdom	Ticker: DLN
Record Date: 05/11/2022	Meeting Type: Annual	
Primary Security ID: G27300105		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Claudia Arney as Director	Mgmt	For	For	For
5	Re-elect Lucinda Bell as Director	Mgmt	For	For	For
6	Re-elect Mark Breuer as Director	Mgmt	For	For	For
7	Re-elect Richard Dakin as Director	Mgmt	For	For	For
8	Re-elect Nigel George as Director	Mgmt	For	For	For
9	Re-elect Helen Gordon as Director	Mgmt	For	For	For
10	Re-elect Emily Prideaux as Director	Mgmt	For	For	For
11	Re-elect Cilla Snowball as Director	Mgmt	For	For	For
12	Re-elect Paul Williams as Director	Mgmt	For	For	For
13	Re-elect Damian Wisniewski as Director	Mgmt	For	For	For
14	Elect Sanjeev Sharma as Director	Mgmt	For	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Approve Increase in the Maximum Aggregate Fees Payable to Non-Executive Directors	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Shares Voted: 46,770

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports for Fiscal Year 2021	Mgmt	For	For	For
2	Approve Allocation of Income and Dividends of EUR 0.92 per Share	Mgmt	For	For	For
3	Approve Discharge of Personally Liable Partner for Fiscal Year 2021	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for Fiscal Year 2022	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7.1	Elect Susanne Zeidler to the Supervisory Board	Mgmt	For	For	For
7.2	Elect Christoph Zindel to the Supervisory Board	Mgmt	For	For	For
8	Elect Susanne Zeidler as Member of the Joint Committee	Mgmt	For	For	For
9	Approve Creation of EUR 125 Million Pool of Authorized Capital with or without Exclusion of Preemptive Rights	Mgmt	For	For	For
10	Approve Issuance of Warrants/Bonds with Warrants Attached/Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of EUR 2.5 Billion; Approve Creation of EUR 49 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	For
11	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
12	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For

Intercontinental Exchange, Inc.

Meeting Date: 05/13/2022

Country: USA

Ticker: ICE

Record Date: 03/15/2022

Meeting Type: Annual

Primary Security ID: 45866F104

Shares Voted: 109,010

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sharon Y. Bowen	Mgmt	For	For	For
1b	Elect Director Shantella E. Cooper	Mgmt	For	For	For

Intercontinental Exchange, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1c	Elect Director Duriya M. Farooqui	Mgmt	For	For	For
1d	Elect Director The Right Hon. the Lord Hague of Richmond	Mgmt	For	For	For
1e	Elect Director Mark F. Mulhern	Mgmt	For	For	For
1f	Elect Director Thomas E. Noonan	Mgmt	For	For	For
1g	Elect Director Caroline L. Silver	Mgmt	For	For	For
1h	Elect Director Jeffrey C. Sprecher	Mgmt	For	For	For
1i	Elect Director Judith A. Sprieser	Mgmt	For	For	For
1j	Elect Director Martha A. Tirinnanzi	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Approve Non-Employee Director Stock Option Plan	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirement to Amend Certificate of Incorporation and Bylaws	Mgmt	For	For	For
6	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 20%	Mgmt	For	For	For
7	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
8	Reduce Ownership Threshold for Shareholders to Call Special Meeting to 10%	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 50 percent (or 20 percent, if Item 6 is approved) to 10 percent would improve shareholders' ability to use the special meeting right while the risk of abuse of the right would remain small.					

The Progressive Corporation

Meeting Date: 05/13/2022Country: USATicker: PGR

Record Date: 03/18/2022Meeting Type: Annual

Primary Security ID: 743315103

Shares Voted: 35,992

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Philip Bleser	Mgmt	For	For	For
1b	Elect Director Stuart B. Burgdoerfer	Mgmt	For	For	For
1c	Elect Director Pamela J. Craig	Mgmt	For	For	For
1d	Elect Director Charles A. Davis	Mgmt	For	For	For
1e	Elect Director Roger N. Farah	Mgmt	For	For	For
1f	Elect Director Lawton W. Fitt	Mgmt	For	For	For

The Progressive Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Susan Patricia Griffith	Mgmt	For	For	For
1h	Elect Director Devin C. Johnson	Mgmt	For	For	For
1i	Elect Director Jeffrey D. Kelly	Mgmt	For	For	For
1j	Elect Director Barbara R. Snyder	Mgmt	For	For	For
1k	Elect Director Jan E. Tighe	Mgmt	For	For	For
1l	Elect Director Kahina Van Dyke	Mgmt	For	For	For
2	Amend Non-Employee Director Omnibus Stock Plan	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

accesso Technology Group Plc

Meeting Date: 05/17/2022

Country: United Kingdom

Ticker: ACSO

Record Date: 05/13/2022

Meeting Type: Annual

Primary Security ID: G1150H101

Shares Voted: 1,250,037

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Re-elect Steve Brown as Director	Mgmt	For	For	For
3	Re-elect Fern MacDonald as Director	Mgmt	For	For	For
4	Re-elect Jody Madden as Director	Mgmt	For	For	For
5	Re-elect Andrew Malpass as Director	Mgmt	For	For	For
6	Re-elect William Russell as Director	Mgmt	For	For	For
7	Re-elect Karen Slatford as Director	Mgmt	For	For	For
8	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
9	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
10	Approve Employee Share Plan	Mgmt	For	For	For
11	Authorise Issue of Equity	Mgmt	For	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

Amgen Inc.

Meeting Date: 05/17/2022

Record Date: 03/18/2022

Primary Security ID: 031162100

Country: USA

Meeting Type: Annual

Ticker: AMGN

Shares Voted: 48,825

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	Mgmt	For	For	For
1b	Elect Director Robert A. Bradway	Mgmt	For	For	For
1c	Elect Director Brian J. Druker	Mgmt	For	For	For
1d	Elect Director Robert A. Eckert	Mgmt	For	For	For
1e	Elect Director Greg C. Garland	Mgmt	For	For	For
1f	Elect Director Charles M. Holley, Jr.	Mgmt	For	For	For
1g	Elect Director S. Omar Ishrak	Mgmt	For	For	For
1h	Elect Director Tyler Jacks	Mgmt	For	For	For
1i	Elect Director Ellen J. Kullman	Mgmt	For	For	For
1j	Elect Director Amy E. Miles	Mgmt	For	For	For
1k	Elect Director Ronald D. Sugar	Mgmt	For	For	For
1l	Elect Director R. Sanders Williams	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

BNP Paribas SA

Meeting Date: 05/17/2022

Record Date: 05/13/2022

Primary Security ID: F1058Q238

Country: France

Meeting Type: Annual/Special

Ticker: BNP

Shares Voted: 75,130

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 3.67 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Reelect Jean Laurent Bonnafe as Director	Mgmt	For	For	For
7	Reelect Marion Guillou as Director	Mgmt	For	For	For
8	Reelect Michel Tilmant as Director	Mgmt	For	For	For
9	Elect Lieve Logghe as Director	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
12	Approve Remuneration Policy of CEO and Vice-CEOs	Mgmt	For	For	For
13	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
14	Approve Compensation of Jean Lemierre, Chairman of the Board	Mgmt	For	For	For
15	Approve Compensation of Jean-Laurent Bonnafe, CEO	Mgmt	For	For	For
16	Approve Compensation of Philippe Bordenave, Vice-CEO Until 18 May 2021	Mgmt	For	For	For
17	Approve Compensation of Yann Gerardin, Vice-CEO Since 18 May 2021	Mgmt	For	For	For
18	Approve Compensation of Thierry Laborde, Vice-CEO Since 18 May 2021	Mgmt	For	For	For
19	Approve the Overall Envelope of Compensation of Certain Senior Management, Responsible Officers and the Risk-takers	Mgmt	For	For	For
20	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.54 Million	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 985 Million	Mgmt	For	For	For
22	Authorize Capital Increase of Up to EUR 240 Million for Future Exchange Offers	Mgmt	For	For	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
24	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 22 and 23 at EUR 240 Million	Mgmt	For	For	For
25	Authorize Capitalization of Reserves of Up to EUR 985 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
26	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 21 and 23 at EUR 985 Million	Mgmt	For	For	For

BNP Paribas SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
28	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
29	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Chesnara Plc

Meeting Date: 05/17/2022

Record Date: 05/13/2022

Primary Security ID: G20912104

Country: United Kingdom

Meeting Type: Annual

Ticker: CSN

Shares Voted: 692,324

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Steve Murray as Director	Mgmt	For	For	For
5	Elect Carol Hagh as Director	Mgmt	For	For	For
6	Elect Karin Bergstein as Director	Mgmt	For	For	For
7	Re-elect David Rimmington as Director	Mgmt	For	For	For
8	Re-elect Jane Dale as Director	Mgmt	For	For	For
9	Re-elect Luke Savage as Director	Mgmt	For	For	For
10	Re-elect Mark Hesketh as Director	Mgmt	For	For	For
11	Re-elect Eamonn Flanagan as Director	Mgmt	For	For	For
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Approve Savings Related Share Option Scheme	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

Chesnara Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

IQGeo Group Plc

Meeting Date: 05/17/2022Country: United KingdomTicker: IQG

Record Date: 05/13/2022Meeting Type: Annual

Primary Security ID: G4939N100

Shares Voted: 2,658,457

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Against	For
2	Re-elect Haywood Chapman as Director	Mgmt	For	For	For
3	Re-elect Ian Kershaw as Director	Mgmt	For	For	For
4	Re-elect Andrew MacLeod as Director	Mgmt	For	For	For
5	Re-elect Riccardo Petti as Director	Mgmt	For	For	For
6	Elect Carolyn Rand as Director	Mgmt	For	For	For
7	Re-elect Max Royde as Director	Mgmt	For	Against	Against
Voting Policy Rationale: Items 2-6 & 8-9 A vote FOR the re-election/election of Haywood Chapman, Ian Kershaw, Andrew MacLeod, Riccardo Petti, Carolyn Rand, Robert Sansom and Paul Taylor is warranted because no significant concerns have been identified. Item 7 A vote AGAINST the re-election of Max Royde is warranted because: * Potential independence issue has been identified as he currently chairs the Remuneration Committee, and the composition of this Committee does not adhere to UK best practice recommendations for a company of this size.					
8	Re-elect Robert Sansom as Director	Mgmt	For	For	For
9	Re-elect Paul Taylor as Director	Mgmt	For	For	For
10	Reappoint Grant Thornton UK LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
11	Authorise Issue of Equity	Mgmt	For	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

JPMorgan Chase & Co.

Meeting Date: 05/17/2022Country: USATicker: JPM

Record Date: 03/18/2022Meeting Type: Annual

Primary Security ID: 46625H100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Linda B. Bammann	Mgmt	For	For	For
1b	Elect Director Stephen B. Burke	Mgmt	For	For	For
1c	Elect Director Todd A. Combs	Mgmt	For	For	For
1d	Elect Director James S. Crown	Mgmt	For	For	For
1e	Elect Director James Dimon	Mgmt	For	For	For
1f	Elect Director Timothy P. Flynn	Mgmt	For	For	For
1g	Elect Director Melody Hobson	Mgmt	For	For	For
1h	Elect Director Michael A. Neal	Mgmt	For	For	For
1i	Elect Director Phebe N. Novakovic	Mgmt	For	For	For
1j	Elect Director Virginia M. Rometty	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: The increase in reported CEO pay is primarily the result of a sizable, one-time award of stock appreciation rights. Although the CEO's annual LTI is entirely based on clearly disclosed multi-year goals, there are significant concerns regarding the structure of the one-time award, as the award lacks rigorous performance-vesting criteria, or even a premium exercise price. This structural concern is heightened given the substantial pay opportunities this off-cycle award provides. The executive pay program's reliance on discretion to determine annual incentives remains an ongoing concern, even when such discretion is guided by performance assessments against consistent metrics. While the company's recent improved performance may provide context to an increase in performance year pay, some investors may nonetheless question an increase in the CEO's annual-cycle award while long-term TSR lagged the S&P 500 and when the regular award was preceded by such a sizable one-time award. In light of these concerns, the quantitative pay-for-performance misalignment is not mitigated and a vote AGAINST this proposal is warranted.</i></p>					
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Adopt Fossil Fuel Financing Policy Consistent with IEA's Net Zero 2050 Scenario	SH	Against	Against	Against
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.</i></p>					
6	Require Independent Board Chair	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from more independent oversight in the form of an independent chair.</i></p>					
7	Disclose Director Skills and Qualifications Including Ideological Perspectives	SH	Against	Against	Against
8	Amend Certificate of Incorporation to Become a Public Benefit Corporation	SH	Against	Against	Against
9	Report on Absolute Targets for Financed GHG Emissions in Line with Net Zero Commitments	SH	Against	Against	Against

Nielsen Holdings Plc

Meeting Date: 05/17/2022

Country: United Kingdom

Ticker: NLSN

Record Date: 03/21/2022

Meeting Type: Annual

Primary Security ID: G6518L108

Shares Voted: 458,343

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director James A. Attwood, Jr.	Mgmt	For	For	For
1b	Elect Director Thomas H. Castro	Mgmt	For	For	For
1c	Elect Director Guerrino De Luca	Mgmt	For	For	For
1d	Elect Director Karen M. Hoguet	Mgmt	For	For	For
1e	Elect Director David Kenny	Mgmt	For	For	For
1f	Elect Director Janice Marinelli Mazza	Mgmt	For	For	For
1g	Elect Director Jonathan F. Miller	Mgmt	For	For	For
1h	Elect Director Stephanie Plaines	Mgmt	For	For	For
1i	Elect Director Nancy Tellem	Mgmt	For	For	For
1j	Elect Director Lauren Zalaznick	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Reappoint Ernst & Young LLP as UK Statutory Auditors	Mgmt	For	For	For
4	Authorize the Audit Committee to Fix Remuneration of UK Statutory Auditor	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Authorize Issue of Equity	Mgmt	For	For	For
8	Authorize Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
9	Authorize Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
10	Approve Share Repurchase Contracts and Repurchase Counterparties	Mgmt	For	For	For

The Charles Schwab Corporation

Meeting Date: 05/17/2022

Country: USA

Ticker: SCHW

Record Date: 03/18/2022

Meeting Type: Annual

Primary Security ID: 808513105

The Charles Schwab Corporation

Shares Voted: 96,918

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John K. Adams, Jr.	Mgmt	For	For	For
1b	Elect Director Stephen A. Ellis	Mgmt	For	For	For
1c	Elect Director Brian M. Levitt	Mgmt	For	For	For
1d	Elect Director Arun Sarin	Mgmt	For	For	For
1e	Elect Director Charles R. Schwab	Mgmt	For	For	For
1f	Elect Director Paula A. Sneed	Mgmt	For	For	For
2	Declassify the Board of Directors	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
5	Approve Omnibus Stock Plan	Mgmt	For	For	For
6	Provide Proxy Access Right	Mgmt	For	For	For
7	Adopt Proxy Access Right	SH	Against	For	For
Voting Policy Rationale: A vote FOR this advisory proposal is warranted as the proxy access provisions suggested by the proponent would be more favorable to shareholders than the comparable provisions of the board bylaw proposal in Item 6.					
8	Report on Lobbying Payments and Policy	SH	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the company's trade association memberships, payments, and oversight, along with direct lobbying expenditures, would enable shareholders to better assess the company's comprehensive lobbying-related activities and management of related risks and opportunities.					

The Hershey Company

Meeting Date: 05/17/2022Country: USATicker: HSY

Record Date: 03/18/2022Meeting Type: Annual

Primary Security ID: 427866108

Shares Voted: 17,415

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Pamela M. Arway	Mgmt	For	For	For
1.2	Elect Director James W. Brown	Mgmt	For	For	For
1.3	Elect Director Michele G. Buck	Mgmt	For	For	For
1.4	Elect Director Victor L. Crawford	Mgmt	For	For	For
1.5	Elect Director Robert M. Dutkowsky	Mgmt	For	For	For
1.6	Elect Director Mary Kay Haben	Mgmt	For	For	For
1.7	Elect Director James C. Katzman	Mgmt	For	For	For
1.8	Elect Director M. Diane Koken	Mgmt	For	For	For

The Hershey Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Elect Director Robert M. Malcolm	Mgmt	For	For	For
1.10	Elect Director Anthony J. Palmer	Mgmt	For	For	For
1.11	Elect Director Juan R. Perez	Mgmt	For	For	For
1.12	Elect Director Wendy L. Schoppert	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Eradication of Child Labor in Cocoa Production	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to ban child labor would allow investors to better understand how the company is managing human rights related risks in its supply chain.

The Vitec Group Plc

Meeting Date: 05/17/2022

Country: United Kingdom

Ticker: VTC

Record Date: 05/13/2022

Meeting Type: Annual

Primary Security ID: G93682105

Shares Voted: 539,047

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Ian McHoul as Director	Mgmt	For	For	For
5	Re-elect Stephen Bird as Director	Mgmt	For	For	For
6	Re-elect Martin Green as Director	Mgmt	For	For	For
7	Re-elect Christopher Humphrey as Director	Mgmt	For	For	For
8	Re-elect Caroline Thomson as Director	Mgmt	For	For	For
9	Re-elect Richard Tyson as Director	Mgmt	For	For	For
10	Elect Erika Schraner as Director	Mgmt	For	For	For
11	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Approve Change of Company Name to Videndum plc	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

The Vitec Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

American Tower Corporation

Meeting Date: 05/18/2022

Country: USA

Ticker: AMT

Record Date: 03/21/2022

Meeting Type: Annual

Primary Security ID: 03027X100

Shares Voted: 53,710

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas A. Bartlett	Mgmt	For	For	For
1b	Elect Director Kelly C. Chambliss	Mgmt	For	For	For
1c	Elect Director Teresa H. Clarke	Mgmt	For	For	For
1d	Elect Director Raymond P. Dolan	Mgmt	For	For	For
1e	Elect Director Kenneth R. Frank	Mgmt	For	For	For
1f	Elect Director Robert D. Hormats	Mgmt	For	For	For
1g	Elect Director Grace D. Lieblein	Mgmt	For	For	For
1h	Elect Director Craig Macnab	Mgmt	For	For	For
1i	Elect Director JoAnn A. Reed	Mgmt	For	For	For
1j	Elect Director Pamela D.A. Reeve	Mgmt	For	For	For
1k	Elect Director David E. Sharbutt	Mgmt	For	For	For
1l	Elect Director Bruce L. Tanner	Mgmt	For	For	For
1m	Elect Director Samme L. Thompson	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Amphenol Corporation

Meeting Date: 05/18/2022

Country: USA

Ticker: APH

Record Date: 03/21/2022

Meeting Type: Annual

Primary Security ID: 032095101

Amphenol Corporation

Shares Voted: 20,470

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nancy A. Altobello	Mgmt	For	For	For
1.2	Elect Director Stanley L. Clark	Mgmt	For	For	For
1.3	Elect Director David P. Falck	Mgmt	For	For	For
1.4	Elect Director Edward G. Jepsen	Mgmt	For	For	For
1.5	Elect Director Rita S. Lane	Mgmt	For	For	For
1.6	Elect Director Robert A. Livingston	Mgmt	For	For	For
1.7	Elect Director Martin H. Loeffler	Mgmt	For	For	For
1.8	Elect Director R. Adam Norwitt	Mgmt	For	For	For
1.9	Elect Director Anne Clarke Wolff	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted as the reduction to a 10 percent threshold to call a special meeting would improve shareholder rights.

Amundi SA

Meeting Date: 05/18/2022Country: FranceTicker: AMUN
Record Date: 05/16/2022Meeting Type: Annual
Primary Security ID: F0300Q103

Shares Voted: 13,608

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 4.10 per Share	Mgmt	For	For	For
4	Approve Transaction with Valerie Baudson and Amundi Asset Management	Mgmt	For	For	For
5	Approve Transaction with Credit Agricole SA	Mgmt	For	For	For
6	Approve Compensation Report	Mgmt	For	For	For

Amundi SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Compensation of Yves Perrier, CEO From 1 January 2021 to 10 May 2021	Mgmt	For	For	For
8	Approve Compensation of Yves Perrier, Chairman of the Board Since 11 May 2021	Mgmt	For	For	For
9	Approve Compensation of Valerie Baudson, CEO Since 11 May 2021	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
12	Approve Remuneration Policy of CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
14	Advisory Vote on the Aggregate Remuneration Granted in 2021 to Senior Management, Responsible Officers and Regulated Risk-Takers	Mgmt	For	For	For
15	Ratify Appointment of Christine Gandon as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: * A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Items 18 and 19). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (30.8 percent vs 33.3 percent recommended) (Items 15, 16 and 17).</i>					
16	Reelect Yves Perrier as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: * A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Items 18 and 19). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (30.8 percent vs 33.3 percent recommended) (Items 15, 16 and 17).</i>					
17	Reelect Xavier Musca as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: * A vote FOR the (re)election of this independent nominee is warranted in the absence of specific concerns (Items 18 and 19). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (30.8 percent vs 33.3 percent recommended) (Items 15, 16 and 17).</i>					
18	Reelect Virginie Cayatte as Director	Mgmt	For	For	For
19	Reelect Robert Leblanc as Director	Mgmt	For	For	For
20	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
21	Approve Company's Climate Transition Plan	Mgmt	For	For	For
22	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

ATOS SE

Meeting Date: 05/18/2022

Country: France

Ticker: ATO

Record Date: 05/16/2022

Meeting Type: Annual/Special

Primary Security ID: F06116101

Shares Voted: 15,604

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Treatment of Losses	Mgmt	For	For	For
4	Ratify Appointment of Rodolphe Belmer as Director	Mgmt	For	For	For
5	Reelect Rodolphe Belmer as Director	Mgmt	For	For	For
6	Reelect Valerie Bernis as Director	Mgmt	For	For	For
7	Reelect Vernon Sankey as Director	Mgmt	For	For	For
8	Elect Rene Proglia as Director	Mgmt	For	For	For
9	Elect Astrid Stange as Director	Mgmt	For	For	For
10	Elect Elisabeth Tinkham as Director	Mgmt	For	For	For
11	Elect Katrina Hopkins as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
12	Elect Christian Beer as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against
13	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
14	Approve Compensation of Bertrand Meunier, Chairman of the Board	Mgmt	For	For	For
15	Approve Compensation of Elie Girard, CEO	Mgmt	For	For	For
16	Approve Compensation of Pierre Barnabe, CEO	Mgmt	For	For	For
17	Approve Compensation of Adrian Gregory, Vice-CEO	Mgmt	For	For	For
18	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
19	Approve Remuneration Policy of Directors	Mgmt	For	For	For
20	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
21	Approve Remuneration Policy of CEO	Mgmt	For	For	For
22	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
23	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
24	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Capital	Mgmt	For	For	For
25	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 10 Percent of Issued Capital	Mgmt	For	For	For
26	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
27	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
28	Authorize Capitalization of Reserves of Up to EUR 5694 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
30	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For	For
31	Authorize up to 1.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
32	Amend Article 10 of Bylaws Re: Shareholding Disclosure Thresholds	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted as this amendment would lower the minimum threshold triggering the requirement to disclose any threshold crossing, it would unnecessarily increase the burden of the notification process for shareholders and the risk to have their voting rights suspended.					
33	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Coats Group Plc

Meeting Date: 05/18/2022

Record Date: 05/16/2022

Primary Security ID: G22429115

Country: United Kingdom

Meeting Type: Annual

Ticker: COA

Shares Voted: 9,340,728

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Nicholas Bull as Director	Mgmt	For	For	For

Coats Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Re-elect Jacqueline Callaway as Director	Mgmt	For	For	For
6	Re-elect Anne Fahy as Director	Mgmt	For	Abstain	Abstain
Voting Policy Rationale: Items 4,5 and 7-11: Elect Directors A vote FOR these Directors is warranted as no significant concerns have been identified. Item 6: Re-election of Anne Fahy An ABSTENTION is considered warranted for this item: * The Company announced that it intends that this resolution will be withdrawn at the AGM.					
7	Re-elect David Gosnell as Director	Mgmt	For	For	For
8	Re-elect Hongyan Echo Lu as Director	Mgmt	For	For	For
9	Re-elect Fran Philip as Director	Mgmt	For	For	For
10	Re-elect Rajiv Sharma as Director	Mgmt	For	For	For
11	Re-elect Jakob Sigurdsson as Director	Mgmt	For	For	For
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Deutsche Boerse AG

Meeting Date: 05/18/2022Country: GermanyTicker: DB1

Record Date:Meeting Type: Annual

Primary Security ID: D1882G119

Shares Voted: 13,061

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 3.20 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For
5	Elect Shannon Johnston to the Supervisory Board	Mgmt	For	For	For

Deutsche Boerse AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Creation of EUR 19 Million Pool of Capital with Preemptive Rights	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
9	Ratify PricewaterhouseCoopers GmbH as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2022	Mgmt	For	For	For

Elanco Animal Health Incorporated

Meeting Date: 05/18/2022Country: USATicker: ELAN

Record Date: 03/21/2022Meeting Type: Annual

Primary Security ID: 28414H103

Shares Voted: 256,950

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kapila Kapur Anand	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST governance committee members Kapila Anand and Lawrence Kurzius is warranted given the board's failure to remove, or subject to a sunset requirement, the classified board, which adversely impacts shareholder rights and for an ongoing material governance failure. The company's governing documents do not permit shareholders to amend the bylaws. A vote FOR the remaining director nominees is warranted.					
1b	Elect Director John P. Bilbrey	Mgmt	For	For	For
1c	Elect Director Scott D. Ferguson	Mgmt	For	For	For
1d	Elect Director Paul Herendeen	Mgmt	For	For	For
1e	Elect Director Lawrence E. Kurzius	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST governance committee members Kapila Anand and Lawrence Kurzius is warranted given the board's failure to remove, or subject to a sunset requirement, the classified board, which adversely impacts shareholder rights and for an ongoing material governance failure. The company's governing documents do not permit shareholders to amend the bylaws. A vote FOR the remaining director nominees is warranted.					
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Eliminate Supermajority Vote Requirements	Mgmt	For	For	For
6	Amend Certificate of Incorporation to Eliminate Legacy Parent Provisions	Mgmt	For	For	For

Fiserv, Inc.

Meeting Date: 05/18/2022

Record Date: 03/21/2022

Primary Security ID: 337738108

Country: USA

Meeting Type: Annual

Ticker: FISV

Shares Voted: 63,575

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Frank J. Bisignano	Mgmt	For	For	For
1.2	Elect Director Alison Davis	Mgmt	For	For	For
1.3	Elect Director Henrique de Castro	Mgmt	For	For	For
1.4	Elect Director Harry F. DiSimone	Mgmt	For	For	For
1.5	Elect Director Dylan G. Haggart	Mgmt	For	For	For
1.6	Elect Director Wafaa Mamilli	Mgmt	For	For	For
1.7	Elect Director Heidi G. Miller	Mgmt	For	For	For
1.8	Elect Director Doyle R. Simons	Mgmt	For	For	For
1.9	Elect Director Kevin M. Warren	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For

Voting Policy Rationale: A vote FOR this item is warranted given that the proposal applies only to future severance arrangements, the current agreements will not be affected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.

Halliburton Company

Meeting Date: 05/18/2022

Record Date: 03/21/2022

Primary Security ID: 406216101

Country: USA

Meeting Type: Annual

Ticker: HAL

Shares Voted: 313,659

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Abdulaziz F. Al Khayyal	Mgmt	For	For	For
1b	Elect Director William E. Albrecht	Mgmt	For	Against	Against
1c	Elect Director M. Katherine Banks	Mgmt	For	For	For
1d	Elect Director Alan M. Bennett	Mgmt	For	For	For

Voting Policy Rationale: A vote AGAINST compensation committee members Robert Malone, William Albrecht, Milton Carroll, and Murry Gerber is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.

Halliburton Company

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Milton Carroll	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST compensation committee members Robert Malone, William Albrecht, Milton Carroll, and Murry Gerber is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.					
1f	Elect Director Earl M. Cummings	Mgmt	For	For	For
1g	Elect Director Murry S. Gerber	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST compensation committee members Robert Malone, William Albrecht, Milton Carroll, and Murry Gerber is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.					
1h	Elect Director Robert A. Malone	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST compensation committee members Robert Malone, William Albrecht, Milton Carroll, and Murry Gerber is warranted in light of only limited responsiveness demonstrated following last year's failed say-on-pay proposal. A vote FOR the remaining director nominees is warranted.					
1i	Elect Director Jeffrey A. Miller	Mgmt	For	For	For
1j	Elect Director Bhavesh V. (Bob) Patel	Mgmt	For	For	For
1k	Elect Director Tobi M. Edwards Young	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. Following last year's failed say-on-pay vote, the compensation committee has demonstrated only a limited degree of responsiveness to investor concerns. Further, for the year in review, ongoing concerns with respect to the long-term incentive program underscore a pay-for-performance misalignment. While acknowledging reporting challenges associated with the change in long-term incentive programs, the CEO's total target annual LTI award value has increased over the past two years without clear rationale, providing larger payout opportunities. The performance metrics also target merely median performance and have resulted in maximum payouts for several consecutive years, even resulting in maximum-level vesting when performance was negative in each of the last two cycles.					

Merchants Trust PLC

Meeting Date: 05/18/2022	Country: United Kingdom	Ticker: MRCH
Record Date: 05/16/2022	Meeting Type: Annual	
Primary Security ID: G59976103		

Shares Voted: 19,850					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Colin Clark as Director	Mgmt	For	For	For
4	Re-elect Timon Drakesmith as Director	Mgmt	For	For	For
5	Re-elect Karen McKellar as Director	Mgmt	For	For	For
6	Re-elect Mary Ann Sieghart as Director	Mgmt	For	For	For
7	Re-elect Sybella Stanley as Director	Mgmt	For	For	For

Merchants Trust PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Approve Remuneration Implementation Report	Mgmt	For	For	For
9	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
10	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
11	Approve Increase in Limit on Aggregate Fees Payable to Directors	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Mondelez International, Inc.

Meeting Date: 05/18/2022Country: USATicker: MDLZ

Record Date: 03/14/2022Meeting Type: Annual

Primary Security ID: 609207105

Shares Voted: 184,264

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Lewis W.K. Booth	Mgmt	For	For	For
1b	Elect Director Charles E. Bunch	Mgmt	For	For	For
1c	Elect Director Ertharin Cousin	Mgmt	For	For	For
1d	Elect Director Lois D. Juliber	Mgmt	For	For	For
1e	Elect Director Jorge S. Mesquita	Mgmt	For	For	For
1f	Elect Director Jane Hamilton Nielsen	Mgmt	For	For	For
1g	Elect Director Christiana S. Shi	Mgmt	For	For	For
1h	Elect Director Patrick T. Siewert	Mgmt	For	For	For
1i	Elect Director Michael A. Todman	Mgmt	For	For	For
1j	Elect Director Dirk Van de Put	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Oversee and Report on a Racial Equity Audit	SH	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Mondelez's efforts to address the adverse impacts of its business on non-white stakeholders and communities of color and its management of related risks.					
5	Require Independent Board Chair	SH	Against	Against	For

Meeting Date: 05/18/2022	Country: Finland	Ticker: SAMPO
Record Date: 05/06/2022	Meeting Type: Annual	
Primary Security ID: X75653109		

Shares Voted: 43,847

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Open Meeting	Mgmt			
2	Call the Meeting to Order	Mgmt			
3	Designate Inspector or Shareholder Representative(s) of Minutes of Meeting	Mgmt			
4	Acknowledge Proper Convening of Meeting	Mgmt			
5	Prepare and Approve List of Shareholders	Mgmt			
6	Receive Financial Statements and Statutory Reports; Receive Board's Report; Receive Auditor's Report	Mgmt			
7	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
8	Approve Allocation of Income and Dividends of EUR 4.10 Per Share	Mgmt	For	For	For
9	Approve Discharge of Board and President	Mgmt	For	For	For
10	Approve Remuneration Report (Advisory Vote)	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Amount of EUR 190,000 for Chair and EUR 98,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	For
12	Fix Number of Directors at Nine	Mgmt	For	For	For
13	Reelect Christian Clausen, Fiona Clutterbuck, Georg Ehrnrooth, Jannica Fagerholm, Johanna Lamminen, Risto Murto, Markus Rauramo and Bjorn Wahlroos as Directors; Elect Steven Langan as New Director	Mgmt	For	For	For
14	Approve Remuneration of Auditors	Mgmt	For	For	For
15	Ratify Deloitte as Auditors	Mgmt	For	For	For
16	Authorize Share Repurchase Program	Mgmt	For	For	For
17	Close Meeting	Mgmt			

Meeting Date: 05/18/2022	Country: Germany	Ticker: SAP
Record Date: 04/26/2022	Meeting Type: Annual	
Primary Security ID: D66992104		

Shares Voted: 88,760

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 1.95 per Share and Special Dividends of EUR 0.50 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For
5	Ratify KPMG AG as Auditors for Fiscal Year 2022	Mgmt	For	For	For
6	Ratify BDO AG as Auditors for Fiscal Year 2023	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8.1	Elect Hasso Plattner to the Supervisory Board	Mgmt	For	For	For
8.2	Elect Rouven Westphal to the Supervisory Board	Mgmt	For	For	For
8.3	Elect Gunnar Wiedenfels to the Supervisory Board	Mgmt	For	For	For
8.4	Elect Jennifer Xin-Zhe Li to the Supervisory Board	Mgmt	For	For	For
9	Approve Remuneration of Supervisory Board	Mgmt	For	For	For

Thermo Fisher Scientific Inc.

Meeting Date: 05/18/2022

Country: USA

Ticker: TMO

Record Date: 03/25/2022

Meeting Type: Annual

Primary Security ID: 883556102

Shares Voted: 19,127

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc N. Casper	Mgmt	For	For	For
1b	Elect Director Nelson J. Chai	Mgmt	For	For	For
1c	Elect Director Ruby R. Chandy	Mgmt	For	For	For
1d	Elect Director C. Martin Harris	Mgmt	For	For	For
1e	Elect Director Tyler Jacks	Mgmt	For	For	For
1f	Elect Director R. Alexandra Keith	Mgmt	For	For	For
1g	Elect Director Jim P. Manzi	Mgmt	For	For	For

Thermo Fisher Scientific Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director James C. Mullen	Mgmt	For	For	For
1i	Elect Director Lars R. Sorensen	Mgmt	For	For	For
1j	Elect Director Debora L. Spar	Mgmt	For	For	For
1k	Elect Director Scott M. Sperling	Mgmt	For	For	For
1l	Elect Director Dion J. Weisler	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Vertex Pharmaceuticals Incorporated

Meeting Date: 05/18/2022	Country: USA	Ticker: VRTX
Record Date: 03/24/2022	Meeting Type: Annual	
Primary Security ID: 92532F100		

Shares Voted: 20,670

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Sangeeta Bhatia	Mgmt	For	For	For
1.2	Elect Director Lloyd Carney	Mgmt	For	For	For
1.3	Elect Director Alan Garber	Mgmt	For	For	For
1.4	Elect Director Terrence Kearney	Mgmt	For	For	For
1.5	Elect Director Reshma Kewalramani	Mgmt	For	For	For
1.6	Elect Director Yuchun Lee	Mgmt	For	For	For
1.7	Elect Director Jeffrey Leiden	Mgmt	For	For	For
1.8	Elect Director Margaret McGlynn	Mgmt	For	For	For
1.9	Elect Director Diana McKenzie	Mgmt	For	For	For
1.10	Elect Director Bruce Sachs	Mgmt	For	For	For
1.11	Elect Director Suketu "Suky" Upadhyay	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Westinghouse Air Brake Technologies Corporation

Meeting Date: 05/18/2022	Country: USA	Ticker: WAB
Record Date: 03/22/2022	Meeting Type: Annual	
Primary Security ID: 929740108		

Westinghouse Air Brake Technologies Corporation

Shares Voted: 75,429

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director William E. Kassling	Mgmt	For	For	For
1.2	Elect Director Albert J. Neupaver	Mgmt	For	For	For
1.3	Elect Director Ann R. Klee	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Altria Group, Inc.

Meeting Date: 05/19/2022Country: USATicker: MO
Record Date: 03/28/2022Meeting Type: Annual
Primary Security ID: 02209S103

Shares Voted: 104,390

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ian L.T. Clarke	Mgmt	For	For	For
1b	Elect Director Marjorie M. Connelly	Mgmt	For	For	For
1c	Elect Director R. Matt Davis	Mgmt	For	For	For
1d	Elect Director William F. Gifford, Jr.	Mgmt	For	For	For
1e	Elect Director Debra J. Kelly-Ennis	Mgmt	For	For	For
1f	Elect Director W. Leo Kiely, III	Mgmt	For	For	For
1g	Elect Director Kathryn B. McQuade	Mgmt	For	For	For
1h	Elect Director George Munoz	Mgmt	For	For	For
1i	Elect Director Nabil Y. Sakkab	Mgmt	For	For	For
1j	Elect Director Virginia E. Shanks	Mgmt	For	For	For
1k	Elect Director Ellen R. Strahlman	Mgmt	For	For	For
1l	Elect Director M. Max Yzaguirre	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Third-Party Civil Rights Audit	SH	Against	For	For

Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent civil rights audit would help shareholders better assess the effectiveness of Altria's efforts to address the issue of any inequality in its business operations.

AT&T Inc.

Meeting Date: 05/19/2022Country: USATicker: T

Record Date: 03/21/2022Meeting Type: Annual

Primary Security ID: 00206R102

Shares Voted: 559,109

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Samuel A. Di Piazza, Jr. *Withdrawn Resolution*	Mgmt			
1.2	Elect Director Scott T. Ford	Mgmt	For	For	For
1.3	Elect Director Glenn H. Hutchins	Mgmt	For	For	For
1.4	Elect Director William E. Kennard	Mgmt	For	For	For
1.5	Elect Director Debra L. Lee *Withdrawn Resolution*	Mgmt			
1.6	Elect Director Stephen J. Luczo	Mgmt	For	For	For
1.7	Elect Director Michael B. McCallister	Mgmt	For	For	For
1.8	Elect Director Beth E. Mooney	Mgmt	For	For	For
1.9	Elect Director Matthew K. Rose	Mgmt	For	For	For
1.10	Elect Director John T. Stankey	Mgmt	For	For	For
1.11	Elect Director Cynthia B. Taylor	Mgmt	For	For	For
1.12	Elect Director Luis A. Ubinas	Mgmt	For	For	For
1.13	Elect Director Geoffrey Y. Yang *Withdrawn Resolution*	Mgmt			
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Consider Pay Disparity Between Executives and Other Employees	SH	Against	Against	Against
5	Require Independent Board Chair	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. While there are no particular concerns at this time with respect to the company's governance practices, the separation of the CEO and chair roles, without a commitment to establish an independent chair carries the potential for a confusing and cumbersome multi-headed leadership structure. In addition, the company's share performance has underperformed peers and the broader market over the short- and long-terms.					
6	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as a report on the company's congruence of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.					
7	Report on Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against

Capgemini SE

Meeting Date: 05/19/2022Country: FranceTicker: CAP

Record Date: 05/17/2022Meeting Type: Annual/Special

Primary Security ID: F4973Q101

Shares Voted: 6,028

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.40 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Paul Hermelin, Chairman of the Board	Mgmt	For	For	For
7	Approve Compensation of Aïman Ezzat, CEO	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman of the Board Until 19 May 2022	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman of the Board From 20 May 2022	Mgmt	For	For	For
10	Approve Remuneration Policy of CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.7 Million	Mgmt	For	For	For
13	Elect Maria Ferraro as Director	Mgmt	For	For	For
14	Elect Olivier Roussat as Director	Mgmt	For	For	For
15	Reelect Paul Hermelin as Director	Mgmt	For	For	For
16	Reelect Xavier Musca as Director	Mgmt	For	For	For
17	Elect Frederic Oudea as Director	Mgmt	For	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	Amend Article 11 of Bylaws Re: Shares Held by Directors	Mgmt	For	For	For
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
21	Authorize Capitalization of Reserves of Up to EUR 1.5 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For

Capgemini SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 540 Million	Mgmt	For	For	For
23	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 135 Million	Mgmt	For	For	For
24	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 135 Million	Mgmt	For	For	For
25	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights Under Items 23 and 24	Mgmt	For	For	For
26	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
27	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
28	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans Under Performance Conditions Reserved for Employees and Executive Officers	Mgmt	For	For	For
29	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
30	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
31	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Chubb Limited

Meeting Date: 05/19/2022

Country: Switzerland

Ticker: CB

Record Date: 03/25/2022

Meeting Type: Annual

Primary Security ID: H1467J104

Shares Voted: 31,735

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2.1	Allocate Disposable Profit	Mgmt	For	For	For
2.2	Approve Dividend Distribution From Legal Reserves Through Capital Contributions Reserve Subaccount	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Discharge of Board of Directors	Mgmt	For	For	For
4.1	Ratify PricewaterhouseCoopers AG (Zurich) as Statutory Auditor	Mgmt	For	For	For
4.2	Ratify PricewaterhouseCoopers LLP (United States) as Independent Registered Accounting Firm	Mgmt	For	For	For
4.3	Ratify BDO AG (Zurich) as Special Audit Firm	Mgmt	For	For	For
5.1	Elect Director Evan G. Greenberg	Mgmt	For	For	For
5.2	Elect Director Michael P. Connors	Mgmt	For	For	For
5.3	Elect Director Michael G. Atieh	Mgmt	For	For	For
5.4	Elect Director Kathy Bonanno	Mgmt	For	For	For
5.5	Elect Director Sheila P. Burke	Mgmt	For	For	For
5.6	Elect Director Mary Cirillo	Mgmt	For	For	For
5.7	Elect Director Robert J. Hugin	Mgmt	For	For	For
5.8	Elect Director Robert W. Scully	Mgmt	For	For	For
5.9	Elect Director Theodore E. Shasta	Mgmt	For	For	For
5.10	Elect Director David H. Sidwell	Mgmt	For	For	For
5.11	Elect Director Olivier Steimer	Mgmt	For	For	For
5.12	Elect Director Luis Tellez	Mgmt	For	For	For
5.13	Elect Director Frances F. Townsend	Mgmt	For	For	For
6	Elect Evan G. Greenberg as Board Chairman	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the election of Evan G. Greenberg as board chair is warranted because he also serves as CEO.</i>					
7.1	Elect Michael P. Connors as Member of the Compensation Committee	Mgmt	For	For	For
7.2	Elect Mary Cirillo as Member of the Compensation Committee	Mgmt	For	For	For
7.3	Elect Frances F. Townsend as Member of the Compensation Committee	Mgmt	For	For	For
8	Designate Homburger AG as Independent Proxy	Mgmt	For	For	For
9	Approve Creation of Authorized Capital With or Without Preemptive Rights	Mgmt	For	For	For
10	Approve CHF 318,275,265 Reduction in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
11.1	Approve Remuneration of Directors in the Amount of USD 4.8 Million	Mgmt	For	For	For
11.2	Approve Remuneration of Executive Management in the Amount of USD 54 Million for Fiscal 2023	Mgmt	For	For	For

Chubb Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
13	Adopt and Disclose Policies to Ensure Underwriting Does Not Support New Fossil Fuel Supplies	SH	Against	Against	Against
14	Report on Efforts to Reduce GHG Emissions Associated with Underwriting, Insuring, and Investing	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted, because it would help shareholders better evaluate the company's management of climate risks from its underwriting, investment, and insurance activities.

Crown Castle International Corp.

Meeting Date: 05/19/2022	Country: USA	Ticker: CCI
Record Date: 03/21/2022	Meeting Type: Annual	
Primary Security ID: 22822V101		

Shares Voted: 31,837

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director P. Robert Bartolo	Mgmt	For	For	For
1b	Elect Director Jay A. Brown	Mgmt	For	For	For
1c	Elect Director Cindy Christy	Mgmt	For	For	For
1d	Elect Director Ari Q. Fitzgerald	Mgmt	For	For	For
1e	Elect Director Andrea J. Goldsmith	Mgmt	For	For	For
1f	Elect Director Tammy K. Jones	Mgmt	For	For	For
1g	Elect Director Anthony J. Melone	Mgmt	For	For	For
1h	Elect Director W. Benjamin Moreland	Mgmt	For	For	For
1i	Elect Director Kevin A. Stephens	Mgmt	For	For	For
1j	Elect Director Matthew Thornton, III	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Increase Authorized Common Stock	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Dassault Systemes SA

Meeting Date: 05/19/2022	Country: France	Ticker: DSY
Record Date: 05/17/2022	Meeting Type: Annual/Special	
Primary Security ID: F24571451		

Shares Voted: 35,830

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.17 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Appoint KPMG SA as Auditor	Mgmt	For	For	For
6	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For
7	Approve Compensation of Charles Edelstenne, Chairman of the Board	Mgmt	For	For	For
8	Approve Compensation of Bernard Charles, Vice-Chairman of the Board and CEO	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted as the following concerns are raised: * The level of disclosure on the achievement of the non-financial criteria of the bonus, representing 50 percent of its weight, is limited; * Half of the LTI granted has a vesting and performance period that is not long-term oriented; * Information on the performance achieved for LTIPs vested is low which is even more problematic as the quantum is very significant.</i></p>					
9	Approve Compensation Report of Corporate Officers	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Considering some issues remain in terms of disclosure on the CEO's remuneration report along with the recurring significant dissent received at last AGMs, a vote AGAINST this resolution is warranted.</i></p>					
10	Reelect Charles Edelstenne as Director	Mgmt	For	For	For
11	Reelect Bernard Charles as Director	Mgmt	For	For	For
12	Reelect Pascal Daloz as Director	Mgmt	For	For	For
13	Reelect Xavier Cauchois as Director	Mgmt	For	For	For
14	Authorize Repurchase of Up to 20 Million Issued Share Capital	Mgmt	For	For	For
15	Approve Remuneration of Directors in the Aggregate Amount of EUR 900,000	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
17	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
18	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For

Dassault Systemes SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Delegate Powers to the Board to Approve Merger by Absorption by the Company	Mgmt	For	Against	Against
Voting Policy Rationale: Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.					
20	Authorize Capital Increase of Up to EUR 10 Million in Connection with Contribution in Kind Above	Mgmt	For	Against	Against
Voting Policy Rationale: Votes AGAINST these delegations are warranted as they are not considered in shareholders' interests.					
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Deutsche Bank AG

Meeting Date: 05/19/2022

Record Date:

Primary Security ID: D18190898

Country: Germany

Meeting Type: Annual

Ticker: DBK

Shares Voted: 224,692

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.20 per Share	Mgmt	For	For	For
3.1	Approve Discharge of Management Board Member Christian Sewing for Fiscal Year 2021	Mgmt	For	For	For
3.2	Approve Discharge of Management Board Member James von Moltke for Fiscal Year 2021	Mgmt	For	For	For
3.3	Approve Discharge of Management Board Member Karl von Rohr for Fiscal Year 2021	Mgmt	For	For	For
3.4	Approve Discharge of Management Board Member Fabrizio Campelli for Fiscal Year 2021	Mgmt	For	For	For
3.5	Approve Discharge of Management Board Member Frank Kuhnke (until April 30, 2021) for Fiscal Year 2021	Mgmt	For	For	For
3.6	Approve Discharge of Management Board Member Bernd Leukert for Fiscal Year 2021	Mgmt	For	For	For
3.7	Approve Discharge of Management Board Member Stuart Lewis for Fiscal Year 2021	Mgmt	For	For	For
3.8	Approve Discharge of Management Board Member Alexander von zur Muehlen for Fiscal Year 2021	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.9	Approve Discharge of Management Board Member Christiana Riley for Fiscal Year 2021	Mgmt	For	For	For
3.10	Approve Discharge of Management Board Member Rebecca Short (from May 1, 2021) for Fiscal Year 2021	Mgmt	For	For	For
3.11	Approve Discharge of Management Board Member Stefan Simon for Fiscal Year 2021	Mgmt	For	For	For
4.1	Approve Discharge of Supervisory Board Member Paul Achleitner for Fiscal Year 2021	Mgmt	For	For	For
4.2	Approve Discharge of Supervisory Board Member Detlef Polaschek for Fiscal Year 2021	Mgmt	For	For	For
4.3	Approve Discharge of Supervisory Board Member Ludwig Blomeyer-Bartenstein for Fiscal Year 2021	Mgmt	For	For	For
4.4	Approve Discharge of Supervisory Board Member Frank Bsirske (until October 27, 2021) for Fiscal Year 2021	Mgmt	For	For	For
4.5	Approve Discharge of Supervisory Board Member Mayree Clark for Fiscal Year 2021	Mgmt	For	For	For
4.6	Approve Discharge of Supervisory Board Member Jan Duschek for Fiscal Year 2021	Mgmt	For	For	For
4.7	Approve Discharge of Supervisory Board Member Gerhard Eschelbeck for Fiscal Year 2021	Mgmt	For	For	For
4.8	Approve Discharge of Supervisory Board Member Sigmar Gabriel for Fiscal Year 2021	Mgmt	For	For	For
4.9	Approve Discharge of Supervisory Board Member Timo Heider for Fiscal Year 2021	Mgmt	For	For	For
4.10	Approve Discharge of Supervisory Board Member Martina Klee Fiscal Year 2021	Mgmt	For	For	For
4.11	Approve Discharge of Supervisory Board Member Henriette Mark for Fiscal Year 2021	Mgmt	For	For	For
4.12	Approve Discharge of Supervisory Board Member Gabriele Platscher for Fiscal Year 2021	Mgmt	For	For	For
4.13	Approve Discharge of Supervisory Board Member Bernd Rose for Fiscal Year 2021	Mgmt	For	For	For
4.14	Approve Discharge of Supervisory Board Member Gerd Schuetz (until May 27, 2021) for Fiscal Year 2021	Mgmt	For	For	For
4.15	Approve Discharge of Supervisory Board Member John Thain for Fiscal Year 2021	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4.16	Approve Discharge of Supervisory Board Member Michele Trogni for Fiscal Year 2021	Mgmt	For	For	For
4.17	Approve Discharge of Supervisory Board Member Dagmar Valcarcel for Fiscal Year 2021	Mgmt	For	For	For
4.18	Approve Discharge of Supervisory Board Member Stefan Viertel for Fiscal Year 2021	Mgmt	For	For	For
4.19	Approve Discharge of Supervisory Board Member Theodor Weimer for Fiscal Year 2021	Mgmt	For	For	For
4.20	Approve Discharge of Supervisory Board Member Frank Werneke (from November 25, 2021) for Fiscal Year 2021	Mgmt	For	For	For
4.21	Approve Discharge of Supervisory Board Member Norbert Winkeljohann for Fiscal Year 2021	Mgmt	For	For	For
4.22	Approve Discharge of Supervisory Board Member Frank Witter (from May 27, 2021) for Fiscal Year 2021	Mgmt	For	For	For
5	Ratify Ernst & Young GmbH as Auditors for Fiscal Year 2022, for the Review of Interim Financial Statements for the First Half of Fiscal Year 2022 and for the Review of Interim Financial Statements Until 2023 AGM	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	For	For
7	Authorize Share Repurchase Program and Reissuance or Cancellation of Repurchased Shares	Mgmt	For	For	For
8	Authorize Use of Financial Derivatives when Repurchasing Shares	Mgmt	For	For	For
9	Approve Issuance of Participatory Certificates and Other Hybrid Debt Securities up to Aggregate Nominal Value of EUR 9 Billion	Mgmt	For	For	For
10.1	Elect Alexander Wynaendts to the Supervisory Board	Mgmt	For	For	For
10.2	Elect Yngve Slyngstad to the Supervisory Board	Mgmt	For	For	For
11.1	Amend Articles Re: Appointment of the Second Deputy Chair of Supervisory Board	Mgmt	For	For	For
11.2	Amend Articles Re: Editorial Changes in Connection with the Appointment of the Second Deputy Chair of Supervisory Board	Mgmt	For	For	For
11.3	Amend Articles Re: Remuneration of the Second Deputy Chair of Supervisory Board	Mgmt	For	For	For
11.4	Amend Articles Re: AGM Chairman	Mgmt	For	For	For

Deutsche Bank AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11.5	Amend Articles Re: Formation of a Global Advisory Board	Mgmt	For	For	For
12	Amend Articles Re: Dividend in Kind	Mgmt	For	For	For
	Shareholder Proposals Submitted by Riebeck-Brauerei von 1862 Aktiengesellschaft	Mgmt			
13	Withdraw Confidence in the Management Board Chairman Christian Sewing	SH	Against	Against	Against

Enel SpA

Meeting Date: 05/19/2022

Record Date: 05/10/2022

Primary Security ID: T3679P115

Country: Italy

Meeting Type: Annual

Ticker: ENEL

Shares Voted: 640,056

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income	Mgmt	For	For	For
3	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	For
	Appoint Internal Statutory Auditors (Slate Election) - Choose One of the Following Slates	Mgmt			
4.1	Slate 1 Submitted by Ministry of the Economy and Finance	SH	None	For	For
4.2	Slate 2 Submitted by Institutional Investors (Assogestioni)	SH	None	Against	Against
	Shareholder Proposal Submitted by Ministry of the Economy and Finance	Mgmt			
5	Approve Internal Statutory Auditors' Remuneration	SH	None	For	For
	Management Proposals	Mgmt			
6	Approve Long Term Incentive Plan	Mgmt	For	For	For
7.1	Approve Remuneration Policy	Mgmt	For	For	For
7.2	Approve Second Section of the Remuneration Report	Mgmt	For	For	For
A	Deliberations on Possible Legal Action Against Directors if Presented by Shareholders	Mgmt	None	Against	Against

Essentra Plc

Meeting Date: 05/19/2022	Country: United Kingdom	Ticker: ESNT
Record Date: 05/17/2022	Meeting Type: Annual	
Primary Security ID: G3198T105		

Shares Voted: 869,450

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Dupsy Abiola as Director	Mgmt	For	For	For
5	Elect Jack Clarke as Director	Mgmt	For	For	For
6	Elect Adrian Peace as Director	Mgmt	For	For	For
7	Re-elect Paul Lester as Director	Mgmt	For	For	For
8	Re-elect Paul Forman as Director	Mgmt	For	For	For
9	Re-elect Mary Reilly as Director	Mgmt	For	For	For
10	Re-elect Ralf Wunderlich as Director	Mgmt	For	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Gamma Communications Plc

Meeting Date: 05/19/2022	Country: United Kingdom	Ticker: GAMA
Record Date: 05/17/2022	Meeting Type: Annual	
Primary Security ID: G371B3109		

Shares Voted: 1,813,045

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Gamma Communications Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Reappoint Deloitte LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
5	Re-elect Richard Last as Director	Mgmt	For	For	For
6	Re-elect Andrew Taylor as Director	Mgmt	For	For	For
7	Re-elect Andrew Belshaw as Director	Mgmt	For	For	For
8	Re-elect Charlotta Ginman as Director	Mgmt	For	For	For
9	Re-elect Martin Lea as Director	Mgmt	For	For	For
10	Re-elect Henrietta Marsh as Director	Mgmt	For	For	For
11	Re-elect Xavier Robert as Director	Mgmt	For	For	For
12	Elect William Castell as Director	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Genuit Group Plc

Meeting Date: 05/19/2022

Country: United Kingdom

Ticker: GEN

Record Date: 05/17/2022

Meeting Type: Annual

Primary Security ID: G7179X100

Shares Voted: 4,957,360

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Joe Vorih as Director	Mgmt	For	For	For
5	Elect Matt Pullen as Director	Mgmt	For	For	For
6	Re-elect Paul James as Director	Mgmt	For	For	For
7	Re-elect Ron Marsh as Director	Mgmt	For	For	For
8	Re-elect Mark Hammond as Director	Mgmt	For	For	For
9	Re-elect Kevin Boyd as Director	Mgmt	For	For	For

Genuit Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Louise Hardy as Director	Mgmt	For	For	For
11	Re-elect Lisa Scenna as Director	Mgmt	For	For	For
12	Re-elect Louise Brooke-Smith as Director	Mgmt	For	For	For
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Marsh & McLennan Companies, Inc.

Meeting Date: 05/19/2022

Country: USA

Ticker: MMC

Record Date: 03/21/2022

Meeting Type: Annual

Primary Security ID: 571748102

Shares Voted: 47,906

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Anthony K. Anderson	Mgmt	For	For	For
1b	Elect Director Hafize Gaye Erkan	Mgmt	For	For	For
1c	Elect Director Oscar Fanjul	Mgmt	For	For	For
1d	Elect Director Daniel S. Glaser	Mgmt	For	For	For
1e	Elect Director H. Edward Hanway	Mgmt	For	For	For
1f	Elect Director Deborah C. Hopkins	Mgmt	For	For	For
1g	Elect Director Tamara Ingram	Mgmt	For	For	For
1h	Elect Director Jane H. Lute	Mgmt	For	For	For
1i	Elect Director Steven A. Mills	Mgmt	For	For	For
1j	Elect Director Bruce P. Nolop	Mgmt	For	For	For
1k	Elect Director Morton O. Schapiro	Mgmt	For	For	For
1l	Elect Director Lloyd M. Yates	Mgmt	For	For	For
1m	Elect Director R. David Yost	Mgmt	For	For	For

Marsh & McLennan Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditor	Mgmt	For	For	For

Next Plc

Meeting Date: 05/19/2022Country: United KingdomTicker: NXT

Record Date: 05/17/2022Meeting Type: Annual

Primary Security ID: G6500M106

Shares Voted: 600					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	Against
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Soumen Das as Director	Mgmt	For	For	For
5	Re-elect Jonathan Bewes as Director	Mgmt	For	For	For
6	Re-elect Tom Hall as Director	Mgmt	For	For	For
7	Re-elect Tristia Harrison as Director	Mgmt	For	For	For
8	Re-elect Amanda James as Director	Mgmt	For	For	For
9	Re-elect Richard Papp as Director	Mgmt	For	For	For
10	Re-elect Michael Roney as Director	Mgmt	For	For	For
11	Re-elect Jane Shields as Director	Mgmt	For	For	For
12	Re-elect Dame Dianne Thompson as Director	Mgmt	For	For	For
13	Re-elect Lord Wolfson as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For

Next Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

NextEra Energy, Inc.

Meeting Date: 05/19/2022	Country: USA	Ticker: NEE
Record Date: 03/24/2022	Meeting Type: Annual	
Primary Security ID: 65339F101		

Shares Voted: 127,882

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Sherry S. Barrat	Mgmt	For	For	For
1b	Elect Director James L. Camaren	Mgmt	For	For	For
1c	Elect Director Kenneth B. Dunn	Mgmt	For	For	For
1d	Elect Director Naren K. Gursahaney	Mgmt	For	For	For
1e	Elect Director Kirk S. Hachigian	Mgmt	For	For	For
1f	Elect Director John W. Ketchum	Mgmt	For	For	For
1g	Elect Director Amy B. Lane	Mgmt	For	For	For
1h	Elect Director David L. Porges	Mgmt	For	For	For
1i	Elect Director James L. Robo	Mgmt	For	For	For
1j	Elect Director Rudy E. Schupp	Mgmt	For	For	For
1k	Elect Director John L. Skolds	Mgmt	For	For	For
1l	Elect Director John Arthur Stall	Mgmt	For	For	For
1m	Elect Director Darryl L. Wilson	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Disclose a Board Diversity and Qualifications Matrix	SH	Against	Against	Against
5	Report on Effectiveness of Diversity, Equity and Inclusion Efforts and Metrics	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted, as additional diversity-related disclosure would allow shareholders to better assess the effectiveness of the company's diversity initiatives and its management of related risks.

NN Group NV

Meeting Date: 05/19/2022	Country: Netherlands	Ticker: NN
Record Date: 04/21/2022	Meeting Type: Annual	
Primary Security ID: N64038107		

Shares Voted: 48,528

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Receive Annual Report	Mgmt			
3	Approve Remuneration Report	Mgmt	For	For	For
4.A	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
4.B	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
4.C	Approve Dividends of EUR 1.56 Per Share	Mgmt	For	For	For
5.A	Approve Discharge of Executive Board	Mgmt	For	For	For
5.B	Approve Discharge of Supervisory Board	Mgmt	For	For	For
6.A	Announce Intention to Appoint Annemiek van Melick to Executive Board	Mgmt			
6.B	Announce Intention to Reappoint Delfin Rueda to Executive Board	Mgmt			
7.A	Reelect David Cole to Supervisory Board	Mgmt	For	For	For
7.B	Reelect Hans Schoen to Supervisory Board	Mgmt	For	For	For
7.C	Elect Pauline van der Meer Mohr to Supervisory Board	Mgmt	For	For	For
8	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
9.A.1	Grant Board Authority to Issue Ordinary Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
9.A.2	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9.B	Grant Board Authority to Issue Shares Up To 20 Percent of Issued Capital in Connection with a Rights Issue	Mgmt	For	For	For
10	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
11	Approve Reduction in Share Capital through Cancellation of Shares	Mgmt	For	For	For
12	Close Meeting	Mgmt			

Orange SA

Meeting Date: 05/19/2022

Country: France

Ticker: ORA

Record Date: 05/17/2022

Meeting Type: Annual/Special

Primary Security ID: F6866T100

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Treatment of Losses and Dividends of EUR 0.70 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
5	Elect Jacques Aschenbroich as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * A vote the election of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 47 percent vs 33.3 percent recommended; excluding government representatives, employee representatives, and employee shareholder representatives: 70 percent vs 50 percent recommended) and the absence of specific concerns (Item 6). * The number of outside mandates held by Jacques Aschenbroich is in excess of recommended guidelines for non-executive director and executive director. Therefore, his election warrants a vote AGAINST</i></p>					
6	Elect Valerie Beaulieu-James as Director	Mgmt	For	For	For
7	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,050,000	Mgmt	For	For	For
8	Approve Compensation Report	Mgmt	For	For	For
9	Approve Compensation of Stephane Richard, Chairman and CEO	Mgmt	For	For	For
10	Approve Compensation of Ramon Fernandez, Vice-CEO	Mgmt	For	For	For
11	Approve Compensation of Gervais Pellissier, Vice-CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman and CEO, CEO and Vice-CEOs	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted because: * The exceptional remuneration allocated to Stephane Richard and the company does not provide a compelling rationale, particularly as his resignation is due to his criminal sentence. Rewarding a forced departure after a conviction for complicity in embezzlement of public funds may seem surprising. * The company provides limited rationale for the increases in the bonus and LTI grant under the proposed remuneration policy for the executives, although they remain within the range of French market practices. * The bundled item for the remuneration policy of all executives is not considered to be a good practice since it is proposed as an all-or-nothing choice.</i></p>					
13	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
16	Amend Articles 2,13,15 and 16 of Bylaws to Comply with Legal Changes	Mgmt	For	For	For

Orange SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Amend Article 14 of Bylaws Re: Age Limit of Chairman of the Board	Mgmt	For	For	For
18	Authorize up to 0.07 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
21	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For
A	Shareholder Proposals Submitted by le Fonds Commun de Placement d Entreprise Orange Actions	Mgmt			
	Amending Item 18 of Current Meeting to Align the Allocation of Free Shares to the Group Employees with that of LTIP Incentives for Executives	SH	Against	Against	Against
B	Amend Article 13 of Bylaws Re: Plurality of Directorships	SH	Against	Against	Against

Otis Worldwide Corporation

Meeting Date: 05/19/2022Country: USATicker: OTIS

Record Date: 03/21/2022Meeting Type: Annual

Primary Security ID: 68902V107

Shares Voted: 31,994

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey H. Black	Mgmt	For	For	For
1b	Elect Director Kathy Hopinkah Hannan	Mgmt	For	For	For
1c	Elect Director Shailesh G. Jejurikar	Mgmt	For	For	For
1d	Elect Director Christopher J. Kearney	Mgmt	For	For	For
1e	Elect Director Judith F. Marks	Mgmt	For	For	For
1f	Elect Director Harold W. McGraw, III	Mgmt	For	For	For
1g	Elect Director Margaret M. V. Preston	Mgmt	For	For	For
1h	Elect Director Shelley Stewart, Jr.	Mgmt	For	For	For
1i	Elect Director John H. Walker	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Otis Worldwide Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Amend Governing Documents Regarding Requirements to Call for a Special Meeting	SH	Against	Against	Against

St. James's Place Plc

Meeting Date: 05/19/2022	Country: United Kingdom	Ticker: STJ
Record Date: 05/17/2022	Meeting Type: Annual	
Primary Security ID: G5005D124		

Shares Voted: 3,136,627

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Andrew Croft as Director	Mgmt	For	For	For
4	Re-elect Craig Gentle as Director	Mgmt	For	For	For
5	Re-elect Emma Griffin as Director	Mgmt	For	For	For
6	Re-elect Rosemary Hilary as Director	Mgmt	For	For	For
7	Re-elect Simon Jeffreys as Director	Mgmt	For	For	For
8	Re-elect Roger Yates as Director	Mgmt	For	For	For
9	Re-elect Lesley-Ann Nash as Director	Mgmt	For	For	For
10	Re-elect Paul Manduca as Director	Mgmt	For	For	For
11	Elect John Hitchins as Director	Mgmt	For	For	For
12	Approve Remuneration Report	Mgmt	For	For	For
13	Reappoint PricewaterhouseCoopers LLP (PwC) as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Synchrony Financial

Meeting Date: 05/19/2022	Country: USA	Ticker: SYF
Record Date: 03/24/2022	Meeting Type: Annual	
Primary Security ID: 87165B103		

Shares Voted: 232,453

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Margaret M. Keane	Mgmt	For	For	For
1b	Elect Director Fernando Aguirre	Mgmt	For	For	For
1c	Elect Director Paget L. Alves	Mgmt	For	For	For
1d	Elect Director Kamila Chytil	Mgmt	For	For	For
1e	Elect Director Arthur W. Coviello, Jr.	Mgmt	For	For	For
1f	Elect Director Brian D. Doubles	Mgmt	For	For	For
1g	Elect Director William W. Graylin	Mgmt	For	For	For
1h	Elect Director Roy A. Guthrie	Mgmt	For	For	For
1i	Elect Director Jeffrey G. Naylor	Mgmt	For	For	For
1j	Elect Director P.W 'Bill' Parker	Mgmt	For	For	For
1k	Elect Director Laurel J. Richie	Mgmt	For	For	For
1l	Elect Director Ellen M. Zane	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

The Home Depot, Inc.

Meeting Date: 05/19/2022Country: USATicker: HD
Record Date: 03/21/2022Meeting Type: Annual
Primary Security ID: 437076102

Shares Voted: 61,439

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Gerard J. Arpey	Mgmt	For	For	For
1b	Elect Director Ari Bousbib	Mgmt	For	For	For
1c	Elect Director Jeffery H. Boyd	Mgmt	For	For	For
1d	Elect Director Gregory D. Brenneman	Mgmt	For	For	For
1e	Elect Director J. Frank Brown	Mgmt	For	For	For
1f	Elect Director Albert P. Carey	Mgmt	For	For	For
1g	Elect Director Edward P. Decker	Mgmt	For	For	For
1h	Elect Director Linda R. Gooden	Mgmt	For	For	For
1i	Elect Director Wayne M. Hewett	Mgmt	For	For	For
1j	Elect Director Manuel Kadre	Mgmt	For	For	For
1k	Elect Director Stephanie C. Linnartz	Mgmt	For	For	For

The Home Depot, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1l	Elect Director Craig A. Menear	Mgmt	For	For	For
1m	Elect Director Paula Santilli	Mgmt	For	For	For
1n	Elect Director Caryn Seidman-Becker	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as it would enhance the existing shareholder right to call special meetings.					
6	Require Independent Board Chair	SH	Against	Against	For
7	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as the requested report would allow shareholders to better evaluate how well the company is assessing and mitigating risks related to its political communication expenditures.					
8	Report on Steps to Improve Gender and Racial Equity on the Board	SH	Against	Against	Against
9	Report on Efforts to Eliminate Deforestation in Supply Chain	SH	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, as shareholders would benefit from additional information on the company's strategy to manage its supply chain's impact on deforestation.					
10	Oversee and Report a Racial Equity Audit	SH	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, as a report on an independent racial equity audit would help shareholders better assess the effectiveness of Home Depot's efforts to address the adverse impacts of its policies and practices on non-white stakeholders and communities of color and its management of related risks.					

YUM! Brands, Inc.

Meeting Date: 05/19/2022	Country: USA	Ticker: YUM
Record Date: 03/14/2022	Meeting Type: Annual	
Primary Security ID: 988498101		

Shares Voted: 71,004

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Paget L. Alves	Mgmt	For	For	For
1b	Elect Director Keith Barr	Mgmt	For	For	For
1c	Elect Director Christopher M. Connor	Mgmt	For	For	For
1d	Elect Director Brian C. Cornell	Mgmt	For	For	For
1e	Elect Director Tanya L. Domier	Mgmt	For	For	For
1f	Elect Director David W. Gibbs	Mgmt	For	For	For

YUM! Brands, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Mirian M. Graddick-Weir	Mgmt	For	For	For
1h	Elect Director Lauren R. Hobart	Mgmt	For	For	For
1i	Elect Director Thomas C. Nelson	Mgmt	For	For	For
1j	Elect Director P. Justin Skala	Mgmt	For	For	For
1k	Elect Director Elane B. Stock	Mgmt	For	For	For
1l	Elect Director Annie Young-Scrivner	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST this proposal is warranted, due to significant concerns regarding pay program structure and one-time decisions. The STI payout formula allows for a large increase in total payouts based on the committee's subjective assessment of individual performance. The CEO also has a relatively high maximum STI opportunity that could allow for outsized bonuses. With respect to equity incentives, the entirety of the 2021-23 PSUs are based on a relative TSR metric that targets merely median performance. Moreover, the committee significantly increased the CEO's regular LTI grant value in the same year they awarded a sizable one-time equity award. The special award utilizes only a two-year measurement period and the metric is shared under the annual incentive program.

Croda International Plc

Meeting Date: 05/20/2022	Country: United Kingdom	Ticker: CRDA
Record Date: 05/18/2022	Meeting Type: Annual	
Primary Security ID: G25536155		

Shares Voted: 464,724

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Roberto Cirillo as Director	Mgmt	For	For	For
5	Re-elect Jacqui Ferguson as Director	Mgmt	For	For	For
6	Re-elect Steve Foots as Director	Mgmt	For	For	For
7	Re-elect Anita Frew as Director	Mgmt	For	For	For
8	Re-elect Helena Ganczakowski as Director	Mgmt	For	For	For
9	Elect Julie Kim as Director	Mgmt	For	For	For
10	Re-elect Keith Layden as Director	Mgmt	For	For	For
11	Re-elect Jez Maiden as Director	Mgmt	For	For	For
12	Elect Nawal Ouzren as Director	Mgmt	For	For	For
13	Re-elect John Ramsay as Director	Mgmt	For	For	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For

Croda International Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Hilton Worldwide Holdings Inc.

Meeting Date: 05/20/2022	Country: USA	Ticker: HLT
Record Date: 03/25/2022	Meeting Type: Annual	
Primary Security ID: 43300A203		

Shares Voted: 29,616

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Christopher J. Nassetta	Mgmt	For	For	For
1b	Elect Director Jonathan D. Gray	Mgmt	For	For	For
1c	Elect Director Charlene T. Begley	Mgmt	For	For	For
1d	Elect Director Chris Carr	Mgmt	For	For	For
1e	Elect Director Melanie L. Healey	Mgmt	For	For	For
1f	Elect Director Raymond E. Mabus, Jr.	Mgmt	For	For	For
1g	Elect Director Judith A. McHale	Mgmt	For	For	For
1h	Elect Director Elizabeth A. Smith	Mgmt	For	For	For
1i	Elect Director Douglas M. Steenland	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Reckitt Benckiser Group Plc

Meeting Date: 05/20/2022	Country: United Kingdom	Ticker: RKT
Record Date: 05/18/2022	Meeting Type: Annual	
Primary Security ID: G74079107		

Reckitt Benckiser Group Plc

Shares Voted: 628,928

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Andrew Bonfield as Director	Mgmt	For	For	For
6	Re-elect Olivier Bohuon as Director	Mgmt	For	For	For
7	Re-elect Jeff Carr as Director	Mgmt	For	For	For
8	Re-elect Margherita Della Valle as Director	Mgmt	For	For	For
9	Re-elect Nicandro Durante as Director	Mgmt	For	For	For
10	Re-elect Mary Harris as Director	Mgmt	For	For	For
11	Re-elect Mehmood Khan as Director	Mgmt	For	For	For
12	Re-elect Pam Kirby as Director	Mgmt	For	For	For
13	Re-elect Laxman Narasimhan as Director	Mgmt	For	For	For
14	Re-elect Chris Sinclair as Director	Mgmt	For	For	For
15	Re-elect Elane Stock as Director	Mgmt	For	For	For
16	Elect Alan Stewart as Director	Mgmt	For	For	For
17	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Brewin Dolphin Holdings Plc

Meeting Date: 05/23/2022

Country: United Kingdom

Ticker: BRW

Record Date: 05/19/2022

Meeting Type: Special

Primary Security ID: G1338M113

Brewin Dolphin Holdings Plc

Shares Voted: 1,835,324

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Cash Acquisition for Brewin Dolphin Holdings Plc by RBC Wealth Management (Jersey) Holdings Limited	Mgmt	For	For	For

Brewin Dolphin Holdings Plc

Meeting Date: 05/23/2022 Country: United Kingdom Ticker: BRW
Record Date: 05/19/2022 Meeting Type: Court
Primary Security ID: G1338M113

Shares Voted: 1,835,324

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Court Meeting	Mgmt			
1	Approve Scheme of Arrangement	Mgmt	For	For	For

Empiric Student Property PLC

Meeting Date: 05/23/2022 Country: United Kingdom Ticker: ESP
Record Date: 05/19/2022 Meeting Type: Annual
Primary Security ID: G30381100

Shares Voted: 4,736,240

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Approve Dividend Policy	Mgmt	For	For	For
6	Elect Martin Ratchford as Director	Mgmt	For	For	For
7	Re-elect Mark Pain as Director	Mgmt	For	For	For
8	Re-elect Alice Avis as Director	Mgmt	For	For	For
9	Re-elect Lynne Fennah as Director	Mgmt	For	For	For
10	Re-elect Duncan Garrood as Director	Mgmt	For	For	For
11	Authorise Issue of Equity	Mgmt	For	For	For

Empiric Student Property PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

4imprint Group Plc

Meeting Date: 05/24/2022

Record Date: 05/20/2022

Primary Security ID: G36555103

Country: United Kingdom

Meeting Type: Annual

Ticker: FOUR

Shares Voted: 40,584

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Charles Brady as Director	Mgmt	For	For	For
5	Re-elect Kevin Lyons-Tarr as Director	Mgmt	For	For	For
6	Re-elect Paul Moody as Director	Mgmt	For	For	For
7	Re-elect David Seekings as Director	Mgmt	For	For	For
8	Re-elect Christina Southall as Director	Mgmt	For	For	For
9	Re-elect John Gibney as Director	Mgmt	For	For	For
10	Elect Lindsay Beardsell as Director	Mgmt	For	For	For
11	Elect Jaz Rabadia Patel as Director	Mgmt	For	For	For
12	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Approve Sharesave Plan	Mgmt	For	For	For
15	Approve Employee Stock Purchase Plan	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

4imprint Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

BioMarin Pharmaceutical Inc.

Meeting Date: 05/24/2022	Country: USA	Ticker: BMRN
Record Date: 03/28/2022	Meeting Type: Annual	
Primary Security ID: 09061G101		

Shares Voted: 29,601					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Mark J. Alles	Mgmt	For	For	For
1.2	Elect Director Elizabeth McKee Anderson	Mgmt	For	For	For
1.3	Elect Director Jean-Jacques Bienaime	Mgmt	For	For	For
1.4	Elect Director Willard Dere	Mgmt	For	For	For
1.5	Elect Director Elaine J. Heron	Mgmt	For	For	For
1.6	Elect Director Maykin Ho	Mgmt	For	For	For
1.7	Elect Director Robert J. Hombach	Mgmt	For	For	For
1.8	Elect Director V. Bryan Lawlis	Mgmt	For	For	For
1.9	Elect Director Richard A. Meier	Mgmt	For	For	For
1.10	Elect Director David E.I. Pyott	Mgmt	For	For	For
1.11	Elect Director Dennis J. Slamon	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST this proposal is warranted. The annual incentive was paid out above target against lowered financial metric targets with a notable discretionary component, and disclosure of performance objectives for the majority of metrics remains incomplete. Further, although the long-term incentive is half performance-based, forward-looking goals for half of PRSU metrics are not disclosed and proxy statement disclosure is insufficient to fully understand how equity award values declined from 2020 to 2021.

Credit Agricole SA

Meeting Date: 05/24/2022	Country: France	Ticker: ACA
Record Date: 05/20/2022	Meeting Type: Annual/Special	
Primary Security ID: F22797108		

Shares Voted: 26,295					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			

Credit Agricole SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.05 per Share	Mgmt	For	For	For
4	Approve Transaction with les Caisses Regionales de Credit Agricole Re: Guarantee Agreement	Mgmt	For	For	For
5	Approve Transaction with CACIB et CA Indosuez Wealth France Re: Tax Integration	Mgmt	For	For	For
6	Approve Transaction with FNSEA Re: Service Agreement	Mgmt	For	For	For
7	Elect Sonia Bonnet-Bernard as Director	Mgmt	For	For	For
8	Elect Hugues Brasseur as Director	Mgmt	For	Against	Against
Voting Policy Rationale: * A vote FOR the election of this independent nominee is warranted in the absence of specific concerns (Item 7). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 8-13).					
9	Elect Eric Vial as Director	Mgmt	For	Against	Against
Voting Policy Rationale: * A vote FOR the election of this independent nominee is warranted in the absence of specific concerns (Item 7). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 8-13).					
10	Reelect Dominique Lefebvre as Director	Mgmt	For	Against	Against
Voting Policy Rationale: * A vote FOR the election of this independent nominee is warranted in the absence of specific concerns (Item 7). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 8-13).					
11	Reelect Pierre Cambefort as Director	Mgmt	For	Against	Against
Voting Policy Rationale: * A vote FOR the election of this independent nominee is warranted in the absence of specific concerns (Item 7). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 8-13).					
12	Reelect Jean-Pierre Gaillard as Director	Mgmt	For	Against	Against
Voting Policy Rationale: * A vote FOR the election of this independent nominee is warranted in the absence of specific concerns (Item 7). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 8-13).					
13	Reelect Jean-Paul Kerrien as Director	Mgmt	For	Against	Against
Voting Policy Rationale: * A vote FOR the election of this independent nominee is warranted in the absence of specific concerns (Item 7). * Votes AGAINST the (re)elections of these non-independent nominees are warranted given the lack of independence at the board level (28.6 percent vs 33.3 percent recommended) (Items 8-13).					
14	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
15	Approve Remuneration Policy of CEO	Mgmt	For	For	For
16	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
17	Approve Remuneration Policy of Directors	Mgmt	For	For	For
18	Approve Compensation of Dominique Lefebvre, Chairman of the Board	Mgmt	For	For	For

Credit Agricole SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Approve Compensation of Philippe Brassac, CEO	Mgmt	For	For	For
20	Approve Compensation of Xavier Musca, Vice-CEO	Mgmt	For	For	For
21	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
22	Approve the Aggregate Remuneration Granted in 2021 to Senior Management, Responsible Officers and Regulated Risk-Takers	Mgmt	For	For	For
23	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
24	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 4.6 Billion	Mgmt	For	For	For
25	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 908 Million	Mgmt	For	For	For
26	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 908 Million	Mgmt	For	For	For
27	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 24-26, 28-29 and 32-33	Mgmt	For	For	For
28	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
29	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
30	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 4.6 Billion	Mgmt	For	For	For
31	Authorize Capitalization of Reserves of Up to EUR 1 Billion for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
32	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
33	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of the Group's Subsidiaries	Mgmt	For	For	For
34	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
35	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Credit Agricole SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
A	Shareholder Proposals Submitted by FCPE Credit Agricole SA Actions	Mgmt			
	Amend Employee Stock Purchase Plans	SH	Against	Against	Against

Envista Holdings Corporation

Meeting Date: 05/24/2022	Country: USA	Ticker: NVST
Record Date: 03/30/2022	Meeting Type: Annual	
Primary Security ID: 29415F104		

Shares Voted: 53,637

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Amir Aghdaei	Mgmt	For	For	For
1.2	Elect Director Vivek Jain	Mgmt	For	For	For
1.3	Elect Director Daniel A. Raskas	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

EXOR NV

Meeting Date: 05/24/2022	Country: Netherlands	Ticker: EXO
Record Date: 04/26/2022	Meeting Type: Annual	
Primary Security ID: N3140A107		

Shares Voted: 16,270

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Board Report (Non-Voting)	Mgmt			
2.b	Approve Remuneration Report	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted because: * The CEO John Elkann also receives remuneration for his executive roles on EXOR investee companies Stellantis and Ferrari, raising further questions on the adequateness of a remuneration package at EXOR that is in line with fully operating companies. * No performance measures are attached to the LTI grants whereas stock options are the main value driver of the total remuneration. This concern is mitigated as no options were granted in 2021 and all options previously granted have now vested.					
2.c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
2.e	Approve Dividends of EUR 0.43 Per Share	Mgmt	For	For	For

EXOR NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3.a	Ratify Ernst & Young Accountants LLP as Auditors for the Financial Year 2022	Mgmt	For	For	For
3.b	Ratify Deloitte Accountants B.V. as Auditors for the Financial Year 2023	Mgmt	For	For	For
3.c	Amend Remuneration Policy	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted because * The significant increase in the proposed pay package, particularly the size of the potential PSU awards, whereas continued concerns exist with regard to the adequateness of this package whereas the CEO already receives executive packages for his role at Exor's investee companies (particularly Stellantis and Ferrari); * Absence of clear disclosure on the STI performance framework including clear financial and non-financial performance metrics and their relative weighting; * Questions arise with regard to the rigor of target setting under the LTI; and * Absence of any non-financial performance metrics.					
3.d	Approve New Share Incentive Plan	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted because in line with the recommendation under Item 3c concerns are raised with regard to the potential quantum of the annual award, rigor of target setting, and absence of any non-financial performance metric in deviation of SRD II.					
4.a	Approve Discharge of Executive Director	Mgmt	For	For	For
4.b	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For
5.a	Elect A. Dumas as Non-Executive Director	Mgmt	For	For	For
6.a	Authorize Repurchase of Shares	Mgmt	For	For	For
6.b	Approve Cancellation of Repurchased Shares	Mgmt	For	For	For
7	Close Meeting	Mgmt			

FDM Group (Holdings) Plc

Meeting Date: 05/24/2022Country: United KingdomTicker: FDM

Record Date: 05/20/2022Meeting Type: Annual

Primary Security ID: G3405Y129

Shares Voted: 82,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Andrew Brown as Director	Mgmt	For	For	For
5	Re-elect Roderick Flavell as Director	Mgmt	For	For	For
6	Re-elect Sheila Flavell as Director	Mgmt	For	For	For
7	Re-elect Michael McLaren as Director	Mgmt	For	For	For
8	Re-elect Alan Kinnear as Director	Mgmt	For	For	For
9	Re-elect David Lister as Director	Mgmt	For	For	For

FDM Group (Holdings) Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Jacqueline de Rojas as Director	Mgmt	For	For	For
11	Re-elect Michelle Senecal de Fonseca as Director	Mgmt	For	For	For
12	Re-elect Peter Whiting as Director	Mgmt	For	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Hill & Smith Holdings Plc

Meeting Date: 05/24/2022	Country: United Kingdom	Ticker: HILS
Record Date: 05/20/2022	Meeting Type: Annual	
Primary Security ID: G45080101		

Shares Voted: 1,813,940

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Alan Giddins as Director	Mgmt	For	For	For
5	Re-elect Tony Quinlan as Director	Mgmt	For	For	For
6	Re-elect Annette Kelleher as Director	Mgmt	For	For	For
7	Re-elect Mark Reckitt as Director	Mgmt	For	For	For
8	Re-elect Pete Raby as Director	Mgmt	For	For	For
9	Re-elect Leigh-Ann Russell as Director	Mgmt	For	For	For
10	Elect Farrokh Batliwala as Director	Mgmt	For	For	For
11	Re-elect Paul Simmons as Director	Mgmt	For	For	For
12	Re-elect Hannah Nichols as Director	Mgmt	For	For	For

Hill & Smith Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Approve Change of Company Name to Hill & Smith PLC	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Hilton Food Group Plc

Meeting Date: 05/24/2022

Country: United Kingdom

Ticker: HFG

Record Date: 05/20/2022

Meeting Type: Annual

Primary Security ID: G4586W106

Shares Voted: 825,733

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Re-elect Robert Watson as Director	Mgmt	For	For	For
5	Re-elect Philip Heffer as Director	Mgmt	For	For	For
6	Elect Matt Osborne as Director	Mgmt	For	For	For
7	Re-elect Christine Cross as Director	Mgmt	For	For	For
8	Re-elect Angus Porter as Director	Mgmt	For	For	For
9	Re-elect Rebecca Shelley as Director	Mgmt	For	For	For
10	Elect Patricia Dimond as Director	Mgmt	For	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Approve Final Dividend	Mgmt	For	For	For

Hilton Food Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Approve International Sharesave Scheme	Mgmt	For	For	For
16	Authorise Purchase by Hilton Foods Limited of Ordinary Shares in Hilton Food Solutions Limited from Philip Heffer	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

HUGO BOSS AG

Meeting Date: 05/24/2022 **Country:** Germany **Ticker:** BOSS
Record Date: **Meeting Type:** Annual
Primary Security ID: D34902102

Shares Voted: 31,282

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Dividends of EUR 0.70 per Share	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For
5	Ratify Deloitte GmbH as Auditors for Fiscal Year 2022 and for the Review of Interim Financial Statements for the First Half of Fiscal Year 2022	Mgmt	For	For	For
6	Approve Remuneration Report	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * There is a third-party compensation agreement between the CEO and the reference shareholder, for which no further disclosure is provided. * The CEO received a guaranteed bonus for fiscal year 2021.</i>					
7	Amend Corporate Purpose	Mgmt	For	For	For

Judges Scientific Plc

Meeting Date: 05/24/2022Country: United KingdomTicker: JDG

Record Date: 05/20/2022Meeting Type: Annual

Primary Security ID: G51983107

Shares Voted: 46,498

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy and Remuneration Report	Mgmt	For	For	For
3	Re-elect Ralph Cohen as Director	Mgmt	For	Against	Against
Voting Policy Rationale: Items 3 & 4 A vote AGAINST the re-election of Ralph Cohen and Ralph Elman is warranted because: * Potential independence issues have been identified and they currently sit on the Audit and/or Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size. Item 5 A vote FOR the re-election of Charles Holroyd is warranted because no significant concerns have been identified.					
4	Re-elect Ralph Elman as Director	Mgmt	For	Against	Against
Voting Policy Rationale: Items 3 & 4 A vote AGAINST the re-election of Ralph Cohen and Ralph Elman is warranted because: * Potential independence issues have been identified and they currently sit on the Audit and/or Remuneration Committees, and the composition of these Committees does not adhere to UK best practice recommendations for a company of this size. Item 5 A vote FOR the re-election of Charles Holroyd is warranted because no significant concerns have been identified.					
5	Re-elect Charles Holroyd as Director	Mgmt	For	For	For
6	Approve Final Dividend	Mgmt	For	For	For
7	Appoint BDO UK LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
8	Authorise Issue of Equity	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Merck & Co., Inc.

Meeting Date: 05/24/2022Country: USATicker: MRK

Record Date: 03/25/2022Meeting Type: Annual

Primary Security ID: 58933Y105

Shares Voted: 255,229

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Douglas M. Baker, Jr.	Mgmt	For	For	For
1b	Elect Director Mary Ellen Coe	Mgmt	For	For	For
1c	Elect Director Pamela J. Craig	Mgmt	For	For	For
1d	Elect Director Robert M. Davis	Mgmt	For	For	For
1e	Elect Director Kenneth C. Frazier	Mgmt	For	For	For
1f	Elect Director Thomas H. Glocer	Mgmt	For	For	For

Merck & Co., Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Risa J. Lavizzo-Mourey	Mgmt	For	For	For
1h	Elect Director Stephen L. Mayo	Mgmt	For	For	For
1i	Elect Director Paul B. Rothman	Mgmt	For	For	For
1j	Elect Director Patricia F. Russo	Mgmt	For	For	For
1k	Elect Director Christine E. Seidman	Mgmt	For	For	For
1l	Elect Director Inge G. Thulin	Mgmt	For	For	For
1m	Elect Director Kathy J. Warden	Mgmt	For	For	For
1n	Elect Director Peter C. Wendell	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	Against	For
5	Report on Access to COVID-19 Products	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as reporting on whether and how public funding would impact the company's pricing and access plans would allow shareholders to better assess the company's management of related risks if its treatments get approved.					
6	Report on Lobbying Payments and Policy	SH	Against	Against	Against

NOV Inc.

Meeting Date: 05/24/2022Country: USATicker: NOV

Record Date: 03/25/2022Meeting Type: Annual

Primary Security ID: 62955J103

Shares Voted: 268,997

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Clay C. Williams	Mgmt	For	For	For
1b	Elect Director Greg L. Armstrong	Mgmt	For	For	For
1c	Elect Director Marcela E. Donadio	Mgmt	For	For	For
1d	Elect Director Ben A. Guill	Mgmt	For	For	For
1e	Elect Director James T. Hackett	Mgmt	For	For	For
1f	Elect Director David D. Harrison	Mgmt	For	For	For
1g	Elect Director Eric L. Mattson	Mgmt	For	For	For
1h	Elect Director Melody B. Meyer	Mgmt	For	For	For
1i	Elect Director William R. Thomas	Mgmt	For	For	For
1j	Elect Director Robert S. Welborn	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

NOV Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Royal Dutch Shell Plc

Meeting Date: 05/24/2022

Record Date: 05/20/2022

Primary Security ID: G80827101

Country: United Kingdom

Meeting Type: Annual

Ticker: SHEL

Shares Voted: 10,712,325

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Sinead Gorman as Director	Mgmt	For	For	For
4	Re-elect Ben van Beurden as Director	Mgmt	For	For	For
5	Re-elect Dick Boer as Director	Mgmt	For	For	For
6	Re-elect Neil Carson as Director	Mgmt	For	For	For
7	Re-elect Ann Godbehere as Director	Mgmt	For	For	For
8	Re-elect Euleen Goh as Director	Mgmt	For	For	For
9	Re-elect Jane Lute as Director	Mgmt	For	For	For
10	Re-elect Catherine Hughes as Director	Mgmt	For	For	For
11	Re-elect Martina Hund-Mejean as Director	Mgmt	For	For	For
12	Re-elect Sir Andrew Mackenzie as Director	Mgmt	For	For	For
13	Re-elect Abraham Schot as Director	Mgmt	For	For	For
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise Off-Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Approve the Shell Energy Transition Progress Update	Mgmt	For	For	For

Royal Dutch Shell Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Shareholder Proposal	Mgmt			
	Request Shell to Set and Publish Targets for Greenhouse Gas (GHG) Emissions	SH	Against	Against	Against

The Pebble Group Plc

Meeting Date: 05/24/2022Country: United KingdomTicker: PEBB

Record Date: 05/20/2022Meeting Type: Annual

Primary Security ID: G0809Q108

Shares Voted: 425,539

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Richard Law as Director	Mgmt	For	For	For
4	Re-elect Christopher Lee as Director	Mgmt	For	For	For
5	Re-elect Claire Thomson as Director	Mgmt	For	For	For
6	Re-elect Yvonne Monaghan as Director	Mgmt	For	For	For
7	Re-elect Stuart Warriner as Director	Mgmt	For	For	For
8	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
9	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
10	Authorise Issue of Equity	Mgmt	For	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

The Restaurant Group Plc

Meeting Date: 05/24/2022Country: United KingdomTicker: RTN

Record Date: 05/20/2022Meeting Type: Annual

Primary Security ID: G7535J118

The Restaurant Group Plc

Shares Voted: 13,143,856

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this resolution is considered warranted: * The Adjusted EBITDA targets for the FY2021 bonus have been materially lowered compared to previous years. While this may have been a reasonable decision at the time in light of the uncertainty around the health pandemic, the Company's performance outturns suggest that these targets are wholly inappropriate. Further, there is no disclosure on the specific targets under the non-financial element, under which, a 100% achievement was recorded. * The Company availed Government support during the year, including the Coronavirus Job Retention Scheme ('CJRS'), reduced VAT and business rate relief, and did not pay a dividend for the year. Despite the downward discretion applied to the formulaic bonus outcomes, the payouts are considered excessive in light of the overall shareholder experience and the above concerns with performance targets.</i></p>					
3	Elect Ken Hanna as Director	Mgmt	For	For	For
4	Re-elect Andy Hornby as Director	Mgmt	For	For	For
5	Re-elect Kirk Davis as Director	Mgmt	For	For	For
6	Re-elect Graham Clemett as Director	Mgmt	For	For	For
7	Re-elect Alison Digges as Director	Mgmt	For	For	For
8	Re-elect Zoe Morgan as Director	Mgmt	For	For	For
9	Re-elect Alex Gersh as Director	Mgmt	For	For	For
10	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
17	Approve Cancellation of Share Premium Account	Mgmt	For	For	For

WPP Plc

Meeting Date: 05/24/2022

Country: Jersey

Ticker: WPP

Record Date: 05/20/2022

Meeting Type: Annual

Primary Security ID: G9788D103

Shares Voted: 1,456,917

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Compensation Committee Report	Mgmt	For	For	For
4	Elect Simon Dingemans as Director	Mgmt	For	For	For
5	Re-elect Angela Ahrendts as Director	Mgmt	For	For	For
6	Re-elect Sandrine Dufour as Director	Mgmt	For	For	For
7	Re-elect Tarek Farahat as Director	Mgmt	For	For	For
8	Re-elect Tom Ilube as Director	Mgmt	For	For	For
9	Re-elect Roberto Quarta as Director	Mgmt	For	For	For
10	Re-elect Mark Read as Director	Mgmt	For	For	For
11	Re-elect John Rogers as Director	Mgmt	For	For	For
12	Re-elect Cindy Rose as Director	Mgmt	For	For	For
13	Re-elect Nicole Seligman as Director	Mgmt	For	For	For
14	Re-elect Keith Weed as Director	Mgmt	For	For	For
15	Re-elect Jasmine Whitbread as Director	Mgmt	For	For	For
16	Re-elect Ya-Qin Zhang as Director	Mgmt	For	For	For
17	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
18	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Approve Executive Performance Share Plan	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

Amazon.com, Inc.

Meeting Date: 05/25/2022

Country: USA

Ticker: AMZN

Record Date: 03/31/2022

Meeting Type: Annual

Primary Security ID: 023135106

Shares Voted: 30,049

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Jeffrey P. Bezos	Mgmt	For	For	For
1b	Elect Director Andrew R. Jassy	Mgmt	For	For	For
1c	Elect Director Keith B. Alexander	Mgmt	For	For	For
1d	Elect Director Edith W. Cooper	Mgmt	For	For	For
1e	Elect Director Jamie S. Gorelick	Mgmt	For	For	For
1f	Elect Director Daniel P. Huttenlocher	Mgmt	For	For	For
1g	Elect Director Judith A. McGrath	Mgmt	For	For	For
1h	Elect Director Indra K. Nooyi	Mgmt	For	For	For
1i	Elect Director Jonathan J. Rubinstein	Mgmt	For	For	For
1j	Elect Director Patricia Q. Stonesifer	Mgmt	For	For	For
1k	Elect Director Wendell P. Weeks	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. A misalignment between CEO pay and company performance is driven by an excessive equity grant to the new CEO, which lacks performance conditions. Large time-vested awards were granted to other NEOs as well, and the compensation program lacks any link to pre-set performance criteria.</i>					
4	Approve 20:1 Stock Split	Mgmt	For	For	For
5	Report on Retirement Plan Options Aligned with Company Climate Goals	SH	Against	Against	Against
6	Commission Third Party Report Assessing Company's Human Rights Due Diligence Process	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.</i>					
7	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the company faces significant controversies related to treatment of its employees.</i>					
8	Report on Efforts to Reduce Plastic Use	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information on how the company is managing risks related to the creation of plastic waste.</i>					
9	Report on Worker Health and Safety Disparities	SH	Against	Against	Against
10	Report on Risks Associated with Use of Concealment Clauses	SH	Against	Against	Against
11	Report on Charitable Contributions	SH	Against	Against	Against
12	Publish a Tax Transparency Report	SH	Against	Against	Against

Amazon.com, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Report on Protecting the Rights of Freedom of Association and Collective Bargaining	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.					
14	Report on Lobbying Payments and Policy	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.					
15	Require More Director Nominations Than Open Seats	SH	Against	Against	Against
16	Commission a Third Party Audit on Working Conditions	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure through third-party auditing on warehouse working conditions.					
17	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information allowing them to better measure the progress of the company's diversity and inclusion initiatives and its management of related risks.					
18	Oversee and Report a Racial Equity Audit *Withdrawn Resolution*	SH			
19	Commission Third Party Study and Report on Risks Associated with Use of Rekognition	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing human rights-related risks.					

Bakkavor Group Plc

Meeting Date: 05/25/2022	Country: United Kingdom	Ticker: BAKK
Record Date: 05/23/2022	Meeting Type: Annual	
Primary Security ID: G0R792105		

Shares Voted: 376,687

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Sanjeevan Bala as Director	Mgmt	For	For	For
5	Re-elect Simon Burke as Director	Mgmt	For	For	For
6	Re-elect Agust Gudmundsson as Director	Mgmt	For	For	For
7	Re-elect Ben Waldron as Director	Mgmt	For	For	For
8	Re-elect Mike Edwards as Director	Mgmt	For	For	For

Bakkavor Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Re-elect Denis Hennequin as Director	Mgmt	For	For	For
10	Re-elect Umran Beba as Director	Mgmt	For	For	For
11	Re-elect Jill Caseberry as Director	Mgmt	For	For	For
12	Re-elect Patrick Cook as Director	Mgmt	For	For	For
13	Re-elect Lydur Gudmundsson as Director	Mgmt	For	For	For
14	Re-elect Jane Lodge as Director	Mgmt	For	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

BlackRock, Inc.

Meeting Date: 05/25/2022

Record Date: 03/28/2022

Primary Security ID: 09247X101

Country: USA

Meeting Type: Annual

Ticker: BLK

Shares Voted: 9,520

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Bader M. Alsaad	Mgmt	For	For	For
1b	Elect Director Pamela Daley	Mgmt	For	For	For
1c	Elect Director Laurence D. Fink	Mgmt	For	For	For
1d	Elect Director Beth Ford	Mgmt	For	For	For
1e	Elect Director William E. Ford	Mgmt	For	For	For
1f	Elect Director Fabrizio Freda	Mgmt	For	For	For
1g	Elect Director Murry S. Gerber	Mgmt	For	For	For
1h	Elect Director Margaret "Peggy" L. Johnson	Mgmt	For	For	For
1i	Elect Director Robert S. Kapito	Mgmt	For	For	For
1j	Elect Director Cheryl D. Mills	Mgmt	For	For	For

BlackRock, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1k	Elect Director Gordon M. Nixon	Mgmt	For	For	For
1l	Elect Director Kristin C. Peck	Mgmt	For	For	For
1m	Elect Director Charles H. Robbins	Mgmt	For	For	For
1n	Elect Director Marco Antonio Slim Domit	Mgmt	For	For	For
1o	Elect Director Hans E. Vestberg	Mgmt	For	For	For
1p	Elect Director Susan L. Wagner	Mgmt	For	For	For
1q	Elect Director Mark Wilson	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte LLP as Auditors	Mgmt	For	For	For
4	Adopt Policies to Curtail Corporate Activities that Externalize Social and Environmental Costs	SH	Against	Against	Against

Bodycote Plc

Meeting Date: 05/25/2022

Record Date: 05/23/2022

Primary Security ID: G1214R111

Country: United Kingdom

Meeting Type: Annual

Ticker: BOY

Shares Voted: 2,713,845

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Daniel Dayan as Director	Mgmt	For	For	For
4	Re-elect Stephen Harris as Director	Mgmt	For	For	For
5	Re-elect Eva Lindqvist as Director	Mgmt	For	For	For
6	Re-elect Ian Duncan as Director	Mgmt	For	For	For
7	Re-elect Dominique Yates as Director	Mgmt	For	For	For
8	Re-elect Patrick Larmon as Director	Mgmt	For	For	For
9	Re-elect Lili Chahbazi as Director	Mgmt	For	For	For
10	Re-elect Kevin Boyd as Director	Mgmt	For	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For

Bodycote Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Approve Remuneration Policy	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is considered warranted: * The Company's practice of localising base salary increases and pension contribution rates by country of residence, which remains out of line with market standards and investor expectations, have now been explicitly enshrined in the updated policy. This approach is also not accompanied by any rationale and not supported by disclosure that would help shareholders assess its appropriateness.					
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Bollore SA

Meeting Date: 05/25/2022Country: FranceTicker: BOL

Record Date: 05/23/2022Meeting Type: Annual/Special

Primary Security ID: F10659260

Shares Voted: 141,190

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Discharge Directors	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.06 per Share	Mgmt	For	For	For
4	Approve Transaction with Compagnie de l Odet Re: Commercial Lease	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST item 4 is warranted as the disclosure regarding this commercial lease and its interest for the company appear vague and limited. A vote FOR item 5 is warranted based on the information disclosed in the auditors' special report, and on the compelling explanations provided by the company. A vote AGAINST item 6 is warranted as the company failed to provide sufficient information regarding this consulting services agreement with Bollore Participations, its indirect controlling shareholder.					
5	Approve Transaction with Technifin Re: Sale of Securities	Mgmt	For	For	For
6	Approve Transaction with Bollore Participations SE Re: Assistance Agreement	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST item 4 is warranted as the disclosure regarding this commercial lease and its interest for the company appear vague and limited. A vote FOR item 5 is warranted based on the information disclosed in the auditors' special report, and on the compelling explanations provided by the company. A vote AGAINST item 6 is warranted as the company failed to provide sufficient information regarding this consulting services agreement with Bollore Participations, its indirect controlling shareholder.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Reelect Cyrille Bollore as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: * Votes FOR the (re)election of these independent nominees (Virginie Courtin and Sophie Johanna Kloosterman) are warranted in the absence of specific concerns (Items 13 and 15). * Votes AGAINST the (re)elections of these non-independent nominees (Cyrille Bollore, Sebastien Bollore, Chantal Bollore, Yannick Bollore, Virginie Courtin, Cedric de Baillencourt, Celine Merle-Beral and Francois Thomazeau) are warranted given the lack of independence at the board level (23.1 percent vs 33.3 percent recommended) (Items 7-12 and 14). * The number of outside mandates held by Cedric de Baillencourt is in excess of recommended guidelines for executive directors or those in comparable roles. Therefore, his (re)election warrants a vote AGAINST (item 9). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Cyrille Bollore (Item 7) is warranted. * A vote AGAINST the reelection of Francois Thomazeau, chair of the audit committee is also warranted as, despite the overall level of independence of this committee, he is not considered independent considering the length of his tenure as director (item 14).</i>					
8	Reelect Yannick Bollore as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: * Votes FOR the (re)election of these independent nominees (Virginie Courtin and Sophie Johanna Kloosterman) are warranted in the absence of specific concerns (Items 13 and 15). * Votes AGAINST the (re)elections of these non-independent nominees (Cyrille Bollore, Sebastien Bollore, Chantal Bollore, Yannick Bollore, Virginie Courtin, Cedric de Baillencourt, Celine Merle-Beral and Francois Thomazeau) are warranted given the lack of independence at the board level (23.1 percent vs 33.3 percent recommended) (Items 7-12 and 14). * The number of outside mandates held by Cedric de Baillencourt is in excess of recommended guidelines for executive directors or those in comparable roles. Therefore, his (re)election warrants a vote AGAINST (item 9). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Cyrille Bollore (Item 7) is warranted. * A vote AGAINST the reelection of Francois Thomazeau, chair of the audit committee is also warranted as, despite the overall level of independence of this committee, he is not considered independent considering the length of his tenure as director (item 14).</i>					
9	Reelect Cedric de Baillencourt as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: * Votes FOR the (re)election of these independent nominees (Virginie Courtin and Sophie Johanna Kloosterman) are warranted in the absence of specific concerns (Items 13 and 15). * Votes AGAINST the (re)elections of these non-independent nominees (Cyrille Bollore, Sebastien Bollore, Chantal Bollore, Yannick Bollore, Virginie Courtin, Cedric de Baillencourt, Celine Merle-Beral and Francois Thomazeau) are warranted given the lack of independence at the board level (23.1 percent vs 33.3 percent recommended) (Items 7-12 and 14). * The number of outside mandates held by Cedric de Baillencourt is in excess of recommended guidelines for executive directors or those in comparable roles. Therefore, his (re)election warrants a vote AGAINST (item 9). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Cyrille Bollore (Item 7) is warranted. * A vote AGAINST the reelection of Francois Thomazeau, chair of the audit committee is also warranted as, despite the overall level of independence of this committee, he is not considered independent considering the length of his tenure as director (item 14).</i>					
10	Reelect Bollore Participations SE as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: * Votes FOR the (re)election of these independent nominees (Virginie Courtin and Sophie Johanna Kloosterman) are warranted in the absence of specific concerns (Items 13 and 15). * Votes AGAINST the (re)elections of these non-independent nominees (Cyrille Bollore, Sebastien Bollore, Chantal Bollore, Yannick Bollore, Virginie Courtin, Cedric de Baillencourt, Celine Merle-Beral and Francois Thomazeau) are warranted given the lack of independence at the board level (23.1 percent vs 33.3 percent recommended) (Items 7-12 and 14). * The number of outside mandates held by Cedric de Baillencourt is in excess of recommended guidelines for executive directors or those in comparable roles. Therefore, his (re)election warrants a vote AGAINST (item 9). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Cyrille Bollore (Item 7) is warranted. * A vote AGAINST the reelection of Francois Thomazeau, chair of the audit committee is also warranted as, despite the overall level of independence of this committee, he is not considered independent considering the length of his tenure as director (item 14).</i>					
11	Reelect Chantal Bollore as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: * Votes FOR the (re)election of these independent nominees (Virginie Courtin and Sophie Johanna Kloosterman) are warranted in the absence of specific concerns (Items 13 and 15). * Votes AGAINST the (re)elections of these non-independent nominees (Cyrille Bollore, Sebastien Bollore, Chantal Bollore, Yannick Bollore, Virginie Courtin, Cedric de Baillencourt, Celine Merle-Beral and Francois Thomazeau) are warranted given the lack of independence at the board level (23.1 percent vs 33.3 percent recommended) (Items 7-12 and 14). * The number of outside mandates held by Cedric de Baillencourt is in excess of recommended guidelines for executive directors or those in comparable roles. Therefore, his (re)election warrants a vote AGAINST (item 9). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Cyrille Bollore (Item 7) is warranted. * A vote AGAINST the reelection of Francois Thomazeau, chair of the audit committee is also warranted as, despite the overall level of independence of this committee, he is not considered independent considering the length of his tenure as director (item 14).</i>					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Reelect Sebastien Bollore as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes FOR the (re)election of these independent nominees (Virginie Courtin and Sophie Johanna Kloosterman) are warranted in the absence of specific concerns (Items 13 and 15). * Votes AGAINST the (re)elections of these non-independent nominees (Cyrille Bollore, Sebastien Bollore, Chantal Bollore, Yannick Bollore, Virginie Courtin, Cedric de Baillencourt, Celine Merle-Beral and Francois Thomazeau) are warranted given the lack of independence at the board level (23.1 percent vs 33.3 percent recommended) (Items 7-12 and 14). * The number of outside mandates held by Cedric de Baillencourt is in excess of recommended guidelines for executive directors or those in comparable roles. Therefore, his (re)election warrants a vote AGAINST (item 9). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Cyril Bore (Item 7) is warranted. * A vote AGAINST the reelection of Francois Thomazeau, chair of the audit committee is also warranted as, despite the overall level of independence of this committee, he is not considered independent considering the length of his tenure as director (item 14).</i></p>					
13	Reelect Virginie Courtin as Director	Mgmt	For	For	For
14	Reelect Francois Thomazeau as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: * Votes FOR the (re)election of these independent nominees (Virginie Courtin and Sophie Johanna Kloosterman) are warranted in the absence of specific concerns (Items 13 and 15). * Votes AGAINST the (re)elections of these non-independent nominees (Cyrille Bollore, Sebastien Bollore, Chantal Bollore, Yannick Bollore, Virginie Courtin, Cedric de Baillencourt, Celine Merle-Beral and Francois Thomazeau) are warranted given the lack of independence at the board level (23.1 percent vs 33.3 percent recommended) (Items 7-12 and 14). * The number of outside mandates held by Cedric de Baillencourt is in excess of recommended guidelines for executive directors or those in comparable roles. Therefore, his (re)election warrants a vote AGAINST (item 9). * As the functions of chairman and CEO are combined, a vote AGAINST the reelection of Cyril Bore (Item 7) is warranted. * A vote AGAINST the reelection of Francois Thomazeau, chair of the audit committee is also warranted as, despite the overall level of independence of this committee, he is not considered independent considering the length of his tenure as director (item 14).</i></p>					
15	Ratify Appointment of Sophie Johanna Kloosterman as Director	Mgmt	For	For	For
16	Authorize Repurchase of Up to 9.87 Percent of Issued Share Capital	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted as the share repurchase program can be continued during a takeover period.</i></p>					
17	Approve Compensation Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted considering the absence of any significant evolution in terms of practices and level of disclosure on executive corporate officers' remuneration over past years.</i></p>					
18	Approve Compensation of Cyrille Bollore, Chairman and CEO	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because: * Due to partial outsourcing, the base salary paid to Cyrille Bollore significantly increased during the year in review, despite the applicable remuneration policy not including this increase. * There is an overall lack of information regarding the bonus paid as employee of Bollore Transports & Logistics which was not included in the policy approved last year; and * There is an overall lack of information regarding the tantiemes and exceptional remuneration received from subsidiaries, which represent a significant part of Cyrille Bollore's remuneration and were not included in the policy approved last year.</i></p>					
19	Approve Remuneration Policy of Directors	Mgmt	For	For	For
20	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this remuneration policy is warranted because: * The remuneration policy does not cover the tantiemes paid to Cyrille Bollore, which represent a significant part of his remuneration. * The company does not include any information on his potential remuneration as employee of Bollore Transports & Logistics. * The company does not indicate under which conditions executives could retain rights to unvested long-term compensation in case of departure of the company, in particular if they would be pro-rated for time and subject to performance over the full performance period.</i></p>					
Extraordinary Business		Mgmt			
21	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

Bollore SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Amend Article 22 of Bylaws Re: Allocation of Income	Mgmt	For	For	For
23	Authorize up to 5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * No information is available on the existence of performance conditions.					
24	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Chevron Corporation

Meeting Date: 05/25/2022	Country: USA	Ticker: CVX
Record Date: 03/28/2022	Meeting Type: Annual	
Primary Security ID: 166764100		

Shares Voted: 176,152					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Wanda M. Austin	Mgmt	For	For	For
1b	Elect Director John B. Frank	Mgmt	For	For	For
1c	Elect Director Alice P. Gast	Mgmt	For	For	For
1d	Elect Director Enrique Hernandez, Jr.	Mgmt	For	For	For
1e	Elect Director Marillyn A. Hewson	Mgmt	For	For	For
1f	Elect Director Jon M. Huntsman Jr.	Mgmt	For	For	For
1g	Elect Director Charles W. Moorman	Mgmt	For	For	For
1h	Elect Director Dambisa F. Moyo	Mgmt	For	For	For
1i	Elect Director Debra Reed-Klages	Mgmt	For	For	For
1j	Elect Director Ronald D. Sugar	Mgmt	For	For	For
1k	Elect Director D. James Umpleby, III	Mgmt	For	For	For
1l	Elect Director Michael K. Wirth	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. A pay-for-performance misalignment persisted for the year under review and sufficient mitigating factors were not identified. Annual incentive payouts are heavily impacted by individual performance factors, for which the committee provides limited disclosure of the considerations made when determining payouts. In addition, while the company added certain targets to the annual incentive plan scorecard, threshold and maximum goals are lacking, and disclosure of qualitative goals and achievements is also limited. Lack of such disclosure limits transparency into the pay-for-performance alignment of the program, impeding investors' ability to assess payouts and goal rigor from year to year. Lastly, in the LTI program, performance for the new ROCE metric targets merely the median of peers and, as the peer group is relatively small, a portion of the award will vest for any performance level that is not the bottom of the peer group. The TSR-based performance awards also continue to allow for above-target vesting for negative returns.					
4	Approve Omnibus Stock Plan	Mgmt	For	For	For

Chevron Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Adopt Medium and Long-Term GHG Emissions Reduction Targets	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.					
6	Issue Audited Net-Zero Scenario Analysis Report	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted because shareholders would benefit from greater disclosure about the company's risk of stranded assets, given its planned spending plan and business strategy					
7	Oversee and Report on Reliability of Methane Emission Disclosures	SH	For	For	For
8	Report on Business with Conflict-Complicit Governments	SH	Against	Against	Against
9	Oversee and Report a Racial Equity Audit	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, because a racial equity audit would shareholders better evaluate the company's management of potential racial equity or human rights concerns, including from pollution or GHG emissions, that are associated with its operations.					
10	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the threshold to call a special meeting and removing the agenda item restrictions would enhance the current shareholder right to call special meetings.					

Equinix, Inc.

Meeting Date: 05/25/2022Country: USATicker: EQIX

Record Date: 04/01/2022Meeting Type: Annual

Primary Security ID: 29444U700

Shares Voted: 6,909

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nanci Caldwell	Mgmt	For	For	For
1.2	Elect Director Adaire Fox-Martin	Mgmt	For	For	For
1.3	Elect Director Ron Guerrier	Mgmt	For	For	For
1.4	Elect Director Gary Hromadko	Mgmt	For	For	For
1.5	Elect Director Irving Lyons, III	Mgmt	For	For	For
1.6	Elect Director Charles Meyers	Mgmt	For	For	For
1.7	Elect Director Christopher Paisley	Mgmt	For	For	For
1.8	Elect Director Sandra Rivera	Mgmt	For	For	For
1.9	Elect Director Peter Van Camp	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Equinix, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 10 percent would improve shareholders' ability to use the special meeting right.					

EssilorLuxottica SA

Meeting Date: 05/25/2022	Country: France	Ticker: EL
Record Date: 05/23/2022	Meeting Type: Annual/Special	
Primary Security ID: F31665106		

Shares Voted: 3,710					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Treatment of Losses and Dividends of EUR 2.51 per Share	Mgmt	For	For	For
4	Ratify Appointment of Virginie Mercier Pitre as Director	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
6	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
7	Approve Compensation of Leonardo Del Vecchio, Chairman of the Board	Mgmt	For	For	For
8	Approve Compensation of Francesco Milleri, CEO	Mgmt	For	For	For
9	Approve Compensation of Paul du Saillant, Vice-CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
12	Approve Remuneration Policy of CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
15	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
16	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Exxon Mobil Corporation

Meeting Date: 05/25/2022Country: USATicker: XOM

Record Date: 04/01/2022Meeting Type: Annual

Primary Security ID: 30231G102

Shares Voted: 364,262

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Michael J. Angelakis	Mgmt	For	For	For
1.2	Elect Director Susan K. Avery	Mgmt	For	For	For
1.3	Elect Director Angela F. Braly	Mgmt	For	For	For
1.4	Elect Director Ursula M. Burns	Mgmt	For	For	For
1.5	Elect Director Gregory J. Goff	Mgmt	For	For	For
1.6	Elect Director Kaisa H. Hietala	Mgmt	For	For	For
1.7	Elect Director Joseph L. Hooley	Mgmt	For	For	For
1.8	Elect Director Steven A. Kandarian	Mgmt	For	For	For
1.9	Elect Director Alexander A. Karsner	Mgmt	For	For	For
1.10	Elect Director Jeffrey W. Ubben	Mgmt	For	For	For
1.11	Elect Director Darren W. Woods	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Remove Executive Perquisites	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. While the aggregated costs of NEO perquisites are not excessive, they represent a non-performance-based benefit that is not generally available to the broader employee population. Such perquisites are not considered to be a best practice and their elimination would be considered a pay program improvement.					
5	Amend Bylaws to Limit Shareholder Rights for Proposal Submission	SH	Against	Against	Against
6	Set GHG Emissions Reduction targets Consistent With Paris Agreement Goal	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to reduce its carbon footprint and align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.					
7	Report on Low Carbon Business Planning	SH	Against	Against	Against
8	Report on Scenario Analysis Consistent with International Energy Agency's Net Zero by 2050	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted because shareholders would benefit from greater disclosure about the company's risk of stranded assets, given its planned spending plan and business strategy.					
9	Report on Reducing Plastic Pollution	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on metrics and targets related to ability of the company to transition from virgin polymer production would allow shareholders to better assess the company's management of associated financial, environmental, and reputational risks.					

Exxon Mobil Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Report on Political Contributions and Expenditures	SH	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted as additional disclosure concerning Exxon's policies and memberships in trade associations and other political organizations would help shareholders assess the company's comprehensive political contribution activities and the company's management of associated risks and benefits.					

Fidelity National Information Services, Inc.

Meeting Date: 05/25/2022	Country: USA	Ticker: FIS
Record Date: 04/01/2022	Meeting Type: Annual	
Primary Security ID: 31620M106		

Shares Voted: 75,830					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Ellen R. Alemany	Mgmt	For	For	For
1b	Elect Director Vijay D'Silva	Mgmt	For	For	For
1c	Elect Director Jeffrey A. Goldstein	Mgmt	For	For	For
1d	Elect Director Lisa A. Hook	Mgmt	For	For	For
1e	Elect Director Keith W. Hughes	Mgmt	For	For	For
1f	Elect Director Kenneth T. Lamneck	Mgmt	For	For	For
1g	Elect Director Gary L. Lauer	Mgmt	For	For	For
1h	Elect Director Gary A. Norcross	Mgmt	For	For	For
1i	Elect Director Louise M. Parent	Mgmt	For	For	For
1j	Elect Director Brian T. Shea	Mgmt	For	For	For
1k	Elect Director James B. Stallings, Jr.	Mgmt	For	For	For
1l	Elect Director Jeffrey E. Stiefler	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve Omnibus Stock Plan	Mgmt	For	For	For
4	Approve Nonqualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Ratify KPMG LLP as Auditors	Mgmt	For	For	For

Legrand SA

Meeting Date: 05/25/2022	Country: France	Ticker: LR
Record Date: 05/23/2022	Meeting Type: Annual/Special	
Primary Security ID: F56196185		

Shares Voted: 17,021

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.65 per Share	Mgmt	For	For	For
4	Renew Appointment of PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
5	Acknowledge of Mandate of Jean-Christophe Georghiou as Alternate Auditor and Decision Not to Renew	Mgmt	For	For	For
6	Approve Compensation Report	Mgmt	For	For	For
7	Approve Compensation of Angeles Garcia-Poveda, Chairman of the Board	Mgmt	For	For	For
8	Approve Compensation of Benoit Coquart, CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
10	Approve Remuneration Policy of CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Reelect Olivier Bazil as Director	Mgmt	For	For	For
13	Reelect Edward A. Gilhuly as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: * Votes FOR the election and reelection of these independent nominees are warranted in the absence of specific concerns (Items 14 and 15). * A vote FOR the reelection of this non-independent nominee is warranted given the satisfactory level of board independence (including all board members: 71.4 percent vs 33.3 percent recommended; excluding employee representatives: 83.3 percent vs 50 percent recommended) and the absence of specific concerns (Item 12). * A vote AGAINST the reelection of Edward (Ned) Gilhuly is warranted due to the repeated low level of board attendance (below 75% over the last three FYs) (Item 13).</i>					
14	Reelect Patrick Koller as Director	Mgmt	For	For	For
15	Elect Florent Menegaux as Director	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 200 Million	Mgmt	For	For	For

Legrand SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 100 Million	Mgmt	For	For	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 100 Million	Mgmt	For	For	For
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Above	Mgmt	For	For	For
22	Authorize Capitalization of Reserves of Up to EUR 100 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Authorize Capital Increase of up to 5 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
25	Set Total Limit for Capital Increase to Result from Issuance Requests Under Items 18-21 and 23-24 at EUR 200 Million	Mgmt	For	For	For
	Ordinary Business	Mgmt			
26	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

M&G Plc

Meeting Date: 05/25/2022

Record Date: 05/23/2022

Primary Security ID: G6107R102

Country: United Kingdom

Meeting Type: Annual

Ticker: MNG

Shares Voted: 4,480,220

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect Edward Braham as Director	Mgmt	For	For	For
4	Elect Kathryn McLeland as Director	Mgmt	For	For	For
5	Elect Debasish Sanyal as Director	Mgmt	For	For	For
6	Re-elect John Foley as Director	Mgmt	For	For	For
7	Re-elect Clive Adamson as Director	Mgmt	For	For	For
8	Re-elect Clare Chapman as Director	Mgmt	For	For	For
9	Re-elect Fiona Clutterbuck as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Clare Thompson as Director	Mgmt	For	For	For
11	Re-elect Massimo Tosato as Director	Mgmt	For	For	For
12	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Approve Climate Transition Plan and Climate-Related Financial Disclosure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Mandatory Convertible Securities	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Meta Platforms, Inc.

Meeting Date: 05/25/2022

Country: USA

Ticker: FB

Record Date: 04/01/2022

Meeting Type: Annual

Primary Security ID: 30303M102

Shares Voted: 177,204

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Peggy Alford	Mgmt	For	For	For
1.2	Elect Director Marc L. Andreessen	Mgmt	For	For	For
1.3	Elect Director Andrew W. Houston	Mgmt	For	For	For
1.4	Elect Director Nancy Killefer	Mgmt	For	For	For
1.5	Elect Director Robert M. Kimmitt	Mgmt	For	For	For
1.6	Elect Director Sheryl K. Sandberg	Mgmt	For	For	For
1.7	Elect Director Tracey T. Travis	Mgmt	For	For	For
1.8	Elect Director Tony Xu	Mgmt	For	For	For
1.9	Elect Director Mark Zuckerberg	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Meta Platforms, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: There are several ongoing pay program and disclosure concerns. The company's award determinations remain discretionary, and incentive programs lack disclosed performance metrics and quantified goals. Disclosure around individual performance assessments is also poor, and the design allows for such considerations to have a potentially large impact on annual bonuses. Executives again received very large equity awards that lack performance vesting criteria. Moreover, the CEO's and COO's security costs are exceedingly large. In light of these concerns, a vote AGAINST this proposal is warranted.</i>					
4	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.</i>					
5	Require Independent Board Chair	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Given the concerns with the board's governance and the appointment of a non-independent director (per ISS classifications) to serve as lead director, shareholders would benefit from the most robust form of independent board oversight, in the form of an independent board chair.</i>					
6	Report on Risks Associated with Use of Concealment Clauses	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because more information on the impact that the company's use of concealment clauses has on its employees may bring information to light that could result in improved employee recruitment, development and retention.</i>					
7	Report on External Costs of Misinformation and Impact on Diversified Shareholders	SH	Against	Against	Against
8	Report on Community Standards Enforcement	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased transparency and disclosure on how the company is managing material risks related to misinformation and harmful content.</i>					
9	Report on User Risk and Advisory Vote on Metaverse Project	SH	Against	Against	Against
10	Publish Third Party Human Rights Impact Assessment	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent Human Rights Impact Assessment would help shareholders better assess Meta's management of risks related to its targeted advertising policies and practices.</i> <i>BACKGROUND INFORMATION Policies: Human Rights Proposals</i>					
11	Report on Child Sexual Exploitation Online	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on risks related to potential sexual exploitation of children through the company's platforms would give shareholders more information on how well the company is managing related risks.</i>					
12	Commission a Workplace Non-Discrimination Audit	SH	Against	Against	Against
13	Report on Lobbying Payments and Policy	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's direct and indirect lobbying practices, policies, and expenditures would benefit shareholders in assessing its management of related risks.</i>					
14	Commission Assessment of Audit and Risk Oversight Committee	SH	Against	Against	Against
15	Report on Charitable Contributions	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because the company provides no information regarding its policies nor the recipients of its charitable contributions.</i>					

Mortgage Advice Bureau (Holdings) Plc

Meeting Date: 05/25/2022

Country: United Kingdom

Ticker: MAB1

Record Date: 05/23/2022

Meeting Type: Annual

Primary Security ID: G6319A103

Shares Voted: 454,563

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Re-elect Katherine Innes Ker as Director	Mgmt	For	For	For
5	Re-elect Peter Brodnicki as Director	Mgmt	For	For	For
6	Re-elect Ben Thompson as Director	Mgmt	For	For	For
7	Re-elect Lucy Tilley as Director	Mgmt	For	For	For
8	Re-elect Nathan Imlach as Director	Mgmt	For	For	For
9	Re-elect Stephen Smith as Director	Mgmt	For	For	For
10	Re-elect David Preece as Director	Mgmt	For	For	For
11	Re-elect Mike Jones as Director	Mgmt	For	For	For
12	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

Publicis Groupe SA

Meeting Date: 05/25/2022

Country: France

Ticker: PUB

Record Date: 05/23/2022

Meeting Type: Annual/Special

Primary Security ID: F7607Z165

Shares Voted: 21,289

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Allocation of Income and Dividends of EUR 2.40 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Reelect Elisabeth Badinter as Supervisory Board Member	Mgmt	For	For	For
6	Elect Tidjane Thiam as Supervisory Board Member	Mgmt	For	For	For
7	Approve Remuneration Policy of Chairman of Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Policy of Supervisory Board Members	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman of Management Board	Mgmt	For	For	For
10	Approve Remuneration Policy of Management Board Members	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Compensation of Maurice Levy, Chairman Supervisory Board	Mgmt	For	For	For
13	Approve Compensation of Arthur Sadoun, Chairman of Management Board	Mgmt	For	For	For
14	Approve Compensation of Anne-Gabrielle Heilbronner, Management Board Member	Mgmt	For	For	For
15	Approve Compensation of Steve King, Management Board Member	Mgmt	For	For	For
16	Approve Compensation of Michel-Alain Proch, Management Board Member	Mgmt	For	For	For
17	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
18	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 30 Million	Mgmt	For	For	For
19	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 9 Million	Mgmt	For	For	For
20	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 9 Million	Mgmt	For	For	For
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under 18-20	Mgmt	For	For	For

Publicis Groupe SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
23	Authorize Capitalization of Reserves of Up to EUR 30 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
24	Authorize Capital Increase of Up to EUR 9 Million for Future Exchange Offers	Mgmt	For	For	For
25	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
26	Authorize up to 3 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
28	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
29	Amend Article 18 of Bylaws Re: Alternate Auditors	Mgmt	For	For	For
30	Amend Article 7 of Bylaws To Comply with Legal Changes	Mgmt	For	For	For
31	Ordinary Business	Mgmt			
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Regional REIT Limited

Meeting Date: 05/25/2022Country: GuernseyTicker: RGL

Record Date: 05/23/2022Meeting Type: Annual

Primary Security ID: G7418M105

Shares Voted: 486,805

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Ratify RSM UK Audit LLP as Auditors	Mgmt	For	For	For
3	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Re-elect William Eason as Director	Mgmt	For	For	For
5	Re-elect Stephen Inglis as Director	Mgmt	For	For	For
6	Re-elect Kevin McGrath as Director	Mgmt	For	For	For
7	Re-elect Daniel Taylor as Director	Mgmt	For	For	For

Regional REIT Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Tim Bee as Director	Mgmt	For	For	For
9	Re-elect Frances Daley as Director	Mgmt	For	For	For
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
11	Approve Increase in Limit on Aggregate Fees Payable to Directors	Mgmt	For	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

Sabre Insurance Group Plc

Meeting Date: 05/25/2022

Country: United Kingdom

Ticker: SBRE

Record Date: 05/23/2022

Meeting Type: Annual

Primary Security ID: G7739M107

Shares Voted: 1,931,169

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Approve Special Dividend	Mgmt	For	For	For
5	Re-elect Geoff Carter as Director	Mgmt	For	For	For
6	Re-elect Ian Clark as Director	Mgmt	For	For	For
7	Re-elect Karen Geary as Director	Mgmt	For	For	For
8	Re-elect Michael Koller as Director	Mgmt	For	For	For
9	Re-elect Andy Pomfret as Director	Mgmt	For	For	For
10	Re-elect Rebecca Shelley as Director	Mgmt	For	For	For
11	Re-elect Adam Westwood as Director	Mgmt	For	For	For
12	Elect Alison Morris as Director	Mgmt	For	For	For
13	Appoint PwC as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Sabre Insurance Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Safran SA

Meeting Date: 05/25/2022

Country: France

Ticker: SAF

Record Date: 05/23/2022

Meeting Type: Annual/Special

Primary Security ID: F4035A557

Shares Voted: 26,433

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.50 per Share	Mgmt	For	For	For
4	Reelect Monique Cohen as Director	Mgmt	For	For	For
5	Reelect F&P as Director	Mgmt	For	For	For
6	Renew Appointment of Mazars as Auditor	Mgmt	For	For	For
7	Renew Appointment of Ernst & Young et Autres as Auditor	Mgmt	For	For	For
8	Approve Compensation of Ross McInnes, Chairman of the Board	Mgmt	For	For	For
9	Approve Compensation of Olivier Andries, CEO	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration of Directors in the Aggregate Amount of EUR 1,3 Million	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO	Mgmt	For	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For

Safran SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
16	Amend Article 5 of Bylaws Re: Duration of the Company	Mgmt	For	For	For
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

The Southern Company

Meeting Date: 05/25/2022	Country: USA	Ticker: SO
Record Date: 03/28/2022	Meeting Type: Annual	
Primary Security ID: 842587107		

Shares Voted: 61,770

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janaki Akella	Mgmt	For	For	For
1b	Elect Director Henry A. Clark, III	Mgmt	For	For	For
1c	Elect Director Anthony F. Earley, Jr.	Mgmt	For	For	For
1d	Elect Director Thomas A. Fanning	Mgmt	For	For	For
1e	Elect Director David J. Grain	Mgmt	For	For	For
1f	Elect Director Colette D. Honorable	Mgmt	For	For	For
1g	Elect Director Donald M. James	Mgmt	For	For	For
1h	Elect Director John D. Johns	Mgmt	For	For	For
1i	Elect Director Dale E. Klein	Mgmt	For	For	For
1j	Elect Director Ernest J. Moniz	Mgmt	For	For	For
1k	Elect Director William G. Smith, Jr.	Mgmt	For	For	For
1l	Elect Director Kristine L. Svinicki	Mgmt	For	For	For
1m	Elect Director E. Jenner Wood, III	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Adopt Simple Majority Vote	SH	For	For	For

The Travelers Companies, Inc.

Meeting Date: 05/25/2022	Country: USA	Ticker: TRV
Record Date: 03/29/2022	Meeting Type: Annual	
Primary Security ID: 89417E109		

Shares Voted: 63,499

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alan L. Beller	Mgmt	For	For	For
1b	Elect Director Janet M. Dolan	Mgmt	For	For	For
1c	Elect Director Patricia L. Higgins	Mgmt	For	For	For
1d	Elect Director William J. Kane	Mgmt	For	For	For
1e	Elect Director Thomas B. Leonardi	Mgmt	For	For	For
1f	Elect Director Clarence Otis, Jr.	Mgmt	For	For	For
1g	Elect Director Elizabeth E. Robinson	Mgmt	For	For	For
1h	Elect Director Philip T. (Pete) Ruegger, III	Mgmt	For	For	For
1i	Elect Director Rafael Santana	Mgmt	For	For	For
1j	Elect Director Todd C. Schermerhorn	Mgmt	For	For	For
1k	Elect Director Alan D. Schnitzer	Mgmt	For	For	For
1l	Elect Director Laurie J. Thomsen	Mgmt	For	For	For
1m	Elect Director Bridget van Kralingen	Mgmt	For	For	For
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. Although the pay program remains relatively unchanged, an unmitigated pay-for-performance misalignment exists for the year in review. The majority of long-term incentives are based on clearly disclosed multi-year goals, however, the value of the CEO's performance year equity award increased while long-term TSRs lagged the S&P 500. In addition, while the annual bonus payout is informed by certain financial metrics with disclosed targets, payouts are ultimately discretionarily determined. Further, the proxy does not disclose target or maximum STI opportunities, threshold or maximum goals, or per-metric weightings. Investors increasingly prefer an STI structure that emphasizes objective and transparent determinations, and the lack of such key disclosures limits transparency into pay decisions, which is particularly important in years in which a quantitative pay-for-performance misalignment is identified.</i></p>					
4	Report on Lobbying Payments and Policy	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the company's trade association memberships, payments, and oversight, along with direct lobbying expenditures, would enable shareholders to better assess the company's comprehensive lobbying-related activities and management of related risks and opportunities.</i></p>					
5	Report on Efforts to Measure, Disclose and Reduce GHG Emissions Associated with Underwriting	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this proposal is warranted, because it would help shareholders better evaluate the company's management of climate risks from its underwriting, investment, and insurance activities.</i></p>					
6	Adopt Underwriting Policies in Alignment with IEA's Net Zero 2050 Scenario	SH	Against	Against	Against
7	Oversee and Report a Racial Equity Audit	SH	Against	For	For
<p><i>Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Travelers' efforts to address the issue of any inequality in its workforce and its management of related risks.</i></p>					
8	Ensure Policies Do No Support Police Violations of Civil Rights	SH	Against	Against	Against

Meeting Date: 05/25/2022

Country: France

Ticker: TTE

Record Date: 05/23/2022

Meeting Type: Annual/Special

Primary Security ID: F92124100

Shares Voted: 85,418

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.64 per Share	Mgmt	For	For	For
4	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
6	Reelect Lise Croteau as Director	Mgmt	For	For	For
7	Reelect Maria van der Hoeven as Director	Mgmt	For	For	For
8	Reelect Jean Lemierre as Director	Mgmt	For	For	For
9	Elect Emma De Jonge as Representative of Employee Shareholders to the Board	Mgmt	For	For	For
A	Elect Marina Delendik as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against
B	Elect Alexandre Garrot as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against
C	Elect Agueda Marin as Representative of Employee Shareholders to the Board	Mgmt	Against	Against	Against
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration Policy of Directors	Mgmt	For	For	For
12	Approve Compensation of Patrick Pouyanne, Chairman and CEO	Mgmt	For	For	For
13	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
14	Renew Appointment of Ernst & Young Audit as Auditor	Mgmt	For	For	For
15	Appoint Cabinet PricewaterhouseCoopers Audit as Auditor	Mgmt	For	For	For
16	Approve Company's Sustainability and Climate Transition Plan	Mgmt	For	For	For

TotalEnergies SE

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights and/or Capitalization of Reserves for Bonus Issue or Increase in Par Value, up to Aggregate Nominal Amount of EUR 2.5 Billion	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 650 Million	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 650 Million	Mgmt	For	For	For
20	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 18 and 19	Mgmt	For	For	For
21	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For

Tullow Oil Plc

Meeting Date: 05/25/2022

Record Date: 05/23/2022

Primary Security ID: G91235104

Country: United Kingdom

Meeting Type: Annual

Ticker: TLW

Shares Voted: 930,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Mike Daly as Director	Mgmt	For	For	For
4	Re-elect Rahul Dhir as Director	Mgmt	For	For	For
5	Re-elect Martin Greenslade as Director	Mgmt	For	For	For
6	Re-elect Mitchell Ingram as Director	Mgmt	For	For	For
7	Re-elect Sheila Khama as Director	Mgmt	For	For	For
8	Re-elect Genevieve Sangudi as Director	Mgmt	For	For	For

Tullow Oil Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Elect Phuthuma Nhleko as Director	Mgmt	For	For	For
10	Re-elect Jeremy Wilson as Director	Mgmt	For	For	For
11	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Twitter, Inc.

Meeting Date: 05/25/2022

Country: USA

Ticker: TWTR

Record Date: 03/30/2022

Meeting Type: Annual

Primary Security ID: 90184L102

Shares Voted: 249,201					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Egon Durban	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST Egon Durban is warranted for serving as a director on more than five public company boards. A vote FOR Patrick Pichette is warranted.					
1b	Elect Director Patrick Pichette	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted, due to disclosure and incentive program design concerns. The LTI program's financial component utilizes only a one-year measurement period and shares a metric with the STI program. The LTI program's relative TSR metric targets merely median performance and the proxy does not disclose a vesting cap for negative absolute TSR. Further, the new CEO received a large promotion award that lacks performance-vesting criteria. Some investors may question the magnitude and design of special one-time awards to NEOs, which carry significant stock appreciation targets but do not also require relative TSR outperformance. Finally, the STI program has poor disclosure around diversity targets and individual performance assessments.					
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Declassify the Board of Directors	Mgmt	For	For	For
5	Report on Risks Associated with Use of Concealment Clauses	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted because more information on the impact that the company's use of concealment clauses has on Twitter's employees may bring information to light that could result in improved recruitment, development and retention.					
6	Nominate Candidate for Board Elections with Human and/or Civil Rights Expertise	SH	Against	Against	Against

Twitter, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Commission a Workplace Non-Discrimination Audit	SH	Against	Against	Against
8	Report on Political Contributions	SH	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, as reporting on the company's political contributions and policies would benefit shareholders in assessing its management of related risks.					
9	Report on Lobbying Payments and Policy	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.					

Zotefoams Plc

Meeting Date: 05/25/2022Country: United KingdomTicker: ZTF

Record Date: 05/23/2022Meeting Type: Annual

Primary Security ID: G98933107

Shares Voted: 736,603

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Steve Good as Director	Mgmt	For	For	For
5	Re-elect David Stirling as Director	Mgmt	For	For	For
6	Re-elect Gary McGrath as Director	Mgmt	For	For	For
7	Re-elect Jonathan Carling as Director	Mgmt	For	For	For
8	Re-elect Alison Fielding as Director	Mgmt	For	For	For
9	Re-elect Douglas Robertson as Director	Mgmt	For	For	For
10	Re-elect Catherine Wall as Director	Mgmt	For	For	For
11	Reappoint PKF Littlejohn LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Zotefoams Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

DuPont de Nemours, Inc.

Meeting Date: 05/26/2022	Country: USA	Ticker: DD
Record Date: 03/31/2022	Meeting Type: Annual	
Primary Security ID: 26614N102		

Shares Voted: 69,529

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amy G. Brady	Mgmt	For	For	For
1b	Elect Director Edward D. Breen	Mgmt	For	For	For
1c	Elect Director Ruby R. Chandy	Mgmt	For	For	For
1d	Elect Director Terrence R. Curtin	Mgmt	For	For	For
1e	Elect Director Alexander M. Cutler	Mgmt	For	For	For
1f	Elect Director Eleuthere I. du Pont	Mgmt	For	For	For
1g	Elect Director Kristina M. Johnson	Mgmt	For	For	For
1h	Elect Director Luther C. Kissam	Mgmt	For	For	For
1i	Elect Director Frederick M. Lowery	Mgmt	For	For	For
1j	Elect Director Raymond J. Milchovich	Mgmt	For	For	For
1k	Elect Director Deanna M. Mulligan	Mgmt	For	For	For
1l	Elect Director Steven M. Sterin	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	Against	For

Illumina, Inc.

Meeting Date: 05/26/2022	Country: USA	Ticker: ILMN
Record Date: 03/31/2022	Meeting Type: Annual	
Primary Security ID: 452327109		

Shares Voted: 16,593

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1A	Elect Director Frances Arnold	Mgmt	For	For	For
1B	Elect Director Francis A. deSouza	Mgmt	For	For	For

Illumina, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1C	Elect Director Caroline D. Dorsa	Mgmt	For	For	For
1D	Elect Director Robert S. Epstein	Mgmt	For	For	For
1E	Elect Director Scott Gottlieb	Mgmt	For	For	For
1F	Elect Director Gary S. Guthart	Mgmt	For	For	For
1G	Elect Director Philip W. Schiller	Mgmt	For	For	For
1H	Elect Director Susan E. Siegel	Mgmt	For	For	For
1I	Elect Director John W. Thompson	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Provide Right to Call a Special Meeting at a 15 Percent Ownership Threshold	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. This shareholder proposal includes a 15 percent ownership threshold which shareholders may view as a more reasonable threshold than the 25 percent threshold proposed by management. This proposal would also represent an enhancement to shareholder rights, as shareholders do not currently have the right to call special meetings.					
5	Provide Right to Call Special Meeting	Mgmt	For	For	For

Legal & General Group Plc

Meeting Date: 05/26/2022Country: United KingdomTicker: LGEN

Record Date: 05/24/2022Meeting Type: Annual

Primary Security ID: G54404127

Shares Voted: 24,202,718

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Elect Laura Wade-Gery as Director	Mgmt	For	For	For
4	Re-elect Henrietta Baldock as Director	Mgmt	For	For	For
5	Re-elect Nilufer Von Bismarck as Director	Mgmt	For	For	For
6	Re-elect Philip Broadley as Director	Mgmt	For	For	For
7	Re-elect Jeff Davies as Director	Mgmt	For	For	For
8	Re-elect Sir John Kingman as Director	Mgmt	For	For	For
9	Re-elect Lesley Knox as Director	Mgmt	For	For	For
10	Re-elect George Lewis as Director	Mgmt	For	For	For
11	Re-elect Ric Lewis as Director	Mgmt	For	For	For
12	Re-elect Sir Nigel Wilson as Director	Mgmt	For	For	For

Legal & General Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Approve Remuneration Report	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity in Connection with the Issue of Contingent Convertible Securities	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Issue of Contingent Convertible Securities	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

McDonald's Corporation

Meeting Date: 05/26/2022

Country: USA

Ticker: MCD

Record Date: 03/28/2022

Meeting Type: Proxy Contest

Primary Security ID: 580135101

Shares Voted: 72,270

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proxy (White Proxy Card)	Mgmt			
1.1	Elect Director Lloyd Dean	Mgmt	For	For	For
1.2	Elect Director Robert Eckert	Mgmt	For	For	For
1.3	Elect Director Catherine Engelbert	Mgmt	For	For	For
1.4	Elect Director Margaret Georgiadis	Mgmt	For	For	For
1.5	Elect Director Enrique Hernandez, Jr.	Mgmt	For	For	For
1.6	Elect Director Christopher Kempczinski	Mgmt	For	For	For
1.7	Elect Director Richard Lenny	Mgmt	For	For	For
1.8	Elect Director John Mulligan	Mgmt	For	For	For
1.9	Elect Director Sheila Penrose	Mgmt	For	For	For

McDonald's Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director John Rogers, Jr.	Mgmt	For	For	For
1.11	Elect Director Paul Walsh	Mgmt	For	For	For
1.12	Elect Director Miles White	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as it would further enhance the existing shareholder right to call special meetings.					
5	Report on Efforts to Reduce Plastic Use	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from additional information on how the company intends to reduce plastic in its business.					
6	Report on Public Health Costs of Antibiotic Use and Impact on Diversified Shareholders	SH	Against	Against	Against
7	Report on Use of Gestation Stalls in Pork Supply Chain	SH	Against	Against	Against
8	Report on Third-Party Civil Rights Audit	SH	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent civil rights audit would help shareholders better assess the effectiveness of McDonald's efforts to address the issue of any inequality in its workforce and its management of related risks.					
9	Report on Lobbying Payments and Policy	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.					
10	Issue Transparency Report on Global Public Policy and Political Influence	SH	Against	Against	Against
	Dissident Proxy (Gold Proxy Card)	Mgmt			
1.1	Elect Director Leslie Samuelrich	SH	For	Do Not Vote	Do Not Vote
1.2	Elect Director Maisie Lucia Ganzler	SH	For	Do Not Vote	Do Not Vote
1.3	Management Nominee Lloyd Dean	SH	For	Do Not Vote	Do Not Vote
1.4	Management Nominee Robert Eckert	SH	For	Do Not Vote	Do Not Vote
1.5	Management Nominee Catherine Engelbert	SH	For	Do Not Vote	Do Not Vote
1.6	Management Nominee Margaret Georgiadis	SH	For	Do Not Vote	Do Not Vote
1.7	Management Nominee Enrique Hernandez, Jr.	SH	For	Do Not Vote	Do Not Vote
1.8	Management Nominee Christopher Kempczinski	SH	For	Do Not Vote	Do Not Vote

McDonald's Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.9	Management Nominee John Mulligan	SH	For	Do Not Vote	Do Not Vote
1.10	Management Nominee John Rogers, Jr.	SH	For	Do Not Vote	Do Not Vote
1.11	Management Nominee Paul Walsh	SH	For	Do Not Vote	Do Not Vote
1.12	Management Nominee Miles White	SH	For	Do Not Vote	Do Not Vote
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	Against	Do Not Vote	Do Not Vote
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	Do Not Vote	Do Not Vote
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	For	Do Not Vote	Do Not Vote
5	Report on Efforts to Reduce Plastic Use	SH	For	Do Not Vote	Do Not Vote
6	Report on Public Health Costs of Antibiotic Use and Impact on Diversified Shareholders	SH	For	Do Not Vote	Do Not Vote
7	Report on Use of Gestation Stalls in Pork Supply Chain	SH	For	Do Not Vote	Do Not Vote
8	Report on Third-Party Civil Rights Audit	SH	For	Do Not Vote	Do Not Vote
9	Report on Lobbying Payments and Policy	SH	For	Do Not Vote	Do Not Vote
10	Issue Transparency Report on Global Public Policy and Political Influence	SH	For	Do Not Vote	Do Not Vote

Morgan Stanley

Meeting Date: 05/26/2022	Country: USA	Ticker: MS
Record Date: 03/28/2022	Meeting Type: Annual	
Primary Security ID: 617446448		

Shares Voted: 87,513

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alistair Darling	Mgmt	For	For	For
1b	Elect Director Thomas H. Glocer	Mgmt	For	For	For
1c	Elect Director James P. Gorman	Mgmt	For	For	For
1d	Elect Director Robert H. Herz	Mgmt	For	For	For
1e	Elect Director Erika H. James	Mgmt	For	For	For
1f	Elect Director Hironori Kamezawa	Mgmt	For	For	For
1g	Elect Director Shelley B. Leibowitz	Mgmt	For	For	For
1h	Elect Director Stephen J. Luczo	Mgmt	For	For	For

Morgan Stanley

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1i	Elect Director Jami Miscik	Mgmt	For	For	For
1j	Elect Director Masato Miyachi	Mgmt	For	For	For
1k	Elect Director Dennis M. Nally	Mgmt	For	For	For
1l	Elect Director Mary L. Schapiro	Mgmt	For	For	For
1m	Elect Director Perry M. Traquina	Mgmt	For	For	For
1n	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Adopt Fossil Fuel Lending and Underwriting Policy Consistent with IEA's Net Zero 2050 Scenario	SH	Against	Against	Against

Prudential Plc

Meeting Date: 05/26/2022

Record Date: 05/24/2022

Primary Security ID: G72899100

Country: United Kingdom

Meeting Type: Annual

Ticker: PRU

Shares Voted: 8,041,350

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Elect George Sartorel as Director	Mgmt	For	For	For
4	Re-elect Shriti Vadera as Director	Mgmt	For	For	For
5	Re-elect Jeremy Anderson as Director	Mgmt	For	For	For
6	Re-elect Mark Fitzpatrick as Director	Mgmt	For	For	For
7	Re-elect Chua Sock Koong as Director	Mgmt	For	For	For
8	Re-elect David Law as Director	Mgmt	For	For	For
9	Re-elect Ming Lu as Director	Mgmt	For	For	For
10	Re-elect Philip Remnant as Director	Mgmt	For	For	For
11	Re-elect James Turner as Director	Mgmt	For	For	For
12	Re-elect Thomas Watjen as Director	Mgmt	For	For	For
13	Re-elect Jeanette Wong as Director	Mgmt	For	For	For
14	Re-elect Amy Yip as Director	Mgmt	For	For	For
15	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For

Prudential Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity to Include Repurchased Shares	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Approve International Savings-Related Share Option Scheme for Non-Employees	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Strix Group Plc

Meeting Date: 05/26/2022

Record Date: 05/24/2022

Primary Security ID: G8527X107

Country: Isle of Man

Meeting Type: Annual

Ticker: KETL

Shares Voted: 474,853

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Raudres Wong as Director	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers LLC as Auditors	Mgmt	For	For	For
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Authorise Issue of Equity	Mgmt	For	For	For
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

The Interpublic Group of Companies, Inc.

Meeting Date: 05/26/2022

Country: USA

Ticker: IPG

Record Date: 04/01/2022

Meeting Type: Annual

Primary Security ID: 460690100

Shares Voted: 176,781

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Jocelyn Carter-Miller	Mgmt	For	For	For
1.2	Elect Director Mary J. Steele Guilfoile	Mgmt	For	For	For
1.3	Elect Director Dawn Hudson	Mgmt	For	For	For
1.4	Elect Director Philippe Krakowsky	Mgmt	For	For	For
1.5	Elect Director Jonathan F. Miller	Mgmt	For	For	For
1.6	Elect Director Patrick Q. Moore	Mgmt	For	For	For
1.7	Elect Director Linda S. Sanford	Mgmt	For	For	For
1.8	Elect Director David M. Thomas	Mgmt	For	For	For
1.9	Elect Director E. Lee Wyatt, Jr.	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Require Independent Board Chair	SH	Against	Against	For

Lowe's Companies, Inc.

Meeting Date: 05/27/2022

Country: USA

Ticker: LOW

Record Date: 03/21/2022

Meeting Type: Annual

Primary Security ID: 548661107

Shares Voted: 80,132

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Raul Alvarez	Mgmt	For	For	For
1.2	Elect Director David H. Batchelder	Mgmt	For	For	For
1.3	Elect Director Sandra B. Cochran	Mgmt	For	For	For
1.4	Elect Director Laurie Z. Douglas	Mgmt	For	For	For
1.5	Elect Director Richard W. Dreiling	Mgmt	For	For	For
1.6	Elect Director Marvin R. Ellison	Mgmt	For	For	For
1.7	Elect Director Daniel J. Heinrich	Mgmt	For	For	For
1.8	Elect Director Brian C. Rogers	Mgmt	For	For	For
1.9	Elect Director Bertram L. Scott	Mgmt	For	For	For
1.10	Elect Director Colleen Taylor	Mgmt	For	For	For

Lowe's Companies, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.11	Elect Director Mary Beth West	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Report on Median Gender/Racial Pay Gap	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders could benefit from the median pay gap statistics that would allow them to better measure the progress of the company's diversity and inclusion initiatives and its management of related risks.					
6	Amend Proxy Access Right	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed elimination of the 20-shareholder aggregation limit would improve the company's existing proxy access right for shareholders.					
7	Report on Risks of State Policies Restricting Reproductive Health Care	SH	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the potential risks and costs associated with proposed or enacted state policies that restrict reproductive healthcare, would allow shareholders to assess how the company is managing such risks.					
8	Commission a Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
9	Report on Risks from Company Vendors that Misclassify Employees as Independent Contractors	SH	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, as a report on misclassifying employees as independent contractors would provide shareholders with additional information on how the company is managing any risks associated with this kind of misclassification by companies in its supply chain.					

Spectris Plc

Meeting Date: 05/27/2022Country: United KingdomTicker: SXS

Record Date: 05/25/2022Meeting Type: Annual

Primary Security ID: G8338K104

Shares Voted: 129,874					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Ravi Gopinath as Director	Mgmt	For	For	For
5	Elect Alison Henwood as Director	Mgmt	For	For	For
6	Re-elect Derek Harding as Director	Mgmt	For	For	For
7	Re-elect Andrew Heath as Director	Mgmt	For	For	For
8	Re-elect Ulf Quellmann as Director	Mgmt	For	For	For

Spectris Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Re-elect William Seeger as Director	Mgmt	For	For	For
10	Re-elect Cathy Turner as Director	Mgmt	For	For	For
11	Re-elect Kjersti Wiklund as Director	Mgmt	For	For	For
12	Re-elect Mark Williamson as Director	Mgmt	For	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

JTC Plc

Meeting Date: 05/31/2022	Country: Jersey	Ticker: JTC
Record Date: 05/27/2022	Meeting Type: Annual	
Primary Security ID: G5211H117		

Shares Voted: 111,153

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Ratify PricewaterhouseCoopers CI LLP as Auditors	Mgmt	For	For	For
6	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Re-elect Michael Liston as Director	Mgmt	For	For	For
8	Re-elect Nigel Le Quesne as Director	Mgmt	For	For	For
9	Re-elect Martin Fotheringham as Director	Mgmt	For	For	For
10	Re-elect Wendy Holley as Director	Mgmt	For	For	For
11	Re-elect Dermot Mathias as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Re-elect Michael Gray as Director	Mgmt	For	For	For
13	Re-elect Erika Schraner as Director	Mgmt	For	For	For
14	Elect Kate Beauchamp as Director	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Amend Articles of Association Re: Fully Electronic Meeting, Physical Meeting or a Combined Physical and Electronic Meeting	Mgmt	For	For	For

Adyen NV

Meeting Date: 06/01/2022	Country: Netherlands	Ticker: ADYEN
Record Date: 05/04/2022	Meeting Type: Annual	
Primary Security ID: N3501V104		

Shares Voted: 468

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2.a	Receive Report of Management Board and Supervisory Board (Non-Voting)	Mgmt			
2.b	Approve Remuneration Report	Mgmt	For	For	For
2.c	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2.d	Receive Explanation on Company's Reserves and Dividend Policy	Mgmt			
3	Approve Discharge of Management Board	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5	Reelect Pieter Willem van der Does to Management Board	Mgmt	For	For	For
6	Reelect Roelant Prins to Management Board	Mgmt	For	For	For
7	Grant Board Authority to Issue Shares Up to 10 Percent of Issued Capital	Mgmt	For	For	For
8	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
10	Ratify PwC as Auditors	Mgmt	For	For	For
11	Close Meeting	Mgmt			

Alphabet Inc.

Meeting Date: 06/01/2022Country: USATicker: GOOGL

Record Date: 04/05/2022Meeting Type: Annual

Primary Security ID: 02079K305

Shares Voted: 28,102					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Larry Page	Mgmt	For	For	For
1b	Elect Director Sergey Brin	Mgmt	For	For	For
1c	Elect Director Sundar Pichai	Mgmt	For	For	For
1d	Elect Director John L. Hennessy	Mgmt	For	For	For
1e	Elect Director Frances H. Arnold	Mgmt	For	For	For
1f	Elect Director L. John Doerr	Mgmt	For	For	For
1g	Elect Director Roger W. Ferguson, Jr.	Mgmt	For	For	For
1h	Elect Director Ann Mather	Mgmt	For	For	For
1i	Elect Director K. Ram Shriram	Mgmt	For	For	For
1j	Elect Director Robin L. Washington	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Amend Omnibus Stock Plan	Mgmt	For	Against	Against
Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factor(s): * The three-year average burn rate is excessive * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary) * The plan permits liberal recycling of shares * The plan allows broad discretion to accelerate vesting					
4	Increase Authorized Common Stock	Mgmt	For	For	For
5	Report on Lobbying Payments and Policy	SH	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, as additional reporting on the company's lobbying-related practices and policies, such as its trade association memberships and payments, would benefit shareholders in assessing its management of related risks.					
6	Report on Climate Lobbying	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. The company and its shareholders are likely to benefit from a review of how the company's and its trade associations' lobbying positions align with Paris Agreement, in light of risks to the company caused by climate change and the company's public position.					

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Report on Physical Risks of Climate Change	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is assessing and managing climate change risks.</i>					
8	Report on Metrics and Efforts to Reduce Water Related Risk	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is managing climate-related water risks.</i>					
9	Oversee and Report a Third-Party Racial Equity Audit	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this resolution is warranted, as an independent racial equity audit would help shareholders better assess the effectiveness of Alphabet's efforts to address the issue of any inequality in its workforce and its management of related risks.</i>					
10	Report on Risks Associated with Use of Concealment Clauses	SH	Against	Against	Against
11	Approve Recapitalization Plan for all Stock to Have One-vote per Share	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted as it would convey to the board nonaffiliated shareholders' preference for a capital structure in which the levels of economic ownership and voting power are aligned.</i>					
12	Report on Government Takedown Requests	SH	Against	Against	Against
13	Report on Risks of Doing Business in Countries with Significant Human Rights Concerns	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is managing human rights-related risks in high-risk countries.</i>					
14	Report on Managing Risks Related to Data Collection, Privacy and Security	SH	Against	Against	Against
15	Disclose More Quantitative and Qualitative Information on Algorithmic Systems	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as the company has faced scrutiny over biases in its algorithmic systems and increased reporting would assist shareholders in assessing progress and management of related risks.</i>					
16	Commission Third Party Assessment of Company's Management of Misinformation and Disinformation Across Platforms	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted because an independent human rights assessment would help shareholders better evaluate the company's management of risks related to the human rights impacts of disinformation and misinformation.</i>					
17	Report on External Costs of Misinformation and Impact on Diversified Shareholders	SH	Against	Against	Against
18	Report on Steps to Improve Racial and Gender Board Diversity	SH	Against	Against	Against
19	Establish an Environmental Sustainability Board Committee	SH	Against	Against	Against
20	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	Against	Against
21	Report on Policies Regarding Military and Militarized Policing Agencies	SH	Against	Against	Against

Coinbase Global, Inc.

Meeting Date: 06/01/2022Country: USATicker: COIN

Record Date: 04/08/2022Meeting Type: Annual

Primary Security ID: 19260Q107

Shares Voted: 27,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Frederick Ernest Ehrsam, III	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent directors Fred Wilson and Frederick (Fred) Ehrsam III given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the pop-up classified board, and supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR new director Tobias (Tobi) Luetke is warranted.					
1.2	Elect Director Tobias Lutke	Mgmt	For	For	For
1.3	Elect Director Fred Wilson	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent directors Fred Wilson and Frederick (Fred) Ehrsam III given the board's failure to remove, or subject to a reasonable sunset requirement, the dual-class capital structure, the pop-up classified board, and supermajority vote requirement to enact certain changes to the governing documents, each of which adversely impacts shareholder rights. A vote FOR new director Tobias (Tobi) Luetke is warranted.					
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Advisory Vote on Say on Pay Frequency	Mgmt	Three Years	One Year	One Year
Voting Policy Rationale: A vote for the adoption of an ANNUAL say-on-pay frequency is warranted. Annual say-on-pay votes are considered a best practice as they give shareholders a regular opportunity to opine on executive pay.					

Comcast Corporation

Meeting Date: 06/01/2022Country: USATicker: CMCSA

Record Date: 04/04/2022Meeting Type: Annual

Primary Security ID: 20030N101

Shares Voted: 405,311

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kenneth J. Bacon	Mgmt	For	For	For
1.2	Elect Director Madeline S. Bell	Mgmt	For	For	For
1.3	Elect Director Edward D. Breen	Mgmt	For	For	For
1.4	Elect Director Gerald L. Hassell	Mgmt	For	For	For
1.5	Elect Director Jeffrey A. Honickman	Mgmt	For	For	For
1.6	Elect Director Maritza G. Montiel	Mgmt	For	For	For
1.7	Elect Director Asuka Nakahara	Mgmt	For	For	For
1.8	Elect Director David C. Novak	Mgmt	For	For	For
1.9	Elect Director Brian L. Roberts	Mgmt	For	For	For

Comcast Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Charitable Contributions	SH	Against	Against	Against
5	Oversee and Report a Racial Equity Audit	SH	Against	Against	Against
6	Report on Omitting Viewpoint and Ideology from EEO Policy	SH	Against	Against	Against
7	Conduct Audit and Report on Effectiveness of Sexual Harassment Policies	SH	Against	Against	Against
8	Report on Retirement Plan Options Aligned with Company Climate Goals	SH	Against	Against	Against

Faurecia SE

Meeting Date: 06/01/2022	Country: France	Ticker: EO
Record Date: 05/30/2022	Meeting Type: Annual/Special	
Primary Security ID: F3445A108		

Shares Voted: 1,706

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Absence of Dividends	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Ratify Appointment of Judith Curran as Director	Mgmt	For	For	For
6	Reelect Jurgen Behrend as Director	Mgmt	For	For	For
7	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
8	Approve Compensation of Michel de Rosen, Chairman of the Board	Mgmt	For	For	For
9	Approve Compensation of Patrick Koller, CEO	Mgmt	For	For	For
10	Approve Remuneration Policy of Directors	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
12	Approve Remuneration Policy of CEO	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
14	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 40 Percent of Issued Capital	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to 10 Percent of Issued Capital	Mgmt	For	For	For
16	Approve Issuance of Equity or Equity-Linked Securities for Qualified Investors, up to 10 Percent of Issued Capital	Mgmt	For	For	For
17	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 14 to 16	Mgmt	For	For	For
18	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
19	Authorize Capitalization of Reserves of Up to EUR 175 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
20	Authorize up to 3 Million Shares for Use in Restricted Stock Plans	Mgmt	For	For	For
21	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
22	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
23	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
24	Amend Article 15 of Bylaws Re: Board Powers	Mgmt	For	For	For
	Ordinary Business	Mgmt			
25	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Meeting Date: 06/01/2022	Country: USA	Ticker: GDDY
Record Date: 04/06/2022	Meeting Type: Annual	
Primary Security ID: 380237107		

Shares Voted: 72,265

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Amanpal (Aman) Bhutani	Mgmt	For	For	For
1b	Elect Director Caroline Donahue	Mgmt	For	For	For
1c	Elect Director Charles Robel	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Declassify the Board of Directors	Mgmt	For	For	For
6	Eliminate Certain Supermajority Voting Requirements	Mgmt	For	For	For
7	Amend Certificate of Incorporation to Eliminate Certain Business Combination Restrictions	Mgmt	For	For	For
8	Amend Certificate of Incorporation to Eliminate Inoperative Provisions and Implement Certain Other Miscellaneous Amendments	Mgmt	For	For	For

NXP Semiconductors N.V.

Meeting Date: 06/01/2022Country: NetherlandsTicker: NXPI
Record Date: 05/04/2022Meeting Type: Annual
Primary Security ID: N6596X109

Shares Voted: 40,651

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Discharge of Board Members	Mgmt	For	For	For
3a	Reelect Kurt Sievers as Executive Director	Mgmt	For	For	For
3b	Reelect Peter Bonfield as Non-Executive Director	Mgmt	For	For	For
3c	Reelect Annette Clayton as Non-Executive Director	Mgmt	For	For	For
3d	Reelect Anthony Foxx as Non-Executive Director	Mgmt	For	For	For
3e	Elect Chunyuan Gu as Non-Executive Director	Mgmt	For	For	For
3f	Reelect Lena Olving as Non-Executive Director	Mgmt	For	For	For

NXP Semiconductors N.V.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3g	Reelect Julie Southern as Non-Executive Director	Mgmt	For	For	For
3h	Reelect Jasmin Staiblin as Non-Executive Director	Mgmt	For	For	For
3i	Reelect Gregory Summe as Non-Executive Director	Mgmt	For	For	For
3j	Reelect Karl-Henrik Sundstrom as Non-Executive Director	Mgmt	For	For	For
4	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital	Mgmt	For	For	For
5	Authorize Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
6	Authorize Share Repurchase Program	Mgmt	For	For	For
7	Approve Cancellation of Ordinary Shares	Mgmt	For	For	For
8	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Walmart Inc.

Meeting Date: 06/01/2022Country: USATicker: WMT

Record Date: 04/08/2022Meeting Type: Annual

Primary Security ID: 931142103

Shares Voted: 113,058

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cesar Conde	Mgmt	For	For	For
1b	Elect Director Timothy P. Flynn	Mgmt	For	For	For
1c	Elect Director Sarah J. Friar	Mgmt	For	For	For
1d	Elect Director Carla A. Harris	Mgmt	For	For	For
1e	Elect Director Thomas W. Horton	Mgmt	For	For	For
1f	Elect Director Marissa A. Mayer	Mgmt	For	For	For
1g	Elect Director C. Douglas McMillon	Mgmt	For	For	For
1h	Elect Director Gregory B. Penner	Mgmt	For	For	For
1i	Elect Director Randall L. Stephenson	Mgmt	For	For	For
1j	Elect Director S. Robson Walton	Mgmt	For	For	For
1k	Elect Director Steuart L. Walton	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Walmart Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Report on Animal Welfare Policies and Practices in Food Supply Chain	SH	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted because shareholders would benefit from additional disclosure about steps the company is taking to mitigate risks related to animal welfare in its pork supply chain.					
5	Create a Pandemic Workforce Advisory Council	SH	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted due to controversies related to employees' health and safety concerns during the COVID-19 pandemic, and an apparent lack of sufficient management and board oversight. It may also help the company address the transition to COVID-19 being endemic.					
6	Report on Impacts of Restrictive Reproductive Healthcare Legislation	SH	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the potential risks and costs associated with proposed or enacted state policies that restrict reproductive healthcare, would allow shareholders to assess how the company is managing such risks.					
7	Report on Alignment of Racial Justice Goals and Starting Wages	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as shareholders would benefit from further disclosure on how the company's hourly wages align with its commitments to diversity, equality, and racial justice, particularly given the significant controversies and related risks.					
8	Report on a Civil Rights and Non-Discrimination Audit	SH	Against	Against	Against
9	Report on Charitable Contributions	SH	Against	Against	Against
10	Report on Lobbying Payments and Policy	SH	Against	Against	Against

Allegion Plc

Meeting Date: 06/02/2022	Country: Ireland	Ticker: ALLE
Record Date: 04/07/2022	Meeting Type: Annual	
Primary Security ID: G0176J109		

Shares Voted: 58,526

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kirk S. Hachigian	Mgmt	For	For	For
1b	Elect Director Steven C. Mizell	Mgmt	For	For	For
1c	Elect Director Nicole Parent Haughey	Mgmt	For	For	For
1d	Elect Director Lauren B. Peters	Mgmt	For	For	For
1e	Elect Director David D. Petratis	Mgmt	For	For	For
1f	Elect Director Dean I. Schaffer	Mgmt	For	For	For
1g	Elect Director Dev Vardhan	Mgmt	For	For	For
1h	Elect Director Martin E. Welch, III	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Allegion Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve PricewaterhouseCoopers as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights	Mgmt	For	For	For

Compagnie de Saint-Gobain SA

Meeting Date: 06/02/2022

Country: France

Ticker: SGO

Record Date: 05/31/2022

Meeting Type: Annual/Special

Primary Security ID: F80343100

Shares Voted: 28,836

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 1.63 per Share	Mgmt	For	For	For
4	Reelect Pierre-Andre de Chalandar as Director	Mgmt	For	For	For
5	Ratify Appointment of Lina Ghotmeh as Director	Mgmt	For	For	For
6	Elect Thierry Delaporte as Director	Mgmt	For	For	For
7	Approve Compensation of Pierre-Andre de Chalendar, Chairman and CEO Until 30 June 2021	Mgmt	For	For	For
8	Approve Compensation of Benoit Bazin, Vice-CEO Until 30 June 2021	Mgmt	For	For	For
9	Approve Compensation of Pierre-Andre de Chalendar, Chairman of the Board Since 1 July 2021	Mgmt	For	For	For
10	Approve Compensation of Benoit Bazin, CEO Since 1 July 2021	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
13	Approve Remuneration Policy of CEO	Mgmt	For	For	For
14	Approve Remuneration Policy of Directors	Mgmt	For	For	For
15	Appoint Deloitte & Associes as Auditor	Mgmt	For	For	For

Compagnie de Saint-Gobain SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize up to 1.5 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For
18	Authorize up to 1.2 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
19	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Netflix, Inc.

Meeting Date: 06/02/2022

Record Date: 04/04/2022

Primary Security ID: 64110L106

Country: USA

Meeting Type: Annual

Ticker: NFLX

Shares Voted: 32,635

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy Haley	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Timothy Haley, Leslie Kilgore and Ann Mather, due to poor stewardship of the compensation program and repeated failures to address shareholders' concerns expressed through low say-on-pay support. Cautionary support FOR Strive Masiyiwa, a member of the Nominating and Governance Committee, is warranted as the company has been partially responsive to last year's majority-supported proposal requesting a report on political contributions.					
1b	Elect Director Leslie Kilgore	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Timothy Haley, Leslie Kilgore and Ann Mather, due to poor stewardship of the compensation program and repeated failures to address shareholders' concerns expressed through low say-on-pay support. Cautionary support FOR Strive Masiyiwa, a member of the Nominating and Governance Committee, is warranted as the company has been partially responsive to last year's majority-supported proposal requesting a report on political contributions.					
1c	Elect Director Strive Masiyiwa	Mgmt	For	For	For
1d	Elect Director Ann Mather	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for incumbent director nominees Timothy Haley, Leslie Kilgore and Ann Mather, due to poor stewardship of the compensation program and repeated failures to address shareholders' concerns expressed through low say-on-pay support. Cautionary support FOR Strive Masiyiwa, a member of the Nominating and Governance Committee, is warranted as the company has been partially responsive to last year's majority-supported proposal requesting a report on political contributions.					
2	Declassify the Board of Directors	Mgmt	For	For	For
3	Eliminate Supermajority Voting Provisions	Mgmt	For	For	For
4	Provide Right to Call Special Meeting	Mgmt	For	For	For
5	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Netflix, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. Despite several consecutive years of relatively low support for this proposal, the compensation committee has again failed to demonstrate meaningful responsiveness to shareholders' concerns. In addition, there are ongoing significant concerns regarding NEO pay structure. Pay almost entirely consists of base salaries and grants of fully-vested option awards, the specific allocation of which is at the individual's election, resulting in excessive base salaries for certain NEOs. Further, the lack of time- or performance-vesting incentives eliminates at-risk pay and diminishes the incentive value of compensation.					
7	Adopt Simple Majority Vote	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirements would enhance shareholders' rights.					
8	Report on Lobbying Payments and Policy	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.					

NVIDIA Corporation

Meeting Date: 06/02/2022	Country: USA	Ticker: NVDA
Record Date: 04/04/2022	Meeting Type: Annual	
Primary Security ID: 67066G104		

Shares Voted: 54,420					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert K. Burgess	Mgmt	For	For	For
1b	Elect Director Tench Coxé	Mgmt	For	For	For
1c	Elect Director John O. Dabiri	Mgmt	For	For	For
1d	Elect Director Persis S. Drell	Mgmt	For	For	For
1e	Elect Director Jen-Hsun Huang	Mgmt	For	For	For
1f	Elect Director Dawn Hudson	Mgmt	For	For	For
1g	Elect Director Harvey C. Jones	Mgmt	For	For	For
1h	Elect Director Michael G. McCaffery	Mgmt	For	For	For
1i	Elect Director Stephen C. Neal	Mgmt	For	For	For
1j	Elect Director Mark L. Perry	Mgmt	For	For	For
1k	Elect Director A. Brooke Seawell	Mgmt	For	For	For
1l	Elect Director Aarti Shah	Mgmt	For	For	For
1m	Elect Director Mark A. Stevens	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Increase Authorized Common Stock	Mgmt	For	For	For

NVIDIA Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Amend Omnibus Stock Plan	Mgmt	For	For	For

PayPal Holdings, Inc.

Meeting Date: 06/02/2022	Country: USA	Ticker: PYPL
Record Date: 04/05/2022	Meeting Type: Annual	
Primary Security ID: 70450Y103		

Shares Voted: 165,667

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Rodney C. Adkins	Mgmt	For	For	For
1b	Elect Director Jonathan Christodoro	Mgmt	For	For	For
1c	Elect Director John J. Donahoe	Mgmt	For	For	For
1d	Elect Director David W. Dorman	Mgmt	For	For	For
1e	Elect Director Belinda J. Johnson	Mgmt	For	For	For
1f	Elect Director Enrique Lores	Mgmt	For	For	For
1g	Elect Director Gail J. McGovern	Mgmt	For	For	For
1h	Elect Director Deborah M. Messemer	Mgmt	For	For	For
1i	Elect Director David M. Moffett	Mgmt	For	For	For
1j	Elect Director Ann M. Sarnoff	Mgmt	For	For	For
1k	Elect Director Daniel H. Schulman	Mgmt	For	For	For
1l	Elect Director Frank D. Yeary	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted as lowering the ownership threshold for shareholders to call a special meeting from 20 percent to 10 percent would enhance shareholders' rights.

Royal Caribbean Cruises Ltd.

Meeting Date: 06/02/2022	Country: Liberia	Ticker: RCL
Record Date: 04/07/2022	Meeting Type: Annual	
Primary Security ID: V7780T103		

Royal Caribbean Cruises Ltd.

Shares Voted: 20,745

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John F. Brock	Mgmt	For	For	For
1b	Elect Director Richard D. Fain	Mgmt	For	For	For
1c	Elect Director Stephen R. Howe, Jr.	Mgmt	For	For	For
1d	Elect Director William L. Kimsey	Mgmt	For	For	For
1e	Elect Director Michael O. Leavitt	Mgmt	For	For	For
1f	Elect Director Jason T. Liberty	Mgmt	For	For	For
1g	Elect Director Amy McPherson	Mgmt	For	For	For
1h	Elect Director Maritza G. Montiel	Mgmt	For	For	For
1i	Elect Director Ann S. Moore	Mgmt	For	For	For
1j	Elect Director Eyal M. Ofer	Mgmt	For	For	For
1k	Elect Director William K. Reilly	Mgmt	For	For	For
1l	Elect Director Vagn O. Sorensen	Mgmt	For	For	For
1m	Elect Director Donald Thompson	Mgmt	For	For	For
1n	Elect Director Arne Alexander Wilhelmsen	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. While target incentive awards are largely based on objective performance criteria, certain NEOs received excessive one-time equity awards. Particularly given the size of the awards as compared to their normal compensation, the payment of special awards in addition to previously disclosed adjustments to multiple PSU performance cycles severely weakens the link between pay and performance.					
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Trane Technologies Plc

Meeting Date: 06/02/2022Country: IrelandTicker: TT

Record Date: 04/08/2022Meeting Type: Annual

Primary Security ID: G8994E103

Shares Voted: 51,426

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kirk E. Arnold	Mgmt	For	For	For
1b	Elect Director Ann C. Berzin	Mgmt	For	For	For
1c	Elect Director April Miller Boise	Mgmt	For	For	For
1d	Elect Director John Bruton	Mgmt	For	For	For

Trane Technologies Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Jared L. Cohon	Mgmt	For	For	For
1f	Elect Director Gary D. Forsee	Mgmt	For	For	For
1g	Elect Director Linda P. Hudson	Mgmt	For	For	For
1h	Elect Director Myles P. Lee	Mgmt	For	For	For
1i	Elect Director David S. Regnery	Mgmt	For	For	For
1j	Elect Director John P. Surma	Mgmt	For	For	For
1k	Elect Director Tony L. White	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
4	Authorize Issue of Equity	Mgmt	For	For	For
5	Authorize Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
6	Authorize Reissuance of Repurchased Shares	Mgmt	For	For	For

Carrefour SA

Meeting Date: 06/03/2022	Country: France	Ticker: CA
Record Date: 06/01/2022	Meeting Type: Annual/Special	
Primary Security ID: F13923119		

Shares Voted: 9,940

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.52 per Share	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Ratify Appointment of Arthur Sadoun as Director	Mgmt	For	For	For
6	Reelect Flavia Buarque de Almeida as Director	Mgmt	For	For	For
7	Reelect Abilio Diniz as Director	Mgmt	For	For	For
8	Reelect Charles Edelstenne as Director	Mgmt	For	For	For
9	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For

Carrefour SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Approve Compensation of Alexandre Bompard, Chairman and CEO	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this remuneration report is warranted because: * Under the 2021 LTI plan, the company still does not provide any target for each performance criterion. The disclosure of the vesting scale underlying the relative TSR criterion is limited and does not provide the speed to reach full vesting. It is provided from the 2022 LTI grant (see Item 11 above). * The company increased the LTI grant in terms of instruments for the chair/CEO without providing any rationale. The increase remains within the limits of the remuneration policy. * The STI and LTI structures allow for compensatory effects between criteria that could disrupt the alignment between performance and remuneration. * The risk of compensation between criteria materialized under the 2019 LTI plan where the underachievement of the relative TSR criteria was offset by the overperformance of the other three criteria.</i>					
11	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Directors	Mgmt	For	For	For
13	Approve Company's Climate Transition Plan	Mgmt	For	For	For
14	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
15	Extraordinary Business	Mgmt	For	For	For
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt			
16	Ordinary Business	Mgmt	For	For	For
	Authorize Filing of Required Documents/Other Formalities	Mgmt			

UnitedHealth Group Incorporated

Meeting Date: 06/06/2022Country: USATicker: UNH

Record Date: 04/08/2022Meeting Type: Annual

Primary Security ID: 91324P102

Shares Voted: 74,301					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Timothy P. Flynn	Mgmt	For	For	For
1b	Elect Director Paul R. Garcia	Mgmt	For	For	For
1c	Elect Director Stephen J. Hemsley	Mgmt	For	For	For
1d	Elect Director Michele J. Hooper	Mgmt	For	For	For
1e	Elect Director F. William McNabb, III	Mgmt	For	For	For
1f	Elect Director Valerie C. Montgomery Rice	Mgmt	For	For	For
1g	Elect Director John H. Noseworthy	Mgmt	For	For	For
1h	Elect Director Andrew Witty	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

UnitedHealth Group Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Submit Severance Agreement (Change-in-Control) to Shareholder Vote	SH	Against	For	For
Voting Policy Rationale: A vote FOR this item is warranted given that the proposal applies only to future severance arrangements, the current agreements will not be affected, and the proposal offers flexibility as to when the board may seek shareholder approval of a new or renewed severance arrangement, such as at the next annual meeting.					
5	Report on Congruency of Political Spending with Company Values and Priorities	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as a report on the company's congruence of political expenditures with stated values would enable shareholders to have a more comprehensive understanding of how the company oversees and manages risks related to its political partnerships.					

Centrica Plc

Meeting Date: 06/07/2022Country: United KingdomTicker: CNA

Record Date: 06/01/2022Meeting Type: Annual

Primary Security ID: G2018Z143

Shares Voted: 16,300,933

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Share Incentive Plan	Mgmt	For	For	For
5	Approve Long-Term Incentive Plan	Mgmt	For	For	For
6	Elect Nathan Bostock as Director	Mgmt	For	For	For
7	Elect Amber Rudd as Director	Mgmt	For	For	For
8	Re-elect Carol Arrowsmith as Director	Mgmt	For	For	For
9	Re-elect Heidi Mottram as Director	Mgmt	For	For	For
10	Re-elect Kevin O'Byrne as Director	Mgmt	For	For	For
11	Re-elect Chris O'Shea as Director	Mgmt	For	For	For
12	Re-elect Kate Ringrose as Director	Mgmt	For	For	For
13	Re-elect Scott Wheway as Director	Mgmt	For	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Centrica Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Approve Climate Transition Plan	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Organon & Co.

Meeting Date: 06/07/2022

Record Date: 04/08/2022

Primary Security ID: 68622V106

Country: USA

Meeting Type: Annual

Ticker: OGN

Shares Voted: 26,435

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Robert A. Essner	Mgmt	For	For	For
1b	Elect Director Shelly Lazarus	Mgmt	For	For	For
1c	Elect Director Cynthia M. Patton	Mgmt	For	For	For
1d	Elect Director Grace Puma	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Caterpillar Inc.

Meeting Date: 06/08/2022

Record Date: 04/13/2022

Primary Security ID: 149123101

Country: USA

Meeting Type: Annual

Ticker: CAT

Shares Voted: 39,319

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Kelly A. Ayotte	Mgmt	For	For	For
1.2	Elect Director David L. Calhoun	Mgmt	For	For	For

Caterpillar Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.3	Elect Director Daniel M. Dickinson	Mgmt	For	For	For
1.4	Elect Director Gerald Johnson	Mgmt	For	For	For
1.5	Elect Director David W. MacLennan	Mgmt	For	For	For
1.6	Elect Director Debra L. Reed-Klages	Mgmt	For	For	For
1.7	Elect Director Edward B. Rust, Jr.	Mgmt	For	For	For
1.8	Elect Director Susan C. Schwab	Mgmt	For	For	For
1.9	Elect Director D. James Umpleby, III	Mgmt	For	For	For
1.10	Elect Director Rayford Wilkins, Jr.	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Report on Long-Term Greenhouse Gas Targets Aligned with Paris Agreement	SH	For	For	For
5	Report on Lobbying Payments and Policy	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's direct and indirect lobbying and board oversight would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.					
6	Report on Risks of Doing Business in Conflict-Affected Areas	SH	Against	Against	Against
7	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as a lower ownership threshold would provide for a more useful special meeting right for shareholders.					

eBay, Inc.

Meeting Date: 06/08/2022Country: USATicker: EBAY

Record Date: 04/12/2022Meeting Type: Annual

Primary Security ID: 278642103

Shares Voted: 164,514

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Adriane M. Brown	Mgmt	For	For	For
1b	Elect Director Logan D. Green	Mgmt	For	For	For
1c	Elect Director E. Carol Hayles	Mgmt	For	For	For
1d	Elect Director Jamie Iannone	Mgmt	For	For	For
1e	Elect Director Kathleen C. Mitic	Mgmt	For	For	For
1f	Elect Director Paul S. Pressler	Mgmt	For	For	For
1g	Elect Director Mohak Shroff	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director Robert H. Swan	Mgmt	For	For	For
1i	Elect Director Perry M. Traquina	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right is small.					

Booking Holdings Inc.

Meeting Date: 06/09/2022		Country: USA	Ticker: BKNG		
Record Date: 04/21/2022		Meeting Type: Annual			
Primary Security ID: 09857L108					
Shares Voted: 4,909					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Timothy Armstrong	Mgmt	For	For	For
1.2	Elect Director Glenn D. Fogel	Mgmt	For	For	For
1.3	Elect Director Mirian M. Graddick-Weir	Mgmt	For	For	For
1.4	Elect Director Wei Hopeman	Mgmt	For	For	For
1.5	Elect Director Robert J. Mylod, Jr.	Mgmt	For	For	For
1.6	Elect Director Charles H. Noski	Mgmt	For	For	For
1.7	Elect Director Nicholas J. Read	Mgmt	For	For	For
1.8	Elect Director Thomas E. Rothman	Mgmt	For	For	For
1.9	Elect Director Sumit Singh	Mgmt	For	For	For
1.10	Elect Director Lynn Vojvodich Radakovich	Mgmt	For	For	For
1.11	Elect Director Vanessa A. Wittman	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. Although the annual program is funded formulaically, payouts are determined primarily based on compensation committee discretion and performance factors considered by the committee appear to be highly subjective, a concern which is magnified by the CEO's high target award as a multiple of base salary. In addition, performance for the 2021 PSUs, which had larger values in light of retention concerns, are based on annually set goals and the metrics and measurement period for the first tranche were identical to the metrics and measurement period for the 2021 annual incentive awards. These concerns follow the discretionary adjustment of payouts for 2018 and 2019 PSUs, including the above-target payout of 2018 PSUs.					

Booking Holdings Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 10 percent would improve shareholders' ability to use the special meeting right.					
5	Report on Climate Change Performance Metrics Into Executive Compensation Program	SH	Against	Against	Against

Freeport-McMoRan Inc.

Meeting Date: 06/09/2022	Country: USA	Ticker: FCX
Record Date: 04/12/2022	Meeting Type: Annual	
Primary Security ID: 35671D857		

Shares Voted: 274,689

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director David P. Abney	Mgmt	For	For	For
1.2	Elect Director Richard C. Adkerson	Mgmt	For	For	For
1.3	Elect Director Marcela E. Donadio	Mgmt	For	For	For
1.4	Elect Director Robert W. Dudley	Mgmt	For	For	For
1.5	Elect Director Hugh Grant	Mgmt	For	For	For
1.6	Elect Director Lydia H. Kennard	Mgmt	For	For	For
1.7	Elect Director Ryan M. Lance	Mgmt	For	For	For
1.8	Elect Director Sara Grootwassink Lewis	Mgmt	For	For	For
1.9	Elect Director Dustan E. McCoy	Mgmt	For	For	For
1.10	Elect Director John J. Stephens	Mgmt	For	For	For
1.11	Elect Director Frances Fragos Townsend	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Grifols SA

Meeting Date: 06/09/2022	Country: Spain	Ticker: GRF
Record Date: 06/03/2022	Meeting Type: Annual	
Primary Security ID: E5706X215		

Shares Voted: 45,215

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Standalone Financial Statements and Allocation of Income	Mgmt	For	For	For
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5	Renew Appointment of KPMG Auditores as Auditor of Consolidated Financial Statements	Mgmt	For	For	For
6.1	Dismiss Belen Villalonga Morenes as Director	Mgmt	For	For	For
6.2	Dismiss Marla E. Salmon as Director	Mgmt	For	For	For
6.3	Elect Montserrat Munoz Abellana as Director	Mgmt	For	For	For
6.4	Elect Susana Gonzalez Rodriguez as Director	Mgmt	For	For	For
7.1	Amend Article 16 and 17.bis Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	For	For
7.2	Amend Article 20.bis Re: Director Remuneration	Mgmt	For	For	For
7.3	Amend Article 24.ter Re: Audit Committee	Mgmt	For	For	For
7.4	Amend Article 25 Re: Annual Accounts	Mgmt	For	For	For
8.1	Amend Article 9 of General Meeting Regulations Re: Right to Information Prior to the Meeting	Mgmt	For	For	For
8.2	Amend Articles of General Meeting Regulations Re: Allow Shareholder Meetings to be Held in Virtual-Only Format	Mgmt	For	For	For
9	Receive Amendments to Board of Directors Regulations	Mgmt			
10	Advisory Vote on Remuneration Report	Mgmt	For	For	For
11	Approve Remuneration Policy	Mgmt	For	For	For
12	Authorize Company to Call EGM with 15 Days' Notice	Mgmt	For	For	For
13	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Salesforce, Inc.

Shares Voted: 97,956

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marc Benioff	Mgmt	For	For	For
1b	Elect Director Bret Taylor	Mgmt	For	For	For
1c	Elect Director Laura Alber	Mgmt	For	For	For
1d	Elect Director Craig Conway	Mgmt	For	For	For
1e	Elect Director Parker Harris	Mgmt	For	For	For
1f	Elect Director Alan Hassenfeld	Mgmt	For	For	For
1g	Elect Director Neelie Kroes	Mgmt	For	For	For
1h	Elect Director Oscar Munoz	Mgmt	For	For	For
1i	Elect Director Sanford Robertson	Mgmt	For	For	For
1j	Elect Director John V. Roos	Mgmt	For	For	For
1k	Elect Director Robin Washington	Mgmt	For	For	For
1l	Elect Director Maynard Webb	Mgmt	For	For	For
1m	Elect Director Susan Wojcicki	Mgmt	For	For	For
2	Amend Omnibus Stock Plan	Mgmt	For	For	For
3	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
4	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
6	Require Independent Board Chair	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. The lead director is seemingly not appointed solely by the independent directors and the lead director's duties are not considered robust, which is concerning in light of the company's current three-headed leadership structure. As such, shareholders would benefit from the most robust form of independent oversight in the form of an independent chair.					
7	Oversee and Report a Racial Equity Audit	SH	Against	Against	Against

Worldline SA

Meeting Date: 06/09/2022Country: FranceTicker: WLN

Record Date: 06/07/2022Meeting Type: Annual/Special

Primary Security ID: F9867T103

Shares Voted: 40,985

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Business	Mgmt			
1	Amend Articles 25 and 28 of Bylaws To Comply With Legal Changes	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Amend Article 16 of Bylaws Re: Length of Term of Representative of Employee Shareholders to the Board	Mgmt	For	For	For
	Ordinary Business	Mgmt			
3	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
5	Approve Treatment of Losses	Mgmt	For	For	For
6	Approve Standard Accounting Transfers	Mgmt	For	For	For
7	Approve Transaction with Deutscher Sparkassen Verlag GmbH (DSV) Re: Business Combination Agreement	Mgmt	For	For	For
8	Reelect Mette Kamsvag as Director	Mgmt	For	For	For
9	Reelect Caroline Parot as Director	Mgmt	For	For	For
10	Reelect Georges Pauget as Director	Mgmt	For	For	For
11	Reelect Luc Remont as Director	Mgmt	For	For	For
12	Reelect Michael Stollarz as Director	Mgmt	For	For	For
13	Reelect Susan M. Tolson as Director	Mgmt	For	For	For
14	Renew Appointment of Johannes Dijsselhof as Censor	Mgmt	For	Against	Against
Voting Policy Rationale: Vote AGAINST this item is warranted because the company has failed to provide a convincing rationale on the proposed nomination.					
15	Renew Appointment of Deloitte & Associes as Auditor	Mgmt	For	For	For
16	Acknowledge End of Mandate of BEAS as Alternate Auditor and Decision Not to Replace and Renew	Mgmt	For	For	For
17	Ratify Change Location of Registered Office to Puteaux 92800, 1 Place des Degres, Tour Voltaire and Amend Article 4 of Bylaws Accordingly	Mgmt	For	For	For
18	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
19	Approve Compensation of Bernard Bourigeaud, Chairman of the Board	Mgmt	For	For	For
20	Approve Compensation of Gilles Grapinet, CEO (and Chairman of the Board Until Separation of Functions)	Mgmt	For	For	For
21	Approve Compensation of Marc-Henri Desportes, Vice-CEO	Mgmt	For	For	For
22	Approve Remuneration Policy of Chairman of the Board	Mgmt	For	For	For
23	Approve Remuneration Policy of CEO	Mgmt	For	For	For
24	Approve Remuneration Policy of Vice-CEO	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
25	Approve Remuneration Policy of Directors	Mgmt	For	For	For
26	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
27	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
28	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to 50 Percent of Issued Capital	Mgmt	For	For	For
29	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights with a Binding Priority Right up to 10 Percent of Issued Capital	Mgmt	For	For	For
30	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to 10 Percent of Issued Capital	Mgmt	For	For	For
31	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 28 to 30	Mgmt	For	For	For
32	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
33	Authorize Capitalization of Reserves of Up to EUR 500 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
34	Approve Issuance of Equity or Equity-Linked Securities Reserved for Specific Beneficiaries, up to Aggregate Nominal Amount of EUR 650,000	Mgmt	For	For	For
35	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
36	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
37	Authorize up to 2 Percent of Issued Capital for Use in Stock Option Plans	Mgmt	For	For	For
38	Authorize up to 0.7 Percent of Issued Capital for Use in Restricted Stock Plans With Performance Conditions Attached	Mgmt	For	For	For
39	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

General Motors Company

Meeting Date: 06/13/2022

Record Date: 04/19/2022

Primary Security ID: 37045V100

Country: USA

Meeting Type: Annual

Ticker: GM

Shares Voted: 311,979

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Mary T. Barra	Mgmt	For	For	For
1b	Elect Director Aneel Bhusri	Mgmt	For	For	For
1c	Elect Director Wesley G. Bush	Mgmt	For	For	For
1d	Elect Director Linda R. Gooden	Mgmt	For	For	For
1e	Elect Director Joseph Jimenez	Mgmt	For	For	For
1f	Elect Director Judith A. Miscik	Mgmt	For	For	For
1g	Elect Director Patricia F. Russo	Mgmt	For	For	For
1h	Elect Director Thomas M. Schoewe	Mgmt	For	For	For
1i	Elect Director Carol M. Stephenson	Mgmt	For	For	For
1j	Elect Director Mark A. Tatum	Mgmt	For	For	For
1k	Elect Director Devin N. Wenig	Mgmt	For	For	For
1l	Elect Director Margaret C. Whitman	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as the proposed 10 percent ownership threshold for shareholders to call a special meeting would enhance shareholders' ability to make use of the right, and the likelihood of abuse of the right is considered small given the company's size and the composition of its shareholder base.					
5	Require Independent Board Chair	SH	Against	Against	For
6	Report on the Use of Child Labor in Connection with Electric Vehicles	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to eliminate child labor from its supply chain would allow investors to better understand how the company is managing human rights-related risks in its supply chain.					

Mowi ASA

Meeting Date: 06/13/2022

Record Date: 06/10/2022

Primary Security ID: R4S04H101

Country: Norway

Meeting Type: Annual

Ticker: MOWI

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Chairman of Meeting; Designate Inspector(s) of Minutes of Meeting	Mgmt	For	For	
2	Approve Notice of Meeting and Agenda	Mgmt	For	For	
3	Receive Briefing on the Business	Mgmt			
4	Accept Financial Statements and Statutory Reports; Approve Allocation of Income	Mgmt	For	For	
5	Discuss Company's Corporate Governance Statement	Mgmt			
6	Approve Remuneration Policy And Other Terms of Employment For Executive Management	Mgmt	For	For	
7	Approve Equity Plan Financing	Mgmt	For	For	
8	Approve Remuneration Statement	Mgmt	For	Against	
9	Approve Remuneration of Directors	Mgmt	For	For	
10	Approve Remuneration of Nomination Committee	Mgmt	For	For	
11	Approve Remuneration of Auditors	Mgmt	For	For	
12a	Elect Kathrine Fredriksen as Director	Mgmt	For	For	
12b	Elect Renate Larsen as Director	Mgmt	For	For	
12c	Elect Peder Strand as Director	Mgmt	For	For	
12d	Elect Michal Chalackiewicz as Director	Mgmt	For	For	
13a	Elect Anne Lise Ellingsen Gryte as of Nominating Committee	Mgmt	For	For	
14	Authorize Board to Distribute Dividends	Mgmt	For	For	
15	Authorize Share Repurchase Program and Reissuance of Repurchased Shares	Mgmt	For	For	
16a	Approve Creation of NOK 387.8 Million Pool of Capital without Preemptive Rights	Mgmt	For	For	
16b	Authorize Issuance of Convertible Bonds without Preemptive Rights up to Aggregate Nominal Amount of NOK 3.2 Billion; Approve Creation of NOK 387.8 Million Pool of Capital to Guarantee Conversion Rights	Mgmt	For	For	
17.1	Approve Demerger of Mowi ASA	Mgmt	For	For	
17.2	Approve Demerger of Mowi Hjelpeselskap AS	Mgmt	For	For	
18	Approve Instructions for Nominating Committee	Mgmt	For	For	

Silence Therapeutics Plc

Meeting Date: 06/14/2022

Country: United Kingdom

Ticker: SLN

Record Date: 06/03/2022

Meeting Type: Annual

Primary Security ID: 82686Q101

Shares Voted: 31,815

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Elect Craig Tooman as Director	Mgmt	For	For	For
3	Re-elect Alistair Gray as Director	Mgmt	For	For	For
4	Re-elect Dave Lemus as Director	Mgmt	For	For	For
5	Re-elect Iain Ross as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Items 2 to 4 & 6 A vote FOR the election/re-election of Craig Tooman, Alistair Gray, Dave Lemus and James Ede-Golightly is warranted because no significant concerns have been identified. Item 5 A vote AGAINST the re-election of Iain Ross is warranted because: * Apart from his role as Non-executive Chair of the Company, he also serves in various roles at other publicly listed companies, which could compromise his ability to commit sufficient time to his role in the Company; and * He is the Board Chair who is considered to be ultimately responsible for the Company's corporate governance practices, and it is noted that the Remuneration Committee is not fully independent.</i>					
6	Re-elect James Ede-Golightly as Director	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * Long-term incentive awards granted to an Executive Director during the year is not conditional on the achievement of performance hurdles and feature a vesting period of less than three years.</i>					
8	Reappoint PricewaterhouseCoopers LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
9	Approve that Article 159 Shall Apply with Effect from the Conclusion of this Annual General Meeting to the Conclusion of the Next Annual General Meeting	Mgmt	For	For	For
10	Authorise Issue of Equity	Mgmt	For	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Item 10 A vote FOR this resolution is warranted because the proposed amount and duration are within recommended limits. Item 11 A vote AGAINST this resolution is warranted because: * The proposed amount exceeds the recommended limit of 10 percent of issued share capital.</i>					

Biogen Inc.

Meeting Date: 06/15/2022

Country: USA

Ticker: BIIB

Record Date: 04/21/2022

Meeting Type: Annual

Primary Security ID: 09062X103

Shares Voted: 13,517

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alexander J. Denner	Mgmt	For	For	For
1b	Elect Director Caroline D. Dorsa	Mgmt	For	For	For
1c	Elect Director Maria C. Freire	Mgmt	For	For	For
1d	Elect Director William A. Hawkins	Mgmt	For	For	For
1e	Elect Director William D. Jones	Mgmt	For	For	For
1f	Elect Director Jesus B. Mantas	Mgmt	For	For	For
1g	Elect Director Richard C. Mulligan	Mgmt	For	For	For
1h	Elect Director Stelios Papadopoulos	Mgmt	For	For	For
1i	Elect Director Eric K. Rowinsky	Mgmt	For	For	For
1j	Elect Director Stephen A. Sherwin	Mgmt	For	For	For
1k	Elect Director Michel Vounatsos	Mgmt	For	For	For
2	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Voting Policy Rationale: A vote AGAINST this proposal is warranted. While pay and performance were reasonably aligned for the year in review, the compensation committee did not demonstrate sufficient responsiveness to last year's low say-on-pay vote. Although the proxy describes meetings with shareholders, cites their feedback, and made positive changes to the 2022 pay program, the committee did not disclose a robust commitment not to repeat an action that investors found concerning. Separately, shareholders are advised to monitor goal disclosure, which needs improvement.

International Consolidated Airlines Group SA

Meeting Date: 06/15/2022Country: SpainTicker: IAG
Record Date: 06/10/2022Meeting Type: Annual
Primary Security ID: E67674106

Shares Voted: 118,196

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For	For
3	Approve Discharge of Board	Mgmt	For	For	For
4	Approve Allocation of Income	Mgmt	For	For	For
5	Approve Transfer of Legal Reserves to Voluntary Reserves	Mgmt	For	For	For
6a	Re-elect Javier Ferran as Director	Mgmt	For	For	For
6b	Re-elect Luis Gallego as Director	Mgmt	For	For	For

International Consolidated Airlines Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6c	Re-elect Giles Agutter as Director	Mgmt	For	For	For
6d	Re-elect Peggy Bruzelius as Director	Mgmt	For	For	For
6e	Re-elect Eva Castillo as Director	Mgmt	For	For	For
6f	Re-elect Margaret Ewing as Director	Mgmt	For	For	For
6g	Re-elect Maurice Lam as Director	Mgmt	For	For	For
6h	Re-elect Heather McSharry as Director	Mgmt	For	For	For
6i	Re-elect Robin Phillips as Director	Mgmt	For	For	For
6j	Re-elect Emilio Saracho as Director	Mgmt	For	For	For
6k	Re-elect Nicola Shaw as Director	Mgmt	For	For	For
6l	Fix Number of Directors at 11	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Amend Remuneration Policy	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is considered warranted: * The increase in the annual award opportunity represents a significant deviation from investor expectations that restricted share awards should be set at a minimum 50% discount from the previous LTIP.					
9	Authorise Market Purchase of Shares	Mgmt	For	For	For
10	Authorise Issue of Equity	Mgmt	For	For	For
11	Authorise Issue of Convertible Bonds, Debentures, Warrants, and Other Debt Securities	Mgmt	For	For	For
12	Authorise Issue of Convertible Bonds, Debentures, Warrants, and Other Debt Securities without Pre-emptive Rights	Mgmt	For	For	For
13	Authorise Company to Call EGM with 15 Days' Notice	Mgmt	For	For	For
14	Authorise Ratification of Approved Resolutions	Mgmt	For	For	For

Veolia Environnement SA

Meeting Date: 06/15/2022

Record Date: 06/13/2022

Primary Security ID: F9686M107

Country: France

Meeting Type: Annual/Special

Ticker: VIE

Shares Voted: 29,165					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Non-Deductible Expenses	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Approve Allocation of Income and Dividends of EUR 1 per Share	Mgmt	For	For	For
5	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
6	Reelect Antoine Frerot as Director	Mgmt	For	For	For
7	Elect Estelle Brachlianoff as Director	Mgmt	For	For	For
8	Elect Agata Mazurek-Bak as Director	Mgmt	For	For	For
9	Approve Compensation of Antoine Frerot, Chairman and CEO	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman and CEO From 1 January 2022 to 30 June 2022	Mgmt	For	For	For
12	Approve Remuneration Policy of Chairman and CEO From 1 January 2022 to 30 June 2022 (Stock Bonus)	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this exceptional remuneration policy is warranted as it seems that the Suez acquisition achievement is rewarded twice, by the exceptional grant of 30,000 shares and the decision to maintain full potential vesting of the 2020 and 2021 plans without prorata temporis despite Antoine Frerot not being an executive anymore after July, 1st.</i></p>					
13	Approve Remuneration Policy of Chairman of the Board From 1 July to 31 December 2022	Mgmt	For	For	For
14	Approve Remuneration Policy of CEO From 1 July to 31 December 2022	Mgmt	For	For	For
15	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For
16	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
17	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 1,049,587,899	Mgmt	For	For	For
18	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 349,862,633	Mgmt	For	For	For
19	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 349,862,633	Mgmt	For	For	For
20	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
21	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 17 and 18	Mgmt	For	For	For

Veolia Environnement SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
22	Authorize Capitalization of Reserves of Up to EUR 400 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
23	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
24	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and Corporate Officers of International Subsidiaries	Mgmt	For	For	For
25	Authorize up to 0.35 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
26	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
27	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Whitbread Plc

Meeting Date: 06/15/2022	Country: United Kingdom	Ticker: WTB
Record Date: 06/13/2022	Meeting Type: Annual	
Primary Security ID: G9606P197		

Shares Voted: 522,634

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * Substantial bonuses to the Executives were paid, despite the Company having received significant assistance from the UK and German governments relating to the pandemic. There has been no indication that these sums will be repaid. Mitigating considerations are acknowledged: specifically, it is noted that the effect of government aid was removed when calculating bonuses, and that bonuses were decreased by 25% in reflection of assistance received. It is also noted that the delayed bonuses for 2020/21 were voluntarily forgone. However, the concern with bonus payment against the background of significant government assistance remains. In this context, support for the remuneration report cannot be recommended.</i>					
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Hemant Patel as Director	Mgmt	For	For	For
6	Re-elect David Atkins as Director	Mgmt	For	For	For
7	Re-elect Kal Atwal as Director	Mgmt	For	For	For
8	Re-elect Horst Baier as Director	Mgmt	For	For	For
9	Re-elect Alison Brittain as Director	Mgmt	For	For	For
10	Re-elect Fumbi Chima as Director	Mgmt	For	For	For
11	Re-elect Adam Crozier as Director	Mgmt	For	For	For
12	Re-elect Frank Fiskers as Director	Mgmt	For	For	For

Whitbread Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Re-elect Richard Gillingwater as Director	Mgmt	For	For	For
14	Re-elect Chris Kennedy as Director	Mgmt	For	For	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
16	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Delta Air Lines, Inc.

Meeting Date: 06/16/2022

Country: USA

Ticker: DAL

Record Date: 04/29/2022

Meeting Type: Annual

Primary Security ID: 247361702

Shares Voted: 126,971

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Edward H. Bastian	Mgmt	For	For	For
1b	Elect Director Francis S. Blake	Mgmt	For	For	For
1c	Elect Director Ashton B. Carter	Mgmt	For	For	For
1d	Elect Director Greg Creed	Mgmt	For	For	For
1e	Elect Director David G. DeWalt	Mgmt	For	For	For
1f	Elect Director William H. Easter, III	Mgmt	For	For	For
1g	Elect Director Leslie D. Hale	Mgmt	For	For	For
1h	Elect Director Christopher A. Hazleton	Mgmt	For	For	For
1i	Elect Director Michael P. Huerta	Mgmt	For	For	For
1j	Elect Director Jeanne P. Jackson	Mgmt	For	For	For
1k	Elect Director George N. Mattson	Mgmt	For	For	For
1l	Elect Director Sergio A. L. Rial	Mgmt	For	For	For
1m	Elect Director David S. Taylor	Mgmt	For	For	For

Delta Air Lines, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1n	Elect Director Kathy N. Waller	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Report on Lobbying Payments and Policy	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure of the company's state level lobbying, indirect lobbying-related expenditures and board oversight mechanisms would help shareholders better assess the risks and benefits associated with the company's participation in the public policy process.					

Iberdrola SA

Meeting Date: 06/16/2022Country: SpainTicker: IBE

Record Date: 06/10/2022Meeting Type: Annual

Primary Security ID: E6165F166

Shares Voted: 466,008					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Consolidated and Standalone Management Reports	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Discharge of Board	Mgmt	For	For	For
5	Renew Appointment of KPMG Auditores as Auditor	Mgmt	For	For	For
6	Amend Preamble and Article 7 Re: Company's Purpose, Values and Social Dividend	Mgmt	For	For	For
7	Amend Article 16 Re: Engagement Dividend	Mgmt	For	For	For
8	Amend Article 11 of General Meeting Regulations Re: Engagement Dividend	Mgmt	For	For	For
9	Approve Engagement Dividend	Mgmt	For	For	For
10	Approve Allocation of Income and Dividends	Mgmt	For	For	For
11	Approve Scrip Dividends	Mgmt	For	For	For
12	Approve Scrip Dividends	Mgmt	For	For	For
13	Approve Reduction in Share Capital via Amortization of Treasury Shares	Mgmt	For	For	For
14	Advisory Vote on Remuneration Report	Mgmt	For	For	For
15	Reelect Anthony L. Gardner as Director	Mgmt	For	For	For
16	Ratify Appointment of and Elect Maria Angeles Alcala Diaz as Director	Mgmt	For	For	For

Iberdrola SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Ratify Appointment of and Elect Isabel Garcia Tejerina as Director	Mgmt	For	For	For
18	Fix Number of Directors at 14	Mgmt	For	For	For
19	Authorize Share Repurchase Program	Mgmt	For	For	For
20	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Informa Plc

Meeting Date: 06/16/2022Country: United KingdomTicker: INF

Record Date: 06/14/2022Meeting Type: Annual

Primary Security ID: G4770L106

Shares Voted: 2,830,637					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Elect Louise Smalley as Director	Mgmt	For	For	For
2	Elect Joanne Wilson as Director	Mgmt	For	For	For
3	Elect Zheng Yin as Director	Mgmt	For	For	For
4	Re-elect John Rishton as Director	Mgmt	For	For	For
5	Re-elect Stephen Carter as Director	Mgmt	For	For	For
6	Re-elect Gareth Wright as Director	Mgmt	For	For	For
7	Re-elect Patrick Martell as Director	Mgmt	For	For	For
8	Re-elect Mary McDowell as Director	Mgmt	For	For	For
9	Re-elect Helen Owers as Director	Mgmt	For	For	For
10	Re-elect Gill Whitehead as Director	Mgmt	For	For	For
11	Re-elect Stephen Davidson as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Items 1-7,10 A vote FOR these Directors is warranted as no significant concerns have been identified. Items 8 and 9 A vote FOR these Directors is warranted, but is not without concern for shareholders: * Mary McDowell and Helen Owers served as Remuneration Committee members during the year under review, where ongoing remuneration concerns are raised. The main reason for support is: * There are no other concerns identified in relation to their re-election. Item 11 A vote AGAINST this Director is considered warranted because: * Stephen Davidson was the Remuneration Committee Chair duing FY2021. Though he has stepped down as Committee chair due to significant shareholder dissent, he remains a member of the Committee after the AGM. Recurring concerns have been identified around the Company's approach to executive pay: besides the implementation of the Equity Revitalisation Plan, material concerns are raised in relation to the in-flight LTIP awards and the STIP during the year under review.</i>					
12	Re-elect David Flaschen as Director	Mgmt	For	For	For
13	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
14	Approve Remuneration Report	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST this item is warranted: * The STIP outcomes have been dependent on largely qualitative measures, making payouts difficult to justify; and * As with the previous year, the performance measures of the in-flight LTIP awards were amended. In so doing, the nil payout under the EPS measure was salvaged by the new cash flow and cash conversion metrics which paid out at maximum.</i>					

Informa Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Approve Remuneration Policy	Mgmt	For	For	For
20	Approve Updated Informa Long-Term Incentive Plan	Mgmt	For	For	For
21	Approve Updated Informa Deferred Share Bonus Plan	Mgmt	For	For	For
22	Approve Update to Historical LTIP Rules	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
25	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
26	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Ingersoll Rand Inc.

Meeting Date: 06/16/2022Country: USATicker: IR

Record Date: 04/20/2022Meeting Type: Annual

Primary Security ID: 45687V106

Shares Voted: 76,816

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Kirk E. Arnold	Mgmt	For	For	For
1b	Elect Director Elizabeth Centoni	Mgmt	For	For	For
1c	Elect Director William P. Donnelly	Mgmt	For	For	For
1d	Elect Director Gary D. Forsee	Mgmt	For	For	For
1e	Elect Director John Humphrey	Mgmt	For	For	For
1f	Elect Director Marc E. Jones	Mgmt	For	For	For
1g	Elect Director Vicente Reynal	Mgmt	For	For	For
1h	Elect Director Tony L. White	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For

Lianhua Supermarket Holdings Co., Ltd.

Meeting Date: 06/16/2022

Record Date: 05/13/2022

Primary Security ID: Y5279F102

Country: China

Meeting Type: Annual

Ticker: 980

Shares Voted: 10,761,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Report of the Board of Directors	Mgmt	For	For	For
2	Approve Report of the Supervisory Committee	Mgmt	For	For	For
3	Approve Consolidated Audited Financial Statements and Report of the International Auditors	Mgmt	For	For	For
4	Approve Profit Distribution Proposal	Mgmt	For	For	For
5	Approve Shanghai Certified Public Accountants as PRC Auditors and Deloitte Touche Tohmatsu as International Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
6	Elect Xu Pan-hua as Director	Mgmt	For	For	For

Xtrackers (IE) plc. Xtrackers MSCI USA ESG Screened UCITS ETF Fund

Meeting Date: 06/16/2022

Record Date: 06/14/2022

Primary Security ID: G982AA751

Country: Ireland

Meeting Type: Annual

Ticker: XRSM

Shares Voted: 220,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
2	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For

Zoom Video Communications, Inc.

Meeting Date: 06/16/2022

Record Date: 04/18/2022

Primary Security ID: 98980L101

Country: USA

Meeting Type: Annual

Ticker: ZM

Shares Voted: 67,170

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Carl M. Eschenbach	Mgmt	For	Withhold	Withhold

Zoom Video Communications, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Carl Eschenbach for serving as a director on more than five public company boards. WITHHOLD votes are warranted for director nominees Carl Eschenbach, Janet Napolitano, and Santiago Subotovsky given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights, as well as for failure to remove the problematic capital structure or subject it to a less onerous sunset requirement. A vote FOR director nominee William (Bill) McDermott is warranted.</i>					
1.2	Elect Director William R. McDermott	Mgmt	For	For	For
1.3	Elect Director Janet Napolitano	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Carl Eschenbach for serving as a director on more than five public company boards. WITHHOLD votes are warranted for director nominees Carl Eschenbach, Janet Napolitano, and Santiago Subotovsky given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights, as well as for failure to remove the problematic capital structure or subject it to a less onerous sunset requirement. A vote FOR director nominee William (Bill) McDermott is warranted.</i>					
1.4	Elect Director Santiago Subotovsky	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: WITHHOLD votes are warranted for Carl Eschenbach for serving as a director on more than five public company boards. WITHHOLD votes are warranted for director nominees Carl Eschenbach, Janet Napolitano, and Santiago Subotovsky given the board's failure to remove, or subject to a sunset requirement, the supermajority vote requirement to enact certain changes to the governing documents and the classified board, each of which adversely impacts shareholder rights, as well as for failure to remove the problematic capital structure or subject it to a less onerous sunset requirement. A vote FOR director nominee William (Bill) McDermott is warranted.</i>					
2	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Aon plc

Meeting Date: 06/17/2022	Country: Ireland	Ticker: AON
Record Date: 04/14/2022	Meeting Type: Annual	
Primary Security ID: G0403H108		

Shares Voted: 13,426

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lester B. Knight	Mgmt	For	For	For
1.2	Elect Director Gregory C. Case	Mgmt	For	For	For
1.3	Elect Director Jin-Yong Cai	Mgmt	For	For	For
1.4	Elect Director Jeffrey C. Campbell	Mgmt	For	For	For
1.5	Elect Director Fulvio Conti	Mgmt	For	For	For
1.6	Elect Director Cheryl A. Francis	Mgmt	For	For	For
1.7	Elect Director J. Michael Losh	Mgmt	For	For	For
1.8	Elect Director Richard C. Notebaert	Mgmt	For	For	For
1.9	Elect Director Gloria Santona	Mgmt	For	For	For
1.10	Elect Director Byron O. Spruell	Mgmt	For	For	For
1.11	Elect Director Carolyn Y. Woo	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Ratify Ernst & Young Chartered Accountants as Statutory Auditor	Mgmt	For	For	For
5	Authorize Board to Fix Remuneration of Auditors	Mgmt	For	For	For

Meeting Date: 06/17/2022	Country: United Kingdom	Ticker: TSCO
Record Date: 06/15/2022	Meeting Type: Annual	
Primary Security ID: G8T67X102		

Shares Voted: 9,747,160

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect John Allan as Director	Mgmt	For	For	For
6	Re-elect Melissa Bethell as Director	Mgmt	For	For	For
7	Re-elect Bertrand Bodson as Director	Mgmt	For	For	For
8	Re-elect Thierry Garnier as Director	Mgmt	For	For	For
9	Re-elect Stewart Gilliland as Director	Mgmt	For	For	For
10	Re-elect Byron Grote as Director	Mgmt	For	For	For
11	Re-elect Ken Murphy as Director	Mgmt	For	For	For
12	Re-elect Imran Nawaz as Director	Mgmt	For	For	For
13	Re-elect Alison Platt as Director	Mgmt	For	For	For
14	Re-elect Lindsey Pownall as Director	Mgmt	For	For	For
15	Re-elect Karen Whitworth as Director	Mgmt	For	For	For
16	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Tesco Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Shares	Mgmt	For	For	For
23	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Activision Blizzard, Inc.

Meeting Date: 06/21/2022

Record Date: 04/22/2022

Primary Security ID: 00507V109

Country: USA

Meeting Type: Annual

Ticker: ATVI

Shares Voted: 111,382

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Reveta Bowers	Mgmt	For	For	For
1b	Elect Director Kerry Carr	Mgmt	For	For	For
1c	Elect Director Robert Corti	Mgmt	For	For	For
1d	Elect Director Brian Kelly	Mgmt	For	For	For
1e	Elect Director Robert Kotick	Mgmt	For	For	For
1f	Elect Director Lulu Meservey	Mgmt	For	For	For
1g	Elect Director Barry Meyer	Mgmt	For	For	For
1h	Elect Director Robert Morgado	Mgmt	For	For	For
1i	Elect Director Peter Nolan	Mgmt	For	For	For
1j	Elect Director Dawn Ostroff	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Adopt a Policy to Include Non-Management Employees as Prospective Director Candidates	SH	Against	Against	Against
5	Report on Efforts Prevent Abuse, Harassment, and Discrimination	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure due to the ongoing scrutiny over the company's sexual harassment and discrimination issues involving protected classes of employees. Increased transparency would help shareholders to fully assess how the company is managing associated risks.

Bausch Health Companies Inc.

Meeting Date: 06/21/2022

Record Date: 04/28/2022

Primary Security ID: 071734107

Country: Canada

Meeting Type: Annual

Ticker: BHC

Bausch Health Companies Inc.

Shares Voted: 320,460

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas J. Appio	Mgmt	For	For	For
1b	Elect Director Richard U. De Schutter	Mgmt	For	For	For
1c	Elect Director Brett Icahn	Mgmt	For	For	For
1d	Elect Director Argeris (Jerry) N. Karabelas	Mgmt	For	For	For
1e	Elect Director Sarah B. Kavanagh	Mgmt	For	For	For
1f	Elect Director Steven D. Miller	Mgmt	For	For	For
1g	Elect Director Richard C. Mulligan	Mgmt	For	For	For
1h	Elect Director Joseph C. Papa	Mgmt	For	For	For
1i	Elect Director Robert N. Power	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: WITHHOLD votes are warranted for Nominating Committee chair Robert Power for failure to establish racial or ethnic diversity on the board. A vote FOR the remaining director nominees is warranted.					
1j	Elect Director Russel C. Robertson	Mgmt	For	For	For
1k	Elect Director Thomas W. Ross, Sr.	Mgmt	For	For	For
1l	Elect Director Amy B. Wechsler	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. While the CEO's annual cycle long-term incentives are majority performance-conditioned, he received a sizable transaction-based equity award in FY21. Further, equity awards to other NEOs were majority time-based and several NEOs received additional time-based promotion grants as well as discretionary RSU awards. Investors generally prefer for a majority of equity awards to NEOs to require the achievement of performance criteria in order to vest.					
3	Amend Omnibus Incentive Plan	Mgmt	For	For	For
4	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For

Mastercard Incorporated

Meeting Date: 06/21/2022Country: USATicker: MA

Record Date: 04/22/2022Meeting Type: Annual

Primary Security ID: 57636Q104

Shares Voted: 43,817

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Merit E. Janow	Mgmt	For	For	For
1b	Elect Director Candido Bracher	Mgmt	For	For	For
1c	Elect Director Richard K. Davis	Mgmt	For	For	For
1d	Elect Director Julius Genachowski	Mgmt	For	For	For

Mastercard Incorporated

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1e	Elect Director Choon Phong Goh	Mgmt	For	For	For
1f	Elect Director Oki Matsumoto	Mgmt	For	For	For
1g	Elect Director Michael Miebach	Mgmt	For	For	For
1h	Elect Director Youngme Moon	Mgmt	For	For	For
1i	Elect Director Rima Qureshi	Mgmt	For	For	For
1j	Elect Director Gabrielle Sulzberger	Mgmt	For	For	For
1k	Elect Director Jackson Tai	Mgmt	For	For	For
1l	Elect Director Harit Talwar	Mgmt	For	For	For
1m	Elect Director Lance Uggla	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Provide Right to Call a Special Meeting at a 15 Percent Ownership Threshold	Mgmt	For	For	For
5	Provide Right to Call a Special Meeting at a 10 Percent Ownership Threshold	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. This shareholder proposal includes a 10 percent ownership threshold which shareholders may view as a more reasonable threshold than the 15 percent threshold proposed by management. This proposal would also represent an enhancement to shareholder rights, as shareholders do not currently have the right to call special meetings.					
6	Report on Political Contributions	SH	Against	Against	Against
7	Report on Charitable Contributions	SH	Against	Against	Against
8	Report on Risks Associated with Sale and Purchase of Ghost Guns	SH	Against	Against	Against

MetLife, Inc.

Meeting Date: 06/21/2022	Country: USA	Ticker: MET
Record Date: 04/22/2022	Meeting Type: Annual	
Primary Security ID: 59156R108		

Shares Voted: 108,832

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Cheryl W. Grise	Mgmt	For	For	For
1b	Elect Director Carlos M. Gutierrez	Mgmt	For	For	For
1c	Elect Director Carla A. Harris	Mgmt	For	For	For
1d	Elect Director Gerald L. Hassell	Mgmt	For	For	For
1e	Elect Director David L. Herzog	Mgmt	For	For	For
1f	Elect Director R. Glenn Hubbard	Mgmt	For	For	For
1g	Elect Director Edward J. Kelly, III	Mgmt	For	For	For

MetLife, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1h	Elect Director William E. Kennard	Mgmt	For	For	For
1i	Elect Director Michel A. Khalaf	Mgmt	For	For	For
1j	Elect Director Catherine R. Kinney	Mgmt	For	For	For
1k	Elect Director Diana L. McKenzie	Mgmt	For	For	For
1l	Elect Director Denise M. Morrison	Mgmt	For	For	For
1m	Elect Director Mark A. Weinberger	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Amadeus IT Group SA

Meeting Date: 06/22/2022Country: SpainTicker: AMS

Record Date: 06/17/2022Meeting Type: Annual

Primary Security ID: E04648114

Shares Voted: 40,609

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Consolidated and Standalone Financial Statements	Mgmt	For	For	For
2	Approve Non-Financial Information Statement	Mgmt	For	For	For
3	Advisory Vote on Remuneration Report	Mgmt	For	For	For
4	Approve Treatment of Net Loss	Mgmt	For	For	For
5	Approve Discharge of Board	Mgmt	For	For	For
6	Renew Appointment of Ernst & Young as Auditor	Mgmt	For	For	For
7	Fix Number of Directors at 11	Mgmt	For	For	For
8.1	Ratify Appointment of and Elect Eriikka Soderstrom as Director	Mgmt	For	For	For
8.2	Elect David Vegara Figueras as Director	Mgmt	For	For	For
8.3	Reelect William Connelly as Director	Mgmt	For	For	For
8.4	Reelect Luis Maroto Camino as Director	Mgmt	For	For	For
8.5	Reelect Pilar Garcia Ceballos-Zuniga as Director	Mgmt	For	For	For
8.6	Reelect Stephan Gemkow as Director	Mgmt	For	For	For
8.7	Reelect Peter Kuerpick as Director	Mgmt	For	For	For
8.8	Reelect Francesco Loredan as Director	Mgmt	For	For	For

Amadeus IT Group SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Approve Remuneration of Directors	Mgmt	For	For	For
10	Authorize Share Repurchase Program	Mgmt	For	For	For
11	Authorize Issuance of Convertible Bonds, Debentures, Warrants, and Other Debt Securities without Preemptive Rights up to EUR 5 Billion	Mgmt	For	For	For
12	Authorize Increase in Capital up to 50 Percent via Issuance of Equity or Equity-Linked Securities, Excluding Preemptive Rights of up to 10 Percent	Mgmt	For	For	For
13	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For

Daimler Truck Holding AG

Meeting Date: 06/22/2022

Country: Germany

Ticker: DTG

Record Date:

Meeting Type: Annual

Primary Security ID: D1T3RZ100

Shares Voted: 33,842

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Allocation of Income and Omission of Dividends	Mgmt	For	For	For
3	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For
5.1	Ratify KPMG AG as Auditors for Fiscal Year 2022	Mgmt	For	For	For
5.2	Ratify KPMG AG as Auditors for a Review of Interim Financial Statements for Fiscal Year 2023 until the Next AGM	Mgmt	For	For	For
6.1	Elect Michael Brosnan to the Supervisory Board	Mgmt	For	For	For
6.2	Elect Jacques Esculier to the Supervisory Board	Mgmt	For	For	For
6.3	Elect Akihiro Eto to the Supervisory Board	Mgmt	For	For	For
6.4	Elect Laura Ipsen to the Supervisory Board	Mgmt	For	For	For
6.5	Elect Renata Bruengger to the Supervisory Board	Mgmt	For	For	For
6.6	Elect Joe Kaeser to the Supervisory Board	Mgmt	For	For	For

Daimler Truck Holding AG

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.7	Elect John Krafcik to the Supervisory Board	Mgmt	For	For	For
6.8	Elect Martin Richenhagen to the Supervisory Board	Mgmt	For	For	For
6.9	Elect Marie Wieck to the Supervisory Board	Mgmt	For	For	For
6.10	Elect Harald Wilhelm to the Supervisory Board	Mgmt	For	For	For
7	Approve Remuneration of Supervisory Board	Mgmt	For	For	For
8	Approve Remuneration Policy	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	For	For

John Wood Group Plc

Meeting Date: 06/22/2022Country: United KingdomTicker: WG

Record Date: 06/20/2022Meeting Type: Annual

Primary Security ID: G9745T118

Shares Voted: 2,808,663

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Roy Franklin as Director	Mgmt	For	For	For
4	Re-elect Birgitte Brinch Madsen as Director	Mgmt	For	For	For
5	Re-elect Jacqui Ferguson as Director	Mgmt	For	For	For
6	Re-elect Adrian Marsh as Director	Mgmt	For	For	For
7	Re-elect Nigel Mills as Director	Mgmt	For	For	For
8	Re-elect Brenda Reichelderfer as Director	Mgmt	For	For	For
9	Re-elect Susan Steele as Director	Mgmt	For	For	For
10	Re-elect Robin Watson as Director	Mgmt	For	For	For
11	Re-elect David Kemp as Director	Mgmt	For	For	For
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

John Wood Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Kingfisher Plc

Meeting Date: 06/22/2022

Record Date: 06/20/2022

Primary Security ID: G5256E441

Country: United Kingdom

Meeting Type: Annual

Ticker: KGF

Shares Voted: 4,077,071

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Performance Share Plan	Mgmt	For	For	For
5	Approve Final Dividend	Mgmt	For	For	For
6	Elect Bill Lennie as Director	Mgmt	For	For	For
7	Re-elect Claudia Arney as Director	Mgmt	For	For	For
8	Re-elect Bernard Bot as Director	Mgmt	For	For	For
9	Re-elect Catherine Bradley as Director	Mgmt	For	For	For
10	Re-elect Jeff Carr as Director	Mgmt	For	For	For
11	Re-elect Andrew Cosslett as Director	Mgmt	For	For	For
12	Re-elect Thierry Garnier as Director	Mgmt	For	For	For
13	Re-elect Sophie Gasperment as Director	Mgmt	For	For	For
14	Re-elect Rakhi Goss-Custard as Director	Mgmt	For	For	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Kingfisher Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

LXI REIT PLC

Meeting Date: 06/22/2022Country: United KingdomTicker: LXI

Record Date: 06/20/2022Meeting Type: Special

Primary Security ID: G57009105

Shares Voted: 1,535,536

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Merger of LXI REIT plc and Secure Income REIT plc	Mgmt	For	For	For

Unibail-Rodamco-Westfield NV

Meeting Date: 06/22/2022Country: NetherlandsTicker: N/A

Record Date: 05/25/2022Meeting Type: Annual

Primary Security ID: N96244103

Shares Voted: 5,743

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
i	Discuss Annual Report	Mgmt			
1	Approve Remuneration Report	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
ii	Receive Explanation on Dividend Policy	Mgmt			
4	Approve Discharge of Management Board	Mgmt	For	For	For
5	Approve Discharge of Supervisory Board	Mgmt	For	For	For
6	Reelect Gerard Sieben to Management Board	Mgmt	For	For	For
7	Reelect Jean-Louis Laurens to Supervisory Board	Mgmt	For	For	For

Unibail-Rodamco-Westfield NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Reelect Aline Taireh to Supervisory Board	Mgmt	For	Against	Against
Voting Policy Rationale: A vote FOR the election of Jean-Louis Laurens is warranted because: * The nominee is elected for a period not exceeding four years; * The candidate appears to possess the necessary qualifications for board membership; and * There is no known controversy concerning the candidate A vote AGAINST the non-independent nominees (Aline Taireh) is warranted as the future board composition lacks sufficient independent among its members.					
9	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
10	Authorize Repurchase of Shares	Mgmt	For	For	For
11	Approve Cancellation of Shares	Mgmt	For	For	For

Workday, Inc.

Meeting Date: 06/22/2022Country: USATicker: WDAY

Record Date: 04/25/2022Meeting Type: Annual

Primary Security ID: 98138H101

Shares Voted: 22,990

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Lynne M. Doughtie	Mgmt	For	For	For
1.2	Elect Director Carl M. Eschenbach	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: A vote WITHHOLD is warranted for Carl Eschenbach for serving as a director on more than five public company boards. A vote FOR the remaining director nominees is warranted.					
1.3	Elect Director Michael M. McNamara	Mgmt	For	For	For
1.4	Elect Director Jerry Yang	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this proposal is warranted. The executive pay program lacks a strong connection to objective performance criteria. Annual bonuses were guided by performance assessments, but ultimately determined by committee discretion. Further, equity awards were entirely time-based. These concerns underscore a pay-for-performance misalignment.					
4	Approve Omnibus Stock Plan	Mgmt	For	Against	Against
Voting Policy Rationale: Based on evaluation of the estimated cost, plan features, and grant practices using the Equity Plan Scorecard (EPSC), a vote AGAINST this proposal is warranted due to the following key factors: * The equity program is estimated to be excessively dilutive (overriding factor); * The plan cost is excessive; * The estimated duration of available and proposed shares exceeds six years; * The disclosure of change-in-control ("CIC") vesting treatment is incomplete (or is otherwise considered discretionary); * The plan permits liberal recycling of shares; and * The plan allows broad discretion to accelerate vesting.					
5	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For

Card Factory Plc

Meeting Date: 06/23/2022Country: United KingdomTicker: CARD

Record Date: 06/21/2022Meeting Type: Annual

Primary Security ID: G1895H101

Shares Voted: 3,175,603

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Re-elect Paul Moody as Director	Mgmt	For	For	For
3	Re-elect Darcy Willson-Rymer as Director	Mgmt	For	For	For
4	Re-elect Kristian Lee as Director	Mgmt	For	For	For
5	Re-elect Octavia Morley as Director	Mgmt	For	For	For
6	Re-elect Roger Whiteside as Director	Mgmt	For	For	For
7	Re-elect Nathan Lane as Director	Mgmt	For	For	For
8	Elect Robert McWilliam as Director	Mgmt	For	For	For
9	Approve Remuneration Report	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is considered warranted due to the following concerns: * Concerns are raised due to the payment of the FY2022 bonus, despite government support taken and not repaid during the year. * Concerns are raised regarding the appropriateness of the strategic metrics used in the FY2022 bonus.					
10	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

QIAGEN NV

Meeting Date: 06/23/2022Country: NetherlandsTicker: QGEN

Record Date: 05/26/2022Meeting Type: Annual

Primary Security ID: N72482123

Shares Voted: 35,530

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

QIAGEN NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Adopt Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Discharge of Management Board	Mgmt	For	For	For
4	Approve Discharge of Supervisory Board	Mgmt	For	For	For
5a	Elect Metin Colpan to Supervisory Board	Mgmt	For	For	For
5b	Elect Thomas Ebeling to Supervisory Board	Mgmt	For	For	For
5c	Elect Toralf Haag to Supervisory Board	Mgmt	For	For	For
5d	Elect Ross L. Levine to Supervisory Board	Mgmt	For	For	For
5e	Elect Elaine Mardis to Supervisory Board	Mgmt	For	For	For
5f	Elect Eva Pisa to Supervisory Board	Mgmt	For	For	For
5g	Elect Lawrence A. Rosen to Supervisory Board	Mgmt	For	For	For
5h	Elect Elizabeth E. Tallett to Supervisory Board	Mgmt	For	For	For
6a	Reelect Thierry Bernard to Management Board	Mgmt	For	For	For
6b	Reelect Roland Sackers to Management Board	Mgmt	For	For	For
7	Ratify KPMG Accountants N.V. as Auditors	Mgmt	For	For	For
8a	Grant Supervisory Board Authority to Issue Shares	Mgmt	For	For	For
8b	Authorize Supervisory Board to Exclude Preemptive Rights from Share Issuances	Mgmt	For	For	For
9	Authorize Repurchase of Shares	Mgmt	For	For	For
10	Approve Discretionary Rights for the Managing Board to Implement Capital Repayment by Means of Synthetic Share Repurchase	Mgmt	For	For	For
11	Approve Cancellation of Shares	Mgmt	For	For	For

Teva Pharmaceutical Industries Limited

Meeting Date: 06/23/2022

Country: Israel

Ticker: TEVA

Record Date: 05/16/2022

Meeting Type: Annual

Primary Security ID: M8769Q102

Teva Pharmaceutical Industries Limited

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Meeting for ADR Holders	Mgmt			
1a	Elect Director Amir Elstein	Mgmt	For	For	
1b	Elect Director Roberto A. Mignone	Mgmt	For	For	
1c	Elect Director Perry D. Nisen	Mgmt	For	For	
1d	Elect Director Tal Zaks	Mgmt	For	For	
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	
3	Approve Compensation Policy for the Directors and Officers of the Company	Mgmt	For	For	
3a	Vote FOR if you are a controlling shareholder or have a personal interest in Item 3, as indicated in the proxy card; otherwise, vote AGAINST. You may not abstain. If you vote FOR, please provide an explanation to your account manager	Mgmt	None	Refer	
4	Amend Articles Re: Eliminate Requirement for a Minimum Number of In-Person Meetings	Mgmt	For	For	
5	Ratify Kesselman & Kesselman as Auditors	Mgmt	For	For	

The Kroger Co.

Meeting Date: 06/23/2022Country: USATicker: KR

Record Date: 04/25/2022Meeting Type: Annual

Primary Security ID: 501044101

Shares Voted: 69,697

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Nora A. Aufreiter	Mgmt	For	For	For
1.2	Elect Director Kevin M. Brown	Mgmt	For	For	For
1.3	Elect Director Elaine L. Chao	Mgmt	For	For	For
1.4	Elect Director Anne Gates	Mgmt	For	For	For
1.5	Elect Director Karen M. Hoguet	Mgmt	For	For	For
1.6	Elect Director W. Rodney McMullen	Mgmt	For	For	For
1.7	Elect Director Clyde R. Moore	Mgmt	For	For	For
1.8	Elect Director Ronald L. Sargent	Mgmt	For	For	For
1.9	Elect Director J. Amanda Sourry Knox (Amanda Sourry)	Mgmt	For	For	For

The Kroger Co.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Mark S. Sutton	Mgmt	For	For	For
1.11	Elect Director Ashok Vemuri	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLC as Auditor	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Report on Efforts to Reduce Plastic Use	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as additional disclosure on metrics and targets related to the use of plastic packaging would allow shareholders to better assess the company's management of associated financial, environmental, and reputational risks.</i>					
6	Report on Human Rights and Protection of Farmworkers	SH	Against	Against	Against
7	Report on Efforts to Eliminate HFCs in Refrigeration and Reduce GHG Emissions	SH	Against	For	For
<i>Voting Policy Rationale: A vote FOR this proposal is warranted, as investors would benefit from greater disclosure around the management of HFC emissions, especially in light of regulatory and competitive pressure.</i>					
8	Report on Risks to Business Due to Increased Labor Market Pressure	SH	Against	Against	Against

ams-OSRAM AG

Meeting Date: 06/24/2022 **Country:** Austria **Ticker:** AMS
Record Date: 06/14/2022 **Meeting Type:** Annual
Primary Security ID: A0400Q115

Shares Voted: 39,269

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Receive Financial Statements and Statutory Reports for Fiscal Year 2021 (Non-Voting)	Mgmt			
2	Approve Discharge of Management Board for Fiscal Year 2021	Mgmt	For	For	For
3	Approve Discharge of Supervisory Board for Fiscal Year 2021	Mgmt	For	For	For
4	Ratify KPMG Austria GmbH as Auditors for Fiscal Year 2022	Mgmt	For	For	For
5	Approve Remuneration Report	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST the remuneration report is warranted because: * The management board members received significant base salary increases in the year under review without a compelling rationale provided. * The maximum potential payouts under the LTI can be considered excessive relative to market practice, particularly in light of the base salary quantum. * No meaningful information is provided regarding the average remuneration of employees of the company in a manner which permits comparison with directors' remuneration. It is noted, however, that the company has responded to significant levels of shareholder dissent to the remuneration report at the 2021 AGM, and it has increased its level of disclosure, thereby bringing its remuneration report more in line with market practice. Further, while certain legacy LTI awards may still vest in less than three years and are not subject to performance criteria, this will be changed for future LTIPs.*

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.1	Elect Yen Yen Tan as Supervisory Board Member	Mgmt	For	For	For
6.2	Elect Brian Krzanich as Supervisory Board Member	Mgmt	For	For	For
6.3	Elect Monika Henzinger as Supervisory Board Member	Mgmt	For	For	For
6.4	Elect Kin Wah Loh as Supervisory Board Member	Mgmt	For	For	For
6.5	Elect Wolfgang Leitner as Supervisory Board Member	Mgmt	For	For	For
6.6	Elect Andreas Gerstenmayr as Supervisory Board Member	Mgmt	For	For	For
7.1	New/Amended Proposals from Shareholders	Mgmt	None	Against	Against
7.2	New/Amended Proposals from Management and Supervisory Board	Mgmt	None	Against	Against

Life Science REIT PLC

Meeting Date: 06/24/2022

Record Date: 06/22/2022

Primary Security ID: G72540100

Country: United Kingdom

Meeting Type: Annual

Ticker: LABS

Shares Voted: 471,850

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Elect Claire Boyle as Director	Mgmt	For	For	For
5	Elect Sally Ann Forsyth as Director	Mgmt	For	For	For
6	Elect Michael Taylor as Director	Mgmt	For	For	For
7	Elect Richard Howell as Director	Mgmt	For	For	For
8	Appoint Deloitte LLP as Auditors	Mgmt	For	For	For
9	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
10	Authorise Issue of Equity	Mgmt	For	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
12	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

Life Science REIT PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Medica Group Plc

Meeting Date: 06/27/2022Country: United KingdomTicker: MGP

Record Date: 06/24/2022Meeting Type: Annual

Primary Security ID: G5957X102

Shares Voted: 1,912,212

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Amend Performance Share Plan	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Reappoint Grant Thornton UK LLP as Auditors	Mgmt	For	For	For
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Re-elect Roy Davis as Director	Mgmt	For	For	For
8	Re-elect Joanne Easton as Director	Mgmt	For	For	For
9	Re-elect Junaid Bajwa as Director	Mgmt	For	For	For
10	Re-elect Stuart Quin as Director	Mgmt	For	For	For
11	Re-elect Richard Jones as Director	Mgmt	For	For	For
12	Elect Barbara Moorhouse as Director	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Another Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Capital & Counties Properties Plc

Meeting Date: 06/28/2022

Country: United Kingdom

Ticker: CAPC

Record Date: 06/24/2022

Meeting Type: Annual

Primary Security ID: G19406100

Shares Voted: 129,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Re-elect Henry Staunton as Director	Mgmt	For	For	For
5	Re-elect Ian Hawksworth as Director	Mgmt	For	For	For
6	Re-elect Situl Jobanputra as Director	Mgmt	For	For	For
7	Re-elect Michelle McGrath as Director	Mgmt	For	For	For
8	Re-elect Charlotte Boyle as Director	Mgmt	For	For	For
9	Re-elect Jonathan Lane as Director	Mgmt	For	For	For
10	Re-elect Anthony Steains as Director	Mgmt	For	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

3i Group PLC

Meeting Date: 06/30/2022

Country: United Kingdom

Ticker: III

Record Date: 06/28/2022

Meeting Type: Annual

Primary Security ID: G88473148

Shares Voted: 187,076

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

3i Group PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Dividend	Mgmt	For	For	For
4	Re-elect Caroline Banszky as Director	Mgmt	For	For	For
5	Re-elect Simon Borrows as Director	Mgmt	For	For	For
6	Re-elect Stephen Daintith as Director	Mgmt	For	For	For
7	Elect Jasi Halai as Director	Mgmt	For	For	For
8	Elect James Hatchley as Director	Mgmt	For	For	For
9	Re-elect David Hutchison as Director	Mgmt	For	For	For
10	Elect Lesley Knox as Director	Mgmt	For	For	For
11	Re-elect Coline McConville as Director	Mgmt	For	For	For
12	Re-elect Peter McKellar as Director	Mgmt	For	For	For
13	Re-elect Alexandra Schaapveld as Director	Mgmt	For	For	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise Board Acting Through the Audit and Compliance Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Ashtead Technology Holdings Plc

Meeting Date: 06/30/2022	Country: United Kingdom	Ticker: AT
Record Date: 06/28/2022	Meeting Type: Annual	
Primary Security ID: G0609Y103		

Shares Voted: 730,720

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For

Ashtead Technology Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Elect Ingrid Stewart as Director	Mgmt	For	For	For
4	Elect Joseph Connolly as Director	Mgmt	For	For	For
5	Elect Anthony Durrant as Director	Mgmt	For	For	For
6	Elect Thomas Hamborg-Thomsen as Director	Mgmt	For	For	For
7	Elect Allan Pirie as Director	Mgmt	For	For	For
8	Elect William Shannon as Director	Mgmt	For	For	For
9	Appoint BDO LLP as Auditors	Mgmt	For	For	For
10	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
11	Authorise Issue of Equity	Mgmt	For	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
14	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Dollar Tree, Inc.

Meeting Date: 06/30/2022

Record Date: 04/29/2022

Primary Security ID: 256746108

Country: USA

Meeting Type: Annual

Ticker: DLTR

Shares Voted: 26,796

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Thomas W. Dickson	Mgmt	For	For	For
1b	Elect Director Richard W. Dreiling	Mgmt	For	For	For
1c	Elect Director Cheryl W. Grise	Mgmt	For	For	For
1d	Elect Director Daniel J. Heinrich	Mgmt	For	For	For
1e	Elect Director Paul C. Hilal	Mgmt	For	For	For
1f	Elect Director Edward J. Kelly, III	Mgmt	For	For	For
1g	Elect Director Mary A. Laschinger	Mgmt	For	For	For
1h	Elect Director Jeffrey G. Naylor	Mgmt	For	For	For
1i	Elect Director Winnie Y. Park	Mgmt	For	For	For
1j	Elect Director Bertram L. Scott	Mgmt	For	For	For
1k	Elect Director Stephanie P. Stahl	Mgmt	For	For	For
1l	Elect Director Michael A. Witynski	Mgmt	For	For	For

Dollar Tree, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify KPMG LLP as Auditors	Mgmt	For	For	For
4	Provide Right to Call Special Meeting	Mgmt	For	For	For
5	Report on GHG Emissions Reduction Targets Aligned with the Paris Agreement Goal	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted, as additional information on the company's efforts to align its operations with Paris Agreement goals would allow investors to better understand how the company is managing its transition to a low carbon economy and climate change related risks.

Trainline Plc

Meeting Date: 06/30/2022Country: United KingdomTicker: TRN
Record Date: 06/28/2022Meeting Type: Annual
Primary Security ID: G8992Y119

Shares Voted: 624,475					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST this resolution is considered warranted because: * The Company is proposing to increase the total maximum award opportunity of the LTIP from 250% of salary to 550% of salary, which is comprised of a core award of up to 250% of salary and a kicker award of 300% of salary for FY2023. The kicker award level will decrease to 100% of salary for FY2024 and FY2025.*

4	Amend Performance Share Plan	Mgmt	For	Against	Against
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*Voting Policy Rationale: A vote AGAINST this resolution is considered warranted because: * The Company is proposing to increase the total maximum award opportunity of the LTIP from 250% of salary to 550% of salary, which is comprised of a core award of up to 250% of salary and a kicker award of 300% of salary for FY2023. The kicker award level will decrease to 100% of salary for FY2024 and FY2025.*

5	Re-elect Andy Phillipps as Director	Mgmt	For	For	For
6	Re-elect Brian McBride as Director	Mgmt	For	For	For
7	Re-elect Duncan Tatton-Brown as Director	Mgmt	For	For	For
8	Re-elect Jennifer Duvalier as Director	Mgmt	For	For	For
9	Re-elect Jody Ford as Director	Mgmt	For	For	For
10	Re-elect Shaun McCabe as Director	Mgmt	For	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Trainline Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Saga Plc

Meeting Date: 07/05/2022

Record Date: 07/01/2022

Primary Security ID: G7770H124

Country: United Kingdom

Meeting Type: Annual

Ticker: SAGA

Shares Voted: 256,233

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is considered warranted: * The annual bonus outcomes are not considered to be aligned with Company performance or shareholder experience. * While the increase in the EDs' salaries is consistent with that of the wider workforce at 2.5%, it is questioned whether this is appropriate given Company performance and the EDs' current salary positioning which is high relative to peers in the FTSE SmallCap index.					
3	Approve Remuneration Policy	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is considered warranted: * The Company is proposing an additional long-term incentive scheme. The awards under the new plan will vest subject to the achievement of the share price hurdle, a measure considered to have a number of drawbacks. * The maximum vesting opportunity of GBP 15 million for the CEO and GBP 9.2 million for the CFO may compound the existing concerns regarding the size of the EDs' overall remuneration package.					
4	Approve Saga Transformation Plan	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is considered warranted because: * The awards under this new plan will vest subject to share price growth targets, a measure considered to have a number of drawbacks. * The maximum vesting opportunity of GBP 15 million for the CEO and GBP 9.2 million for the CFO may compound the existing concerns regarding the size of the EDs' overall remuneration package.					
5	Re-elect Roger De Haan as Director	Mgmt	For	For	For
6	Re-elect Euan Sutherland as Director	Mgmt	For	For	For
7	Re-elect James Quin as Director	Mgmt	For	For	For
8	Re-elect Orna NiChionna as Director	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Re-elect Eva Eisenschimmel as Director	Mgmt	For	Against	Against
Voting Policy Rationale: Items 5-8 and 10-11 A vote FOR the re-election of Sir Roger De Haan, Euan Sutherland, James Quin, Orna NiChionna, Julie Hopes, and Gareth Hoskin is warranted as no significant concerns have been identified. Item 9 A vote AGAINST the re-election of Eva Eisenschimmel is considered warranted because: * Concerns have been raised with the Company's approach to executive pay. As Chair of the Remuneration Committee, Eva Eisenschimmel is responsible for the design and implementation of the Company's remuneration framework.					
10	Re-elect Julie Hopes as Director	Mgmt	For	For	For
11	Re-elect Gareth Hoskin as Director	Mgmt	For	For	For
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Ubisoft Entertainment SA

Meeting Date: 07/05/2022Country: FranceTicker: UBI

Record Date: 07/01/2022Meeting Type: Annual/Special

Primary Security ID: F9396N106

Shares Voted: 35,358

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Treatment of Losses	Mgmt	For	For	For
3	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
6	Approve Compensation of Yves Guillemot, Chairman and CEO	Mgmt	For	For	For

Ubisoft Entertainment SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Compensation of Claude Guillemot, Vice-CEO	Mgmt	For	For	For
8	Approve Compensation of Michel Guillemot, Vice-CEO	Mgmt	For	For	For
9	Approve Compensation of Gerard Guillemot, Vice-CEO	Mgmt	For	For	For
10	Approve Compensation of Christian Guillemot, Vice-CEO	Mgmt	For	For	For
11	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
12	Approve Remuneration Policy of Vice-CEOs	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For
14	Elect Claude France as Director	Mgmt	For	For	For
15	Approve Remuneration of Directors in the Aggregate Amount of EUR 850,000	Mgmt	For	For	For
16	Renew Appointment of Mazars SA as Auditor	Mgmt	For	For	For
17	Acknowledge End of Mandate of CBA SARL as Alternate Auditor and Decision Not to Replace and Renew	Mgmt	For	For	For
18	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
19	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
20	Authorize Capitalization of Reserves of Up to EUR 10 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
21	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 2.4 Million	Mgmt	For	For	For
22	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 950,000	Mgmt	For	For	For
23	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 950,000	Mgmt	For	For	For
24	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
25	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For

Ubisoft Entertainment SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
26	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees and/or Corporate Officers of International Subsidiaries	Mgmt	For	For	For
27	Authorize Capital Issuances for Use in Employee Stock Purchase Plans, Reserved for Specific Beneficiaries	Mgmt	For	For	For
28	Authorize up to 4.5 Percent of Issued Capital for Use in Restricted Stock Plans	Mgmt	For	For	For
29	Authorize up to 0.20 Percent of Issued Capital for Use in Restricted Stock Plans Reserved for Executive Corporate Officers	Mgmt	For	For	For
30	Set Total Limit for Capital Increase to Result from All Issuance Requests at EUR 3.5 Million	Mgmt	For	For	For
31	Amend Articles 4, 5, 7 of Bylaws Re: Preference Shares	Mgmt	For	For	For
32	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Assura Plc

Meeting Date: 07/06/2022	Country: United Kingdom	Ticker: AGR
Record Date: 07/04/2022	Meeting Type: Annual	
Primary Security ID: G2386T109		

Shares Voted: 3,271,949

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Re-elect Ed Smith as Director	Mgmt	For	For	For
7	Re-elect Louise Fowler as Director	Mgmt	For	For	For
8	Re-elect Jonathan Murphy as Director	Mgmt	For	For	For
9	Re-elect Jayne Cottam as Director	Mgmt	For	For	For
10	Re-elect Jonathan Davies as Director	Mgmt	For	For	For
11	Re-elect Samantha Barrell as Director	Mgmt	For	For	For
12	Re-elect Emma Cariaga as Director	Mgmt	For	For	For

Assura Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Re-elect Noel Gordon as Director	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

GSK Plc

Meeting Date: 07/06/2022

Country: United Kingdom

Ticker: GSK

Record Date: 07/04/2022

Meeting Type: Special

Primary Security ID: G3910J112

Shares Voted: 9,368,861

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Demerger of Haleon Group from the GSK Group	Mgmt	For	For	For
2	Approve the Related Party Transaction Arrangements	Mgmt	For	For	For

Sirius Real Estate Limited

Meeting Date: 07/06/2022

Country: Guernsey

Ticker: SRE

Record Date: 07/04/2022

Meeting Type: Annual

Primary Security ID: G8187C104

Shares Voted: 4,703,707

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Re-elect Caroline Britton as Director	Mgmt	For	For	For
3	Re-elect Mark Cherry as Director	Mgmt	For	For	For
4	Re-elect Kelly Cleveland as Director	Mgmt	For	For	For
5	Re-elect Andrew Coombs as Director	Mgmt	For	For	For
6	Elect Diarmuid Kelly as Director	Mgmt	For	For	For
7	Re-elect Joanne Kenrick as Director	Mgmt	For	For	For

Sirius Real Estate Limited

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Daniel Kitchen as Director	Mgmt	For	For	For
9	Re-elect Alistair Marks as Director	Mgmt	For	For	For
10	Re-elect James Peggie as Director	Mgmt	For	For	For
11	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Approve Dividend	Mgmt	For	For	For
14	Approve Remuneration Policy	Mgmt	For	For	For
15	Approve the Implementation Report on the Remuneration Policy	Mgmt	For	For	For
16	Approve Scrip Dividend	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Adopt New Articles of Association	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Great Portland Estates Plc

Meeting Date: 07/07/2022	Country: United Kingdom	Ticker: GPE
Record Date: 07/05/2022	Meeting Type: Annual	
Primary Security ID: G40712211		

Shares Voted: 427,372

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Re-elect Richard Mully as Director	Mgmt	For	For	For
5	Re-elect Toby Courtauld as Director	Mgmt	For	For	For
6	Re-elect Nick Sanderson as Director	Mgmt	For	For	For
7	Elect Dan Nicholson as Director	Mgmt	For	For	For
8	Re-elect Charles Philipps as Director	Mgmt	For	For	For
9	Elect Mark Anderson as Director	Mgmt	For	For	For
10	Re-elect Nick Hampton as Director	Mgmt	For	For	For

Great Portland Estates Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Vicky Jarman as Director	Mgmt	For	For	For
12	Re-elect Alison Rose as Director	Mgmt	For	For	For
13	Elect Emma Woods as Director	Mgmt	For	For	For
14	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Approve Increase in the Maximum Aggregate Amount of Fees Payable to the Non-Executive Directors	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

J Sainsbury Plc

Meeting Date: 07/07/2022

Record Date: 07/05/2022

Primary Security ID: G77732173

Country: United Kingdom

Meeting Type: Annual

Ticker: SBRY

Shares Voted: 1,742,907

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Jo Bertram as Director	Mgmt	For	For	For
5	Re-elect Brian Cassin as Director	Mgmt	For	For	For
6	Re-elect Jo Harlow as Director	Mgmt	For	For	For
7	Re-elect Adrian Hennah as Director	Mgmt	For	For	For
8	Re-elect Tanuj Kapilashrami as Director	Mgmt	For	For	For
9	Re-elect Kevin O'Byrne as Director	Mgmt	For	For	For
10	Re-elect Simon Roberts as Director	Mgmt	For	For	For

J Sainsbury Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Martin Scicluna as Director	Mgmt	For	For	For
12	Re-elect Keith Weed as Director	Mgmt	For	For	For
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
21	Shareholder Proposal	Mgmt			
	Shareholder Resolution on Living Wage Accreditation	SH	Against	Against	Against

Land Securities Group Plc

Meeting Date: 07/07/2022

Record Date: 07/05/2022

Primary Security ID: G5375M142

Country: United Kingdom

Meeting Type: Annual

Ticker: LAND

Shares Voted: 2,078,402

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Mark Allan as Director	Mgmt	For	For	For
5	Re-elect Vanessa Simms as Director	Mgmt	For	For	For
6	Re-elect Colette O'Shea as Director	Mgmt	For	For	For
7	Re-elect Edward Bonham Carter as Director	Mgmt	For	For	For
8	Re-elect Nicholas Cadbury as Director	Mgmt	For	For	For
9	Re-elect Madeleine Cosgrave as Director	Mgmt	For	For	For
10	Re-elect Christophe Evain as Director	Mgmt	For	For	For

Land Securities Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Cressida Hogg as Director	Mgmt	For	For	For
12	Re-elect Manjiry Tamhane as Director	Mgmt	For	For	For
13	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Approve Sharesave Plan	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

National Grid Plc

Meeting Date: 07/11/2022

Record Date: 07/07/2022

Primary Security ID: G6S9A7120

Country: United Kingdom

Meeting Type: Annual

Ticker: NG

Shares Voted: 4,981,476

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Paula Reynolds as Director	Mgmt	For	For	For
4	Re-elect John Pettigrew as Director	Mgmt	For	For	For
5	Re-elect Andy Agg as Director	Mgmt	For	For	For
6	Re-elect Therese Esperdy as Director	Mgmt	For	For	For
7	Re-elect Liz Hewitt as Director	Mgmt	For	For	For
8	Elect Ian Livingston as Director	Mgmt	For	For	For
9	Elect Iain Mackay as Director	Mgmt	For	For	For
10	Elect Anne Robinson as Director	Mgmt	For	For	For
11	Re-elect Earl Shipp as Director	Mgmt	For	For	For
12	Re-elect Jonathan Silver as Director	Mgmt	For	For	For
13	Elect Tony Wood as Director	Mgmt	For	For	For

National Grid Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Elect Martha Wyrsh as Director	Mgmt	For	For	For
15	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Approve Remuneration Policy	Mgmt	For	For	For
18	Approve Remuneration Report	Mgmt	For	For	For
19	Approve Climate Transition Plan	Mgmt	For	For	For
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
21	Authorise Issue of Equity	Mgmt	For	For	For
22	Approve Scrip Dividend Scheme	Mgmt	For	For	For
23	Authorise Directors to Capitalise the Appropriate Nominal Amounts of New Shares of the Company Allotted Pursuant to the Company's Scrip Dividend Scheme	Mgmt	For	For	For
24	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
25	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
26	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
27	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Warehouse REIT PLC

Meeting Date: 07/11/2022

Country: United Kingdom

Ticker: WHR

Record Date: 07/07/2022

Meeting Type: Special

Primary Security ID: G94437103

Shares Voted: 3,212,479

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorise Issue of Equity in Connection with the Placing Programme	Mgmt	For	For	For
2	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Placing Programme	Mgmt	For	For	For
3	Approve Amendment to the Company's Investment Policy	Mgmt	For	For	For
4	Approve Cancellation of Share Premium Account	Mgmt	For	For	For

Meeting Date: 07/12/2022

Country: France

Ticker: ALO

Record Date: 07/08/2022

Meeting Type: Annual/Special

Primary Security ID: F0259M475

Shares Voted: 6,291

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 0.25 per Share With an Option for Payment of Dividends in Cash or in Shares	Mgmt	For	For	For
4	Approve Auditors' Special Report on Related-Party Transactions Mentioning the Absence of New Transactions	Mgmt	For	For	For
5	Reelect Bi Yong Chungunco as Director	Mgmt	For	For	For
6	Reelect Clotilde Delbos as Director	Mgmt	For	For	For
7	Reelect Baudouin Prot as Director	Mgmt	For	For	For
8	Approve Remuneration Policy of Chairman and CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Directors	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Compensation of Henri Poupart-Lafarge, Chairman and CEO	Mgmt	For	For	For
12	Authorize Repurchase of Up to 5 Percent of Issued Share Capital	Mgmt	For	For	For
	Extraordinary Business	Mgmt			
13	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt	For	For	For
14	Authorize Capitalization of Reserves of Up to EUR 911 Million for Bonus Issue or Increase in Par Value	Mgmt	For	For	For
15	Authorize Issuance of Equity or Equity-Linked Securities with Preemptive Rights up to Aggregate Nominal Amount of EUR 911 Million	Mgmt	For	For	For
16	Authorize Issuance of Equity or Equity-Linked Securities without Preemptive Rights up to Aggregate Nominal Amount of EUR 260 Million	Mgmt	For	For	For
17	Authorize Capital Increase of Up to EUR 260 Million for Future Exchange Offers	Mgmt	For	For	For

Alstom SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
18	Approve Issuance of Equity or Equity-Linked Securities for Private Placements, up to Aggregate Nominal Amount of EUR 260 Million	Mgmt	For	For	For
19	Authorize Capital Issuances for Use in Employee Stock Purchase Plans	Mgmt	For	For	For
20	Authorize Capital Issuances for Use in Employee Stock Purchase Plans Reserved for Employees of International Subsidiaries	Mgmt	For	For	For
21	Authorize Board to Set Issue Price for 10 Percent Per Year of Issued Capital Pursuant to Issue Authority without Preemptive Rights	Mgmt	For	For	For
22	Authorize Board to Increase Capital in the Event of Additional Demand Related to Delegation Submitted to Shareholder Vote Under Items 15 to 20	Mgmt	For	For	For
23	Authorize Capital Increase of up to 10 Percent of Issued Capital for Contributions in Kind	Mgmt	For	For	For
24	Authorize Issuance of Equity upon Conversion of a Subsidiary's Equity-Linked Securities without Preemptive Rights for Up to EUR 260 Million	Mgmt	For	For	For
25	Ordinary Business	Mgmt			
	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Burberry Group Plc

Meeting Date: 07/12/2022

Record Date: 07/08/2022

Primary Security ID: G1700D105

Country: United Kingdom

Meeting Type: Annual

Ticker: BRBY

Shares Voted: 671,869

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Gerry Murphy as Director	Mgmt	For	For	For
5	Elect Jonathan Akeroyd as Director	Mgmt	For	For	For
6	Re-elect Julie Brown as Director	Mgmt	For	For	For
7	Re-elect Orna NiChionna as Director	Mgmt	For	For	For

Burberry Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Fabiola Arredondo as Director	Mgmt	For	For	For
9	Re-elect Sam Fischer as Director	Mgmt	For	For	For
10	Re-elect Ron Frasch as Director	Mgmt	For	For	For
11	Elect Danuta Gray as Director	Mgmt	For	For	For
12	Re-elect Matthew Key as Director	Mgmt	For	For	For
13	Re-elect Debra Lee as Director	Mgmt	For	For	For
14	Re-elect Antoine de Saint-Affrique as Director	Mgmt	For	For	For
15	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Industria de Diseno Textil SA

Meeting Date: 07/12/2022

Record Date: 07/07/2022

Primary Security ID: E6282J125

Country: Spain

Meeting Type: Annual

Ticker: ITX

Shares Voted: 114,501

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Standalone Financial Statements and Discharge of Board	Mgmt	For	For	For
2	Approve Consolidated Financial Statements	Mgmt	For	For	For
3	Approve Non-Financial Information Statement	Mgmt	For	For	For
4	Approve Allocation of Income and Dividends	Mgmt	For	For	For
5.a	Ratify Appointment of and Elect Marta Ortega Perez as Director	Mgmt	For	For	For
5.b	Ratify Appointment of and Elect Oscar Garcia Maceiras as Director	Mgmt	For	For	For
5.c	Reelect Pilar Lopez Alvarez as Director	Mgmt	For	For	For

Industria de Diseno Textil SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.d	Reelect Rodrigo Echenique Gordillo as Director	Mgmt	For	For	For
6	Appoint Ernst & Young as Auditor	Mgmt	For	For	For
7	Approve Novation of the Former Executive Chairman's Post-Contractual Non-Compete Agreement	Mgmt	For	For	For
8	Amend Remuneration Policy	Mgmt	For	For	For
9	Advisory Vote on Remuneration Report	Mgmt	For	For	For
10	Authorize Board to Ratify and Execute Approved Resolutions	Mgmt	For	For	For
11	Receive Amendments to Board of Directors Regulations	Mgmt			

The British Land Co. Plc

Meeting Date: 07/12/2022	Country: United Kingdom	Ticker: BLND
Record Date: 07/08/2022	Meeting Type: Annual	
Primary Security ID: G15540118		

Shares Voted: 3,192,505

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Mark Aedy as Director	Mgmt	For	For	For
6	Re-elect Simon Carter as Director	Mgmt	For	For	For
7	Re-elect Lynn Gladden as Director	Mgmt	For	For	For
8	Re-elect Irvinder Goodhew as Director	Mgmt	For	For	For
9	Re-elect Alastair Hughes as Director	Mgmt	For	For	For
10	Elect Bhavesh Mistry as Director	Mgmt	For	For	For
11	Re-elect Preben Prebensen as Director	Mgmt	For	For	For
12	Re-elect Tim Score as Director	Mgmt	For	For	For
13	Re-elect Laura Wade-Gery as Director	Mgmt	For	For	For
14	Re-elect Loraine Woodhouse as Director	Mgmt	For	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For

The British Land Co. Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Authorise Board to Offer Scrip Dividend	Mgmt	For	For	For
19	Approve Renewal of Share Incentive Plan	Mgmt	For	For	For
20	Authorise Issue of Equity	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
22	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
23	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

tinyBuild Inc.

Meeting Date: 07/12/2022

Country: USA

Ticker: TBLD

Record Date: 06/09/2022

Meeting Type: Annual

Primary Security ID: U8884H103

Shares Voted: 925,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Reappoint Grant Thornton LLP as Auditors and Authorise Their Remuneration	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * There is no available disclosure with regard to the remuneration of the Company's auditors for the period under review.					
3	Elect Luke Burtis as Director	Mgmt	For	For	For
4	Elect Henrique Olifiers as Director	Mgmt	For	For	For
5	Authorise Issue of Equity	Mgmt	For	For	For
6	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
7	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For
8	Authorise the Company to Issue Shares to Directors in Lieu of Cash Bonuses	Mgmt	For	For	For

LondonMetric Property Plc

Meeting Date: 07/13/2022

Record Date: 07/11/2022

Primary Security ID: G5689W109

Country: United Kingdom

Meeting Type: Annual

Ticker: LMP

Shares Voted: 5,373,127

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
4	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Re-elect Patrick Vaughan as Director	Mgmt	For	For	For
6	Re-elect Andrew Jones as Director	Mgmt	For	For	For
7	Re-elect Martin McGann as Director	Mgmt	For	For	For
8	Re-elect James Dean as Director	Mgmt	For	For	For
9	Re-elect Rosalyn Wilton as Director	Mgmt	For	For	For
10	Re-elect Andrew Livingston as Director	Mgmt	For	For	For
11	Re-elect Suzanne Avery as Director	Mgmt	For	For	For
12	Re-elect Robert Fowlds as Director	Mgmt	For	For	For
13	Re-elect Katerina Patmore as Director	Mgmt	For	For	For
14	Elect Alistair Elliott as Director	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Board to Offer Scrip Dividend	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

BT Group Plc

Meeting Date: 07/14/2022

Record Date: 07/12/2022

Primary Security ID: G16612106

Country: United Kingdom

Meeting Type: Annual

Ticker: BT.A

Shares Voted: 15,547,813

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Adam Crozier as Director	Mgmt	For	For	For
5	Re-elect Philip Jansen as Director	Mgmt	For	For	For
6	Re-elect Simon Lowth as Director	Mgmt	For	For	For
7	Re-elect Adel Al-Saleh as Director	Mgmt	For	For	For
8	Re-elect Sir Ian Cheshire as Director	Mgmt	For	For	For
9	Re-elect Iain Conn as Director	Mgmt	For	For	For
10	Re-elect Isabel Hudson as Director	Mgmt	For	For	For
11	Re-elect Matthew Key as Director	Mgmt	For	For	For
12	Re-elect Allison Kirkby as Director	Mgmt	For	For	For
13	Re-elect Sara Weller as Director	Mgmt	For	For	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
21	Authorise UK Political Donations	Mgmt	For	For	For

Meeting Date: 07/14/2022

Record Date: 07/12/2022

Primary Security ID: G43904195

Country: United Kingdom

Meeting Type: Annual

Ticker: HLCL

Shares Voted: 1,079,888

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Gerald Kaye as Director	Mgmt	For	For	For
4	Re-elect Tim Murphy as Director	Mgmt	For	For	For
5	Re-elect Matthew Bonning-Snook as Director	Mgmt	For	For	For
6	Re-elect Sue Clayton as Director	Mgmt	For	For	For
7	Re-elect Richard Cotton as Director	Mgmt	For	For	For
8	Re-elect Sue Farr as Director	Mgmt	For	For	For
9	Re-elect Joe Lister as Director	Mgmt	For	For	For
10	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
11	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Approve Remuneration Report	Mgmt	For	For	For
13	Approve Renewal and Amendments to the 2002 Share Incentive Plan	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Meeting Date: 07/15/2022

Record Date: 07/13/2022

Primary Security ID: G06812120

Country: United Kingdom

Meeting Type: Annual

Ticker: AVV

Shares Voted: 473,057

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For

AVEVA Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Philip Aiken as Director	Mgmt	For	For	For
5	Re-elect Peter Herweck as Director	Mgmt	For	For	For
6	Re-elect James Kidd as Director	Mgmt	For	For	For
7	Re-elect Christopher Humphrey as Director	Mgmt	For	For	For
8	Re-elect Olivier Blum as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Item 4 A vote FOR the re-election of Philip Aiken is considered warranted, although it is not without concern because: * He has served as Board Chair for more than nine years. The main reason for support is: * His tenure is being extended for only a year and the Company has committed to put in place a succession plan, albeit delayed during the current period of integration of the OSIsoft Group. Item 5, 7, 9-13 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 6 A vote FOR the re-election of James Kidd is warranted, although it is not without concern because: * He attended less than 75% of Board meetings held during the year under review. The main reasons for support are: * The Company has provided a rationale for his absences. * There is no evidence of a longer-term attendance issue at this time, and no other concerns have been identified in relation to his re-election. Item 8 A vote AGAINST the re-election of Olivier Blum is considered warranted because: * Olivier Blum is a nominee of the controlling shareholder and thereby not considered to be independent. The composition of the Remuneration Committee does not comply with the recommendations of the UK Code due to his membership.</i>					
9	Re-elect Paula Dowdy as Director	Mgmt	For	For	For
10	Elect Ayesha Khanna as Director	Mgmt	For	For	For
11	Elect Hilary Maxson as Director	Mgmt	For	For	For
12	Re-elect Ron Mobed as Director	Mgmt	For	For	For
13	Elect Anne Stevens as Director	Mgmt	For	For	For
14	Appoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Adopt New Articles of Association	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Bloomsbury Publishing Plc

Meeting Date: 07/20/2022	Country: United Kingdom	Ticker: BMY
Record Date: 07/18/2022	Meeting Type: Annual	
Primary Security ID: G1179Q132		

Bloomsbury Publishing Plc

Shares Voted: 1,157,687

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect John Bason as Director	Mgmt	For	For	For
5	Re-elect Sir Richard Lambert as Director	Mgmt	For	For	For
6	Re-elect Nigel Newton as Director	Mgmt	For	For	For
7	Re-elect Leslie-Ann Reed as Director	Mgmt	For	For	For
8	Re-elect Penny Scott-Bayfield as Director	Mgmt	For	For	For
9	Re-elect Baroness Lola Young of Hornsey as Director	Mgmt	For	For	For
10	Appoint Crowe U.K. LLP as Auditors	Mgmt	For	For	For
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

easyJet Plc

Meeting Date: 07/20/2022

Country: United Kingdom

Ticker: EZJ

Record Date: 07/18/2022

Meeting Type: Special

Primary Security ID: G3030S109

Shares Voted: 2,892,256

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Purchase of 56 Airbus A320neo Family Aircraft and Conversion of 18 A320neo Family Aircraft to 18 A2321neo Aircraft	Mgmt	For	For	For

Meeting Date: 07/20/2022	Country: United Kingdom	Ticker: RMG
Record Date: 07/18/2022	Meeting Type: Annual	
Primary Security ID: G7368G108		

Shares Voted: 962,167

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Keith Williams as Director	Mgmt	For	For	For
5	Re-elect Simon Thompson as Director	Mgmt	For	For	For
6	Re-elect Martin Seidenberg as Director	Mgmt	For	For	For
7	Re-elect Mick Jeavons as Director	Mgmt	For	For	For
8	Re-elect Baroness Hogg as Director	Mgmt	For	For	For
9	Re-elect Maria da Cunha as Director	Mgmt	For	For	For
10	Re-elect Michael Findlay as Director	Mgmt	For	For	For
11	Re-elect Lynne Peacock as Director	Mgmt	For	For	For
12	Elect Shashi Verma as Director	Mgmt	For	For	For
13	Elect Jourik Hooghe as Director	Mgmt	For	For	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Approve Share Incentive Plan	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
23	Adopt New Articles of Association	Mgmt	For	For	For

Urban Logistics REIT PLC

Meeting Date: 07/20/2022

Country: United Kingdom

Ticker: SHED

Record Date: 07/18/2022

Meeting Type: Annual

Primary Security ID: G6853M109

Shares Voted: 2,931,657

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Re-elect Nigel Rich as Director	Mgmt	For	For	For
5	Re-elect Jonathan Gray as Director	Mgmt	For	For	For
6	Re-elect Bruce Anderson as Director	Mgmt	For	For	For
7	Re-elect Richard Moffitt as Director	Mgmt	For	For	For
8	Re-elect Mark Johnson as Director	Mgmt	For	For	For
9	Re-elect Heather Hancock as Director	Mgmt	For	For	For
10	Reappoint RSM UK Audit LLP as Auditors	Mgmt	For	For	For
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Approve Company's Dividend Policy	Mgmt	For	For	For
13	Approve Increase in the Maximum Aggregate Fees Payable to Directors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights (Additional Authority)	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Experian Plc

Meeting Date: 07/21/2022

Country: Jersey

Ticker: EXPN

Record Date: 07/19/2022

Meeting Type: Annual

Primary Security ID: G32655105

Shares Voted: 2,534,836

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Experian Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Ruba Borno as Director	Mgmt	For	For	For
4	Re-elect Alison Brittain as Director	Mgmt	For	For	For
5	Re-elect Brian Cassin as Director	Mgmt	For	For	For
6	Re-elect Caroline Donahue as Director	Mgmt	For	For	For
7	Re-elect Luiz Fleury as Director	Mgmt	For	For	For
8	Re-elect Jonathan Howell as Director	Mgmt	For	For	For
9	Re-elect Lloyd Pitchford as Director	Mgmt	For	For	For
10	Re-elect Mike Rogers as Director	Mgmt	For	For	For
11	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Approve Specific Terms Added to the Performance Share Plan and Co-Investment Plan; Approve Thank You Award 2021 Plan and Tax-Qualified Employee Share Purchase Plan	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Intermediate Capital Group Plc

Meeting Date: 07/21/2022

Country: United Kingdom

Ticker: ICP

Record Date: 07/19/2022

Meeting Type: Annual

Primary Security ID: G4807D192

Shares Voted: 145,219

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Approve Final Dividend	Mgmt	For	For	For

Intermediate Capital Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Re-elect Vijay Bharadia as Director	Mgmt	For	For	For
7	Re-elect Benoit Durteste as Director	Mgmt	For	For	For
8	Re-elect Virginia Holmes as Director	Mgmt	For	For	For
9	Re-elect Michael Nelligan as Director	Mgmt	For	For	For
10	Re-elect Kathryn Purves as Director	Mgmt	For	For	For
11	Re-elect Amy Schioldager as Director	Mgmt	For	For	For
12	Re-elect Andrew Sykes as Director	Mgmt	For	For	For
13	Re-elect Stephen Welton as Director	Mgmt	For	For	For
14	Re-elect Antje Hensel-Roth as Director	Mgmt	For	For	For
15	Re-elect Rosemary Leith as Director	Mgmt	For	For	For
16	Re-elect Matthew Lester as Director	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
21	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Johnson Matthey Plc

Meeting Date: 07/21/2022	Country: United Kingdom	Ticker: JMAT
Record Date: 07/19/2022	Meeting Type: Annual	
Primary Security ID: G51604166		

Shares Voted: 312,042

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Liam Condon as Director	Mgmt	For	For	For
5	Elect Rita Forst as Director	Mgmt	For	For	For
6	Re-elect Jane Griffiths as Director	Mgmt	For	For	For
7	Re-elect Xiaozhi Liu as Director	Mgmt	For	For	For
8	Re-elect Chris Mottershead as Director	Mgmt	For	For	For

Johnson Matthey Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Re-elect John O'Higgins as Director	Mgmt	For	For	For
10	Re-elect Stephen Oxley as Director	Mgmt	For	For	For
11	Re-elect Patrick Thomas as Director	Mgmt	For	For	For
12	Re-elect Doug Webb as Director	Mgmt	For	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
14	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

SSE Plc

Meeting Date: 07/21/2022

Record Date: 07/19/2022

Primary Security ID: G8842P102

Country: United Kingdom

Meeting Type: Annual

Ticker: SSE

Shares Voted: 1,263,006

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Amend Performance Share Plan	Mgmt	For	For	For
5	Approve Final Dividend	Mgmt	For	For	For
6	Re-elect Gregor Alexander as Director	Mgmt	For	For	For
7	Elect Dame Elish Angiolini as Director	Mgmt	For	For	For
8	Elect John Bason as Director	Mgmt	For	For	For
9	Re-elect Dame Sue Bruce as Director	Mgmt	For	For	For
10	Re-elect Tony Cocker as Director	Mgmt	For	For	For
11	Elect Debbie Crosbie as Director	Mgmt	For	For	For

SSE Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Re-elect Peter Lynas as Director	Mgmt	For	For	For
13	Re-elect Helen Mahy as Director	Mgmt	For	For	For
14	Re-elect Sir John Manzoni as Director	Mgmt	For	For	For
15	Re-elect Alistair Phillips-Davies as Director	Mgmt	For	For	For
16	Re-elect Martin Pibworth as Director	Mgmt	For	For	For
17	Re-elect Melanie Smith as Director	Mgmt	For	For	For
18	Re-elect Dame Angela Strank as Director	Mgmt	For	For	For
19	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
20	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
21	Approve Net Zero Transition Report	Mgmt	For	For	For
22	Authorise Issue of Equity	Mgmt	For	For	For
23	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
24	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
25	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Workspace Group Plc

Meeting Date: 07/21/2022

Record Date: 07/19/2022

Primary Security ID: G5595E136

Country: United Kingdom

Meeting Type: Annual

Ticker: WKP

Shares Voted: 3,392,006

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Stephen Hubbard as Director	Mgmt	For	For	For
5	Re-elect Graham Clemett as Director	Mgmt	For	For	For
6	Re-elect David Benson as Director	Mgmt	For	For	For
7	Re-elect Rosie Shapland as Director	Mgmt	For	For	For
8	Re-elect Lesley-Ann Nash as Director	Mgmt	For	For	For
9	Elect Duncan Owen as Director	Mgmt	For	For	For
10	Elect Manju Malhotra as Director	Mgmt	For	For	For

Workspace Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Elect Nick Mackenzie as Director	Mgmt	For	For	For
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Approve Sharesave Plan 2022	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Linde Plc

Meeting Date: 07/25/2022

Record Date: 07/23/2022

Primary Security ID: G5494J103

Country: Ireland

Meeting Type: Annual

Ticker: LIN

Shares Voted: 31,490

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Stephen F. Angel	Mgmt	For	For	For
1b	Elect Director Sanjiv Lamba	Mgmt	For	For	For
1c	Elect Director Ann-Kristin Achleitner	Mgmt	For	For	For
1d	Elect Director Thomas Enders	Mgmt	For	For	For
1e	Elect Director Edward G. Galante	Mgmt	For	For	For
1f	Elect Director Joe Kaeser	Mgmt	For	For	For
1g	Elect Director Victoria E. Ossadnik	Mgmt	For	For	For
1h	Elect Director Martin H. Richenhagen	Mgmt	For	For	For
1i	Elect Director Alberto Weisser	Mgmt	For	For	For
1j	Elect Director Robert L. Wood	Mgmt	For	For	For
2a	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	For
2b	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Approve Remuneration Report	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Determine Price Range for Reissuance of Treasury Shares	Mgmt	For	For	For
6	Adopt Simple Majority Vote	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted given that elimination of the supermajority vote requirement, where legally permissible, would enhance shareholder rights.					

Bytes Technology Group Plc

Meeting Date: 07/26/2022	Country: United Kingdom	Ticker: BYIT
Record Date: 07/22/2022	Meeting Type: Annual	
Primary Security ID: G1824W104		

Shares Voted: 3,376,426					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Approve Special Dividend	Mgmt	For	For	For
5	Elect Andrew Holden as Director	Mgmt	For	For	For
6	Elect Erika Schraner as Director	Mgmt	For	For	For
7	Re-elect Patrick De Smedt as Director	Mgmt	For	For	For
8	Re-elect Neil Murphy as Director	Mgmt	For	For	For
9	Re-elect Mike Phillips as Director	Mgmt	For	For	For
10	Re-elect Alison Vincent as Director	Mgmt	For	For	For
11	Re-elect David Maw as Director	Mgmt	For	For	For
12	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

NewRiver REIT Plc

Meeting Date: 07/26/2022	Country: United Kingdom	Ticker: NRR
Record Date: 07/22/2022	Meeting Type: Annual	
Primary Security ID: G64950101		

Shares Voted: 7,824,013

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Will Hobman as Director	Mgmt	For	For	For
5	Elect Karen Miller as Director	Mgmt	For	For	For
6	Re-elect Baroness Margaret Ford as Director	Mgmt	For	For	For
7	Re-elect Colin Rutherford as Director	Mgmt	For	For	For
8	Re-elect Allan Lockhart as Director	Mgmt	For	For	For
9	Re-elect Alastair Miller as Director	Mgmt	For	For	For
10	Re-elect Charlie Parker as Director	Mgmt	For	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
12	Authorise The Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Telecom Plus Plc

Meeting Date: 07/26/2022	Country: United Kingdom	Ticker: TEP
Record Date: 07/22/2022	Meeting Type: Annual	
Primary Security ID: G8729H108		

Shares Voted: 116,241

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Telecom Plus Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Charles Wigoder as Director	Mgmt	For	For	For
6	Re-elect Andrew Lindsay as Director	Mgmt	For	For	For
7	Re-elect Stuart Burnett as Director	Mgmt	For	For	For
8	Re-elect Nicholas Schoenfeld as Director	Mgmt	For	For	For
9	Re-elect Beatrice Hollond as Director	Mgmt	For	For	For
10	Re-elect Andrew Blowers as Director	Mgmt	For	For	For
11	Re-elect Suzanne Williams as Director	Mgmt	For	For	For
12	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
13	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
20	Adopt New Articles of Association	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST this resolution is warranted: * The new Articles will permit the company to hold wholly virtual shareholder meetings, including AGMs. While there are benefits from allowing participation at shareholder meetings via electronic means, virtual-only meetings may hinder meaningful exchanges between management and shareholders and enable management to avoid uncomfortable questions.*

Vodafone Group Plc

Meeting Date: 07/26/2022

Record Date: 07/22/2022

Primary Security ID: G93882192

Country: United Kingdom

Meeting Type: Annual

Ticker: VOD

Shares Voted: 39,277,280

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Vodafone Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Re-elect Jean-Francois van Boxmeer as Director	Mgmt	For	For	For
3	Re-elect Nick Read as Director	Mgmt	For	For	For
4	Re-elect Margherita Della Valle as Director	Mgmt	For	For	For
5	Elect Stephen Carter as Director	Mgmt	For	For	For
6	Re-elect Sir Crispin Davis as Director	Mgmt	For	For	For
7	Re-elect Michel Demare as Director	Mgmt	For	For	For
8	Elect Delphine Ernotte Cunci as Director	Mgmt	For	For	For
9	Re-elect Dame Clara Furse as Director	Mgmt	For	For	For
10	Re-elect Valerie Gooding as Director	Mgmt	For	For	For
11	Elect Deborah Kerr as Director	Mgmt	For	For	For
12	Re-elect Maria Amparo Moraleda Martinez as Director	Mgmt	For	For	For
13	Re-elect David Nish as Director	Mgmt	For	For	For
14	Elect Simon Segars as Director	Mgmt	For	For	For
15	Approve Final Dividend	Mgmt	For	For	For
16	Approve Remuneration Report	Mgmt	For	For	For
17	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
18	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
22	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
23	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
24	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

discoverIE Group Plc

Meeting Date: 07/28/2022

Record Date: 07/26/2022

Primary Security ID: G2887F103

Country: United Kingdom

Meeting Type: Annual

Ticker: DSCV

discoverIE Group Plc

Shares Voted: 1,121,932

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Re-elect Malcolm Diamond as Director	Mgmt	For	For	For
5	Re-elect Nick Jefferies as Director	Mgmt	For	For	For
6	Re-elect Simon Gibbins as Director	Mgmt	For	For	For
7	Re-elect Bruce Thompson as Director	Mgmt	For	For	For
8	Re-elect Tracey Graham as Director	Mgmt	For	For	For
9	Re-elect Clive Watson as Director	Mgmt	For	For	For
10	Elect Rosalind Kainyah as Director	Mgmt	For	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity with Pre-emptive Rights in Connection with a Rights Issue	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with a Rights Issue	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
20	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

GB Group Plc

Meeting Date: 07/28/2022

Country: United Kingdom

Ticker: GBG

Record Date: 07/26/2022

Meeting Type: Annual

Primary Security ID: G3770M106

Shares Voted: 5,181,539

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect David Rasche as Director	Mgmt	For	For	For
4	Re-elect Nicholas Brown as Director	Mgmt	For	For	For
5	Elect Bhavneet Singh as Director	Mgmt	For	For	For
6	Elect Richard Longdon as Director	Mgmt	For	For	For
7	Approve Remuneration Report	Mgmt	For	For	For
8	Approve Performance Share Plan	Mgmt	For	For	For
9	Approve Restricted Share Plan	Mgmt	For	For	For
10	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	Against	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	For
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Against	For
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Kyndryl Holdings, Inc.

Meeting Date: 07/28/2022Country: USATicker: KD

Record Date: 05/31/2022Meeting Type: Annual

Primary Security ID: 50155Q100

Shares Voted: 5,049

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Janina Kugel	Mgmt	For	For	For
1b	Elect Director Denis Machuel	Mgmt	For	For	For
1c	Elect Director Rahul N. Merchant	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Advisory Vote on Say on Pay Frequency	Mgmt	One Year	One Year	One Year
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Kyndryl Holdings, Inc.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For

Oxford Instruments Plc

Meeting Date: 07/28/2022

Record Date: 07/26/2022

Primary Security ID: G6838N107

Country: United Kingdom

Meeting Type: Annual

Ticker: OXIG

Shares Voted: 411,627

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Neil Carson as Director	Mgmt	For	For	For
5	Re-elect Ian Barkshire as Director	Mgmt	For	For	For
6	Re-elect Gavin Hill as Director	Mgmt	For	For	For
7	Re-elect Richard Friend as Director	Mgmt	For	For	For
8	Elect Nigel Sheinwald as Director	Mgmt	For	For	For
9	Re-elect Mary Waldner as Director	Mgmt	For	For	For
10	Re-elect Alison Wood as Director	Mgmt	For	For	For
11	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Capital & Counties Properties Plc

Meeting Date: 07/29/2022

Record Date: 07/27/2022

Primary Security ID: G19406100

Country: United Kingdom

Meeting Type: Special

Ticker: CAPC

Shares Voted: 129,300

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve the All-Share Merger of Capital & Counties Properties plc with Shaftesbury plc	Mgmt	For	For	For
2	Authorise Issue of Equity in Connection with the Merger	Mgmt	For	For	For
3	Authorise Issue of Equity to Norges Bank in Connection with the Merger	Mgmt	For	For	For
4	Authorise Off-Market Purchase of Shares	Mgmt	For	For	For
5	Authorise Issue of Equity	Mgmt	For	For	For
6	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
7	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
8	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
9	Approve Change of Company Name to Shaftesbury Capital PLC	Mgmt	For	For	For

Shaftesbury Plc

Meeting Date: 07/29/2022

Record Date: 07/27/2022

Primary Security ID: G80603106

Country: United Kingdom

Meeting Type: Special

Ticker: SHB

Shares Voted: 60,661

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the All-Share Merger of Shaftesbury plc and Capital & Counties Properties plc	Mgmt	For	For	For

Shaftesbury Plc

Meeting Date: 07/29/2022

Record Date: 07/27/2022

Primary Security ID: G80603106

Country: United Kingdom

Meeting Type: Court

Ticker: SHB

Shaftesbury Plc

Shares Voted: 60,661

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Court Meeting Approve Scheme of Arrangement	Mgmt Mgmt	For	For	For

John Wood Group Plc

Meeting Date: 08/03/2022Country: United KingdomTicker: WG
Record Date: 08/01/2022Meeting Type: Special
Primary Security ID: G9745T118

Shares Voted: 2,808,663

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Proposed Sale of E&I Consulting	Mgmt	For	For	For

Molten Ventures Plc

Meeting Date: 08/03/2022Country: United KingdomTicker: GROW
Record Date: 08/01/2022Meeting Type: Annual
Primary Security ID: G28295106

Shares Voted: 2,086,364

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted: * The remuneration policy was implemented for the full FY2022 (from 1 April 2021), without pro-rating to reflect the Company's admission to the Main Market in July 2021 and listing on the FTSE 250 Index in September 2021, and prior to the Company receiving shareholder approval to implement the framework. * The overall remuneration for FY2022 represents a significant increase over the prior year, particularly given the larger bonus and LTIP award opportunities available to Executives. The quantum appears moderately high for a company of this size.					
3	Approve Remuneration Policy	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * The variable pay opportunities available to Executives have been significantly increased to levels that are moderately higher than those offered by other FTSE 250 companies. Exacerbating this concern, the bonus payout level at target performance and the LTIP vesting level for threshold performance exceeds market practice, with no compelling rationale.					
4	Elect Sarah Gentleman as Director	Mgmt	For	For	For
5	Elect Gervaise Slowey as Director	Mgmt	For	For	For
6	Re-elect Karen Slatford as Director	Mgmt	For	For	For
7	Re-elect Martin Davis as Director	Mgmt	For	For	For

Molten Ventures Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Re-elect Stuart Chapman as Director	Mgmt	For	For	For
9	Re-elect Ben Wilkinson as Director	Mgmt	For	For	For
10	Re-elect Grahame Cook as Director	Mgmt	For	For	For
11	Re-elect Richard Pelly as Director	Mgmt	For	For	For
12	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
13	Authorise The Audit, Risk and Valuations Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Tesla, Inc.

Meeting Date: 08/04/2022

Country: USA

Ticker: TSLA

Record Date: 06/06/2022

Meeting Type: Annual

Primary Security ID: 88160R101

Shares Voted: 10,105

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Ira Ehrenpreis	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST Ira Ehrenpreis and Kathleen Wilson-Thompson is warranted, in lieu of any audit committee member on ballot, given continuing concerns about the board's risk oversight in light of the pledging of a significant amount of the company's stock by certain directors. A vote AGAINST Ira Ehrenpreis and Kathleen Wilson-Thompson is further warranted, in their capacity as members of the Nominating and Corporate Governance Committee, given the board's insufficient responsiveness to a majority-supported shareholder proposal.					
1.2	Elect Director Kathleen Wilson-Thompson	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST Ira Ehrenpreis and Kathleen Wilson-Thompson is warranted, in lieu of any audit committee member on ballot, given continuing concerns about the board's risk oversight in light of the pledging of a significant amount of the company's stock by certain directors. A vote AGAINST Ira Ehrenpreis and Kathleen Wilson-Thompson is further warranted, in their capacity as members of the Nominating and Corporate Governance Committee, given the board's insufficient responsiveness to a majority-supported shareholder proposal.					
2	Reduce Director Terms from Three to Two Years	Mgmt	For	For	For
3	Eliminate Supermajority Voting Provisions	Mgmt	For	For	For
4	Increase Authorized Common Stock	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
6	Adopt Proxy Access Right	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as adoption of proxy access will enhance shareholder rights.					
7	Report on Efforts to Prevent Harassment and Discrimination in the Workplace	SH	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, as the company has faced recent attention for allegations of harassment and discrimination in the workplace, and increased transparency would help shareholders assess how the company is managing associated risks.					
8	Report on Racial and Gender Board Diversity	SH	Against	Against	Against
9	Report on the Impacts of Using Mandatory Arbitration	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted because more information on the impact that the company's standard arbitration provision has on Tesla's employees would allow shareholders to better evaluate risks related to several recent controversies; and may bring information to light that could result in improved recruitment, development and retention.					
10	Report on Corporate Climate Lobbying in line with Paris Agreement	SH	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, because an evaluation of how the company's lobbying activities align with the Paris Agreement goals would provide information that would allow shareholders to better evaluate the company's risk related to its lobbying activities.					
11	Adopt a Policy on Respecting Rights to Freedom of Association and Collective Bargaining	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, because this policy may benefit shareholders by improving the company's management of related risks; and the company already has a similar policy in place for its suppliers.					
12	Report on Eradicating Child Labor in Battery Supply Chain	SH	Against	Against	Against
13	Report on Water Risk Exposure	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted. Shareholders would benefit from increased disclosure regarding how the company is managing water risks.					

Essentra Plc

Meeting Date: 08/08/2022

Record Date: 08/05/2022

Primary Security ID: G3198T105

Country: United Kingdom

Meeting Type: Special

Ticker: ESNT

Shares Voted: 862,750					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Proposed Sale of the Packaging Business	Mgmt	For	For	For

EMIS Group Plc

Meeting Date: 08/09/2022

Record Date: 08/05/2022

Primary Security ID: G2898S102

Country: United Kingdom

Meeting Type: Court

Ticker: EMIS

Shares Voted: 1,770,164

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Court Meeting Approve Scheme of Arrangement	Mgmt	For	For	For

EMIS Group Plc

Meeting Date: 08/09/2022

Record Date: 08/05/2022

Primary Security ID: G2898S102

Country: United Kingdom

Meeting Type: Special

Ticker: EMIS

Shares Voted: 1,770,164

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Cash Acquisition of EMIS Group plc by Bordeaux UK Holdings II Limited	Mgmt	For	For	For

iEnergizer Ltd.

Meeting Date: 08/12/2022

Record Date: 08/10/2022

Primary Security ID: G47461101

Country: Guernsey

Meeting Type: Annual

Ticker: IBPO

Shares Voted: 4,934,304

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Ratify Grant Thornton as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
3	Re-elect Ashish Madan as Director	Mgmt	For	For	For
4	Re-elect Marc Vassanelli as Director	Mgmt	For	For	For

Schroders Plc

Meeting Date: 08/15/2022

Record Date: 08/11/2022

Primary Security ID: G78602136

Country: United Kingdom

Meeting Type: Special

Ticker: SDR

Shares Voted: 284,988

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Compensatory Bonus Issue	Mgmt	For	For	For
2	Authorise Issue of Equity Pursuant to the Compensatory Bonus Issue	Mgmt	For	For	For
3	Approve Enfranchisement of Non-Voting Ordinary Shares	Mgmt	For	For	For
4	Approve Share Sub-Division	Mgmt	For	For	For
5	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	For	For	For
6	Amend Stage One Articles of Association	Mgmt	For	For	For
7	Adopt New Articles of Association	Mgmt	For	For	For
8	Authorise Market Purchase of New Ordinary Shares	Mgmt	For	For	For
9	Authorise Market Purchase of Existing Ordinary Shares	Mgmt	For	For	For

Prosus NV

Meeting Date: 08/24/2022

Country: Netherlands

Ticker: PRX

Record Date: 07/27/2022

Meeting Type: Annual

Primary Security ID: N7163R103

Shares Voted: 67,052

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Annual Meeting Agenda	Mgmt			
1	Receive Report of Management Board (Non-Voting)	Mgmt			
2	Approve Remuneration Report	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this item is warranted because: * The quantum of long-term incentives awarded is high, with a large portion not subject to performance conditions. * The quantum of the overall realized package for FY 2021/2022 is considered excessive (USD 26.8 million) where this is mainly driven by the SAR plan that is not sufficiently transparent and share options which are not tied to performance conditions. * A substantial part of the LTI awards vest before the third anniversary in deviation of best practice recommendations. * Albeit we recognize the company has made a number of efforts to address shareholders concerns as raised at the 2021 AGM, given the level of dissent the changes are not considered to fully address or fully mitigate concerns. We do note that the company announced that as of FY2023, the company will be disclosing the STI targets retrospectively.</i></p>					
3	Adopt Financial Statements	Mgmt	For	For	For
4	Approve Allocation of Income	Mgmt	For	For	For
5	Approve Discharge of Executive Directors	Mgmt	For	For	For
6	Approve Discharge of Non-Executive Directors	Mgmt	For	For	For

Prosus NV

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Approve Remuneration Policy for Executive and Non-Executive Directors	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is warranted: * The remuneration policy includes the possibility of discretionary adjustments to the STI award mainly subject to a reduction of the valuation discount but without clear information on the performance hurdles and how performance will be assessed; * The remuneration policy includes a significant proportion of long-term incentives that are not performance-related; * A substantial portion of the LTI vests before the third anniversary and start vesting after the first anniversary of the grant;					
8	Elect Sharmistha Dubey as Non-Executive Director	Mgmt	For	For	For
9.1	Reelect JP Bekker as Non-Executive Director	Mgmt	For	For	For
9.2	Reelect D Meyer as Non-Executive Director	Mgmt	For	For	For
9.3	Reelect SJZ Pacak as Non-Executive Director	Mgmt	For	For	For
9.4	Reelect JDT Stofberg as Non-Executive Director	Mgmt	For	For	For
10	Ratify Deloitte Accountants B.V. as Auditors	Mgmt	For	For	For
11	Grant Board Authority to Issue Shares Up To 10 Percent of Issued Capital and Restrict/Exclude Preemptive Rights	Mgmt	For	For	For
12	Authorize Repurchase of Shares	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST is warranted because the proposal is not in line with commonly used safeguards regarding volume.					
13	Approve Reduction in Share Capital Through Cancellation of Shares	Mgmt	For	For	For
14	Discuss Voting Results	Mgmt			
15	Close Meeting	Mgmt			

NatWest Group Plc

Meeting Date: 08/25/2022Country: United KingdomTicker: NWG

Record Date: 08/23/2022Meeting Type: Special

Primary Security ID: G6422B105

Shares Voted: 6,702,545

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	This is a Duplicate Meeting for Provider Ballots Received	Mgmt			
	General Meeting	Mgmt			
1	Approve Special Dividend	Mgmt	For	For	For
2	Approve Share Consolidation and Share Sub-Division	Mgmt	For	For	For
3	Authorise Issue of Equity	Mgmt	For	For	For

NatWest Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
4	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
5	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
6	Authorise Market Purchase of New Ordinary Shares	Mgmt	For	For	For
7	Approve Amendments to Directed Buyback Contract	Mgmt	For	For	For
8	Adopt New Articles of Association	Mgmt	For	For	For
1	Class Meeting	Mgmt			
	Sanction and Consent to Every Variation, Alteration, Modification or Abrogation of the Special Rights Attached to the Ordinary Shares	Mgmt	For	For	For

Nielsen Holdings Plc

Meeting Date: 09/01/2022Country: United KingdomTicker: NLSN

Record Date: 08/16/2022Meeting Type: Special

Primary Security ID: G6518L108

Shares Voted: 319,843

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to Merger	Mgmt	For	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	For	For

Nielsen Holdings plc

Meeting Date: 09/01/2022Country: United KingdomTicker: NLSN

Record Date: 08/16/2022Meeting Type: Court

Primary Security ID: G6518L108

Shares Voted: 319,843

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Court Meeting	Mgmt			
	Approve Scheme of Arrangement	Mgmt	For	For	For

Picton Property Income Limited

Meeting Date: 09/01/2022

Country: Guernsey

Ticker: PCTN

Record Date: 08/30/2022

Meeting Type: Annual

Primary Security ID: G7083C101

Shares Voted: 131,788

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Ratify KPMG Channel Islands Limited as Auditors	Mgmt	For	For	For
3	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
4	Re-elect Mark Batten as Director	Mgmt	For	For	For
5	Re-elect Maria Bentley as Director	Mgmt	For	For	For
6	Re-elect Andrew Dewhirst as Director	Mgmt	For	For	For
7	Re-elect Richard Jones as Director	Mgmt	For	For	For
8	Re-elect Michael Morris as Director	Mgmt	For	For	For
9	Re-elect Lena Wilson as a Director	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

Watches of Switzerland Group Plc

Meeting Date: 09/01/2022

Country: United Kingdom

Ticker: WOSG

Record Date: 08/30/2022

Meeting Type: Annual

Primary Security ID: G94648105

Shares Voted: 82,151

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Elect Bill Floyd as Director	Mgmt	For	For	For
5	Elect Chabi Nouri as Director	Mgmt	For	For	For
6	Re-elect Ian Carter as Director	Mgmt	For	For	For

Watches of Switzerland Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
7	Re-elect Brian Duffy as Director	Mgmt	For	For	For
8	Re-elect Tea Colaanni as Director	Mgmt	For	For	For
9	Re-elect Rosa Monckton as Director	Mgmt	For	For	For
10	Re-elect Robert Moorhead as Director	Mgmt	For	For	For
11	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
12	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Hill & Smith Holdings Plc

Meeting Date: 09/05/2022

Country: United Kingdom

Ticker: HILS

Record Date: 09/01/2022

Meeting Type: Special

Primary Security ID: G45080101

Shares Voted: 1,914,572

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Related to the Proposed Sale of France Galva SA and its Business	Mgmt	For	For	For

LXI REIT PLC

Meeting Date: 09/05/2022

Country: United Kingdom

Ticker: LXI

Record Date: 09/01/2022

Meeting Type: Annual

Primary Security ID: G57009105

Shares Voted: 2,682,836

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

LXI REIT PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Dividend Policy	Mgmt	For	For	For
4	Elect Cyrus Ardalan as Director	Mgmt	For	For	For
5	Elect Hugh Seaborn as Director	Mgmt	For	For	For
6	Elect Ismat Levin as Director	Mgmt	For	For	For
7	Re-elect John Cartwright as Director	Mgmt	For	For	For
8	Elect Sandy Gumm as Director	Mgmt	For	For	For
9	Elect Nick Leslau as Director	Mgmt	For	For	For
10	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Akzo Nobel NV

Meeting Date: 09/06/2022

Record Date: 08/09/2022

Primary Security ID: N01803308

Country: Netherlands

Meeting Type: Extraordinary Shareholders

Ticker: AKZA

Shares Voted: 25,659

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Elect G. Poux-Guillaume to Management Board	Mgmt	For	For	For
3	Close Meeting	Mgmt			

Ashtead Group Plc

Meeting Date: 09/06/2022

Record Date: 09/02/2022

Primary Security ID: G05320109

Country: United Kingdom

Meeting Type: Annual

Ticker: AHT

Shares Voted: 1,509,049

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST this item is considered warranted: * The actions taken by the Remuneration Committee in response to the significant levels of dissent recorded against the remuneration-related resolutions at the 2021 AGM are not considered to sufficiently address the underlying concerns raised.					
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Paul Walker as Director	Mgmt	For	For	For
5	Re-elect Brendan Horgan as Director	Mgmt	For	For	For
6	Re-elect Michael Pratt as Director	Mgmt	For	For	For
7	Re-elect Angus Cockburn as Director	Mgmt	For	For	For
8	Re-elect Lucinda Riches as Director	Mgmt	For	Against	Against
Voting Policy Rationale: Item 4-7 & 9-12 A vote FOR these Directors is warranted as no significant concerns have been identified. Item 8 A vote AGAINST the re-election of Lucinda Riches is considered warranted. As the Chair of the Remuneration Committee, she is considered to be ultimately responsible for the Company's remuneration practices. The negative voting recommendation was driven by the Remuneration Committee's lack of action towards the shareholders' concerns voice over the Company's remuneration practices at the last AGM.					
9	Re-elect Tanya Fratto as Director	Mgmt	For	For	For
10	Re-elect Lindsley Ruth as Director	Mgmt	For	For	For
11	Re-elect Jill Easterbrook as Director	Mgmt	For	For	For
12	Elect Renata Ribeiro as Director	Mgmt	For	For	For
13	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

DS Smith Plc

Meeting Date: 09/06/2022Country: United KingdomTicker: SMDS

Record Date: 09/04/2022Meeting Type: Annual

Primary Security ID: G2848Q123

Shares Voted: 2,892,639

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Re-elect Geoff Drabble as Director	Mgmt	For	For	For
5	Re-elect Miles Roberts as Director	Mgmt	For	For	For
6	Re-elect Adrian Marsh as Director	Mgmt	For	For	For
7	Re-elect Celia Baxter as Director	Mgmt	For	For	For
8	Elect Alan Johnson as Director	Mgmt	For	For	For
9	Re-elect Alina Kessel as Director	Mgmt	For	For	For
10	Re-elect David Robbie as Director	Mgmt	For	For	For
11	Re-elect Louise Smalley as Director	Mgmt	For	For	For
12	Appoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
13	Authorise The Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

ABB Ltd.

Meeting Date: 09/07/2022

Record Date:

Primary Security ID: H0010V101

Country: Switzerland

Meeting Type: Extraordinary Shareholders

Ticker: ABBN

Shares Voted: 156,043

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Spin-Off of Accelleron Industries AG	Mgmt	For	For	For
2	Transact Other Business (Voting)	Mgmt	For	Against	Against

Compagnie Financiere Richemont SA

Meeting Date: 09/07/2022Country: SwitzerlandTicker: CFR

Record Date:Meeting Type: Annual

Primary Security ID: H25662182

Shares Voted: 44,211

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Management Proposals for All Shareholders	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Allocation of Income and Ordinary Dividends of CHF 2.25 per Registered A Share and CHF 0.225 per Registered B Share and a Special Dividend of CHF 1.00 per Registered A Share and CHF 0.10 per Registered B Share	Mgmt	For	For	For
3	Approve Discharge of Board and Senior Management	Mgmt	For	For	For
	Shareholder Proposals Submitted by Bluebell Capital Partners Ltd	Mgmt			
4.1	Elect Francesco Trapani as Representative of Category A Registered Shares	SH	Against	Against	Against
	Management Proposal for Holders of A Registered Shares	Mgmt			
4.2	Elect Wendy Luhabe as Representative of Category A Registered Shares	Mgmt	For	For	For
	Management Proposals for All Shareholders	Mgmt			
5.1	Reelect Johann Rupert as Director and Board Chair	Mgmt	For	For	For
5.2	Reelect Josua Malherbe as Director	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Contested Proposals (Items 4.1-4.2, 5.9, and 5.17) A vote AGAINST the nomination of Francesco Trapani (Items 4.1 and 5.17) is warranted because the dissident has failed to make a compelling case that change is needed. A vote FOR the nomination of Wendy Luhabe (Items 4.2 and 5.9) is warranted because she would simply remain on the board and act as a representative for one year, and opposing her nomination would enable Trapani to be designated as the representative. Uncontested Proposals Board elections (Items 5.1-5.8 and 5.10-5.16) Votes FOR: Johann Rupert, Jerome Lambert, Clayton Brendish, Nikesh Arora, Burkhardt Grund, Keyu Jin, Jeff Moss, Vesna Nevistic, Maria Ramos, Anthony Rupert, Patrick Thomas, and Jasmine Whitbread are warranted. Votes AGAINST the non-independent audit committee members: Josua Malherbe, Jean-Blaise Eckert, and Guillaume Pictet are warranted due to the failure to establish a majority-independent committee and because Malherbe serves as non-independent chair. Furthermore, some shareholders may be concerned that Johann Rupert is considered overboarded, although we note that he has a lead executive role at the company. Compensation committee elections (Items 6.1-6.4) A vote AGAINST Guillaume Pictet is warranted because his election to the board does not warrant support. Votes FOR: Clayton Brendish, Keyu Jin, and Maria Ramos are warranted due to a lack of concerns. BACKGROUND INFORMATION Policies: Elect Director</i></p>					
5.3	Reelect Nikesh Arora as Director	Mgmt	For	For	For
5.4	Reelect Clay Brendish as Director	Mgmt	For	For	For

Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5.5	Reelect Jean-Blaise Eckert as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Contested Proposals (Items 4.1-4.2, 5.9, and 5.17) A vote AGAINST the nomination of Francesco Trapani (Items 4.1 and 5.17) is warranted because the dissident has failed to make a compelling case that change is needed. A vote FOR the nomination of Wendy Luhabe (Items 4.2 and 5.9) is warranted because she would simply remain on the board and act as a representative for one year, and opposing her nomination would enable Trapani to be designated as the representative. Uncontested Proposals Board elections (Items 5.1-5.8 and 5.10-5.16) Votes FOR: Johann Rupert, Jerome Lambert, Clayton Brendish, Nikesh Arora, Burkhardt Grund, Keyu Jin, Jeff Moss, Vesna Nevistic, Maria Ramos, Anthony Rupert, Patrick Thomas, and Jasmine Whitbread are warranted. Votes AGAINST the non-independent audit committee members: Josua Malherbe, Jean-Blaise Eckert, and Guillaume Pictet are warranted due to the failure to establish a majority-independent committee and because Malherbe serves as non-independent chair. Furthermore, some shareholders may be concerned that Johann Rupert is considered overboarded, although we note that he has a lead executive role at the company. Compensation committee elections (Items 6.1-6.4) A vote AGAINST Guillaume Pictet is warranted because his election to the board does not warrant support. Votes FOR: Clayton Brendish, Keyu Jin, and Maria Ramos are warranted due to a lack of concerns. BACKGROUND INFORMATION Policies: Elect Director</i>					
5.6	Reelect Burkhardt Grund as Director	Mgmt	For	For	For
5.7	Reelect Keyu Jin as Director	Mgmt	For	For	For
5.8	Reelect Jerome Lambert as Director	Mgmt	For	For	For
5.9	Reelect Wendy Luhabe as Director	Mgmt	For	For	For
5.10	Reelect Jeff Moss as Director	Mgmt	For	For	For
5.11	Reelect Vesna Nevistic as Director	Mgmt	For	For	For
5.12	Reelect Guillaume Pictet as Director	Mgmt	For	Against	Against
<i>Voting Policy Rationale: Contested Proposals (Items 4.1-4.2, 5.9, and 5.17) A vote AGAINST the nomination of Francesco Trapani (Items 4.1 and 5.17) is warranted because the dissident has failed to make a compelling case that change is needed. A vote FOR the nomination of Wendy Luhabe (Items 4.2 and 5.9) is warranted because she would simply remain on the board and act as a representative for one year, and opposing her nomination would enable Trapani to be designated as the representative. Uncontested Proposals Board elections (Items 5.1-5.8 and 5.10-5.16) Votes FOR: Johann Rupert, Jerome Lambert, Clayton Brendish, Nikesh Arora, Burkhardt Grund, Keyu Jin, Jeff Moss, Vesna Nevistic, Maria Ramos, Anthony Rupert, Patrick Thomas, and Jasmine Whitbread are warranted. Votes AGAINST the non-independent audit committee members: Josua Malherbe, Jean-Blaise Eckert, and Guillaume Pictet are warranted due to the failure to establish a majority-independent committee and because Malherbe serves as non-independent chair. Furthermore, some shareholders may be concerned that Johann Rupert is considered overboarded, although we note that he has a lead executive role at the company. Compensation committee elections (Items 6.1-6.4) A vote AGAINST Guillaume Pictet is warranted because his election to the board does not warrant support. Votes FOR: Clayton Brendish, Keyu Jin, and Maria Ramos are warranted due to a lack of concerns. BACKGROUND INFORMATION Policies: Elect Director</i>					
5.13	Reelect Maria Ramos as Director	Mgmt	For	For	For
5.14	Reelect Anton Rupert as Director	Mgmt	For	For	For
5.15	Reelect Patrick Thomas as Director	Mgmt	For	For	For
5.16	Reelect Jasmine Whitbread as Director	Mgmt	For	For	For
Shareholder Proposals Submitted by Bluebell Capital Partners Ltd		Mgmt			
5.17	Elect Francesco Trapani as Director	SH	Against	Against	Against
Management Proposals for All Shareholders		Mgmt			
6.1	Reappoint Clay Brendish as Member of the Compensation Committee	Mgmt	For	For	For
6.2	Reappoint Keyu Jin as Member of the Compensation Committee	Mgmt	For	For	For

Compagnie Financiere Richemont SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6.3	Reappoint Guillaume Pictet as Member of the Compensation Committee	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Contested Proposals (Items 4.1-4.2, 5.9, and 5.17) A vote AGAINST the nomination of Francesco Trapani (Items 4.1 and 5.17) is warranted because the dissident has failed to make a compelling case that change is needed. A vote FOR the nomination of Wendy Luhabe (Items 4.2 and 5.9) is warranted because she would simply remain on the board and act as a representative for one year, and opposing her nomination would enable Trapani to be designated as the representative. Uncontested Proposals Board elections (Items 5.1-5.8 and 5.10-5.16) Votes FOR: Johann Rupert, Jerome Lambert, Clayton Brendish, Nikesh Arora, Burkhardt Grund, Keyu Jin, Jeff Moss, Vesna Nevistic, Maria Ramos, Anthony Rupert, Patrick Thomas, and Jasmine Whitbread are warranted. Votes AGAINST the non-independent audit committee members: Josua Malherbe, Jean-Blaise Eckert, and Guillaume Pictet are warranted due to the failure to establish a majority-independent committee and because Malherbe serves as non-independent chair. Furthermore, some shareholders may be concerned that Johann Rupert is considered overboarded, although we note that he has a lead executive role at the company. Compensation committee elections (Items 6.1-6.4) A vote AGAINST Guillaume Pictet is warranted because his election to the board does not warrant support. Votes FOR: Clayton Brendish, Keyu Jin, and Maria Ramos are warranted due to a lack of concerns. BACKGROUND INFORMATION Policies: Elect Director</i></p>					
6.4	Reappoint Maria Ramos as Member of the Compensation Committee	Mgmt	For	For	For
7	Ratify PricewaterhouseCoopers SA as Auditors	Mgmt	For	For	For
8	Designate Etude Gampert Demierre Moreno as Independent Proxy	Mgmt	For	For	For
9.1	Approve Remuneration of Directors in the Amount of CHF 7.7 Million	Mgmt	For	For	For
9.2	Approve Fixed Remuneration of Executive Committee in the Amount of CHF 5.4 Million	Mgmt	For	For	For
9.3	Approve Variable Remuneration of Executive Committee in the Amount of CHF 27.7 Million	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: Fixed compensation (Item 9.2) A vote FOR this item is warranted because the proposal appears to be broadly in line with market practice and does not raise significant concerns. Variable compensation (Item 9.3) A vote AGAINST this item is warranted because: * The proposal represents a significant increase in long-term variable remuneration, and the company has not provided a detailed explanation therefor. * One executive was awarded a discretionary bonus during the year without an accompanying and detailed justification. * There is a low level of ex-post transparency to explain the evolution of variable payouts versus company performance. * The board of directors retains significant discretion within the overall compensation framework.</i></p>					
Shareholder Proposals Submitted by Bluebell Capital Partners Ltd		Mgmt			
10	Approve Increase in Size of Board to Six Members	SH	Against	For	For
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted due to the compelling rationale provided.</i></p>					
11	Amend Articles Re: Representatives of Holders of Category A and B Registered Shares	SH	Against	For	For
<p><i>Voting Policy Rationale: Votes FOR these proposals are warranted due to the compelling rationale provided.</i></p>					
Management Proposals		Mgmt			
12	Transact Other Business (Voting)	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST is warranted because: * This item concerns additional instructions from the shareholder to the proxy in case new voting items or counterproposals are introduced at the meeting by shareholders or the board of directors; and * The content of these new items or counterproposals is not known at this time. Therefore, it is in shareholders' best interest to vote against this item on a precautionary basis.</i></p>					

Halfords Group Plc

Meeting Date: 09/07/2022

Record Date: 09/05/2022

Primary Security ID: G4280E105

Country: United Kingdom

Meeting Type: Annual

Ticker: HFD

Shares Voted: 3,105,763

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Elect Jo Hartley as Director	Mgmt	For	For	For
5	Re-elect Keith Williams as Director	Mgmt	For	For	For
6	Re-elect Helen Jones as Director	Mgmt	For	For	For
7	Re-elect Jill Caseberry as Director	Mgmt	For	For	For
8	Re-elect Tom Singer as Director	Mgmt	For	For	For
9	Re-elect Graham Stapleton as Director	Mgmt	For	For	For
10	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST these items is considered warranted: * The Company used the authorities approved at the previous AGM in a manner inconsistent with its stated commitments.					
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	Against	Against
Voting Policy Rationale: A vote AGAINST these items is considered warranted: * The Company used the authorities approved at the previous AGM in a manner inconsistent with its stated commitments.					
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
17	Approve Deferred Bonus Plan	Mgmt	For	For	For

Currys Plc

Meeting Date: 09/08/2022

Record Date: 09/06/2022

Primary Security ID: G2601D103

Country: United Kingdom

Meeting Type: Annual

Ticker: CURY

Shares Voted: 2,629,803

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Elect Ian Dyson as Director	Mgmt	For	For	For
6	Re-elect Alex Baldock as Director	Mgmt	For	For	For
7	Re-elect Eileen Burbidge as Director	Mgmt	For	For	For
8	Re-elect Tony DeNunzio as Director	Mgmt	For	For	For
9	Re-elect Andrea Gisle Joosen as Director	Mgmt	For	For	For
10	Re-elect Bruce Marsh as Director	Mgmt	For	For	For
11	Re-elect Fiona McBain as Director	Mgmt	For	For	For
12	Re-elect Gerry Murphy as Director	Mgmt	For	For	For
13	Appoint KPMG LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Euromoney Institutional Investor Plc

Meeting Date: 09/08/2022

Country: United Kingdom

Ticker: ERM

Record Date: 09/06/2022

Meeting Type: Special

Primary Security ID: G31556122

Shares Voted: 1,828,328

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Cash Acquisition of Euromoney Institutional Investor plc by Becketts Bidco Limited	Mgmt	For	For	For

Euromoney Institutional Investor Plc

Meeting Date: 09/08/2022

Record Date: 09/06/2022

Primary Security ID: G31556122

Country: United Kingdom

Meeting Type: Court

Ticker: ERM

Shares Voted: 1,828,328

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Court Meeting	Mgmt			
	Approve Scheme of Arrangement	Mgmt	For	For	For

XPS Pensions Group Plc

Meeting Date: 09/08/2022

Record Date: 09/06/2022

Primary Security ID: G9829Q105

Country: United Kingdom

Meeting Type: Annual

Ticker: XPS

Shares Voted: 3,017,118

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Re-elect Alan Bannatyne as Director	Mgmt	For	For	For
5	Re-elect Ben Bramhall as Director	Mgmt	For	For	For
6	Re-elect Paul Cuff as Director	Mgmt	For	For	For
7	Re-elect Sarah Ing as Director	Mgmt	For	For	For
8	Re-elect Snehal Shah as Director	Mgmt	For	For	For
9	Re-elect Margaret Snowden as Director	Mgmt	For	For	For
10	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
11	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

XPS Pensions Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Approve Cancellation of the Share Premium Account	Mgmt	For	For	For

CLS Holdings Plc

Meeting Date: 09/09/2022	Country: United Kingdom	Ticker: CLI
Record Date: 09/07/2022	Meeting Type: Special	
Primary Security ID: G2212D187		

Shares Voted: 547,743

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorise Market Purchase of Ordinary Shares in Connection with the Tender Offer	Mgmt	For	For	For

NetApp, Inc.

Meeting Date: 09/09/2022	Country: USA	Ticker: NTAP
Record Date: 07/13/2022	Meeting Type: Annual	
Primary Security ID: 64110D104		

Shares Voted: 30,609

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director T. Michael Nevens	Mgmt	For	For	For
1b	Elect Director Deepak Ahuja	Mgmt	For	For	For
1c	Elect Director Gerald Held	Mgmt	For	For	For
1d	Elect Director Kathryn M. Hill	Mgmt	For	For	For
1e	Elect Director Deborah L. Kerr	Mgmt	For	For	For
1f	Elect Director George Kurian	Mgmt	For	For	For
1g	Elect Director Carrie Palin	Mgmt	For	For	For
1h	Elect Director Scott F. Schenkel	Mgmt	For	For	For
1i	Elect Director George T. Shaheen	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Reduce Ownership Threshold for Shareholders to Call Special Meeting	SH	Against	For	For

Voting Policy Rationale: A vote FOR this proposal is warranted. Lowering the ownership threshold from 25 percent to 10 percent would improve shareholders' ability to use the special meeting right.

NIKE, Inc.

Meeting Date: 09/09/2022Country: USATicker: NKE

Record Date: 07/08/2022Meeting Type: Annual

Primary Security ID: 654106103

Shares Voted: 77,957

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Alan B. Graf, Jr.	Mgmt	For	For	For
1b	Elect Director Peter B. Henry	Mgmt	For	For	For
1c	Elect Director Michelle A. Peluso	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against

Voting Policy Rationale: There are significant concerns identified regarding LTI program structure and STI adjustments for the year in review. For FY22, the committee replaced the long-term cash component of the pay program with PSUs. Due to disclosure requirements, total CEO pay includes closing-cycle long-term cash award payouts and PSUs granted in FY22. Although PSUs are based on clearly disclosed multi-year goals that target outperformance, the relatively small weighting of performance-conditioned long-term incentives remains an ongoing concern. The large majority of FY22 LTI awards lack performance-vesting criteria, and the weighting of time-vesting awards was increased in FY22. While the committee committed to increase the weighting of PSUs to 50 percent, the proxy indicates the weighting of PSUs will increase to this percentage "phased in over multiple years." Such vague language makes it difficult to assess the impact of this commitment or the structure of the LTI program going forward. Given that many investors expect at least 50 percent of long-term incentives to carry rigorous performance-vesting criteria, some investors may expect this transition to occur more rapidly. In addition, the committee adjusted the STI performance period from an annual period to two six-month periods at the end of FY22 due to pandemic-related impacts, when threshold goals under the original structure were not achieved. While the committee's decision to not provide the CEO a payout provides some mitigating weight to this decision, the action nevertheless resulted in payouts for other NEOs that would have otherwise been forfeited. Concerns are heightened given the timing of the decision. Given that the surprise element of the pandemic in early 2020 is generally no longer applicable, there is an expectation that companies maintain incentive program structures without the use of significant adjustments once performance has been assessed. In light of the concerns noted above, the quantitative pay-for-performance misalignment is not mitigated and support for this proposal is not warranted.

3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Amend Qualified Employee Stock Purchase Plan	Mgmt	For	For	For
5	Adopt a Policy on China Sourcing	SH	Against	Against	Against

Warehouse REIT PLC

Meeting Date: 09/12/2022Country: United KingdomTicker: WHR

Record Date: 09/08/2022Meeting Type: Annual

Primary Security ID: G94437103

Shares Voted: 3,487,479

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Stephen Barrow as Director	Mgmt	For	For	For
4	Re-elect Simon Hope as Director	Mgmt	For	For	For

Warehouse REIT PLC

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Re-elect Neil Kirton as Director	Mgmt	For	For	For
6	Re-elect Lynette Lackey as Director	Mgmt	For	For	For
7	Re-elect Martin Meech as Director	Mgmt	For	For	For
8	Re-elect Aimee Pitman as Director	Mgmt	For	For	For
9	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
10	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
11	Approve Dividend Policy	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	Against	Against
Voting Policy Rationale: Items 12 and 13 A vote FOR these resolutions is warranted because: * The proposed amounts and durations are within recommended limits. Item 14 A vote AGAINST this resolution is warranted because: * The proposed amount is in addition to the proposed authority in Item 13, which when added together exceeds the recommended limit of 5 percent of issued share capital and the Company has not provided a commitment that shares would be issued at or above NAV.					
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Alpha Financial Markets Consulting Plc

Meeting Date: 09/13/2022Country: United KingdomTicker: AFM

Record Date: 09/09/2022Meeting Type: Annual

Primary Security ID: G021AC101

Shares Voted: 4,523,516

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Ratify Final Dividend for the Financial Year Ended 31 March 2021	Mgmt	For	For	For
4	Elect Maeve Byrne as Director	Mgmt	For	For	For
5	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Authorise Issue of Equity	Mgmt	For	For	For
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Alpha Financial Markets Consulting Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
9	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
10	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Mercia Asset Management Plc

Meeting Date: 09/13/2022

Country: United Kingdom

Ticker: MERC

Record Date: 09/09/2022

Meeting Type: Annual

Primary Security ID: G6S114108

Shares Voted: 13,341,465

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Ian Metcalfe as Director	Mgmt	For	For	For
4	Re-elect Mark Payton as Director	Mgmt	For	For	For
5	Reappoint BDO LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
6	Authorise Issue of Equity	Mgmt	For	For	For
7	Approve Final Dividend	Mgmt	For	For	For
8	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
9	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Twitter, Inc.

Meeting Date: 09/13/2022

Country: USA

Ticker: TWTR

Record Date: 07/22/2022

Meeting Type: Special

Primary Security ID: 90184L102

Shares Voted: 102,201

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Merger Agreement	Mgmt	For	For	For
2	Advisory Vote on Golden Parachutes	Mgmt	For	For	For
3	Adjourn Meeting	Mgmt	For	For	For

UniCredit SpA

Meeting Date: 09/14/2022

Record Date: 09/05/2022

Primary Security ID: T9T23L642

Country: Italy

Meeting Type: Extraordinary Shareholders

Ticker: UCG

Shares Voted: 210,584

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Ordinary Business	Mgmt			
	Amend Share Repurchase Program	Mgmt	For	For	For
1	Extraordinary Business	Mgmt			
	Authorize Cancellation of Treasury Shares without Reduction of Share Capital; Amend Article 5	Mgmt	For	For	For

Auto Trader Group Plc

Meeting Date: 09/15/2022

Record Date: 09/13/2022

Primary Security ID: G06708104

Country: United Kingdom

Meeting Type: Annual

Ticker: AUTO

Shares Voted: 3,390,756

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Ed Williams as Director	Mgmt	For	For	For
5	Re-elect Nathan Coe as Director	Mgmt	For	For	For
6	Re-elect David Keens as Director	Mgmt	For	For	For
7	Re-elect Jill Easterbrook as Director	Mgmt	For	For	For
8	Re-elect Jeni Mundy as Director	Mgmt	For	For	For
9	Re-elect Catherine Faiers as Director	Mgmt	For	For	For
10	Re-elect Jamie Warner as Director	Mgmt	For	For	For
11	Re-elect Sigga Sigurdardottir as Director	Mgmt	For	For	For
12	Elect Jasvinder Gakhal as Director	Mgmt	For	For	For
13	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise Issue of Equity	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Auto Trader Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Specified Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Supreme Plc

Meeting Date: 09/15/2022	Country: United Kingdom	Ticker: SUP
Record Date: 09/13/2022	Meeting Type: Annual	
Primary Security ID: G8586Y103		

Shares Voted: 490,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Re-elect Paul McDonald as Director	Mgmt	For	For	For
3	Re-elect Sandeep Chadha as Director	Mgmt	For	For	For
4	Re-elect Suzanne Smith as Director	Mgmt	For	For	For
5	Re-elect Mark Cashmore as Director	Mgmt	For	For	For
6	Re-elect Simon Lord as Director	Mgmt	For	For	For
7	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
8	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
9	Approve Final Dividend	Mgmt	For	For	For
10	Authorise Issue of Equity	Mgmt	For	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

FedEx Corporation

Meeting Date: 09/19/2022	Country: USA	Ticker: FDX
Record Date: 07/25/2022	Meeting Type: Annual	
Primary Security ID: 31428X106		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Marvin R. Ellison	Mgmt	For	For	For
1b	Elect Director Stephen E. Gorman	Mgmt	For	For	For
1c	Elect Director Susan Patricia Griffith	Mgmt	For	For	For
1d	Elect Director Kimberly A. Jabal	Mgmt	For	For	For
1e	Elect Director Amy B. Lane	Mgmt	For	For	For
1f	Elect Director R. Brad Martin	Mgmt	For	For	For
1g	Elect Director Nancy A. Norton	Mgmt	For	For	For
1h	Elect Director Frederick P. Perpall	Mgmt	For	For	For
1i	Elect Director Joshua Cooper Ramo	Mgmt	For	For	For
1j	Elect Director Susan C. Schwab	Mgmt	For	For	For
1k	Elect Director Frederick W. Smith	Mgmt	For	For	For
1l	Elect Director David P. Steiner	Mgmt	For	For	For
1m	Elect Director Rajesh Subramaniam	Mgmt	For	For	For
1n	Elect Director V. James Vena	Mgmt	For	For	For
1o	Elect Director Paul S. Walsh	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For
5	Require Independent Board Chair	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted as shareholders would benefit from the most robust form of independent oversight of management, in the form of an independent chair.					
6	Report on Alignment Between Company Values and Electioneering Contributions	SH	Against	For	For
Voting Policy Rationale: A vote FOR this proposal is warranted, as a congruency analysis between FedEx's political contributions spending and its stated values would enable shareholders to better evaluate how well the company is assessing and mitigating risks to its reputation, brand, and shareholder value.					
7	Report on Lobbying Payments and Policy	SH	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, as additional information on the company's lobbying expenditures would give shareholders a better understanding of the company's management of its lobbying activities and any related risks and benefits.					
8	Report on Racism in Corporate Culture	SH	Against	Against	Against
9	Report on Climate Lobbying	SH	Against	For	For
Voting Policy Rationale: A vote FOR this resolution is warranted, as an assessment of the alignment between the company's lobbying activities and the goals of the Paris Agreement would give shareholders a better understanding of the company's management of its lobbying activities and any related risks and benefits.					

Moonpig Group Plc

Meeting Date: 09/20/2022	Country: United Kingdom	Ticker: MOON
Record Date: 09/16/2022	Meeting Type: Annual	
Primary Security ID: G6225S107		

Shares Voted: 4,897,311

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Kate Swann as Director	Mgmt	For	For	For
4	Re-elect Nickyl Raithatha as Director	Mgmt	For	For	For
5	Re-elect Andy MacKinnon as Director	Mgmt	For	For	For
6	Re-elect David Keens as Director	Mgmt	For	For	For
7	Re-elect Susan Hooper as Director	Mgmt	For	For	For
8	Re-elect Niall Wass as Director	Mgmt	For	For	For
9	Re-elect Simon Davidson as Director	Mgmt	For	For	For
10	Elect ShanMae Teo as Director	Mgmt	For	For	For
11	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
18	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Games Workshop Group Plc

Meeting Date: 09/21/2022	Country: United Kingdom	Ticker: GAW
Record Date: 09/19/2022	Meeting Type: Annual	
Primary Security ID: G3715N102		

Games Workshop Group Plc

Shares Voted: 14,948

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Re-elect Kevin Rountree as Director	Mgmt	For	For	For
3	Re-elect Rachel Tongue as Director	Mgmt	For	For	For
4	Re-elect Elaine O'Donnell as Director	Mgmt	For	For	For
5	Re-elect John Brewis as Director	Mgmt	For	For	For
6	Re-elect Kate Marsh as Director	Mgmt	For	For	For
7	Elect Randal Casson as Director	Mgmt	For	For	For
8	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
9	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11	Authorise Issue of Equity	Mgmt	For	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
13	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

IG Group Holdings Plc

Meeting Date: 09/21/2022Country: United KingdomTicker: IGG

Record Date: 09/19/2022Meeting Type: Annual

Primary Security ID: G4753Q106

Shares Voted: 1,373,979

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Mike McTighe as Director	Mgmt	For	For	For
5	Re-elect June Felix as Director	Mgmt	For	For	For
6	Re-elect Charlie Rozes as Director	Mgmt	For	For	For
7	Re-elect Jon Noble as Director	Mgmt	For	For	For
8	Re-elect Jonathan Moulds as Director	Mgmt	For	For	For
9	Re-elect Rakesh Bhasin as Director	Mgmt	For	For	For
10	Re-elect Andrew Didham as Director	Mgmt	For	For	For

IG Group Holdings Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
11	Re-elect Wu Gang as Director	Mgmt	For	For	For
12	Re-elect Sally-Ann Hibberd as Director	Mgmt	For	For	For
13	Re-elect Malcolm Le May as Director	Mgmt	For	For	For
14	Re-elect Susan Skeritt as Director	Mgmt	For	For	For
15	Re-elect Helen Stevenson as Director	Mgmt	For	For	For
16	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
17	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Babcock International Group Plc

Meeting Date: 09/26/2022

Record Date: 09/22/2022

Primary Security ID: G0689Q152

Country: United Kingdom

Meeting Type: Annual

Ticker: BAB

Shares Voted: 2,501,747

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	This Meeting is Originally Scheduled on 19 September 2022	Mgmt			
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Re-elect Ruth Cairnie as Director	Mgmt	For	For	For
4	Re-elect Carl-Peter Forster as Director	Mgmt	For	For	For
5	Re-elect Lucy Dimes as Director	Mgmt	For	For	For
6	Re-elect Lord Parker of Minsmere as Director	Mgmt	For	For	For
7	Re-elect David Lockwood as Director	Mgmt	For	For	For
8	Re-elect David Mellors as Director	Mgmt	For	For	For
9	Elect John Ramsay as Director	Mgmt	For	For	For

Babcock International Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Approve Deferred Share Bonus Plan	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

ECO Animal Health Group Plc

Meeting Date: 09/26/2022

Country: United Kingdom

Ticker: EAH

Record Date: 09/22/2022

Meeting Type: Annual

Primary Security ID: G3039F108

Shares Voted: 801,200

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Elect Tracey James as Director	Mgmt	For	For	For
3	Elect David Hallas as Director	Mgmt	For	For	For
4	Re-elect Andrew Jones as Director	Mgmt	For	For	For
5	Reappoint BDO LLP as Auditors and Authorise Their Remuneration	Mgmt	For	For	For
6	Authorise Issue of Equity	Mgmt	For	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
8	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For

Kainos Group Plc

Meeting Date: 09/28/2022

Country: United Kingdom

Ticker: KNOS

Record Date: 09/26/2022

Meeting Type: Annual

Primary Security ID: G5209U104

Kainos Group Plc

Shares Voted: 1,150,080

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Brendan Mooney as Director	Mgmt	For	For	For
6	Re-elect Richard McCann as Director	Mgmt	For	For	For
7	Re-elect Andy Malpass as Director	Mgmt	For	For	For
8	Re-elect Tom Burnet as Director	Mgmt	For	For	For
9	Re-elect Katie Davis as Director	Mgmt	For	For	For
10	Re-elect Rosaleen Blair as Director	Mgmt	For	For	For
11	Reappoint KPMG as Auditors	Mgmt	For	For	For
12	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
13	Authorise Issue of Equity	Mgmt	For	For	For
14	Approve Performance Share Plan	Mgmt	For	For	For
15	Approve Employee Savings-Related Share Purchase Plan	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Kromek Group Plc

Meeting Date: 09/28/2022Country: United KingdomTicker: KMK

Record Date: 09/26/2022Meeting Type: Annual

Primary Security ID: G5317Z102

Shares Voted: 6,979,849

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	Against	Against

Kromek Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
Voting Policy Rationale: A vote AGAINST this resolution is warranted on account of: * The Executive Directors were awarded share options during the year under review outside the LTIP. These options are not linked to any specified performance criteria.					
2	Re-elect Christopher Wilks as Director	Mgmt	For	For	For
3	Re-elect Rakesh Sharma as Director	Mgmt	For	For	For
4	Reappoint Haysmacintyre LLP as Auditors	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Authorise Issue of Equity	Mgmt	For	For	For
7	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
8	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Prologis, Inc.

Meeting Date: 09/28/2022	Country: USA	Ticker: PLD
Record Date: 08/08/2022	Meeting Type: Special	
Primary Security ID: 74340W103		

Shares Voted: 65,251

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

Koninklijke Philips NV

Meeting Date: 09/30/2022	Country: Netherlands	Ticker: PHIA
Record Date: 09/02/2022	Meeting Type: Extraordinary Shareholders	
Primary Security ID: N7637U112		

Shares Voted: 148,757

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Extraordinary Meeting Agenda	Mgmt			
	Elect R.W.O. Jakobs as President / Chief Executive Officer and Member of the Management Board	Mgmt	For	For	For

Diageo Plc

Meeting Date: 10/06/2022

Country: United Kingdom

Ticker: DGE

Record Date: 10/04/2022

Meeting Type: Annual

Primary Security ID: G42089113

Shares Voted: 4,520,006

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Karen Blackett as Director	Mgmt	For	For	For
5	Re-elect Melissa Bethell as Director	Mgmt	For	For	For
6	Re-elect Lavanya Chandrashekar as Director	Mgmt	For	For	For
7	Re-elect Valerie Chapoulaud-Floquet as Director	Mgmt	For	For	For
8	Re-elect Javier Ferran as Director	Mgmt	For	For	For
9	Re-elect Susan Kilsby as Director	Mgmt	For	For	For
10	Re-elect Sir John Manzoni as Director	Mgmt	For	For	For
11	Re-elect Lady Mendelsohn as Director	Mgmt	For	For	For
12	Re-elect Ivan Menezes as Director	Mgmt	For	For	For
13	Re-elect Alan Stewart as Director	Mgmt	For	For	For
14	Re-elect Ireena Vittal as Director	Mgmt	For	For	For
15	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
16	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
17	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
18	Amend Irish Share Ownership Plan	Mgmt	For	For	For
19	Authorise Issue of Equity	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Rentokil Initial Plc

Meeting Date: 10/06/2022

Country: United Kingdom

Ticker: RTO

Record Date: 10/04/2022

Meeting Type: Special

Primary Security ID: G7494G105

Rentokil Initial Plc

Shares Voted: 9,099,770

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Acquisition of Terminix Global Holdings, Inc	Mgmt	For	For	For
2	Authorise Issue of Equity in Connection with the Acquisition	Mgmt	For	For	For
3	Approve Increase in Borrowing Limit Under the Company's Articles of Association	Mgmt	For	For	For
4	Approve Terminix Share Plan	Mgmt	For	For	For

The Procter & Gamble Company

Meeting Date: 10/11/2022 Country: USA Ticker: PG
Record Date: 08/12/2022 Meeting Type: Annual
Primary Security ID: 742718109

Shares Voted: 239,885

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director B. Marc Allen	Mgmt	For	For	For
1b	Elect Director Angela F. Braly	Mgmt	For	For	For
1c	Elect Director Amy L. Chang	Mgmt	For	For	For
1d	Elect Director Joseph Jimenez	Mgmt	For	For	For
1e	Elect Director Christopher Kempczinski	Mgmt	For	For	For
1f	Elect Director Debra L. Lee	Mgmt	For	For	For
1g	Elect Director Terry J. Lundgren	Mgmt	For	For	For
1h	Elect Director Christine M. McCarthy	Mgmt	For	For	For
1i	Elect Director Jon R. Moeller	Mgmt	For	For	For
1j	Elect Director Rajesh Subramaniam	Mgmt	For	For	For
1k	Elect Director Patricia A. Woertz	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Hargreaves Lansdown Plc

Meeting Date: 10/19/2022 Country: United Kingdom Ticker: HL
Record Date: 10/17/2022 Meeting Type: Annual
Primary Security ID: G43940108

Hargreaves Lansdown Plc

Shares Voted: 3,215,928

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
5	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Re-elect Deanna Oppenheimer as Director	Mgmt	For	For	For
7	Re-elect Christopher Hill as Director	Mgmt	For	For	For
8	Elect Amy Stirling as Director	Mgmt	For	For	For
9	Re-elect Dan Olley as Director	Mgmt	For	For	For
10	Re-elect Roger Perkin as Director	Mgmt	For	For	For
11	Re-elect John Troiano as Director	Mgmt	For	For	For
12	Re-elect Andrea Blance as Director	Mgmt	For	For	For
13	Re-elect Moni Mannings as Director	Mgmt	For	For	For
14	Re-elect Adrian Collins as Director	Mgmt	For	For	For
15	Re-elect Penny James as Director	Mgmt	For	For	For
16	Elect Darren Pope as Director	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise Issue of Equity	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Hammerson Plc

Meeting Date: 10/25/2022

Country: United Kingdom

Ticker: HMSO

Record Date: 10/21/2022

Meeting Type: Special

Primary Security ID: G4273Q164

Shares Voted: 21,193,516

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorise Enhanced Scrip Dividend Alternative	Mgmt	For	For	For

Hammerson Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Approve Cancellation of the Capital Redemption Reserve	Mgmt	For	For	For

International Consolidated Airlines Group SA

Meeting Date: 10/25/2022

Record Date: 10/21/2022

Primary Security ID: E67674106

Country: Spain

Meeting Type: Extraordinary Shareholders

Ticker: IAG

Shares Voted: 118,196

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Purchase of 50 Boeing 737 Family Aircraft	Mgmt	For	For	For
2	Approve Purchase of 37 Airbus A320neo Family Aircraft	Mgmt	For	For	For
3	Authorise Ratification of Approved Resolutions	Mgmt	For	For	For

Rio Tinto Plc

Meeting Date: 10/25/2022

Record Date: 10/23/2022

Primary Security ID: G75754104

Country: United Kingdom

Meeting Type: Special

Ticker: RIO

Shares Voted: 2,171,308

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Proposed Joint Venture with China Baowu Steel Group Co., Ltd	Mgmt	For	For	For
2	Approve Any Acquisition or Disposal of a Substantial Asset from or to China Baowu Steel Group Co., Ltd or its Associates Pursuant to a Future Transaction	Mgmt	For	For	For

Tritax Eurobox Plc

Meeting Date: 10/25/2022

Record Date: 10/21/2022

Primary Security ID: G9101X109

Country: United Kingdom

Meeting Type: Special

Ticker: EBOX

Tritax Eurobox Plc

Shares Voted: 1,530,400

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Amendments to the Investment Management Agreement	Mgmt	For	For	For

Hargreaves Services Plc

Meeting Date: 10/27/2022Country: United KingdomTicker: HSP
Record Date: 10/25/2022Meeting Type: Annual
Primary Security ID: G4394K104

Shares Voted: 923,500

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Approve Additional Dividend	Mgmt	For	For	For
5	Re-elect David Anderson as Director	Mgmt	For	For	For
6	Re-elect Gordon Banham as Director	Mgmt	For	For	For
7	Re-elect Nigel Halkes as Director	Mgmt	For	For	For
8	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
9	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
10	Authorise Issue of Equity	Mgmt	For	For	For
11	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
12	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Indus Gas Ltd.

Meeting Date: 10/27/2022Country: GuernseyTicker: INDI
Record Date: 10/25/2022Meeting Type: Annual
Primary Security ID: G47956100

Shares Voted: 3,861,503

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For

Indus Gas Ltd.

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
2	Re-elect Jonathan Keeling as Director	Mgmt	For	For	For
3	Re-elect Clive Gibbons as Director	Mgmt	For	For	For
4	Ratify Grant Thornton as Auditors and Authorise Their Remuneration	Mgmt	For	Against	Against

*Voting Policy Rationale: A vote AGAINST this resolution is warranted because: * Information on the audit and non-audit fees paid to the auditors in respect of the year under review is not disclosed in the annual report.*

TheWorks.co.uk Plc

Meeting Date: 10/27/2022	Country: United Kingdom	Ticker: WRKS
Record Date: 10/25/2022	Meeting Type: Annual	
Primary Security ID: G9541C103		

Shares Voted: 387,637

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Remuneration Policy	Mgmt	For	For	For
5	Elect Carolyn Bradley as Director	Mgmt	For	For	For
6	Re-elect Gavin Peck as Director	Mgmt	For	For	For
7	Re-elect Stephen Alldridge as Director	Mgmt	For	For	For
8	Re-elect Catherine Glickman as Director	Mgmt	For	For	For
9	Re-elect Harry Morley as Director	Mgmt	For	For	For
10	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Meeting Date: 11/02/2022

Country: United Kingdom

Ticker: NCC

Record Date: 10/31/2022

Meeting Type: Annual

Primary Security ID: G64319109

Shares Voted: 11,729,088

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
5	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
6	Elect Mike Maddison as Director	Mgmt	For	For	For
7	Re-elect Chris Stone as Director	Mgmt	For	For	For
8	Re-elect Chris Batterham as Director	Mgmt	For	For	For
9	Elect Julie Chakraverty as Director	Mgmt	For	For	For
10	Re-elect Jennifer Duvalier as Director	Mgmt	For	For	For
11	Re-elect Mike Ettling as Director	Mgmt	For	For	For
12	Re-elect Tim Kowalski as Director	Mgmt	For	For	For
13	Elect Lynn Fordham as Director	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
19	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
20	Approve UK Sharesave Plan	Mgmt	For	For	For
21	Approve International Sharesave Plan	Mgmt	For	For	For
22	Approve US Incentive Stock Option Plan	Mgmt	For	For	For
23	Approve US Employee Stock Purchase Plan	Mgmt	For	For	For

Meeting Date: 11/03/2022

Country: USA

Ticker: COTY

Record Date: 09/09/2022

Meeting Type: Annual

Primary Security ID: 222070203

Shares Voted: 1,029,515

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Beatrice Ballini	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Johannes Huth for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. WITHHOLD votes are warranted for incumbent compensation committee members Maria Aramburuzabala Larregui, Beatrice Ballini, Anna Makanju, and Erhard Schoewel, due to persistent compensation-related concerns demonstrating poor stewardship of the pay program. A vote FOR the remaining director nominees is warranted.</i></p>					
1.2	Elect Director Joachim Creus	Mgmt	For	For	For
1.3	Elect Director Olivier Goudet	Mgmt	For	For	For
1.4	Elect Director Peter Harf	Mgmt	For	For	For
1.5	Elect Director Johannes P. Huth	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Johannes Huth for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. WITHHOLD votes are warranted for incumbent compensation committee members Maria Aramburuzabala Larregui, Beatrice Ballini, Anna Makanju, and Erhard Schoewel, due to persistent compensation-related concerns demonstrating poor stewardship of the pay program. A vote FOR the remaining director nominees is warranted.</i></p>					
1.6	Elect Director Maria Ausuncion Aramburuzabala Larregui	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Johannes Huth for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. WITHHOLD votes are warranted for incumbent compensation committee members Maria Aramburuzabala Larregui, Beatrice Ballini, Anna Makanju, and Erhard Schoewel, due to persistent compensation-related concerns demonstrating poor stewardship of the pay program. A vote FOR the remaining director nominees is warranted.</i></p>					
1.7	Elect Director Anna Adeola Makanju	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Johannes Huth for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. WITHHOLD votes are warranted for incumbent compensation committee members Maria Aramburuzabala Larregui, Beatrice Ballini, Anna Makanju, and Erhard Schoewel, due to persistent compensation-related concerns demonstrating poor stewardship of the pay program. A vote FOR the remaining director nominees is warranted.</i></p>					
1.8	Elect Director Sue Y. Nabi	Mgmt	For	For	For
1.9	Elect Director Isabelle Parize	Mgmt	For	For	For
1.10	Elect Director Erhard Schoewel	Mgmt	For	Withhold	Withhold
<p><i>Voting Policy Rationale: WITHHOLD votes are warranted for Johannes Huth for failing to attend at least 75 percent of his total board and committee meetings held during the fiscal year under review without an acceptable reason for the absences. WITHHOLD votes are warranted for incumbent compensation committee members Maria Aramburuzabala Larregui, Beatrice Ballini, Anna Makanju, and Erhard Schoewel, due to persistent compensation-related concerns demonstrating poor stewardship of the pay program. A vote FOR the remaining director nominees is warranted.</i></p>					
1.11	Elect Director Robert Singer	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<p><i>Voting Policy Rationale: A vote AGAINST this proposal is warranted. CEO Nabi's pay declined for the year in review, consisting only of base salary, following her \$280 million sign-on RSU award in the prior year. However, a review of the pay program reveals persistent concerning features. Specifically, NEO pay consisted primarily of base salary and equity awards that lack performance vesting conditions. Investors increasingly expect a meaningful portion of incentives to be tied to pre-set performance goals. Further, there are renewed concerns regarding high base salaries without a compelling rationale. Notably, these significant concerns for the year in review follow multiple years of problematic pay decisions at the company.</i></p>					

Coty Inc.

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

RPS Group Plc

Meeting Date: 11/03/2022	Country: United Kingdom	Ticker: RPS
Record Date: 11/01/2022	Meeting Type: Special	
Primary Security ID: G7701P104		

Shares Voted: 2,813,456

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Matters Relating to the Recommended Cash Acquisition of RPS Group plc by Tetra Tech UK Holdings Limited	Mgmt	For	For	For

RPS Group Plc

Meeting Date: 11/03/2022	Country: United Kingdom	Ticker: RPS
Record Date: 11/01/2022	Meeting Type: Court	
Primary Security ID: G7701P104		

Shares Voted: 2,813,456

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Court Meeting	Mgmt			
1	Approve Scheme of Arrangement	Mgmt	For	For	For

Essentra Plc

Meeting Date: 11/09/2022	Country: United Kingdom	Ticker: ESNT
Record Date: 11/07/2022	Meeting Type: Special	
Primary Security ID: G3198T105		

Shares Voted: 1,242,658

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Proposed Sale of the Filters Business	Mgmt	For	For	For

Hays plc

Meeting Date: 11/09/2022

Country: United Kingdom

Ticker: HAS

Record Date: 11/07/2022

Meeting Type: Annual

Primary Security ID: G4361D109

Shares Voted: 2,545,423

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Approve Special Dividend	Mgmt	For	For	For
5	Elect James Hilton as Director	Mgmt	For	For	For
6	Elect Joe Hurd as Director	Mgmt	For	For	For
7	Re-elect Andrew Martin as Director	Mgmt	For	For	For
8	Re-elect Alistair Cox as Director	Mgmt	For	For	For
9	Re-elect Cheryl Millington as Director	Mgmt	For	For	For
10	Re-elect Susan Murray as Director	Mgmt	For	For	For
11	Re-elect MT Rainey as Director	Mgmt	For	For	For
12	Re-elect Peter Williams as Director	Mgmt	For	For	For
13	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
14	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
15	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Market Purchase of Ordinary shares	Mgmt	For	For	For
19	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Pernod Ricard SA

Meeting Date: 11/10/2022

Country: France

Ticker: RI

Record Date: 11/08/2022

Meeting Type: Annual

Primary Security ID: F72027109

Shares Voted: 14,252

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

Pernod Ricard SA

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 4.12 per Share	Mgmt	For	For	For
4	Reelect Patricia Barbizet as Director	Mgmt	For	For	For
5	Reelect Ian Gallienne as Director	Mgmt	For	For	For
6	Renew Appointment of KPMG SA as Auditor	Mgmt	For	For	For
7	Acknowledge End of Mandate of Salustro Reydel as Alternate Auditor and Decision Not to Replace and Renew	Mgmt	For	For	For
8	Approve Compensation of Alexandre Ricard, Chairman and CEO	Mgmt	For	For	For
9	Approve Remuneration Policy of Alexandre Ricard, Chairman and CEO	Mgmt	For	For	For
10	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
11	Approve Remuneration Policy of Corporate Officers	Mgmt	For	For	For
12	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
13	Approve Auditors' Special Report on Related-Party Transactions	Mgmt	For	For	For
14	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For

Redrow Plc

Meeting Date: 11/11/2022

Record Date: 11/09/2022

Primary Security ID: G7455X147

Country: United Kingdom

Meeting Type: Annual

Ticker: RDW

Shares Voted: 404,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Richard Akers as Director	Mgmt	For	For	For
4	Re-elect Matthew Pratt as Director	Mgmt	For	For	For
5	Re-elect Barbara Richmond as Director	Mgmt	For	For	For
6	Re-elect Nicky Dulieu as Director	Mgmt	For	For	For
7	Elect Oliver Tant as Director	Mgmt	For	For	For

Redrow Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
8	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
9	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
10	Approve Remuneration Report	Mgmt	For	For	For
11	Authorise Issue of Equity	Mgmt	For	For	For
12	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Tapestry, Inc.

Meeting Date: 11/15/2022

Record Date: 09/19/2022

Primary Security ID: 876030107

Country: USA

Meeting Type: Annual

Ticker: TPR

Shares Voted: 284,097

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director John P. Bilbrey	Mgmt	For	For	For
1b	Elect Director Darrell Cavens	Mgmt	For	For	For
1c	Elect Director Joanne Crevoiserat	Mgmt	For	For	For
1d	Elect Director David Denton	Mgmt	For	For	For
1e	Elect Director Johanna (Hanneke) Faber	Mgmt	For	For	For
1f	Elect Director Anne Gates	Mgmt	For	For	For
1g	Elect Director Thomas Greco	Mgmt	For	For	For
1h	Elect Director Pamela Lifford	Mgmt	For	For	For
1i	Elect Director Annabelle Yu Long	Mgmt	For	For	For
1j	Elect Director Ivan Menezes	Mgmt	For	For	For
2	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For

Meeting Date: 11/16/2022Country: USATicker: ORCL

Record Date: 09/19/2022Meeting Type: Annual

Primary Security ID: 68389X105

Shares Voted: 285,172

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Awo Ablo	Mgmt	For	For	For
1.2	Elect Director Jeffrey S. Berg	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: A vote FOR new director nominee Awo Ablo is warranted. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.					
1.3	Elect Director Michael J. Boskin	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: A vote FOR new director nominee Awo Ablo is warranted. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.					
1.4	Elect Director Safra A. Catz	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: A vote FOR new director nominee Awo Ablo is warranted. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.					
1.5	Elect Director Bruce R. Chizen	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: A vote FOR new director nominee Awo Ablo is warranted. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.					
1.6	Elect Director George H. Conrades	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: A vote FOR new director nominee Awo Ablo is warranted. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.					
1.7	Elect Director Lawrence J. Ellison	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: A vote FOR new director nominee Awo Ablo is warranted. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.					
1.8	Elect Director Rona A. Fairhead	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: A vote FOR new director nominee Awo Ablo is warranted. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.					
1.9	Elect Director Jeffrey O. Henley	Mgmt	For	Withhold	Withhold
Voting Policy Rationale: A vote FOR new director nominee Awo Ablo is warranted. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.					

Oracle Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.10	Elect Director Renee J. James	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: A vote FOR new director nominee Awo Ablo is warranted. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>					
1.11	Elect Director Charles W. Moorman	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: A vote FOR new director nominee Awo Ablo is warranted. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>					
1.12	Elect Director Leon E. Panetta	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: A vote FOR new director nominee Awo Ablo is warranted. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>					
1.13	Elect Director William G. Parrett	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: A vote FOR new director nominee Awo Ablo is warranted. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>					
1.14	Elect Director Naomi O. Seligman	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: A vote FOR new director nominee Awo Ablo is warranted. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>					
1.15	Elect Director Vishal Sikka	Mgmt	For	Withhold	Withhold
<i>Voting Policy Rationale: A vote FOR new director nominee Awo Ablo is warranted. WITHHOLD votes are warranted from incumbent Governance Committee members Bruce Chizen, Leon Panetta, William Parrett, and Jeffrey Berg for the substantial pledging activity and significant concerns regarding risk oversight. WITHHOLD votes are warranted for the incumbent members of the board of directors due to multiple consecutive years of insufficient responsiveness to low say-on-pay vote results.</i>					
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	Against	Against
<i>Voting Policy Rationale: A vote AGAINST the proposal is warranted. Following multiple consecutive years of low say-on-pay vote results, the proxy only vaguely disclosed Oracle's engagement efforts with shareholders but does disclose certain concerns heard from shareholders. As in prior years, however, no substantial positive changes nor commitments were made to the pay program to address significant shareholder dissatisfaction. Additionally, concerns remain within the annual pay program, as one NEO's annual bonus was entirely discretionary. In addition, although the annual bonus program for the CEO and Executive Chairman utilizes a pre-set objective growth goal, there is only limited disclosure regarding the year-over-year changes in the target opportunity for that goal. Furthermore, the annual equity grants for two NEOs were entirely in time-vested equity, which is inconsistent with prevailing market practices. Finally, while the decision to modify in-progress performance equity grants to the CEO and Executive Chairman was disclosed in last year's proxy, the resulting incremental value disclosed in this year's proxy was substantial, in excess of \$100 million for each executive's respective award.</i>					
3	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For

Smiths Group Plc

Meeting Date: 11/16/2022	Country: United Kingdom	Ticker: SMIN
Record Date: 11/14/2022	Meeting Type: Annual	
Primary Security ID: G82401111		

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Richard Howes as Director	Mgmt	For	For	For
5	Elect Clare Scherrer as Director	Mgmt	For	For	For
6	Re-elect Sir George Buckley as Director	Mgmt	For	For	For
7	Re-elect Pam Cheng as Director	Mgmt	For	For	For
8	Re-elect Dame Ann Dowling as Director	Mgmt	For	For	For
9	Re-elect Karin Hoeing as Director	Mgmt	For	For	For
10	Re-elect Paul Keel as Director	Mgmt	For	For	For
11	Re-elect William Seeger as Director	Mgmt	For	For	For
12	Re-elect Mark Seligman as Director	Mgmt	For	For	For
13	Re-elect Noel Tata as Director	Mgmt	For	For	For
14	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit & Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
21	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For

Close Brothers Group Plc

Shares Voted: 443,576

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect Tracey Graham as Director	Mgmt	For	For	For
5	Re-elect Mike Biggs as Director	Mgmt	For	For	For
6	Re-elect Adrian Sainsbury as Director	Mgmt	For	For	For
7	Re-elect Mike Morgan as Director	Mgmt	For	For	For
8	Re-elect Oliver Corbett as Director	Mgmt	For	For	For
9	Re-elect Peter Duffy as Director	Mgmt	For	For	For
10	Re-elect Patricia Halliday as Director	Mgmt	For	For	For
11	Re-elect Tesula Mohindra as Director	Mgmt	For	For	For
12	Re-elect Mark Pain as Director	Mgmt	For	For	For
13	Re-elect Sally Williams as Director	Mgmt	For	For	For
14	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise Issue of Equity	Mgmt	For	For	For
17	Authorise Issue of Equity in Relation to the Issue of AT1 Securities	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
20	Authorise Issue of Equity without Pre-emptive Rights in Relation to the Issue of AT1 Securities	Mgmt	For	For	For
21	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
22	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Ricardo Plc

Meeting Date: 11/17/2022

Record Date: 11/14/2022

Primary Security ID: G75528110

Country: United Kingdom

Meeting Type: Annual

Ticker: RCDO

Shares Voted: 1,253,776

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Reappoint KPMG LLP as Auditors	Mgmt	For	For	For
4	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
5	Elect Mark Clare as Director	Mgmt	For	For	For
6	Re-elect Graham Ritchie as Director	Mgmt	For	For	For
7	Re-elect Russell King as Director	Mgmt	For	For	For
8	Re-elect Jack Boyer as Director	Mgmt	For	For	For
9	Re-elect William Spencer as Director	Mgmt	For	For	For
10	Re-elect Ian Gibson as Director	Mgmt	For	For	For
11	Re-elect Laurie Bowen as Director	Mgmt	For	For	For
12	Re-elect Malin Persson as Director	Mgmt	For	For	For
13	Approve Remuneration Report	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
17	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Supermarket Income REIT Plc

Meeting Date: 11/17/2022Country: United KingdomTicker: SUPR
Record Date: 11/15/2022Meeting Type: Annual
Primary Security ID: G8586X105

Shares Voted: 65,339

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve the Company's Dividend Policy	Mgmt	For	For	For
4	Re-elect Nick Hewson as Director	Mgmt	For	For	For
5	Re-elect Vince Prior as Director	Mgmt	For	For	For

Supermarket Income REIT Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Re-elect Jon Austen as Director	Mgmt	For	For	For
7	Re-elect Cathryn Vanderspar as Director	Mgmt	For	For	For
8	Elect Frances Davies as Director	Mgmt	For	For	For
9	Reappoint BDO LLP as Auditors	Mgmt	For	For	For
10	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
11	Approve Continuation of Company as Presently Constituted	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Just Eat Takeaway.com NV

Meeting Date: 11/18/2022 **Country:** Netherlands **Ticker:** TKWY
Record Date: 10/21/2022 **Meeting Type:** Extraordinary Shareholders
Primary Security ID: N4753E105

Shares Voted: 5,766

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Extraordinary Meeting Agenda	Mgmt			
1	Open Meeting	Mgmt			
2	Approve Disposal by Just Eat Holding of its Interest in the Issued and Outstanding Capital of Each of the iFood Companies to Mobile	Mgmt	For	For	For
3	Approve Transfer of Company's Listing Category on the Official List from Premium Listing (Commercial Company) to Standard Listing (Shares)	Mgmt	For	For	For
4a	Reelect Jorg Gerbig to Management Board	Mgmt	For	For	For
4b	Elect Andrew Kenny to Management Board	Mgmt	For	For	For
5a	Elect Mieke De Schepper to Supervisory Board	Mgmt	For	For	For
5b	Elect Dick Boer to Supervisory Board	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Other Business (Non-Voting)	Mgmt			
7	Close Meeting	Mgmt			

MJ Gleeson Plc

Meeting Date: 11/18/2022Country: United KingdomTicker: GLE

Record Date: 11/16/2022Meeting Type: Annual

Primary Security ID: G3926R108

Shares Voted: 146,732

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Dermot Gleeson as Director	Mgmt	For	For	For
4	Re-elect Fiona Goldsmith as Director	Mgmt	For	For	For
5	Re-elect Christopher Mills as Director	Mgmt	For	Against	Against
<div>Voting Policy Rationale: Item 3: Re-elect Dermot Gleeson as Director A vote FOR the re-election of Board Chair Dermot Gleeson is considered warranted, although it is not without concerns: * Dermot Gleeson's tenure on the Board of 47 years exceeds the UK Code recommendation of a maximum nine years for Board Chair positions. * Concerns have been identified regarding the current level of independence on the Board. As Chair of the Nomination Committee, Dermot Gleeson is considered ultimately accountable for the composition of the Board. The main reasons for support are: * Dermot Gleeson is set to step down from the Board on 31 December 2022. The Board changes during the year and the stated succession plans may help to mitigate these current concerns. Item 5: Re-elect Christopher Mills as Director A vote AGAINST the re-election of Christopher Mills is considered warranted because: * In addition to his role as a NED of the Company, Christopher Mills also serves on boards of 12 other publicly listed companies, which could potentially compromise his ability to commit sufficient time to his role at MJ Gleeson Plc. Item 7: Re-elect James Thomson as a Director A vote FOR the re-election of CEO James Thomson is considered warranted, although it is not without concerns: * On 31 December 2022, James Thomson will step down as CEO and will succeed Dermot Gleeson as Non-executive Board Chair, which is not in line with the recommendations of the UK Code. The main reasons for support: * The Board change is yet to be implemented. Items 4, 6, and 8: A vote FOR these Directors is warranted as no significant concerns have been identified.</div>					
6	Re-elect Elaine Bailey as Director	Mgmt	For	For	For
7	Re-elect James Thomson as Director	Mgmt	For	For	For
8	Re-elect Stefan Allanson as Director	Mgmt	For	For	For
9	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
10	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
11	Approve Remuneration Report	Mgmt	For	For	For
12	Approve Remuneration Policy	Mgmt	For	For	For
13	Amend Annual and Deferred Bonus Plan	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

MJ Gleeson Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

DSV A/S

Meeting Date: 11/22/2022	Country: Denmark	Ticker: DSV
Record Date: 11/15/2022	Meeting Type: Extraordinary Shareholders	
Primary Security ID: K31864117		

Shares Voted: 0					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve DKK 15 Million Reduction in Share Capital; Amend Articles Accordingly	Mgmt	For	For	Do Not Vote
2	Authorize Share Repurchase Program	Mgmt	For	For	Do Not Vote

Genus Plc

Meeting Date: 11/23/2022	Country: United Kingdom	Ticker: GNS
Record Date: 11/21/2022	Meeting Type: Annual	
Primary Security ID: G3827X105		

Shares Voted: 1,131,155					
Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Iain Ferguson as Director	Mgmt	For	For	For
6	Re-elect Stephen Wilson as Director	Mgmt	For	For	For
7	Re-elect Alison Henriksen as Director	Mgmt	For	For	For
8	Re-elect Lysanne Gray as Director	Mgmt	For	For	For
9	Re-elect Lykele van der Broek as Director	Mgmt	For	For	For

Genus Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
10	Re-elect Lesley Knox as Director	Mgmt	For	For	For
11	Re-elect Jason Chin as Director	Mgmt	For	For	For
12	Reappoint Deloitte LLP as Auditors	Mgmt	For	For	For
13	Authorise the Audit and Risk Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
14	Authorise Issue of Equity	Mgmt	For	For	For
15	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
16	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
17	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
18	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Wilmington plc

Meeting Date: 11/23/2022

Country: United Kingdom

Ticker: WIL

Record Date: 11/21/2022

Meeting Type: Annual

Primary Security ID: G9670Q105

Shares Voted: 4,298,317

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Re-elect Martin Morgan as Director	Mgmt	For	For	For
5	Re-elect Mark Milner as Director	Mgmt	For	For	For
6	Re-elect William Macpherson as Director	Mgmt	For	For	For
7	Re-elect Paul Dollman as Director	Mgmt	For	For	For
8	Re-elect Helen Sachdev as Director	Mgmt	For	For	For
9	Re-elect Guy Millward as Director	Mgmt	For	For	For
10	Reappoint Grant Thornton UK LLP as Auditors	Mgmt	For	For	For
11	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For

Wilmington plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

AVEVA Group Plc

Meeting Date: 11/25/2022

Record Date: 11/23/2022

Primary Security ID: G06812120

Country: United Kingdom

Meeting Type: Special

Ticker: AVV

Shares Voted: 937,868

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	This is a Second Call Meeting Originally Held on 17 November 2022	Mgmt			
	Approve Matters Relating to the Recommended Cash Acquisition of AVEVA Group plc by Ascot Acquisition Holdings Limited	Mgmt	For	For	Against

AVEVA Group Plc

Meeting Date: 11/25/2022

Record Date: 11/23/2022

Primary Security ID: G06812120

Country: United Kingdom

Meeting Type: Court

Ticker: AVV

Shares Voted: 937,868

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	This is a Second Call Meeting Originally Held on 17 November 2022	Mgmt			
	Court Meeting	Mgmt			
	Approve Scheme of Arrangement	Mgmt	For	For	Against

Dunelm Group Plc

Meeting Date: 11/30/2022

Record Date: 11/28/2022

Primary Security ID: G2935W108

Country: United Kingdom

Meeting Type: Annual

Ticker: DNLM

Shares Voted: 1,000,929

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Final Dividend	Mgmt	For	For	For
3	Re-elect Sir Will Adderley as Director	Mgmt	For	For	For
4	Re-elect Nick Wilkinson as Director	Mgmt	For	For	For
5	Elect Karen Witts as Director	Mgmt	For	For	For
6	Re-elect Andy Harrison as Director	Mgmt	For	For	For
7	Re-elect Andy Harrison as Director (Independent Shareholder Vote)	Mgmt	For	For	For
8	Re-elect Marion Sears as Director	Mgmt	For	For	For
9	Re-elect Marion Sears as Director (Independent Shareholder Vote)	Mgmt	For	For	For
10	Re-elect Ian Bull as Director	Mgmt	For	For	For
11	Re-elect Ian Bull as Director (Independent Shareholder Vote)	Mgmt	For	For	For
12	Re-elect Arja Taaveniku as Director	Mgmt	For	For	For
13	Re-elect Arja Taaveniku as Director (Independent Shareholder Vote)	Mgmt	For	For	For
14	Re-elect William Reeve as Director	Mgmt	For	For	For
15	Re-elect William Reeve as Director (Independent Shareholder Vote)	Mgmt	For	For	For
16	Re-elect Peter Ruis as Director	Mgmt	For	For	For
17	Re-elect Peter Ruis as Director (Independent Shareholder Vote)	Mgmt	For	For	For
18	Re-elect Vijay Talwar as Director	Mgmt	For	For	For
19	Re-elect Vijay Talwar as Director (Independent Shareholder Vote)	Mgmt	For	For	For
20	Elect Kelly Devine as Director	Mgmt	For	For	For
21	Elect Kelly Devine as Director (Independent Shareholder Vote)	Mgmt	For	For	For
22	Elect Alison Brittain as Director	Mgmt	For	For	For
23	Elect Alison Brittain as Director (Independent Shareholder Vote)	Mgmt	For	For	For
24	Approve Remuneration Report	Mgmt	For	For	For
25	Reappoint PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
26	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
27	Authorise Issue of Equity	Mgmt	For	For	For
28	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For

Dunelm Group Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
29	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
30	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
31	Approve Waiver of Rule 9 of the Takeover Code	Mgmt	For	For	For
32	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
33	Adopt New Articles of Association	Mgmt	For	For	For

Life Science REIT PLC

Meeting Date: 11/30/2022

Record Date: 11/28/2022

Primary Security ID: G72540100

Country: United Kingdom

Meeting Type: Special

Ticker: LABS

Shares Voted: 500,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorise Issue of Equity in Connection with the Share Issuance Programme	Mgmt	For	For	For
2	Authorise Issue of Equity without Pre-emptive Rights in Connection with the Share Issuance Programme	Mgmt	For	For	For

Coloplast A/S

Meeting Date: 12/01/2022

Record Date: 11/24/2022

Primary Security ID: K16018192

Country: Denmark

Meeting Type: Annual

Ticker: COLO.B

Shares Voted: 0

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve General Meeting Materials and Reports to be Drafted in English	Mgmt	For	For	Do Not Vote
2	Receive Report of Board	Mgmt			
3	Accept Financial Statements and Statutory Reports	Mgmt	For	For	Do Not Vote
4	Approve Allocation of Income	Mgmt	For	For	Do Not Vote
5	Approve Remuneration Report	Mgmt	For	For	Do Not Vote

Coloplast A/S

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
6	Approve Remuneration of Directors in the Amount of DKK 1.35 Million for Chairman, DKK 787,500 for Deputy Chairman, and DKK 450,000 for Other Directors; Approve Remuneration for Committee Work	Mgmt	For	For	Do Not Vote
7.1	Amend Articles Re: Extend Current Authorizations in Articles 5(a) and 5(b)	Mgmt	For	For	Do Not Vote
7.2	Amend Articles Re: Corporate Language	Mgmt	For	For	Do Not Vote
8.1	Reelect Lars Soren Rasmussen as Director	Mgmt	For	For	Do Not Vote
8.2	Reelect Niels Peter Louis-Hansen as Director	Mgmt	For	For	Do Not Vote
8.3	Reelect Annette Bruls as Director	Mgmt	For	For	Do Not Vote
8.4	Reelect Carsten Hellmann as Director	Mgmt	For	For	Do Not Vote
8.5	Reelect Jette Nygaard-Andersen as Director	Mgmt	For	For	Do Not Vote
8.6	Reelect Marianne Wiinholt as Director	Mgmt	For	For	Do Not Vote
9	Ratify PricewaterhouseCoopers as Auditors	Mgmt	For	For	Do Not Vote
10	Authorize Editorial Changes to Adopted Resolutions in Connection with Registration with Danish Authorities	Mgmt	For	For	Do Not Vote
11	Other Business	Mgmt			

Lianhua Supermarket Holdings Co., Ltd.

Meeting Date: 12/01/2022	Country: China	Ticker: 980
Record Date: 10/31/2022	Meeting Type: Extraordinary Shareholders	
Primary Security ID: Y5279F102		

Shares Voted: 10,761,000

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Procurement of Goods Framework Agreement and Proposed Annual Caps	Mgmt	For	For	For
2	Approve Goods Supply Framework Agreement and Proposed Annual Cpas	Mgmt	For	For	For
3	Approve Sales Agency Framework Agreement and Proposed Annual Caps	Mgmt	For	For	For

accesso Technology Group Plc

Meeting Date: 12/06/2022

Record Date: 12/02/2022

Primary Security ID: G1150H101

Country: United Kingdom

Meeting Type: Special

Ticker: ACSO

Shares Voted: 1,240,320

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For

Target Healthcare REIT Plc

Meeting Date: 12/06/2022

Record Date: 12/02/2022

Primary Security ID: G8672Z105

Country: United Kingdom

Meeting Type: Annual

Ticker: THRL

Shares Voted: 348,447

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Policy	Mgmt	For	For	For
3	Approve Remuneration Report	Mgmt	For	For	For
4	Approve Company's Dividend Policy	Mgmt	For	For	For
5	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
6	Authorise Board to Fix Remuneration of Auditors	Mgmt	For	For	For
7	Elect Amanda Thompsell as Director	Mgmt	For	For	For
8	Elect Richard Cotton as Director	Mgmt	For	For	For
9	Re-elect Alison Fyfe as Director	Mgmt	For	For	For
10	Re-elect Vince Niblett as Director	Mgmt	For	For	For
11	Approve Continuation of Company as Investment Trust	Mgmt	For	For	For
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
14	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
15	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Cisco Systems, Inc.

Meeting Date: 12/08/2022

Country: USA

Ticker: CSCO

Record Date: 10/10/2022

Meeting Type: Annual

Primary Security ID: 17275R102

Shares Voted: 438,766

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director M. Michele Burns	Mgmt	For	For	For
1b	Elect Director Wesley G. Bush	Mgmt	For	For	For
1c	Elect Director Michael D. Capellas	Mgmt	For	For	For
1d	Elect Director Mark Garrett	Mgmt	For	For	For
1e	Elect Director John D. Harris, II	Mgmt	For	For	For
1f	Elect Director Kristina M. Johnson	Mgmt	For	For	For
1g	Elect Director Roderick C. McGeary	Mgmt	For	For	For
1h	Elect Director Sarah Rae Murphy	Mgmt	For	For	For
1i	Elect Director Charles H. Robbins	Mgmt	For	For	For
1j	Elect Director Brenton L. Saunders	Mgmt	For	For	For
1k	Elect Director Lisa T. Su	Mgmt	For	For	For
1l	Elect Director Marianna Tessel	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify PricewaterhouseCoopers LLP as Auditors	Mgmt	For	For	For
4	Report on Tax Transparency Set Forth in the Global Reporting Initiative's Tax Standard	SH	Against	Against	Against

Medtronic Plc

Meeting Date: 12/08/2022

Country: Ireland

Ticker: MDT

Record Date: 10/11/2022

Meeting Type: Annual

Primary Security ID: G5960L103

Shares Voted: 205,854

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Richard H. Anderson	Mgmt	For	For	For
1b	Elect Director Craig Arnold	Mgmt	For	For	For
1c	Elect Director Scott C. Donnelly	Mgmt	For	For	For
1d	Elect Director Lidia L. Fonseca	Mgmt	For	For	For
1e	Elect Director Andrea J. Goldsmith	Mgmt	For	For	For
1f	Elect Director Randall J. Hogan, III	Mgmt	For	For	For

Medtronic Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1g	Elect Director Kevin E. Lofton	Mgmt	For	For	For
1h	Elect Director Geoffrey S. Martha	Mgmt	For	For	For
1i	Elect Director Elizabeth G. Nabel	Mgmt	For	For	For
1j	Elect Director Denise M. O'Leary	Mgmt	For	For	For
1k	Elect Director Kendall J. Powell	Mgmt	For	For	For
2	Approve PricewaterhouseCoopers LLP as Auditors and Authorize Board to Fix Their Remuneration	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Renew the Board's Authority to Issue Shares Under Irish Law	Mgmt	For	For	For
5	Renew the Board's Authority to Opt-Out of Statutory Pre-Emptions Rights Under Irish Law	Mgmt	For	For	For
6	Authorize Overseas Market Purchases of Ordinary Shares	Mgmt	For	For	For

Associated British Foods Plc

Meeting Date: 12/09/2022

Record Date: 12/07/2022

Primary Security ID: G05600138

Country: United Kingdom

Meeting Type: Annual

Ticker: ABF

Shares Voted: 546,936

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Remuneration Policy	Mgmt	For	For	For
4	Approve Final Dividend	Mgmt	For	For	For
5	Re-elect Emma Adamo as Director	Mgmt	For	For	For
6	Re-elect Graham Allan as Director	Mgmt	For	For	For
7	Re-elect John Bason as Director	Mgmt	For	For	For
8	Re-elect Ruth Cairnie as Director	Mgmt	For	For	For
9	Re-elect Wolfhart Hauser as Director	Mgmt	For	For	For
10	Re-elect Michael McLintock as Director	Mgmt	For	For	For
11	Re-elect Dame Heather Rabbatts as Director	Mgmt	For	For	For
12	Re-elect Richard Reid as Director	Mgmt	For	For	For
13	Re-elect George Weston as Director	Mgmt	For	For	For

Associated British Foods Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
15	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For
16	Authorise UK Political Donations and Expenditure	Mgmt	For	For	For
17	Authorise Issue of Equity	Mgmt	For	For	For
18	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
19	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
20	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For
21	Approve Restricted Share Plan	Mgmt	For	For	For

Microsoft Corporation

Meeting Date: 12/13/2022

Record Date: 10/12/2022

Primary Security ID: 594918104

Country: USA

Meeting Type: Annual

Ticker: MSFT

Shares Voted: 508,372

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1.1	Elect Director Reid G. Hoffman	Mgmt	For	For	For
1.2	Elect Director Hugh F. Johnston	Mgmt	For	For	For
1.3	Elect Director Teri L. List	Mgmt	For	For	For
1.4	Elect Director Satya Nadella	Mgmt	For	For	For
1.5	Elect Director Sandra E. Peterson	Mgmt	For	For	For
1.6	Elect Director Penny S. Pritzker	Mgmt	For	For	For
1.7	Elect Director Carlos A. Rodriguez	Mgmt	For	For	For
1.8	Elect Director Charles W. Scharf	Mgmt	For	For	For
1.9	Elect Director John W. Stanton	Mgmt	For	For	For
1.10	Elect Director John W. Thompson	Mgmt	For	For	For
1.11	Elect Director Emma N. Walmsley	Mgmt	For	For	For
1.12	Elect Director Padmasree Warrior	Mgmt	For	For	For
2	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
3	Ratify Deloitte & Touche LLP as Auditors	Mgmt	For	For	For
4	Report on Cost/Benefit Analysis of Diversity and Inclusion	SH	Against	Against	Against

Microsoft Corporation

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
5	Report on Hiring of Persons with Arrest or Incarceration Records	SH	Against	Against	Against
6	Assess and Report on the Company's Retirement Funds' Management of Systemic Climate Risk	SH	Against	Against	Against
7	Report on Government Use of Microsoft Technology	SH	Against	Against	Against
8	Report on Development of Products for Military	SH	Against	Against	Against
9	Report on Tax Transparency	SH	Against	Against	Against

Palo Alto Networks, Inc.

Meeting Date: 12/13/2022

Record Date: 10/14/2022

Primary Security ID: 697435105

Country: USA

Meeting Type: Annual

Ticker: PANW

Shares Voted: 29,948

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1a	Elect Director Helene D. Gayle	Mgmt	For	For	For
1b	Elect Director James J. Goetz	Mgmt	For	For	For
2	Ratify Ernst & Young LLP as Auditors	Mgmt	For	For	For
3	Advisory Vote to Ratify Named Executive Officers' Compensation	Mgmt	For	For	For
4	Amend Omnibus Stock Plan	Mgmt	For	For	For

Spectris Plc

Meeting Date: 12/13/2022

Record Date: 12/09/2022

Primary Security ID: G8338K104

Country: United Kingdom

Meeting Type: Special

Ticker: SXS

Shares Voted: 143,495

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Remuneration Policy	Mgmt	For	For	For

Vanguard Funds PLC - Vanguard FTSE North America UCITS ETF

Meeting Date: 12/13/2022

Record Date: 12/09/2022

Primary Security ID: G9T17W202

Country: Ireland

Meeting Type: Annual

Ticker: VNRT

Vanguard Funds PLC - Vanguard FTSE North America UCITS ETF

Shares Voted: 83,395

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports and Review the Company's Affairs	Mgmt	For	For	For
2	Ratify KPMG Ireland as Auditors and Authorise Their Remuneration	Mgmt	For	For	For

Capricorn Energy Plc

Meeting Date: 12/15/2022Country: United KingdomTicker: CNE
Record Date: 12/13/2022Meeting Type: Special
Primary Security ID: G1856T128

Shares Voted: 374,160

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Approve Cancellation of the Share Premium Account	Mgmt	For	For	For

Bellway Plc

Meeting Date: 12/16/2022Country: United KingdomTicker: BWY
Record Date: 12/14/2022Meeting Type: Annual
Primary Security ID: G09744155

Shares Voted: 1,692,776

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
1	Accept Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Remuneration Report	Mgmt	For	For	For
3	Approve Final Dividend	Mgmt	For	For	For
4	Elect John Tutte as Director	Mgmt	For	For	For
5	Re-elect Jason Honeyman as Director	Mgmt	For	For	For
6	Re-elect Keith Adey as Director	Mgmt	For	For	For
7	Re-elect Jill Caseberry as Director	Mgmt	For	For	For
8	Re-elect Ian McHoul as Director	Mgmt	For	For	For
9	Elect Sarah Whitney as Director	Mgmt	For	For	For
10	Reappoint Ernst & Young LLP as Auditors	Mgmt	For	For	For
11	Authorise the Audit Committee to Fix Remuneration of Auditors	Mgmt	For	For	For

Bellway Plc

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
12	Authorise Issue of Equity	Mgmt	For	For	For
13	Authorise Issue of Equity without Pre-emptive Rights	Mgmt	For	For	For
14	Authorise Issue of Equity without Pre-emptive Rights in Connection with an Acquisition or Other Capital Investment	Mgmt	For	For	For
15	Authorise Market Purchase of Ordinary Shares	Mgmt	For	For	For
16	Authorise the Company to Call General Meeting with Two Weeks' Notice	Mgmt	For	For	For

Sodexo SA

Meeting Date: 12/19/2022

Record Date: 12/15/2022

Primary Security ID: F84941123

Country: France

Meeting Type: Annual/Special

Ticker: SW

Shares Voted: 4,483

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
	Ordinary Business	Mgmt			
1	Approve Financial Statements and Statutory Reports	Mgmt	For	For	For
2	Approve Consolidated Financial Statements and Statutory Reports	Mgmt	For	For	For
3	Approve Allocation of Income and Dividends of EUR 2.40 per Share	Mgmt	For	For	For
4	Reelect Veronique Laury as Director	Mgmt	For	For	For
5	Reelect Luc Messier as Director	Mgmt	For	For	For
6	Reelect Cecile Tandeau de Marsac as Director	Mgmt	For	For	For
7	Elect Patrice de Talhouet as Director	Mgmt	For	For	For
8	Appoint Cabinet ERNST & YOUNG AUDIT as Auditor	Mgmt	For	For	For
9	Approve Remuneration Policy of Chairman and CEO from March 1 to August 31, 2022	Mgmt	For	For	For
10	Approve Compensation of Sophie Bellon, Chairman of the Board then Chairman and CEO	Mgmt	For	For	For
11	Approve Compensation Report of Corporate Officers	Mgmt	For	For	For
12	Approve Remuneration of Directors in the Aggregate Amount of EUR 1.2 Million	Mgmt	For	For	For
13	Approve Remuneration Policy of Directors	Mgmt	For	For	For

Proposal Number	Proposal Text	Proponent	Mgmt Rec	Voting Policy Rec	Vote Instruction
14	Approve Remuneration Policy of Chairman of the Board and CEO	Mgmt	For	For	For
15	Authorize Repurchase of Up to 10 Percent of Issued Share Capital	Mgmt	For	For	For
16	Extraordinary Business	Mgmt	For	For	For
	Authorize Decrease in Share Capital via Cancellation of Repurchased Shares	Mgmt			
17	Authorize Filing of Required Documents/Other Formalities	Mgmt	For	For	For